EDUCATION AND TRAINING
Theme organizer: Hans Heijke
ROA
Rijksuniversiteit Limburg
P.O.Box 616
6200 MD Maastricht
THE NETHERLANDS
Tel. + 31 43 88 36 47
Fax: + 31 43 21 09 99

EFFICIENCY WAGES
Theme organizer: Eskil Wadensjö
Swedish Institute for Social Research
University of Stockholm
S-106 91 Stockholm
SWEDEN
Tel. + 46 8 16 34 48
Fax: + 46 8 15 46 70

INEQUALITIES IN THE LABOUR MARKET
Theme organizer: Robert Lindley
Institute for Employment Research
University of Warwick
Coventry CV4 7 AL
UNITED KINGDOM
Tel. + 44 203 523 503
Fax: + 44 203 524 241

INSTITUTIONS AND ECONOMIC PERFORMANCE
Theme organizer: Robert Boyer
142, Rue du Chevaleret
75013 Paris
FRANCE
Tel. + 33 1 40 77 84 28
Fax: + 33 1 44 24 38 57

INTERNAL AND INTERNATIONAL MIGRATION AND FOREIGN WORKERS
Theme organizer: Carlo Dell'Arlinga
Instituto di Economia Del Lavoro
Università Cattolica
L.go. Gemelli 1
20123 Milano
ITALY
Tel. + 39 2 7234 24 53
Fax: + 39 2 7234 24 06 – 7234 22 10
LABOUR DEMAND
Theme organizer: Derek Bosworth
Manchester School of Management
UMIST
Box 88
Manchester, M60 1QD
UNITED KINGDOM
Tel. + 44 061 200 3438
Fax: + 44 061 200 3505

LABOUR MARKET POLICY
Theme organizer: Jürgen Kühl
Institute for Employment Research (IAB)
Regensburger Str. 104
D–8500 Nürnberg 30
GERMANY
Tel. + 49 911 179 3126
Fax: + 49 911 179 3258

LABOUR SUPPLY
Theme organizer: Nina Smith
Aarhus School of Business
Fuglesangs Allé 20
8210 Aarhus V
DENMARK
Tel. + 45 86 15 55 88
Fax: + 45 86 15 51 75

MODELS OF THE LABOUR MARKET
Theme organizer: Daniëlle Meulders
DULBEA CP 140
50 Av. F. Roosevelt
1050 Brussels
BELGIUM
Tel. + 32 2 650 41 12
Fax: + 32 2 650 38 25

PUBLIC SECTOR PAY
Theme organizer: David Marsden
Dept. of Relations
London School of Economics
Houghton St.
London WC2A 2AE
UNITED KINGDOM
Tel. + 44 071 955 7031
Fax: + 44 071 955 7424 or 71 242 0392
EUROPEAN AND REGIONAL LABOUR MARKETS
Theme organizer: Renato Brunetta
c/o FGB
Via Torino 122
Rome
ITALY
Tel. + 39 6 474 65 52
Fax: + 39 6 474 63 45

TRANSITIONS IN THE LABOUR MARKETS IN EASTERN EUROPE
Theme organizer: Marek Góra
Warsaw School of Economics
Al. Niepodległości 162
PL–02–554 Warszawa
POLAND
Tel. + 48 22 48 50 61 ext. 255
Fax: + 48 22 49 53 12

UNEMPLOYMENT
Theme organizer: Andries de Grip
ROA
University of Limburg
P.O.Box 616
6200 MD Maastricht
THE NETHERLANDS
Tel. + 31 43 88 37 59
Fax: + 31 43 21 09 99

UNIONS AND WAGE BARGAINING
Theme organizer: Ian Walker
Dept. of Economics
Keel University
Staffs. ST5 5BG
UNITED KINGDOM
Tel. + 44 782 583 111
Fax: + 44 782 717 577

WAGE INFLATION
Theme organizer: Hege Torp
Institute for Samfunnsforskning
Munthesgate 31
N–0260 Oslo
NORWAY
Tel. + 47 22 55 45 10
Fax: + 47 22 43 13 85
WAGE STRUCTURE
Theme organizer: Niels Westergård-Nielsen
Centre for Labour Economics
Fuglesangs Allé 20
DK–8210 Aarhus V
DENMARK
Tel. + 45 86 15 55 88
Fax: + 45 86 15 51 75

WOMEN AND WORK
Theme organizer: Inga Persson
Dept. of Economics
Lund University
Box 7082
S–220 07 Lund
SWEDEN
tel. + 46 046 10 95 47
Fax: + 46 046 10 46 13

Conference address
EALE–Conference
Ms. J. Gruijthuijsen, ROA/FdEW
P.O. Box 616
6200 MD Maastricht
THE NETHERLANDS
Organization of papers in themes for the EALE conference in Maastricht

EDUCATION AND TRAINING
Theme organizer: Hans Heijke

Session I. Vocational Education: Apprenticeship Training
Dorel AILENEI & Iulia Traistaru: Economic and Managerial Education and Training of Engineers During Labour Market Reconstruction in Romania.

Session II. Training and the Firm; Choices of Pupils for Technique
Arie GELDERBLOM & Jaap De Koning: Evaluation training within an organization: methods, problems and application.
Ed WILLEMS & Andries de Grip: The Choices of Secondary School Pupils for Technique (i.e. pupils who choose to study technology).

Session III. Labour Market Effects of Youth Training
Peter DOLTON: The Econometric Assessment of Training Sciences.
Peter ELIAS: Ability, Schooling and Earnings: Are Twins Different?
Gerald MAKEPEACE, Peter Dolton & J.G. Treble: Youth Training Scheme and the School to Work Transition.

EFFICIENCY WAGES
Theme organizer: Eskil Wadensjö

Session I: Efficiency Wages I
John SESSIONS: Unemployment Stigma, Multiple Equilibria, and Shirking.
John G. TREBLE: The Price of Worker Reliability Part II.
Furio Camillo ROSATI & Beniamino Quintieri: Efficiency Wage and International Trade Theory.

Session II: Efficiency Wages II
Wilhelm LORENZ: Discrimination by Efficiency Wages.
Susanne ACKUM AGELL: Swedish Evidence on the Efficiency Wage Hypothesis.

INEQUALITIES IN THE LABOUR MARKET
Theme organizer: Robert Lindley

Lei DELSEN: Atypical Employment in Europe: A comparative analysis using establishment data.
Andrew HENLEY, F. Green & E. Tsakalotos: Income Inequality in Corporatist and Liberal Economies: A Comparison of Trends within OECD Countries.
Servaas VAN DER BERG: Labour Market Policies and Racial Inequality in South Africa.

INSTITUTIONS AND ECONOMIC PERFORMANCE
Theme organizer: Robert Boyer, Gerry Rodgers

Session I:
Bernd FRICK: Dismissal protection legislation, workers’ participation and personnel adjustments; a comparison of Germany, Australia and Britain.
Ulrich WALWEI: External Effects of Dismissal Protection on Unemployed Outsiders.

Session II:
Virginie PEROTIN & F. Fakiifakh: The Effects of Profit Sharing on Firm Performance in France.

Session III:
Marie–Agnès BARRERE–MAURISSON & Gilles Robert: Public Service and Modernization in Human Resources Management.
Robert BOYER: The Emergence of a New Productive System and the Paradox of Trust and Cooperation.
Douglas HIBBS: The Effects of Wage Compression and Wage De–Compression on Output Growth and Labor Productivity in Swedish Industry.
Stan SIEBERT & John Addison; Mandated Benefits: An Analysis of the Trend Towards Labour Market Re–Regulation.
Marie–Claire VILLEVAL & P. Garrouste: National Systems of Innovation and Institutions.

INTERNAL AND INTERNATIONAL MIGRATION AND FOREIGN WORKERS
Theme organizer: Carlo Dell’Aringa

Session I:
Lennar DELANDER & Erik Nyberg: Aspects on the Integration of Refugees into Swedish Labour Market
Saziye GAZIOGLU: Measurements of Intergenerational and Income Mobility: The Turkish and Bengladeshi Immigrants in London Boroughs.
Björn GUSTAFSSON & Renato Aguilrar: Immigrants in the Swedish Labour Market during the 1980s.
Heinz WERNER: Integration of foreign workers into the labour market.

Session II:
David ARMSTRONG: Migration to and from Northern Ireland: A Time–Series Analysis of the Effects of Economic and Non–Economic Factors.
Nicholas P. GLYTSOS: The Impact of Emigration on Agriculture: An Empirical Analysis for Greece.
Alexei POLYAKOV & Igor Ushkalov: Structural Changes on Labour Market and Future of Migration in Russia.
Alessandra VENTURINI: The effect of non-qualified migrants on the labour market of destination countries.

LABOUR DEMAND
Theme organizer: Derek Bosworth

Session I:
Derek BOSWORTH: Labour Demand and Skill Shortages in Britain.
Francois MICHON, Mathieu Béraud, Gilbert Lefevre & Gilbert Sidhoum: Labour and Employment Flexibility in French Firms.

Session II:
Giorgio BRUNELLO & P. Searamoffino: Mark-ups in the product and in the labor market and the relative performance of industry and sciences: Italy and the UK.
Joachim WAGNER: The Long-Run Employment Impact of New Small Manufacturing Firms: Evidence from Germany.

LABOUR MARKET POLICY
Theme organizer: Jürgen Kühl

Session I:
Liem HOANG-NGOC, Florence Lefresne & M. Husson: Industrial Relations, Public Employment Policy, and the Distribution of the Volume of Work in France and in the U.K.
Daniëlle MEULDERS & Robert Plasman: Working Time and Unemployment Reduction in Belgium.

Session II:
Hege TORP & Oddbjørn Raum: Evaluations of labour market training programmes: some experiences with an experimental design.
Sverre TRY: Effects of a youth labour market programme in Norway.
B. MAHY: Training Programs Efficiency Towards Unemployed People in South Belgium (Walloon Region): A Descriptive Analysis Based on Micro Data.
Jaap DE KONING & N. 't Hoen: Unobserved factors influencing both program choice and program results: possible remedies.

Session III:
Cees GORTER: Estimating the effect of counselling and monitoring unemployed people on the probability of finding a job, the application intensity and the matching probability.
Lars BEHRENZ: An Impact Analysis of Personnel Increase at Swedish Employment Offices.
Donald STORRIE: The effect of tripartite involvement in the implementation of labour market policy
on labour market outcome.

LABOUR SUPPLY
Theme organizer: Nina Smith

Maarten VENDRIK & C. de Neubourg: An Extended Rationality Model of Social Norms in Labour Supply.

MODELS OF THE LABOUR MARKET
Theme organizer: Danièle Meuleurs

Session I
Frank CORVERS & Andries de Grip: The Relevance of Human Capital for the European Countries’ Trade Patterns in a Heckscher-Ohlin-Samuelson Model.

Session II
Jean-Jacques PAUL, J-P Beltramo & J. Bourdon: An Attempt to Forecast the Labor Market for Scientists in France.
André VAN POECK, Philip du Cajou, G. de Bruyne, Patricio Diaz, J. Vanneste & P. van Rompuy: Taxation and Labour Market Equilibrium.
Andres Holm LARSEN: Self selection – the case of transition data.
Viktor STEINER: Labour Market Transitions and the Evolution of Non-Employment in West Germany during the Eighties.

PUBLIC SECTOR PAY
Theme organizer: David Marsden

Rita ASPLUND: Earnings Structures of the Private and Public Sectors in Finland.
Robert F. ELLIOTT: Public and Private Sector Pay in the UK.
David MARSDEN: Reforming Public Sector Pay in OECD Countries.
Dominique MEURS: Problems relative to recruitment and career in centralised pay determination systems in the public sector: an application to France, Germany and Italy.

EUROPEAN AND REGIONAL LABOUR MARKETS
Theme organizer: Renato Brunetta/Luis Fina

Session I:
Eliana BACI, C. Dell’Ariiga: The EMS Effect on the Italian Labour Market.
Freddy HEYLEN, A. Van POECK & J. van Gompel: Real Versus Nominal Convergence: National
Labour Markets and European Economic and Monetary Integration.
Paul MARGINSON, A. Buitendam, C. Deutschmann & P. Perulli: The Emergence of the Euro-Company: Towards a European Industrial Relations?

Session II:
Birgit FFAU-EFFINGER: Welfare Regimes, Gender and Employment in West European Countries.
Anne VAN DER VEEN: Trans-border business relocation and commuting in the Dutch-German border region.
Monika WEBER-FAHR: The Internationalisation of Labour Markets in the EC: The Impact of Multinational Enterprises on Wage Inequality.

Session III:
Uwe BLIEN: Regional Wage Differences in Western Germany – a Multilevel Approach.
Diana ROSU: Regional Equilibrium in Rumania’s Labour Market. New Approaches.
Santos RUESGO BENITO, Jose Serrano Perez & Carlos Alvarez: Local Labor Markets: Flexible Adjustment.

TRANSITIONS IN THE LABOUR MARKETS IN EASTERN EUROPE
Theme organizer: Marek Góra

Session I:
Christian BRINKMANN: New instruments and new ways to link labour market and structural policy in the Eastern part of Germany.
Knut EMMERICH: East Germany Out of the Cold – Mega (Public) Job Creation During the First Two Years of Transition.
Eugeniusz KWIAKTOWSKI: Employment adjustments in the Polish public sector: macroeconomic and microeconomic evidence.
Jürgen KÜHL: Employment Effects of Privatisation in Eastern Germany.

Session II:
Jaromír GOTTVÁLĐ, Jana Drastíková, Peder J. Pedersen: Labour Market Adjustment Processes in Czech Republic.
Boguslavas GRUZEVSKIS: Analysis of Unemployment and Possibilities of Retraining in Lithuania.
Irena E. KOTOWSKA: Marginalization of social groups as a result of labour market developments in Poland.
Constanza PARTENIE & Emil Dinga: Perverse economics effects on the labor market as activated by the transition to the market economy. Case study based on Rumania’s experience.

UNEMPLOYMENT
Theme organizer: Andries de Grip

Session I. Unemployment and Re-employment
Olivier PLASMAN, Robert Plasman, Christian Hecq: Transitions between various unemployment and employment status in the Walloon region of Belgium.
Juha KETTUNEN: The Effects of Education on the Duration of Unemployment.

Session II. Unemployment Duration
Ante FARM: Unequal Flows and the Beveridge Curve
Jan VAN OURS: Unemployment Dynamics and Duration Dependence.

Session III. Determinants of Unemployment
Helmut RUDOLPH, Odile Benoit-Guilbot & M. Scheuer: Youth Unemployment in France and Germany.
Lourens BROERSMA: Unemployment in a bankruptcy constrained model.
Troels ÖSTERGAARD SÖRENSEN: Taxes, Unemployment and the 'Black' Economy.

UNIONS AND WAGE BARGAINING
Theme organizer: Ian Walker

Session I. Economic Policy in Union Bargaining Models
Jaakko KIANDER: On the finance of unemployment insurance and wage bargaining.
Ana Paula MARTINS: Unionism and Wage Determination: Some Analytical Notes.

Session II. Theoretical Extensions to Wage Bargaining Models
Xavier WAUTHY: Heterogenous skills and monopoly union: an application of the vertical differentiation theory.

Session III. Empirical Models of the Effects of Unions
Ian WALKER & Gauthier Lanot: Alternative Estimators of the Union/Non–Union Wage Differential.
UK Pooled Cross Section Evidence.
Carlo DELL'ARINGA & Claudio Lucifora: Wage Dispersion and Unionism: Are Unions Egalitarian?

WAGE INFLATION
Theme organizer: Hege Torp

Session I. Wage Policy and Wage Equations
Stig BLOMSKOG: Is there a Stable Swedish Wage Curve?
Jari VAINIONMÄKI & S. Laaksonen: Inter–Industry Wage Differences in Finland, 1975–85. Evidence
from Longitudinal Census Data.
Eva UDDÉN–JONDAL: Egalitarian Wage Policy and Wage Drift.
Claude LEROY & Bénédicte Reynaud: What can be learnt from a survey on the main French
firms’ wage policy since 1982, for a macroeconomic analysis of wage formation?

Session II. Wage Bargaining and Wage Drift
Natasha MIAOULI: Employment Persistence and Wage Setting in the Greek Labour Market.
Merja KAUGHANEN: The persistence effects of shocks on wages and employment – empirical testing
of asymmetries and symmetries by using time–series data from the Finnish manufacturing sector.
Timo TYRVÄINEN: Wage Determination and Unemployment: Analysis of Equilibrium and
Adjustment.

WAGE STRUCTURE
Theme organizer: Niels Westergård–Nielsen

Session I.
Per–Anders EDIN & Bertil Holmlund: The Swedish Wage Structure: The Rise and Fall of Solidarity
Wage Policy?
Panel Data Analysis of French Industrial Firms.
Erik STRÖJER MADSEN, Mahmood Arai, Rita Asplund, Erling Barth, K. Albaek: Inter–Industry
Wage Differentials in the Nordic Countries.

Session II.
Annalisa CRISTINI: Asymmetries in Wage Determination: Evidence from a Micro Data Set.
Lena GRANQVIST: Fringe Benefits and Taxation.
Yves GUILLOTIN & P. Sevestre: Human Capital Earnings Functions: From Consequences of Presence
Completing, Attrition and Selection.

Session III.
Katarina KATZ: Gender and pay in the USSR. From a survey of a Russian industrial town (1989).
José Manuel SILVA: Concentration and other Wage Determinants: Portuguese Evidence.
I. THEODOSSIOU: Wage Determination for Career and Non–Career Workers in the U.K.: Is There
Labour Market Segmentation?

WOMEN AND WORK
Theme organizer: Inga Persson

Session I. Parental Leave and Work Interruptions
Marianne SUNDSTRÖM: More children and more paid work. Birth–leave–work strategies of Swedish
women in the 1980s.
of Women.
Jane WALDFOGEIL: Family Status and Women’s Pay: Is There a Family Penalty in the U.K. and
U.S.?

Session II. Female Labour Supply and Occupational Segregation
Hettie POTT–BUTER & Joop Hartog: A seven country comparison of female participation behaviour
over 150 years.
Regina Konle-Seidl: Is there a trend towards convergence in female activity rates in EC Countries?
Jouko Nättilä: Part-time work in the Nordic countries.

Session III. Gender Differences in Earnings
Robert F. Elliott, R. Sandy & P.J. Sloane: Compensating Differences, Discrimination and Male/Female Earnings Differences.
P.J. Sloane & I. Theodossiou: Gender and Job Tenure Effects on Earnings.
Nina Smith: Why did the gender wage gap increase in Denmark after the enactment of the Equal Pay Act?

Session IV. Gender Wage Differentials and Economic Structure
Margarida Chagas Lopes: Employment Opportunities for Women and Wage Determinants.