



**FOURTH EAL ANNUAL CONFERENCE**

**3rd - 6th September 1992**

**PROGRAMME**

**Institute for Employment Research**

**University of Warwick**



EALE ANNUAL CONFERENCE : UNIVERSITY OF WARWICK  
3rd - 6th September 1992

OUTLINE PROGRAMME

**Thursday, 3rd September**

1200 - 2200 Registration - Rootes Hall Reception  
1800 - 2000 Dinner (Rootes Restaurant)  
1900 - 2300 Arts Centre Theatre Bar open

**Friday, 4th September**

0845 Introduction to the Conference  
(Arts Centre Theatre - simultaneous interpretation)  
09.00 - 09.30 Opening speech - 'Employment Growth in Europe'  
VISCOUNT ULLSWATER  
Parliamentary Under Secretary of State  
Employment Department  
(Arts Centre Theatre - simultaneous interpretation)  
09.30 - 10.30 Keynote speech - 'The New Economics of Personnel'  
PROFESSOR EDWARD LAZEAR  
Hoover Institution and Stanford University  
(Arts Centre Theatre - simultaneous interpretation)  
10.30 - 11.00 Coffee (Arts Centre Theatre Bar)  
11.00 - 13.00 7 parallel sessions  
13.00 - 14.30 Lunch (Rootes Restaurant)  
14.30 - 16.00 6 parallel sessions  
16.00 - 16.30 Tea (Arts Centre Theatre Bar)  
16.30 - 18.00 6 parallel sessions  
18.30 Depart for Warwick Castle  
19.00 - 22.00 Warwick Castle Buffet Reception and Castle Visit

**Saturday, 5th September**

09.00 - 11.00 7 parallel sessions  
11.00 - 11.30 Coffee (Arts Centre Theatre Bar)  
11.30 - 12.30 Keynote speech - 'Gender and Economic Outcomes'  
PROFESSOR FRANCINE BLAU  
Institute of Labor and Industrial Relations  
University of Illinois at Urbana-Champaign  
(Arts Centre Theatre - simultaneous interpretation)  
12.30 - 14.00 Lunch (Rootes Restaurant) */ Since 1990*  
14.00 - 16.00 7 parallel sessions  
16.00 - 16.30 Tea (Arts Centre Theatre Bar)  
16.30 - 17.30 Keynote speech - 'The Social Embeddedness of Labor  
Markets and Cognitive Processes'  
PROFESSOR MICHAEL PIORE  
Department of Economics, MIT  
(Arts Centre Theatre - simultaneous interpretation)  
17.30 - 18.30 EALE session  
(Arts Centre Theatre - simultaneous interpretation)  
19.30 - 20.00 University Reception (Airport Lounge, Rootes)  
20.00 - Conference Dinner (Panorama Room, Rootes)

**Sunday, 6th September**

09.00 - 11.00 6 parallel sessions  
11.00 - 11.30 Coffee (Arts Centre Theatre Bar)  
11.30 - 12.30 Keynote speech - 'What does "salary" mean? Insights  
from International Comparisons'  
PROFESSOR JOHN ABOWD  
Cornell University  
(Arts Centre Theatre - simultaneous interpretation)  
12.30 Lunch (Rootes Restaurant)

End of Conference

## **EALE 1992 : PARALLEL SESSIONS PROGRAMME**

**Friday, 4th September, 1100 - 1300**

### **Education and Training (Session 1 : Social Studies Room 0.11)**

Uwe BLIEN/ Manfred TESSARING	Transitions Between Education and the Labour Market in Germany. The Application of the ENTROP Procedure in the Educational Accounting System
Ides NICAISE	Home Inputs, Resource Constraints, and the Unequal Demand for Education: a micro-economic approach
Anders NILSSON	Structural Change and Vocational Education: The Case of Manufacturing Industry in Sweden 1950-1990
Niels PLOUG	Sorting Through Education: transition from school to labour market for young danes in the eighties

### **Efficiency Wages (Session 1 : Social Studies Room 0.13)**

Erling BARTH	Why Do Some Firms Pay More? An Empirical Investigation of Inter-Firm Wage Differentials
R.F. ELLIOTT/P.D. MURPHY/ R. SANDY	Industry Fixed Effects and the Theory of Efficiency Wages
Jean-Pierre HUIBAN	Job Structure, Wages and Labour Productivity: The French Industry Case

### **Institutions in the Labour Market & European Labour Markets (Session 1 : Social Studies Room 0.18)**

Robert BOYER	Labour Institutions and Economic Growth: A Survey and a "Regulationist" Approach
R. FLANAGAN/ J. HARTOG/ J. THEEUWES	Institutions and the Labour Market: Many Questions, Some Answers
Liem HOANG-NGOC/ Michel LALLEMENT	The Decentralization of Industrial Relations in France: trends toward micro-corporatism?
Marie-Claire VILLEVAL/ Laure BAZZOLI/ Thierry KIRAT	Norm, Institution and Contract in the Labour Relationships: A Return to Institutionalism?"

### **Labour Market Policy**

(Sessions 1 & 2: Arts Centre Theatre - simultaneous interpretation)

Renato BRUNETTA	Labour Market Policies: Welfare, Incomes, Employment
Lars BEHRENZ/ Lennart DELANDER	An Inquiry into a Methodology for Assessing the Performance of the Swedish Public Employment Service
Per-Anders EDIN/ Bertil HOLMLUND/ Thomas ÖSTROS	Wage Behavior and Labor Market Programs in Sweden: Evidence from Micro Data
Freddy HEYLEN	Active Labour Market Policy and the Impact of Unemployment on Wages

### **Transitions in the Labour Markets in Eastern Europe (Session 1 : Social Studies Room 0.19)**

Iskra BELEVA	The Bulgarian Experience in Labour Market Developments
Jaromir GOTTVALD	Unemployment and Labour Market Policy in Czechoslovakia
B. GRUZEVSKIS	Developments on the Lithuanian Labour Market
Svetlana KOTLYAR	The Difficulties and Trends of Labour Market Development in Moscow

### **Unemployment (Session 1 : Social Studies Room 0.20)**

P.N. JUNANKAR/ Margaret WOOD	The Dynamics of Unemployment: An Analysis of Recurrent Unemployment
Florence LEFRESNE	Vocational Training Systems and Integration of Young People into the Labour Market: A Comparison of France and the United Kingdom
Tuire SANTAMÄKI-VUORI	Incidence of Recurrent Unemployment in Finland
Paul WARREN	A Duration Analysis of Long-Term Unemployment using Information from 'Restart' Interviews

**Women and Work** (Session 2 : Social Studies Room A0.23)

Christina JONUNG/ Inga PERSSON/ Margit STRANDBERG	Women and Market Work: The Misleading Tale of Participation Rates in International Comparisons
Irena KOTOWSKA	Changes in Women's Positions on the Labour Market after Two Years of Transition Process in Poland
Danièle MEULDERS/ Robert PLASMAN	Part-time Work in the EEC countries - Evolution during the Eighties
Liba PAUKERT	The Economic Status of Women in the Transition to a Market System: The Case of Czechoslovakia

**Friday, 4th September, 1430 - 1600**

**Labour Demand** (Session 1 : Social Studies Room 0.11)

Gerhard BOSCH	Working Time and Operating Hours in the Japanese Automobile Industry
Steffen LEHNDORFF	Working Time and Operating Hours in the European Motor Industry
Melvyn COLES/ John G. TREBLE	The Price of Worker Reliability

**Labour Supply** (Session 1 : Social Studies Room 0.13)

I. PRESTON/ I. WALKER	Welfare Measurement in Labour Supply Models with Nonlinear Budget Constraints
Enrico RETTORE/ Ugo TRIVELLATO	A Double-Hurdle Labour Supply Model with Fallible Indicators of Labour Force State

**Macromodels** (Session 1 : Social Studies Room 0.18)

Yoshio KUROSAKA/ Furio C. ROSATI	International Comparison on the Adjustment Speed of Real Wages in OECD Countries
Karl-Gustaf LÖFGREN	Monopoly Union Wage Setting and the Evaluation of Public Projects: An Intertemporal General Equilibrium Approach
Johan VAN GOMPEL/ André VAN POECK	Wage formation and labour market performance: on the (non)existence of superior wage formation mechanisms

**Regional Labour Market**  
(Session 2 : Social Studies Room 0.19)

Herman SCHOLTEN	Predicting Future Labour Supply: a Spatial Systems Approach
Jacques A. ZIGHERA	Dispersion Regionale des Coûts de la Main d'Oeuvre dans l'Industrie dans la Communauté Européenne (1988)

**Wage Structure**  
(Session 1 : Arts Centre Conference Room - simultaneous interpretation)

J. DE KONING/ A. GELDERBLOM	Age, Productivity and Wages
Tor ERIKSSON	Mobility and Individual Earnings Growth
Jouke VAN DIJK/ Hendrik FOLMER	Wage Effects of Unemployment Duration and Frequency

**Women and Work** (Session 1 : Social Studies Room 0.20)

Jill RUBERY	The Economics of Equal Value
Günther SCHMID	Women and the State - Equal Opportunities from an International Perspective

**Friday, 4th September, 1630 - 1800**

**Efficiency Wages** (Session 2 : Social Studies Room 0.11)

Gérard BALLOT/ Mustapha NAJAR	Turnover Flows by Type: An Econometric Analysis on Panel Data
Tim BARMBY/ John SESSIONS/ John TREBLE	Absenteeism, Efficiency Wages and Shirking
Yves ZENOU	Efficiency Wage, Location and Urban Unemployment: theoretical and empirical analysis on panel data

### Institutions in the Labour Market & European Labour Markets

(Session 2 : Social Studies Room 0.13)

John M. ABOARD/ Francis KRAMARZ	A Test of Negotiation and Incentive Compensation Models Using Longitudinal French Enterprise Data
Vladimir NAJMAN/ Julie VALENTIN	Incitation Versus Selection, Promotion Versus Wage Increase, How Much are These Alternatives Linked?

### Labour Demand (Session 2 : Social Studies Room 0.18)

Derek BOSWORTH/ Clive PUGH	Multiple Rhythmically Varying Prices and the Timing of Factor Demands
Helmar DROST/ George TOURLAKIS	Optimal Labour Hoarding and Commodity Inventories under Uncertain Demand Conditions
Timo TYRVÄINEN	Wage setting, taxes and demand for labour: Multivariate analysis of the cointegrating relations

### Labour Market Policy (Session 3 : Social Studies Room 0.19)

Sören HÖJGÅRD/ Vassilios VLACHOS	Jobs for Disabled Youth
Robert PLASMAN	Appraising the durations of unemployment and and the role of employment policies: First results of the use of the microeconomics Database STAT 92
Michael WHITE	Evaluating the Effects of the UK's Restart Programme

### Labour Supply (Session 2 : Social Studies Room 0.20)

Lex BORGHANS	Occupational Choice: the Market for Primary School Teachers
Peter J. DOLTON/ Kostas G. MAVROMARAS	Intergenerational Occupational Choice Comparisons: The Case of Teachers in the UK
Peter ELIAS/ Mary GREGORY	Occupational Change in Great Britain, 1981-90: A Longitudinal Analysis

### Unemployment

(Session 2 : Arts Centre Conference Room - simultaneous interpretation)

Niels Henning BJÖRN/ Torben Mark PEDERSEN	Insiders and outsiders in the Danish labour market: An empirical study
Tomas KORPI	Employment stability following unemployment: manpower programs, turnover and recurrent unemployment
Donald STORRIE	Econometric Analysis of the Duration of Joblessness - on the Job and Jobless Search

**Saturday, 5th September, 0900 - 1100**

### Education and Training (Session 2 : Social Studies Room 0.11)

Kurt BRÄNNÄS/ Roger AXELSSON	Exogeneity Testing of Selection Mechanisms
Margarida CHAGAS LOPES	Skill Shortages and the Deficiencies of the Training System - the Portuguese Case
J. DE KONING/ A. GELDERBLOM	Company training: volume, underinvestment and return
Maria Clementia Teixeira Dos SANTOS	The Incidence and the Impact of Overeducation on Productivity and Earnings in the Portuguese Labor Market

### Efficiency Wages

(Session 3 : Arts Centre Theatre - simultaneous interpretation)

Pierre CAHUC/ Brigitte DORMONT	Does Profit-Sharing Increase Productivity and Employment? A theoretical model and empirical evidence on french micro data
D. GAUMONT/ M.P. MERLATEAU	Manager's Incentives and Individual Wealth
Bruno LAMOTTE/ Jean François TROUSSIER	The Efficiency Wage Relation: A New Form of Regulation in the Making?

**Institutions in the Labour Market & European Labour Markets**  
(Session 3 : Social Studies Room 0.13)

Andrew HENLEY/ Euclid TSAKALOTOS	Corporatism and the Future of the European Labour Market
Robert LINDLEY	European Integration and the Political Economy of Social Policy
David MARSDEN	Incomes Policy for Europe? or will pay bargaining destroy the Single European Market?

**Labour Supply** (Session 3 : Social Studies Room 0.18)

John BLACKWELL/ Mark WALSH	The Influence of Policy on the Labour Force Participation and Retirement of Older Workers: Some Cross-Country Evidence
Peder J. PEDERSEN/ Nina SMITH	A Duration Analysis of the Decision to Retire Early
Marianne SUNDSTRÖM	Parental Leave, Working Hours and Earnings Among Female Employees of the Swedish Telephone Company

**Transitions in the Labour Markets in Eastern Europe**  
(Session 2 : Social Studies Room 0.19)

Lutz BELLMAN/ Friedrich BUTTLER	The Transition Process in East Germany: an Inflow-Outflow Analysis
Juergen KUEHL	East German Labour Markets in Transition: Employment Effects of the Treuhand Holding
Michael WIEDEMEYER/ Wolfgang BEYWI	Employment Plans in East Germany - a Measure of Social Protection without True Structural and Employment Perspectives

**Unemployment Insurance** (Session 2 : Social Studies Room 0.20)

Inmaculada CEBRIAN/ Luis TOHARIA	Long Term Unemployment and Social Protection: The Cases of Spain and the United Kingdom
F.A.G. DEN BUTTER/ J.A. VIJLBRIEF	Labour Participation and Social Security in The Netherlands: Reconstructing the Welfare State
J.A. VIJLBRIEF	Equity and Efficiency in Unemployment Insurance

**Unions and Wage Bargaining** (Session 1 : Social Studies Room A0.23)

Martyn ANDREWS/ Robert SIMMONS	Effort Bargaining
Giorgio BRUNELLO	Incentives, Bargaining and the Wage Drift
Joop HARTOG/ André VOSKAMP	On the Sensitivity of Unionization Effects to the Legal and Institutional Environment
P. PACI/ A. WAGSTAFF/ P. HOLL	Changes in Union Power in Britain in the 1980's

**Saturday, 5th September, 1400 - 1600**

**Institutions in the Labour Market & European Labour Markets**  
(Session 4 : Arts Centre Theatre - simultaneous interpretation)

Olivier MARCHAND	Explications Possibles du Chomage en France depuis le Premier Choc Pétrolier
Santos M. RUESGA/ Ana DEL SUR	Changes in Spanish Labour Market after EC Integration (1986-91)
José SERRANO/ Milagros DONES	Deindustrialisation of the Employment and the European Single Market. The Case of Spain

**Internal and International Migration and Foreign Workers**  
(Session 1 : Social Studies Room 0.11)

Nicholas P. GLYTSOS	Measuring the Income Effects of Migrant Remittances: A Methodological Approach Applied to Greece
Georg LICHT/ Viktor STEINER	Assimilation, Labour Market Experience, and Earnings Profiles of Temporary and Permanent Immigrant Workers in Germany
P.J. SLOANE/ S. GAZIOGLU	Immigration and Occupational Status: A Study of Bangladeshi and Turkish Fathers and Sons in the London Labour Market
Eskil WADENSJÖ	Earnings of Immigrants with Higher Education in Sweden

**Labour Market Policy** (Session 4 : Social Studies Room 0.13)

Uwe BLIEN	Consequences of the Disarmament Process for the Labour Market in Germany
Carlos GARCIA SERRANO/ Luis TOHARIA	Labour Market Training in Spain
Niels WESTERGÅRD-NIELSEN/ Peter JENSEN/ Nina SMITH/ Peder PEDERSEN	Measuring the Effects of Training Programs

**Regional Labour Market** (Session 1 : Social Studies Room 0.18)

H. BERENDSEN/ A. DE GRIP/ M.H. WIELING/ E.J.T.A. WILLEMS	Regional Labour Market Forecasts by Education and Occupation
Cees GORTER/ J. VAN OURS	Matching Unemployment and Vacancies on Regional Labour Markets in The Netherlands
L. VAN DER LAAN	Corporate Strategy on the Urban Labour Market: a case study of the Dutch Randstad

**Transitions in the Labour Markets in Eastern Europe**  
(Session 3 : Social Studies Room 0.19)

Alberto CHILOSI	Alternative Policy Options for Facing the Consequences of Transition on the Labour Market, with Particular Reference to the Polish case
Eugeniusz KWIATKOWSKI	Polish Unemployment in Transition: The Role of Supply and Demand Shocks
Hartmut LEHMANN/ Mark E. SCHAFFER	Productivity, Employment and Labour Demand in Polish Industry in the 1980s: Some Preliminary Results from Enterprise-level Data
Mieczyslaw SOCHA/ Urszula STANDERSKA	Institutional Developments in the Polish Labour Market: Macroeconomic Consequences

**Unemployment Insurance** (Session 1 : Social Studies Room 0.20)

Ante FARM	A Note on Temporary Layoffs and Unemployment Insurance
Christian HECQ/ Bernard LANGE	Comparison between Priorities of Protection Schemes for Unemployment in the EEC Countries
Inge Steen MIKKELSEN	Benefits, Insurance and Implicit Contracts
Anthony MURPHY/ David M. ARMSTRONG	Unemployment Duration, Unemployment Benefits and the Job Search Behaviour of the Unemployed in Northern Ireland: Evidence from the Labour Force Survey

**Unions and Wage Bargaining** (Session 2 : Social Studies Room A0.23)

Thomas ARONSSON/ Karl-Gustaf LÖFGREN/ Magnus WIKSTRÖM	Efficient Bargaining, Right-To-Manage or Otherwise? An Empirical Analysis in a Sequential Bargaining Framework
Paul GREGG/ Steve MACHIN	Pay Bargaining Down the Line: The Economic Impact of Decentralization in U.K. Firms in the 1980's
Robin NAYLOR/ Oddbjörn RAAUM	The Open Shop Union, Wages and Management Opposition
Josef ZWEIMUELLER/ Erling BARTH	Bargaining Regimes and Wage Dispersion

**Sunday, 6th September, 0900 - 1100**

**Inequalities in the Labour Market**  
(Session 1 : Social Studies Room 0.11)

François MICHON/ Christophe RAMAUX	Temporary Work in France. A Decade Statement
Olivier PLASMAN/ Danièle MEULDERS/ Robert PLASMAN	Atypical Employment: Evolution during the Eighties in the EC Countries

**Internal and International Migration and Foreign Workers**  
(Session 2 : Arts Centre Theatre - simultaneous interpretation)

Lennart DELANDER/ Erik NYBERG	On the Outcomes of Policies to Integrate Refugees into the Swedish Labour Market
A. POLYAKOV/ I. USHKALOV	Labour Migration from the Former USSR: Causes, Forecasts, Implications
Lena SCHRÖDER/ Knut Arild LARSEN/ Peder PEDERSEN/ Marianne RÖED	Skill Migration between the Nordic Countries in Perspective of the European Inner Market
Olle WESTERLUND/ Michael L. WYZAN	Household Migration and the Local Public Sector: Evidence from Sweden, 1981-1984

**Macromodels** (Session 2 : Social Studies Room 0.13)

Lourens BROERSMA/ Philip Hans FRANSES	A Model for Quarterly Unemployment in Canada
Chris DE NEUBOURG/ Maureen SLABBERS	US-Europe Differences in Productivity Slow-down: or Subsidized Productivity Growth
Carlo MILANA	Efficiency Effects of Incomes Policy in Italy. A Dynamic General Equilibrium Analysis
Ronald SCHETTKAT	Flexibility through Labor Mobility: A Function of the Macroeconomy

**Transitions in the Labour Markets in Eastern Europe**  
(Session 4 : Social Studies Room 0.18)

Marek GÓRA	Labour Redundancy: Eastern European Dilemmas
Silvia DILOVA	Privatization Programmes and the Labour Market: The Bulgarian Case
Susanne OXENSTIERNA/ Mahmood ARAI	Wage Differentials and the Labour Market Transition in the Post-Soviet Economy

**Unions and Wage Bargaining** (Session 3 : Social Studies Room 0.19)

Hjördis D'AGOSTINO	Trade Union Growth in Sweden 1945-85
Carlo DELL'ARINGA/ Claudio LUCIFORA	Collective Bargaining and Relative Earnings in Italy
Annette VAN DEN BERG	Building a Time-Series Model on Trade Union Growth in The Netherlands 1910-1989
J.C. VAN OURS/ R.F. VAN DE WIJNGAERT	Wage Negotiations in The Netherlands: Durations and Results

**Wage Structure** (Session 2 : Social Studies Room 0.20)

➤ Rita ASPLUND	Occupational Earnings Differentials in Finland:
Niels Henning BJÖRN/ Erik HERNAËS	Youth Wages and Education in Denmark and Norway
Ana Rute CARDOSO	Regional Wage Inequalities - The Portuguese Case, 1983-1989
Claude LEROY	Wage's Formation in the Long Run: United States, 1890-1987