

**Micro-economic determinants of non compensating wages differentials  
in Ivorian manufacturing firms.  
Econometric applications on an employees-employers panel**

In this thesis, we investigate the wages determinants which contribute to Ivorian manufacturing firms efficiency. Using employers-employees matched panel data and controlling for individuals and firms unobservable heterogeneity in wages equations, we obtain unbiased estimations of human capital returns. We also show that firms specific wages policy appears to be very important in wages determination.

Therefore, firms characteristics seem to be new foundations of Ivorian labour market segmentation. Results show however that non compensating wages differentials are not determined by industrial structure but are linked to human capital externalities those work at a micro level.

Taking information asymmetry into account, we develop a dynamic version of the sociological efficiency wage model to introduce incentive in labour contracts. Wages rigidity can then be explained by existence of co-operation between employer and employee. Estimations can not reject the sociological hypothesis of efficiency wage model, but show that non compensating wages differentials are bigger between job categories than between sectors. Consequently, we focus on firm internal organisation.

The analysis of a three levels hierarchy allows us to determinate simultaneously optimal wages and firm internal organisation. The introduction of principal's hazard moral leads to the optimality of the delegation of agent's effort supervision. We show that delegation is optimal for the organisation except in the case of abuse of authority from the supervisor, that means that in the case of collusion in the hierarchy, delegation reduces organisation efficiency.

**Keywords** : wages equations, unobservable heterogeneity, incentive, labour organisation, collusion, micro-econometrics, econometrics of panel data, Côte d'Ivoire

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