15TH ANNUAL CONFERENCE

18 – 21 September 2003

Final Programme

Organising Institutes:

centrA
University Pablo de Olavide
EALE Secretariat, Maastricht University

Venue:

Universidad Pablo de Olavide
Utrera Road, Km. 1
41013 Seville, SPAIN
12 Parallel Sessions, Friday, September 19, 11.00 - 13.00

General Time Table

Thursday 18 September

15.00 - 18.00 Executive Committee meeting
17.00 - 20.00 Registration
19.00 - 20.00 Reception

Friday 19 September

08.00 - 09.00 Registration
09.00 - 09.30 Opening session
09.30 - 10.30 Plenary Session
Juan Dolado
   On-the-Job Search in a Matching Model with Heterogenous Jobs and Workers
10.30 - 11.00 Coffee break
11.00 - 13.00 Parallel sessions
13.00 - 14.30 Lunch
14.30 - 15.30 Plenary Session
Caroline Hoxby
   Productivity in Education, the Quintessential Upstream Industry
15.30 - 16.00 Coffee break
16.00 - 18.00 Parallel sessions

Saturday 20 September

09.00 - 11.00 Parallel sessions
11.00 - 11.30 Coffee break
11.30 - 12.30 Adam Smith lecture
Edward Lazear
   Internal Labor Markets: A Personnel Economics view
12.30 - 14.00 Lunch
14.00 - 16.00 Parallel sessions
16.00 - 16.30 Coffee break
16.30 - 18.30 Parallel sessions
20.00 - 23.30 Social programme

Sunday 21 September

09.30 - 11.30 Parallel sessions
11.30 - 12.00 Meeting of EALE
12.00 - 12.30 Coffee break
12 Parallel Sessions, Friday, September 19, 11.00 – 13.00

**Theme 1: Family and work**
*Session 1: Wages, work and marriage decisions within the household*

**Building 3 – Room 4**

**Chairperson: Marco Manacorda**

Marianne SIMONSEN, Lars Skipper  
*Are children really that expensive? Investigations using matching estimators*

Cécile WETZELS, Aslan Zorlu  
*Wage effects of motherhood: A double selection approach*

Aycan CELIKAKSOY, Helena Skyt Nielsen, Mette Verner  
*Marriage migration: another case of positive assortative matching?*

Marco MANACORDA  
*Child labor and the labor supply of other household members, evidence from 1920 America*

**Theme 4: Labour market policy**
*Session 1: Unemployment insurance*

**Building 5 – Room 1**

**Chairperson: Bertil Holmlund**

Bruno VAN DER LINDEN  
*Unemployment insurance and training in an equilibrium matching model with heterogeneous agents*

Marja-Liisa HALKO  
*Buffer funding of unemployment insurance in a dynamic labour union model*

Bertil HOLMLUND, Peter Fredriksson  
*Optimal unemployment insurance design; time limits, monitoring or workfare?*

**Theme 5: Labour supply**
*Session 1: The effects of taxes, welfare provisions and other incentives*

**Building 5 – Room 2**

**Chairperson: David Margolis**

Corrado DI MARIA, Anita Guelfi, Piero Cipollone  
*Hiring incentives and labour force participation*

Yolanda K. GRIFT, Jacques Siegers  
*Tax illusion and female labour supply: Do Dutch women know their marginal tax tariff and do they react to it?*

Thierry LAURENT, Yannick L'Horty
12 Parallel Sessions, Friday, September 19, 11.00 - 13.00

Minimum income/minimum wage schedule and the occurrence of poverty traps: Some evidence on the French labor market
Stefano STAFFOLANI, Massimiliano Bratti
Effort-based career opportunities and working time
David MARGOLIS, Marc Gurgand
A multiple state non-stationary model of welfare exit

Theme 6: Labour demand and employment
Session 1: Productivity & firm performance

Building 8 – Room 1

Chairperson: Ansgar Belke

Patrick AUBERT
Productivity, wage and demand for elder workers: An examination on French matched employer-employee data
Marten WALLETTE
The incidence of temporary jobs in Sweden. Towards a new form of labour market segmentation?
Rainer Fehn, Ansgar BELKE, Neil Foster
Does venture capital investment spur employment growth?

Theme 7: Occupational choice and mobility, professional labour markets
Session 1: Job mobility/Educational choice

Building 6 – Room 2

Chairperson: Christian Holzner

Vincenzo ANDRIETTI, Vincent Hildebrand
Evaluating pension portability reforms. The tax reform act of 1986 as a natural experiment
Till VON WACHTER, Stefan Bender
In the right place at the wrong time - the role of firms and luck in young workers’ careers
Birthe LARSEN Ann-Sofie Kolm
Does tax evasion affect wages, unemployment and educational choice?
Christian HOLZNER
Education in an unemployment equilibrium model with wage posting

Theme 8: Education
Session 1: Class size

Building 5 – Room 4

Chairperson: Robin Naylor
Hans J. BAUMGARTNER
*Are there any class size effects on early career earnings in West Germany?*

Lex BORGHANS
*Class teaching and individual instruction*

Eskil HEINESEN Martin Browning
*Class size, teacher hours and educational attainment*

Ludger WOESSMANN, Martin R. West
*Which school systems sort weaker students into smaller classes? International evidence*

Robin NAYLOR, Jeremy Smith, Abigail McKnight
*Returns to educational performance: Evidence from UK graduates’ first destination labour market outcomes*

---

**Theme 10: Wage inequality and mobility**

*Session 1*

**Building 5 – Room 3**

**Chairperson: Helen Robinson**

Guido HEINECK, Johannes Schwarze
*Substance use and earnings: The case of smokers in Germany*

Empar PONS, Ellen K. Nyhus
*The effects of personality on earnings. A "big five" personality dimension analysis*

Helen ROBINSON
*My generation: The changing penalty of teenage motherhood*

---

**Theme 11: Personnel economics**

*Session 1: Teams and incentives I*

**Building 6 – Room 4**

**Chairperson: Guido Merzoni**

Ottorino CHILLEMI
*Good human relations in the workplace and pay*

Brigitte GODBILLON-CAMUS
*Subjective evaluation, ambiguity and relational contracts*

Wendelin SCHNEDLER
*On the prudence of rewarding A while hoping for B*

Guido MERZONI, Ferdinando Colombo
*In praise or rigidity: the bright side of long-term contracts*

---

**Theme 15: Microeconomics of unemployment**

*Session 1: Job search models*
12 Parallel Sessions, Friday, September 19, 11.00 - 13.00

Building 3 – Room 1

Chairperson: José Ignacio García Pérez

Ben KRIECHEL
Wage offers and local search
Richard UPWARD, Martin Andrews, Steve Bradley, Dave Scott
Why do job-seeker and vacancy hazards slope downwards? Estimating a two-sided search model of the labour market
José Ignacio GARCÍA PÉREZ
Non-stationary job search when jobs do not last forever: A structural estimation to evaluate alternative unemployment insurance systems

Theme 16: Macroeconomics of unemployment
Session 1: Searching and matching

Building 3 – Room 2

Chairperson: Ann-Sofie Kolm

François FONTAINE
Matching social networks and inequalities
Helene TURON, Simon Burgess
Unemployment equilibrium and on-the-job search
Andrey LAUNOV
Study of the Austrian labour market dynamics through a model of search equilibrium
Ann-Sofie KOLM, Yvonne Aberg, Peter Hedström
Social interactions and unemployment

Theme 18: Migration
Session 1: International migration

Building 6 – Room 3

Chairperson: Sascha Becker

Peder J. Pedersen, Mariola PYTLIKOVA, Nina Smith
OECD migration, welfare and skill selectivity
Marianne ROED, Peder J. Pedersen
The selectivity of international migration - the Scandinavian case
Martin WERDING, Sonja Munz
Public pensions and international migration: Some clarifications and illustrative results
Sascha BECKER, Andrea Ichino, Giovanni Peri
How large is the 'Brain Drain' from Italy?
12 Parallel Sessions, Friday, September 19, 11.00 - 13.00

Theme 19: Labour markets in transition economies
Session 1: Regional aspects of labour markets in transition economies

Building 8 – Room 4

Chairperson: Céline Bignebat

Irina A. DENISOVA, Akhmed Akhmedov, Marina Kartseva
Active labour market policies in Russia: Regional interpretation determines effectiveness?
Ella KALLAI
Determinants of regional mobility in Romania
Céline BIGNEBAT
Spatial dispersion of wages in Russia: Unequal rewards to human capital in transition
12 Parallel Sessions, Friday, September 19, 16.00 – 18.00

**Theme 1: Family and work**
*Session 2: Public policies and labour supply within the household*

**Building 3 – Room 4**

**Chairperson: Sophie Ponthieux**

Miriam BEBLO, Denis Beninger, Francois Laisney
*Family tax splitting: A microsimulation of its potential labour supply and intra-household welfare effects in Germany*

Sophie PONTHIEUX, Dominique Meurs
*Women’s family type and participation in the labor market in seven EU countries*

**Theme 3: Training**
*Session 1: Training and incentives*

**Building 8 – Room 5**

**Chairperson: Gilles Parienté**

Pål SCHONE
*Why is the return to training so high?*

Randolph SLOOF, Edwin Leuven, Hessel Oosterbeek, Chris van Klaveren
*Worker reciprocity and employer investment in training*

Gilles PARIENTÉ
*Training policies in team-based organisations*

**Theme 4: Labour market policy**
*Session 2: Taxation*

**Building 5 – Room 1**

**Chairperson: Vincent Hogan**

Mathias HUNGERBÜHLER
*Tax progression and human capital in a matching framework*

Per ENGSTRÖM
*Unemployment benefits and optimal non-linear income*

Vincent HOGAN
*The welfare cost of taxation in a labour market with unemployment and non-participation*

**Theme 5: Labour supply**
*Session 2: Female labour supply*
12 Parallel Sessions, Friday, September 19, 16.00 – 18.00

Building 5 – Room 2

Chairperson: Jan-Dirk Vlasblom

Frank CÖRVERS, Bart Golsteyn
*Changes in women’s willingness to work in a tightening labour market: The impact of preferences, wages and individual characteristics*

Prodromos J. PRODROMIDIS
*Unpaid work, non-work, and the labour supply: Tobit of heckit? Female evidence from a 1999 British survey*

Jan Dirk VLASBLOM, Joop J. Schippers
*The dynamics of female employment around child birth*

Theme 6: Labour demand and employment
Session 2: Adjustment costs

Building 8 – Room 1

Chairperson: Pedro Portugal

António ANTUNES, Mário Centeno
*Self-employment and labor market regulations*

Laszlo GOERKE
*Earnings-related severance pay*

Adriana KUGLER, G. Pica
*The effects of employment protection and product market regulations on the Italian labor Market*

Pedro PORTUGAL José M. Varejao
*Why do firms use fixed-term contracts?*

Theme 7: Occupational choice and mobility, professional labour markets
Session 2: Professional markets/Occupational choices

Building 6 – Room 2

Chairperson: Astrid Oline Ervik

John GODDARD, John O.S. Wilson
*Career progression of professional footballers in England and Wales: Divisional mobility and racial discrimination*

Mikko LEPPAMAKI, Mikko Mustonen
*Spence revisited - signalling with externality: The case of open source programming*

Bart GOLSTEYN, Lex Borghans
*The effect of transferability of skills and regret on sectoral mobility after graduation*
Astrid Oline ERVIK
Skills gaps in occupations with high and risky returns: On education choices in advanced economies

Theme 8: Education
Session 2: Peer effects

Building 5 – Room 4
Chairperson: Gavan Conlon

Felix BÜCHEL, Hendrik Jürges, Kerstin Schneider
The effect of central exit examinations on student achievement - Quasi-experimental evidence from TIMSS Germany
Michael FERTIG
Educational production, endogenous peer group formation and class composition - Evidence from the PISA 2000 study
Alfonso ROSOLIA, Piero Cipollone
Social interactions in schooling
Beatrice SCHINDLER RANGVID
Educational peer effects: quantile regression evidence from Denmark with PISA2000 data
Gavan CONLON, Arnaud Chevalier
Does it pay to attend a prestigious university?

Theme 9: Health and job satisfaction
Session 1: Health and labour economics

Building 8 – Room 3
Chairperson: Niels Westergård-Nielsen

Petri BÖCKERMAN
Perception of job instability in Europe
Anne Moller DANO
Road injuries and long run effects on disposable income, wages and employment
Jan VAN OURS, Jan Boone
Cyclical fluctuations in workplace accidents
Niels WESTERGâRD-NIELSEN, Esben Agerbo, Tor Eriksson, Preben Bo Mortensen
Labour market behaviour when minds are not so beautiful

Theme 10: Wage inequality and mobility
Session 2

Building 5 – Room 3
12 Parallel Sessions, Friday, September 19, 16.00 – 18.00

Chairperson: Fredrik Andersson

Bernd FRICK, Joachim Prinz
Pay inequalities and team performance: Empirical evidence from the North American major leagues
Maarten GOOS, Alan Manning
Good jobs and bad jobs: Changes in UK employment
Jan SAARELA, Fjalar Finnäs
Interethnic wage variation in Finland
Fredrik ANDERSSON, Julia Lane, Lars Vilhuber, Harry Holzer
Escaping poverty for low-wage workers: The role of employer characteristics and changes

Theme 11: Personnel economics
Session 2: Teams and incentives II

Building 6 – Room 4

Chairperson: Marie-Claire Villeval

Robert SIMMONS, David Forrest
Buying success: Team performance and wage bills in US and European sports leagues
Eero LEHTO
On long-term contracts and effort adjustments
Marie-Claire VILLEVAL, Jean-Louis Rullière, Claude Montmarquette, Romain Zeiliger
Redesigning teams and incentives: A real effort experiment with managers of a merged company

Theme 15: Microeconomics of unemployment
Session 2: Unemployment benefits and the persistence of unemployment

Building 3 – Room 1

Chairperson: Mário Centeno

Joachim WOLFF
Unemployment benefits and the duration of unemployment in East Germany
Ulla HÄMÄLÄINEN, Kari Hämäläinen
A lost generation? State dependence in unemployment among labour market entrants in different phases of business cycle
Kostas MAVROMARAS, Chris Orme
Unemployment insurance and incentives
Mário CENTENO, Lorenzo Isla
Unemployment insurance take-up rates: an evaluation of the spillover
12 Parallel Sessions, Friday, September 19, 16.00 – 18.00

**Theme 16: Macroeconomics of unemployment**  
*Session 2: Unemployment and growth*

**Building 3 – Room 2**

**Chairperson: Eva Moreno-Galbis**

Julien PRAT  
*A matching model of creative destruction with idiosyncratic shocks of productivity*  
Pascal HETZE  
*Unemployment, international knowledge spillovers, and growth*  
Wolf-Heimo GRIEBEN  
*Schumpeterian growth and the political economy of employment protection*  
Eva MORENO-GALBIS, Henri Sneessens  
*Low-skilled unemployment, capital-skill complementarity and embodied technical progress*
12 Parallel Sessions, Saturday, September 20, 09.00 – 11.00

**Theme 1: Family and work**  
*Session 3: Motherhood and female participation in the labour market*

**Building 3 – Room 4**

**Chairperson:** Nina Smith

Paul Gregg, Maria Gutierrez-Domenech, Jane Waldfogel  
*The employment of married mothers in Great Britain: 1974-2000*

Maria Libertad Gonzalez  
*The determinants of the prevalence of single mothers: A cross-country analysis*

Elina Pylkkänen  
*Persistent gender disparities in the Swedish labour market - Do public policies support them?*

Nina Smith, Elina Pylkkänen  
*Career interruptions due to parental leave - a comparative study of Denmark and Sweden*

**Theme 4: Labour market policy**  
*Session 3: Active labour market programs*

**Building 5 – Room 1**

**Chairperson:** Lars Jakob Skipper

Reinhard Hujer, Marco Caliendo, Stephan Thomsen  
*New evidence on the effects of job creation schemes in Germany - A matching approach with threefold heterogeneity*

Reelika Leetma, Andres Võrk  
*Evaluation of active labour market programmes in Estonia*

Lars Jakob Skipper, Roland Munch  
*The consequences of active labour market programme participation in Denmark*

**Theme 5: Labour supply**  
*Session 3: Monopsony, search and some determinants of wages*

**Building 5 – Room 2**

**Chairperson:** Ugo Trivellato

Bernhard Boockmann, Ralf Peters  
*The tax wedge and real wages: Estimates from a panel of OECD countries*

Espen Bratberg, Badi H. Baltagi, Tor Helge Holmas  
*A panel data study of physicians' labor supply: The case of Norway*

Susanne Dahlberg, Ruth-Aida Nahum  
*Cohort effects on earnings profiles: Evidence from Sweden*

Fathi Fakhfakh, Felix Fitzroy
12 Parallel Sessions, Saturday, September 20, 09.00 – 11.00

Dynamic monopsony: Evidence from a French establishment panel
Ugo TRIVELLATO, Anna Giraldo
Assessing the ‘choosiness’ of job seekers. An exploratory approach and evidence for Italy

Theme 6. Labour demand and employment
Session 3: Job creation and destruction

Building 8 – Room 1

Chairperson: William Mitchell

Julian MESSINA, Ramon Gomez-Salvador, Giovanna Vallanti
Gross job flows in Europe
Satu NURMI
Sectoral differences in plant start-up size
Federica ORIGO
In & out establishment labour turnover, market factors and institutions
William F. MITCHELL, Joan Muysken
Male and female employment dynamics in Australia

Theme 7: Occupational choice and mobility, professional labour markets
Session 3: Self-employment

Building 6 – Room 2

Chairperson: Jean-Marc Falter

Valentine HENRARD
The determinants of transitions from wage-work to self-employment in Colombia: an empirical analysis
Joao Pedro AZEVEDO
Credit and entrepreneurship in the slums of Rio
Mirjam VAN PRAAG
Initial capital constraints hinder entrepreneurial venture performances: An empirical analysis
Jean-Marc FALTER
Self-employment and earning inequality

Theme 8: Education
Session 3: Dropouts and unemployment

Building 5 – Room 4

Chairperson: Dinand Webbink

Federico CINGANO, Piero Cipollone
12 Parallel Sessions, Saturday, September 20, 09.00 – 11.00

Determinants of university drop-out probability in Italy
Vibeke JAKOBSEN, Michael Rosholm

Dropping out of school? A competing risks analysis of young immigrants' progress in the educational system
Charlotte LAUER

Education and unemployment: A French-German comparison
Dinand WEBBINK, Hessel Oosterbeek

Who gains from increasing compulsory education?

Theme 10: Wage inequality and mobility
Session 3
Building 5 – Room 3

Chairperson: Marta Menéndez

Andrew HENLEY, Francisco G. Carneiro, G. Reza Arabsheibani
Human capital and earnings inequality in Brazil 1988-1998: Quantile regressions evidence
Richard DICKENS, Alan Manning
Has the national minimum wage reduced UK wage inequality?
Arnaud DUPUY
The source of demand shifts and wage inequality: A comparative study of the US and the Netherlands
Marta MENÉNDEZ, Facundo Albornoz
Income mobility and inequality: The case of Argentina during the 1990s.

Theme 11: Personnel economics
Session 3: Tournaments
Building 6 – Room 4

Chairperson: Tim Barmby

Johannes MÜNSTER
Selection tournaments, sabotage and participation
Anja SCHÖTTNER
Precision in U-type and J-type tournaments
Christian GRUND, Dirk Sliwka
Envy and compassion in tournaments
Tim BARMBY, Sarah Bridges
An analysis of the theory of biased contests in an organisational setting

Theme 15: Microeconomics of unemployment
Session 3: Temporary work and job displacement
12 Parallel Sessions, Saturday, September 20, 09.00 – 11.00

Building 3 – Room 1

Chairperson: Tobias Hagen

Marloes ZIJL, Arjan Heyma, Gerard van den Berg
Stepping stones for the unemployed? Effects of temporary jobs on job search duration of the unemployed
Yolanda REBOLLO SANZ, José Ignacio García-Pérez
Wage penalties after a spell of unemployment: a structural estimation for different European economies
Kristiina HUTTUNEN, Jarle Moen, Kjell Salvanes
How destructive is creative destruction? Investigating long-term effects of worker displacement
Tobias HAGEN
Do fixed-term contracts increase the long-term employment opportunities of the unemployed?

Theme 16: Macroeconomics of unemployment
Session 3: Unemployment, regulation and taxation

Building 3 – Room 2

Chairperson: Leopold von Thadden

Byeongju JEONG
The welfare effects of firing restrictions
Mónica CORREA LOPEZ
Macroeconomic effects of oligopolistic competition with sectoral wage bargaining: What do we learn from deregulation?
Volker MEIER
Workfare in an efficiency wage model
Gilles JOSEPH
Job turnover, unemployment and labor market institutions
Leopold VON THADDEN, Erkki Koskela
Optimal factor taxation under wage bargaining - a dynamic perspective

Theme 18: Migration
Session 2: Assimilation of immigrants

Building 6 – Room 3

Chairperson: Lena Nekby

Dan-Olof ROOTH, Olof Aslund
Do when and where matter? Initial labor market conditions and immigrant earnings
Charles BELLEMARE
12 Parallel Sessions, Saturday, September 20, 09.00 – 11.00

*Economic assimilation and return migration of immigrants in West-Germany*
Kraen BLUME, Mette Verner

*Welfare dependency among immigrants: Is assimilation taking place?*
Lena NEKBY

*How long does it take to integrate? Employment convergence of immigrants and natives in Sweden*

**Theme 19: Labour markets in transition economies**

*Session 2: Labour market performance in transition economies*

**Building 8 – Room 4**

**Chairperson: Uwe Blien**

Yann NICOLAS, Claude Mathieu
*Adjustment costs and labour demand: A comparison between France and the Czech Republic*

Marit HINNOSAAR
*The impact of unemployment benefits in Estonian labour market*

Lenka FILIPOVA, Jaromir Gottvald
*Long-term unemployment in the Czech Republic*

Ansgar BELKE
*EU enlargement, exchange rate variability and labour market performance*

Uwe BLIEN, Katja Wolff
*Wages and regional development of employment: an analysis with an econometric analogue to shift-share techniques*
Theme 2: Discrimination
Session 1: Gender wage gap I

Building 6 – Room 1

Chairperson: Marie Leclair

Mario Federico RUEDA NARVÁEZ, Antonio Caparrós Ruiz, María Lucía Navarro Gómez
Inter-firm job mobility and wage discrimination
Antonio FILIPPIN, Andrea Ichino
Gender wage gap in expectations and realizations
Hugo NOPO
Matching as a tool to decompose wage gaps
Marie LECLAIR, Pascale Petit
The effects of workplace union on the gender wage gap: Evidence from French linked employer-employee data

Theme 4: Labour market policy
Session 4: Active measures

Building 5 – Room 1

Chairperson: Richard Dorsett

Andrea WEBER, Helmut Hofer
Active job search programs a promising tool? A microeconometric evaluation for Austria
Simon KIRBY, Rebecca Riley
Compulsory work-focused interviews for inactive benefit claimants: An evaluation of the British ONE pilots
Steve LISSENBURGH
The effect of new deal options on employment entry and unemployment exit: An evaluation of new deal for young people in Scotland using propensity score matching
Duncan MCVICAR
Into jobs or into the classroom? The UK new deal for young people
Richard DORSETT
Unemployed couples: The labour market effects of making both partners search for work

Theme 5. Labour supply
Session 4: Alternative theoretical approaches

Building 5 – Room 2

Chairperson: Catherine Sofer

Alberto POMPERMAIER
Job competition, product market competition and welfare
12 Parallel Sessions, Saturday, September 20, 14.00 – 16.00

Peter SIMMONS
*Individual labour supply with consumption externalities*

Catherine SOFER, Benoit Rapoport, Anne Solaz
*Household production in a collective model: some new results*

**Theme 8: Education**
*Session 4: Finance and risk*

**Building 5 – Room 4**

**Chairperson: Hessel Oosterbeek**

Edwin LEUVEN, Hessel Oosterbeek, Bas van der Klaauw
*The effect of financial rewards on students’ achievement: Evidence from a randomized experiment*

Simona Maria RAITA, Joop Hartog, Hans van Ophem
*How risky is investment in human capital?*

Stacey CHEN
*Estimating the wage volatilities for college versus high school careers*

Karl TAYLOR, Sarah Brown
*Wage growth, human capital and risk preference: Evidence from the British household panel survey*

Hessel OOSTERBEEK Edwin Leuven, Mikael Lindahl, Dinand Webbink
*The effect of extra funding for disadvantaged students on achievement*

**Theme 9: Health and job satisfaction**
*Session 2: Job satisfaction*

**Building 8 – Room 3**

**Chairperson: Andrés Sousa-Poza**

Jaap DE KONING, Govert Bijwaard, Bram van Dijk
*Labour market transitions and job satisfaction*

Saziye GAZIOGLU, Aysit Tansel
*Job satisfaction in Britain: Individual and job related factors*

Ian McAVINCHEY, Kostas Mavromaras
*The estimation of job satisfaction*

Andrés SOUSA-POZA, Alfonso Sousa-Poza
*Job satisfaction and labour turnover: Does gender matter?*

**Theme 10: Wage inequality and mobility**
*Session 4*

**Building 5 – Room 3**
Chairperson: Marco Leonardi

Fredrik ANDERSSON
The spatial wage distribution, sorting of workers and urban agglomeration
Thierry KAMIONKA, Magali Beffy, Francis Kramarz, Christian Robert
Job mobility and wages with worker and firm heterogeneity
Marco LEONARDI
Firms’ heterogeneity in capital/labor ratios and wage inequality

Theme 11: Personnel economics
Session 4: Work organisation

Building 6 – Room 4

Chairperson: Bernd Frick

Harald DALE-OLSEN
Different owners, different hiring standards? The relationship between ownership, recruitment standards and workforce skills
Marc-Arthur DIAYE, Patricia Crifo-Tillet, Nathalie Greenan
Why do firms evaluate individually their employees?
Fredrik HEYMAN
Pay inequality and firm performance: Evidence form matched employer-employee data
Bernd FRICK
Mandated codetermination and firm performance

Theme 14: Unions, bargaining and conflict resolutions
Session 1: Unions and wages

Building 8 – Room 2

Chairperson: Alex Bryson

Pedro MARTINS
Rent sharing before and after the wage bill: Matched panel evidence from exchange rate variation
Sabien DOBBELAERE
Joint estimation of price-cost margins and union bargaining power for Belgian manufacturing
W.Craig RIDDELL, David Card, Thomas Lumieux
Unionization and wage inequality: A comparative study of the US, the UK and Canada
Alex BRYSON, David Blanchflower
Changes over time in union relative wage effects in the UK and US revisited
12 Parallel Sessions, Saturday, September 20, 14.00 – 16.00

**Theme 16: Macroeconomics of unemployment**  
*Session 4: Empirical studies of unemployment I*

**Building 3 – Room 2**

**Chairperson: Giovanna Vallanti**

Tobias LINZERT  
*The unemployment-inflation trade off in Europe: A country panel study*

Luca NUNZIATA  
*Unemployment and labour market flexibility*

Paloma LOPEZ-GARCIA  
*Labour market performance and start-up costs: OECD evidence*

Eliana VIVIANO  
*A structural matching model to analyse labour market dynamics*

Giovanna VALLANTI, Christopher Pissarides  
*Productivity growth and employment: Theory and panel estimates*

**Theme 17: Regional labour markets**  
*Session 1: Labour markets, spatial correlation and economic geography*

**Building 3 – Room 1**

**Chairperson: Jouke van Dijk**

Jean-Pierre HUIBAN, Carl Gaigné, Bertrand Schmitt  
*Labor market and industrial location: evidence from French data*

Joachim MÖLLER, Alisher Aldachev  
*Hysteresis in German labor market participation? An East-West comparison using regional data*

Eleonora PATACCHINI, Yves Zenou  
*Search intensity cost of living and local labor markets in Britain*

Ott TOOMET  
*Transitions in the Danish labour market: A regional analysis*

Jouke VAN DIJK, Gerke Hoogstra, Raymond Fox  
*Exploring the role of gender in location of employment and population growth: An empirical model applied to postcode areas in the Netherlands*

**Theme 18: Migration**  
*Session 3: Geographical mobility*

**Building 6 – Room 3**

**Chairperson: Mika Haapanen**

Peter HUBER, Jan Fidrmuc
12 Parallel Sessions, Saturday, September 20, 14.00 – 16.00

The puzzle of rising regional disparities and falling migration rates during transition
Mette DEDING, Trine Filges

Is love all that matters? An empirical analysis of geographical mobility in Denmark
Stephen DRINKWATER

Estimating the willingness to move within Great Britain: Importance and implications
Mika HAAPANEN

Unobserved variation in migration behaviour

Theme 20: Welfare, income distribution and poverty
Session 1

Building 3 – Room 3

Chairperson: Antoine Terracol

Paul DE BEER
The impact of labour participation on social security dependency, poverty and welfare
Azhar HUSSAIN
Child deprivation in the European Union
Antoine TERRACOL
Spells of eligibility and spells of participation to welfare programs in France
Theme 2: Discrimination
Session 2: Gender wage gap II - Employer employee data analyses

Building 6 – Room 1

Chairperson: Stepan Jurajda

Ossi KORKEAMÄKI, Tomi Kyyrä
*Explaining gender wage differentials: Finding from a random effects model*
Daiji KAWAGUCHI
*A market test for sex discrimination: Evidence from Japanese firm-level panel data*
François RYCX, Ilan Tojerow
*Rent sharing and the gender wage gap in Belgium: Evidence from matched worker-firm data*
José António Cabral VIEIRA, Ana Rute Cardoso, Miguel Portela
*Recruitment and pay at the establishment level: Gender segregation at the establishment level and the wage gap in Portugal*
Stepan JURAJDA, Heike Harmgart
*Sex segregation and wage gaps in East and West Germany*

Theme 3: Training
Session 2: Assessing the effects of labour market instruments

Building 8 – Room 5

Chairperson: Alison Booth

Guy LACROIX, Thierry Kamionka
*Assessing the extent of randomisation bias in the Canadian self self-sufficiency experiment*
William COLLIER, Francois Green, John Peirson, David Wilkinson
*Training and establishment survival*
Thomas ANDREN, Daniela Andrén
*Assessing the employment effects of labor market training programs in Sweden*
Alison BOOTH, Mark Bryan, Wiji Arulampalam
*Work-related training and the new national minimum wage in Britain*

Theme 4: Labour market policy
Session 5: Employment protection and job flows

Building 5 – Room 1

Chairperson: Victoria Osuna

Paolo NATICCHIONI, Emiliano Rustichelli, Antonio Scialà
*Employment protection and regional worker flows in Italy: An assessment of the theoretical predictions*
Michele BELOT  
*Investments in tertiary education, migration and employment protection*

Victoria OSUNA  
*Job flow dynamics in segmented labor markets: Evaluating the effects of a reduction in firing costs in Spain*

---

**Theme 8: Education**  
*Session 5: Family background*

**Building 5 – Room 4**

**Chairperson: Don Webber**

Elena CASQUEL  
*The effects of labor market conditions and family backgrounds on educational attainment of Spanish youngsters*

Daniele CHECCHI, Giorgio Brunello  
*School quality and family background in Italy*

Helena PERSSON, Hakan Regnér  
*Local business structures and level of education. Does a university college make a difference?*

Stephane ROBIN, Vincent Vandenberghe  
*Evaluating the efficiency of private education across countries: treatment effect versus propensity score matching*

Don WEBBER, Wayne Thomas  
*Choice at sixteen: School, parental and peer group effects*

---

**Theme 10: Wage inequality and mobility**  
*Session 5*

**Building 5 – Room 3**

**Chairperson: Erling Barth**

Thomas K. BAUER, Stefan Bender, Christoph M. Schmidt  
*Evaluating the labor market effects of compulsory military service: A regression-discontinuity approach*

Anabela CARNEIRO, Pedro Portugal  
*Earnings losses of displaced workers: Evidence from a matched employer-employee data set*

Francisco LIMA, Mário Centeno  
*Worker displacement and privatizations: Evidence from a matched employer-employee data set*

Daniel MUNICH, Jan Svejnar, Katherine Terrell  
*The returns to job mobility during the transition: Evidence from the Czech Republic*

Erling BARTH, Harald Dale-Olsen
12 Parallel Sessions, Saturday, September 20, 16.30 – 18.30

Assortative matching in the labour market? Stylised facts about workers and plants

**Theme 11: Personnel economics**  
*Session 5: HRM theory and policy*

**Building 6 – Room 4**

**Chairperson: Thomas Zwick**

Andries DE GRIP, Inge Sieben  
*The effects of HRM on workers' wage and firms' productivity*

Tor ERIKSSON, Paul Bingley  
*Pay spread and skewness, employee effort and firm productivity*

Dubravko RADIC, Reinhard Hujer  
*Holistic innovation success? Complementarities between flexible workplace and human resource management practices in the innovation process*

Mirjam VAN PRAAG, Kees Cools  
*The value relevance of forced management departures: Dutch evidence*

Thomas ZWICK  
*The productivity impact of lean management*

**Theme 12: Internal labour markets**  
*Session 1: Workplace practices, firms' outcomes and wages*

**Building 8 – Room 3**

**Chairperson: Riccardo Leoni**

Antonio CAPARROS RUIZ, Lucia Navarro  
*Fixed-term contracts, transitions and wage discrimination: Evidence from Spain*

Jenny SÅVE-SÖDERBERGH  
*Are women asking for low wages? Gender wage differentials and individual wage bargaining*

Marco VAN HERPEN, Kees Cools, Mirjam van Praag  
*The incentive effect of promotions: The tournament model in practice*

Thomas BAUER  
*Flexible workplace practices and labor productivity*

Riccardo LEONI, Annalisa Cristini, Alessandro Gaj  
*The gains from investing in workplaces organisation: competences formations and firm performance*

**Theme 14: Unions, bargaining and conflict resolutions**  
*Session 2: Unions, conflicts and redistribution*

**Building 8 – Room 2**
12 Parallel Sessions, Saturday, September 20, 16.30 – 18.30

**Chairperson: Kjell Erik Lommerud**

Fabienne TOURNADRE  
*Negotiate but not concede: The peculiarity of French strikes*  
Ana Paula MARTINS, William H. Greene  
*Striking features of the Portuguese labor market*  
Jörg LINGENS  
*Unionisation, growth, and endogenous skill-formation*  
Pekka SINKO, Juha Kilponen  
*Taxation and centralised wage setting - the case of endogenous labour supply*  
Kjell Erik LOMMERUD, Bjorn Sandvik, Odd Rune Straume  
*Good jobs, bad jobs and redistribution*

**Theme 17: Regional labour markets**  
*Session 2: Wages in a regional perspective*  

**Building 3 – Room 1**  

**Chairperson: Uwe Blien**

Alberto DALMAZZO, Guido de Blasio  
*Social returns to education: Evidence from Italian local labour market areas*  
Thomas HEMPELL  
*Do computers call for training? Firm-level evidence on the benefits from ICT and human capital investments*  
Iulia Traistaru, Anna IARA  
*Regional wage flexibility in EU accession countries*  
Ying Chu NG  
*Regional development, decentralization and regional earnings differentials in China*  
Uwe BLIEN, Paul Elhorst, Katja Wolff  
*New evidence on the wage curve. A spatial panel approach*

**Theme 18: Migration**  
*Session 4: Ethnic minorities and integration in the labour market*  

**Building 6 – Room 3**  

**Chairperson: Mette Verner**

Aslan ZORLU  
*Swimming against the stream: Immigrant employment gap in Amsterdam*  
Anna PIIL DAMM, Michael Rosholm  
*Employment effects of dispersal policies for refugee immigrants*  
Harminder BATTHU, P. Seaman, Y. Zenou  
*Job contacts networks and the ethnic minorities*
12 Parallel Sessions, Saturday, September 20, 16.30 – 18.30

Ken CLARK, Stephen Drinkwater
*Ethnic minority segregation preferences: Evidence from the UK*

Mette VERNER, Kraen Blume, Björn Gustafsson, Peder J. Pedersen
*A tale of two countries: Poverty among immigrants in Denmark and Sweden*

**Theme 21: Working hours**

*Session 1*

**Building 6 – Room 2**

**Chairperson: Frank Walsh**

Silke ANGER
*Unpaid overtime in Germany: Differences between East and West*

Fabrizio MATTESINI, Beniamino Quintieri
*Does a reduction in the length of the working week reduce unemployment? Some evidence from the Italian economy during the great depression*

Giulio PICCIRILLI
*The effects of job sharing in a model with costly labour adjustments*

Frank WALSH
*The new jersey minimum wage increase and hours per worker*

**Theme 22: Experimental labour economics**

*Session 1*

**Building 3 – Room 3**

**Chairperson: Nadège Marchand**

Ouassila CHOUIKHI, Stéphane Robin, Bernard Ruffieux
*An experimental analysis of the efficiency wage*

Nadège MARCHAND, Claude Montmarquette
*Training without certification*
10 Parallel Sessions, Sunday, September 21, 9.30 – 11.30

Session 1: Family and work
Session 4: Labour market stability and family decisions

Building 3 – Room 4

Chairperson: Sara de la Rica

Emilia DEL BONO, Massimiliano Bratti, Daniela Vuri
Work attachment of new mothers: the role of human capital, employment stability and job protection in Italy
Bob LERMAN, Avner Ahituv
Job stability, earnings and marital stability: Are they related?
Maria STANFORS
Part-time work and labour force transitions connected with childbirth. A micro-level analysis of five birth cohorts in Sweden
Sara DE LA RICA, A. Iza
Career planning in Spain: Do temporary contracts delay marriage and motherhood?

Theme 4: Labour market policy
Session 6: Employment subsidies

Building 5 – Room 1

Chairperson: Thomas Wagner

Riccardo WELTERS, Joan Muysken
Towards an optimal design of employment subsidies
Javier F. MATO, Begona Cueto
An analysis of self-employment subsidies with duration models
Anita GUELFI, Piero Cipollone
Tax credit policy and firms' behaviour. The case of subsidies to open-end labour contracts in Italy
Elke Jahn, Thomas WAGNER
A hiring subsidy for long-term unemployed in a search model with PES and random search

Theme 6: Labour demand and employment
Session 4: Skill biased technical change

Building 8 – Room 1

Chairperson: Matthias Weiss

Alexandra SPITZ
IT capital, job content and educational attainment
Matthias WEISS
Surprising effects of working time reduction
10 Parallel Sessions, Sunday, September 21, 9.30 – 11.30

Theme 8: Education
Session 6: Miscellaneous

Building 5 – Room 4

Chairperson: Magnus Gustavsson

Andreas AMMERMÜLLER, Hans Heijke, Ludger Wössmann
*Schooling quality in Eastern Europe: Educational production during transition*

Pablo BURRIEL-LLOMBART
*Education externalities and staying-on in education at 16, 17 and 18 years of age in the UK regions (1979-99)*

Maria DE PAOLA
*Students’ over-estimation of future wages, motivation and unemployment duration*

Magnus GUSTAVSSON, Per-Anders Edin
*Time out of work and skill depreciation*

Theme 11: Personnel economics
Session 6: Turnover, absenteeism and wages

Building 6 – Room 4

Chairperson: Sarah Brown

Johan M. KUHN, Niels Westergaard-Nielsen
*On the relationship between employee turnover and product development competence*

Vicente CUNAT, Maria Guadalupe
*Managerial compensation and product market competition*

Uwe JIRJAHN, John S. Heywood
*Teams, teamwork and absence*

Sarah BROWN, John G. Sessions
*Wages, supervision and sharing*

Theme 13: Public sector labour markets
Session 1

Building 6 – Room 1

Chairperson: Dominique Meurs

Céline CHOULET
*Public employment and labor market performance: The effect of the centralization in wage setting*

Natalia MONTEIRO
*The impact of privatisation on wages: Evidence from the Portuguese banking industry*
10 Parallel Sessions, Sunday, September 21, 9.30 – 11.30

Dominique MEURS, Claudio Lucifora
Not so similar, not so different: New evidence on the public sector pay gap in France and Italy

Theme 14: Unions, bargaining and conflict resolutions
Session 3: Unions and bargaining institutions

Building 8 – Room 2

Chairperson: Michele Santoni

Chiara STROZZI
The sustainability of transnational collective bargaining policies
Louis N. CHRISTOFIDES, Amy Peng
Contract duration and indexation in a period of real and nominal uncertainty
Bjarne STROM, Torberg Falch
Wage bargaining and monopsony
Johannes LUDSTECK
Employment effects of centralisation in wage setting in a median voter model
Michele SANTONI
Product market integration and endogenous bargaining structure

Theme 16: Macroeconomics of unemployment
Session 5: Empirical studies of unemployment II

Building 3 – Room 2

Chairperson: Knut Roed

Sven SCHREIBER, Camille Logeay
Evaluating the effectiveness of the French work-sharing reform
Kamil GALUSCAK
Microfoundations of the wage inflation in the Czech Republic
Luis TOHARIA, Luis Garrido
What does it take to be (counted as) unemployed? The Spanish case
Anna NILSSON, Jonas Agell
Crime and unemployment in turbulent times
Knut ROED, Simen Gaure
How tight is the labour market? A micro-based macro indicator

Theme 17: Migration
Session 3: Regional mobility and the labour market

Building 3 – Room 1
10 Parallel Sessions, Sunday, September 21, 9.30 – 11.30

**Chairperson: Petri Böckerman**

Uwe SUNDE, René Fahr  
*Spatial dependencies and regional mobility in labor markets: Some evidence for Western Germany*

Markus HAAVIO, Heikki Kauppi  
*Housing markets and labor mobility*

Michael BRÄUNINGER  
*Social capital and regional mobility*

Petri BÖCKERMAN, Kari Hämäläinen  
*Regional labour market dynamics, housing and migration*

**Theme 19: Labour markets in transition economies**  
*Session 3: Restructuring and redistribution in transition economies*

**Building 8 – Room 4**

**Chairperson: Nauro Campos**

Ingo GEISHECKER, John P. Haisken DeNew  
*Landing on all fours: Communist elites in post-Soviet Russia*

Byeongju JEONG, Jan Bruha, Delia Ionascu  
*The pace and process of restructuring: Coal mines in transition countries*

Panu KALMI, Derek C. Jones, Niels Mygind  
*Choice of ownership structure and firm performance: Evidence from Estonia*

Benoit DOSTIE, David E. Sahn  
*Labor market dynamics in Romania and the social safety net*

Nauro CAMPOS, Dean Jolliffe  
*Earnings, schooling and economic reform: Some new econometric evidence*