



ASSOCIATION D'ÉCONOMÉTRIE APPLIQUÉE  
APPLIED ECONOMETRICS ASSOCIATION

# ÉCONOMÉTRIE de la DEMANDE de TRAVAIL

Université de MONS-HAINAULT (BELGIQUE)

Les 07 & 08 octobre 2004

DULBEA



[www.aea.Fed-Eco.org/Mons2004](http://www.aea.Fed-Eco.org/Mons2004)

mercredi 06 octobre 2004 17.00 - 19.30 INSCRIPTIONS

jeudi 07 octobre 2004 08.30 - 09.00 INSCRIPTIONS ET CAFÉ

09.00 - 10.30 - Session plénière 1 : Mutations technologiques

**Président :**

*A Micro-Economic Foundation of Modelling the Occupational Structure of Economic Sectors*  
**Frank Cörvers** (NL) Research Centre for Education and the Labour Market (ROA)

*Does Product Market Competition Increase Wage Inequality?*

**Maria Guadalupe** (UK) London School of Economics

*Is There Skill-biased Technological Change in Italian Manufacturing? Evidence from Firm-Level Data*

**Nicola Matteucci** (I) Marche Polytechnic University

*The Impact of Technological and Organizational Changes on Labor Flows. Evidence on French Establishments.*

**Eva Moreno Galbis** (B) IRES-Université Catholique de Louvain

*Skill-Biased Transition: The Role of Markets, Institutions, and Technological Change*

**Klara Sabirianova Peter** (USA) University of Michigan School

**Présentation par affiche : jeudi 10.30 – 11.00 et 15.30 – 16.00**

**Président : Christiane Bughin (U. Mons)**

*Labour demand and innovation behaviour: a firm level panel data exploration for the Netherlands*

**Ronald Dekker** (NL) Delft University of Technology

*Trade Liberalization and Labor-Demand Elasticities: Empirical Evidence from Tunisia*

**Ilham Haouas** (F) Université Paris 1

*Employment Effects of Ecological Innovations: An Empirical Analysis*

**Najib Harabi** (CH) University of Applied Sciences Northwest

*Compétences centrales pour innover des firmes françaises: modélisation du choix d'innover dans une perspective d'allocation et de création de ressources*

**Souhaila Kammoun** (F) LIRHE, Université des Sciences Sociales de Toulouse 1

*Trade, technology and changes in labour demand elasticities in UK manufacturing*

**Sreekala Kochugovindan** (UK) University of London

*Reconciling the Nash and Kalai-Smorodinsky Cooperative Solutions: Generalized Maximands of CES Form*

**Ana Paula Martins** (P) Universidade Catolica Portuguesa

*Computer use and wage premiums: a simultaneous approach*

**Joan Muysken** (NL) Maastricht University

*Technology, Trade, and Income Distribution in West Germany: A Factor-Share Analysis, 1976- 94*

**Carsten Ochs** (D) University of Rostock

*Labor Productivity and the Impact of Information and Communication Technologies: A Panel Data Analysis of Developed and Developing Countries*

**Sotiris Papaioannou** (Gr) Athens University

*Economic Integration and Elasticities of Labour Demand : Econometric Evidence from Finland*

**Elisa Riihimäki** (FIN) University of Helsinki

*The Relationship Between Skilled Labour and Technical Change*

**Eleni Savvidou** (S) Uppsala University

*Why do Capital Intensive Companies Pay Higher Wages ?*

**Matti Viren** (FIN) University of Turku

*Informatique et Organisation du Travail: au delà de la complémentarité, les interactions sociales*

**Emmanuelle Walkowiak** (F) Université Paris IX-Dauphine

10.30 - 11.00 Pause café et Poster Session (sessions 1, 2a, 3, 4, et 7a)

**11.00 - 13.00 Session d'ouverture Inauguration**

**Président : Robert PLASMAN**, Directeur du Dulbéa, Pdt Chapitre "Emploi" de l'AEA  
**Bernard LUX**, Recteur de l'Université de Mons-Hainaut

**Conférence magistrale**

**Président : Benoît MAHY**, Université de Mons-Hainaut, co-organisateur du Colloque  
**Monopsony and Labour Demand**  
**ALAN MANNING**, Department of Economics, London School of Economic

**13.00 - 14.15 Déjeuner et Poster Session (sessions 1, 2a, 3, 4, et 7a)**

**14.00 - 15.30- Session parallèle 2a : Discrimination de genre**

**Président : Daniel Meulders (Dulbea)**

*Female Labour Demand Elasticities : Evidence from Equal Pay Act*  
**Sreekala Kochugovindan** (UK) University of London

*Crossing the tracks: More on trends in the training of male and female workers in the UK*  
**Paul Latreille** (UK) University of Wales Swansea

*Mesures des phénomènes de discrimination de genre sur différents parcours d'insertion.*

**Séverine Lemièrre** (F) Matisse Université Paris I

*Analyse au sein de différentes origines nationales*

**Simona Lup Tick** (USA) The University of Arizona

*Hiring discrimination in the French financial sector: an econometric analysis on pair audit data*

**Pascale Petit** (F) Université Paris I Panthéon-Sorbonne

**Présentation par affiche (2a+7a) jeudi 10.30 – 11.00 et 15.30 – 16.00**

**Président : Salimata Sissoko (Dulbea)**

*Gender and Ethnicity in the New Zealand Labour Market*

**Robert Alexander** (NZ) University Of Otago

*Spécialisation des Emplois et Chômage dans un Modèle d'Appariement*

**Samir Amine** (F) Université du Havre

*Pay Equity Illusion : Discrimination against Women in France*

**Sandra Cavaco** (F) GATE, CNRS / Université Lyon II

*Gender Wage Gap and Female Participation in Labor Market in Egypt*

**Daad Fouad** (ET) Cairo University

*Converging inequalities : a panel study of the gender wage gap in the European Union*

**Amynah Gangji** (B) Université Libre de Bruxelles

*Return to Internal Mobility in the Spanish Labour Market: Differences by Gender*

**Dolores Garcia-Crespo** (S) Dept de Economía Aplicada. Estadística y Econometría.

*Segmentation by Skills and Wage Discrimination in a Trans-Border Labor Market*

**Oscar Gonzalez** (SUI) Istituto Ricerche Economiche (IRE) – U. della Svizzera Italiana

*Wage Differences Between Incumbents and External Candidates*

**Wolter Hassink** (NTW) Utrecht University

*Gender Specific Impact of Computer Use on the Wage Structure in Austria*

**Helmut Hofer** (AUS) Institute for Advanced Studies

*An Investigation on the Gender Wage Gap in the Australian Labour Market*

**Hiau Joo Kee** (AUS) University of Adelaide

*Wage Inequality and Segregation Between Native and Immigrant Workers in Switzerland:*

*Evidence Using Matched Employee-Employer Data*

**Tobias Müller** (CH) Département d'économétrie, Université de Genève

*Gender Discrimination – Pay and Promotions in Job-Ladders*

**Ada Ma** (UK) University of Aberdeen

*Differences in Career Advancement by Gender : Evidence from Personnel Data*

**Stephen L. Mehay** (CA) Graduate School of Business & Public Policy

*Glass Ceilings? Sticky Floors? Gender Differences in Wage Growth and Promotion*

**Philippe Van Kerm** (LU) CEPS/INSTEAD

**14.00 - 15.30- Session parallèle 2b : Politiques d'incitation du personnel**

**Président : Gilbert Cette (Banque de France)**

*Firm-Provided Social Concerns - Just Another Non-Wage Compensation Story?*

**Iben Bolvig** (DK) The Aarhus School of Business

*Intra-Firm Wage Dispersion and Firm Performance in Belgium*

**Thierry Lallemand** (B) University of Brussels

*Performance-Related Pay and Firm Performance in Finland*

**Hannu Piekkola** (FIN) ETLA

*Confronting Objections to Performance Pay: an Analysis of the Incentives-Job Satisfaction*

*Relationship after Controlling for Endogeneity*

**Ioannis Theodossiou** (UK) University of Aberdeen

*The Impact of Piece Rate Contracts on Wages and Worker Effort: Evidence from Linked Employer-Employee Data*

**Chris Riddell** (CA) University of British Columbia

**15.30 - 16.00 Pause café et Poster Session (sessions 1, 2a, 3, 4, et 7a)**

**16.00- 17.30 Session plénière 3 : Politiques du marché du travail**

**Président : Eskil Wadensjö (U. Stockholm)**

*Churning and Institutions - Dutch and German Establishments Compared with Micro-Level Data*

**Piet Allaart** (ND) OSA-Institute

*The Impact of the German Job Protection Legislation on Job Creation in Small Enterprises*

**Derik Burgert** (D) Universität Lu-neburg

*Subsidized Employment for Young Long-Term Unemployed Workers - an Evaluation*

**Christian Göbel** (B) IRES, Université Catholique de Louvain

*Explaining the Desire for Local Bargaining: Evidence from a Finnish Survey of Employers and Employees*

**Anni Heikkilä** (FIN) The Research Institute of the Finnish Economy

*Wage Subsidies in East-Germany - A Cure for the Unemployment Plague?*

**Paulo Rodrigues** (D) Goethe U. Frankfurt, Faculty of Eco. and Business Administration

**Présentation par affiche: jeudi 10.30 – 11.00 et 15.30 – 16.00**

**Président : Mickaël Russinek (ULB)**

*Des facteurs qui peuvent perturber le lien entre croissance et chômage dans une petite économie ouverte*

**Ferdy Adam** (L) Ministère de l'économie

*Unemployment and Economic Policy in Morocco Deterministic and Stochastic Analysis*

**Ahmad Bajjou** (MA) Ifrane University

*Evaluation ex post de l'impact des 35 heures sur la demande de travail et les performances économiques des entreprises*

**Matthieu Bunel** (F) Laboratoire IREGE Laboratoire CIRPEE

*Measuring the Impact of the Italian CFL Programme on the Job Opportunities for the Youths*

**Bruno Contini** (I) University of Torino

*Allègement du coût du travail et emploi peu qualifié : une réévaluation*

**Islem Gafsi** (F) EPEE, Université d'Evry-val-d'Essonne

*Un marché de travail imbriqué dans une grande région transfrontalière: substituabilité et/ou*

**Alexandra Guarda-Rauch** (L) Ministère de l'Economie

*An econometric analysis of employment wages and productivity in Europe in comparison with the US and Japan, 1964-2000*

**Maria-Carmen Guisan** (ES) University of Santiago de Compostela *Reduction in the Long-Term Unemployment of the Elderly: a Story of Success from Finland*

**Tomi Kyrrä** (FIN) Government Institute for Economic Research, VAT

*Ideals in Sequential Bargaining Structures*

**Ana Paula Martins** (P) Universidade Catolica Portuguesa

*Austria's Wage Bargaining System: Large Wage Differentials in a Corporatist Economy*

**Wolfgang Pollan** (AUS) Austrian Institute of Economic Research

*Union Wage Gaps in Multilevel Industrial Relations Systems*

**Michael Rusinek** (B) ULB

*Government Grants and Labour Demand: A Micro-Econometric Analysis*

**Eric Strobl** (B) CORE, Université catholique de Louvain

#### 17.30- 19.00 Session plénière 4: Education et formation

**Président : Serge Allegrezza (STATEC, Luxembourg)**

*Employment Subsidies vs. Other Forms of Active Programmes in Promoting Youth Employment*

**Virve Ollikainen** (FIN) Government Institute for Economic Research

*Skill Wage Premiums, Employment, and Cohort Effects in a Model of German Labor Demand*

**Karsten Kohn** (D) Goethe-University Frankfurt

*The Impact of Training on Earnings - Differences Between Participant Groups and Training Forms*

**Anja Kuckulenz** (D) Zentrum für Europäische Wirtschaftsforschung (ZEW)

*Firm-Level Social Returns to Education*

**Pedro Martins** (UK) University of St Andrews

*The Determinants of Training Investments by Firms: Coverage, Intensity and Specificity*

*Empirical Evidence from two Provincial Italian Datasets*

**Massimiliano Mazzanti** (I) Università di Ferrara

**Présentation par affiche: jeudi 10.30 – 11.00 et 15.30 – 16.00**

**Président : Céline Mousset (CRW, U. Mons)**

*Educational and Mismatch and Wages in Spain: New Evidence with Panel Data*

**Dolores Garcia-Crespo** (S) Dept. de Economía Aplicada. Estadística y Econometría

*The Effects of Training on Unemployment and Pay in Greece*

**Costas N. Kanellopoulos** (GR) Centre of Planning and Economic Research (KEPE)

*University Prestige and Choice of Major Field :Evidence from South Korea*

**Changhui Kang** (SIN) National University of Singapore

*Suréducation sur le marché du travail belge : Evaluation et analyse des facteurs explicatifs à l'aide de deux types d'approches*

**Gungor Karakaya** (B) DULBEA

*General Education vs Vocational Training : How do they Affect Individual Labour Market Performance?*

**Pavlina Karasiotou** (B) Université Catholique de Louvain

*Do all Workers Want Training? Evidence from Job Satisfaction Data*

**Nicolai Kristensen** (DK) Aarhus School of Business

*Marginal Rate of Substitution Between Work Experience and Education*

**Jonas Månsson** (S) Växjö University

*Which Human Capital Matters for the Wages of the Poor and the Rich ? Evidence from*

*Match Worker-Firm Data from Tunisia*

**Christophe Nordman** (F) Institut de Recherche pour le Développement-DIAL

*Measuring Mismatch on a Labour Market*

**Alka Obadic** (NDH) University of Zagreb

*Quand les enfants d'origine défavorisée jettent l'éponge. Origine sociale et investissement éducatif*

**Lionel Page** (F) Université Paris I

*Endogenous Wage Determinants and Returns to Education in Spain*

**Mario F. Rueda-Narváez** (S) Universidad de Málaga

19.30 Réception et dîner officiel :

**vendredi 8 octobre 2004 08.30 - 09.00 INSCRIPTIONS ET CAFÉ**

**09.00 - 10.30 - Session plénière 5: Microéconométrie des salaires**

**Président : Patrick Sevestre (U. Paris XII)**

*Worker Mobility Displacement, Redeployment and Wage Dynamics in Italy*

**Claudia Villoso** (I) University of Torino

*Labour Market Transitions and Wages: An Empirical Analysis*

**Alfred Garloff** (D) Zentrum für Europäische Wirtschaftsforschung

*Nominal and Real Wage Rigidity: An Assessment Using Italian Microdata*

**Agata Maida** (I) University of Turin

*Signaling in the Labour Market: New Evidence on Layoffs and Plant Closings*

**Nuria Rodriguez-Planas** (S) Universitat Autònoma de Barcelona

*The Impact of Minimum wages on Hours and Employment Revisited*

**Frank Walsh** (IRL) University College Dublin

**Présentation par affiche: vendredi 10.30 – 11.00 et 15.30 – 16.00**

**Président Ilan Tojerof (Dulbea)**

*Non-Employment and Subsequent Wage Losses*

**José Maria Arranz** (E) University of Alcalá

*Local Determinants of Spatial Wage Dispersion in Russia*

**Céline Bigneat** (F) Université Paris I

*Are Low-Educated Workers Disproportionately Affected by a Change in the Minimum Wage?*

**Helen Connolly** (USA) Northeastern University

*Regional Wage Adjustments and Unemployment : Estimating the Time-Varying Wage Curve*

**Kamil Galuscak** (CS) Czech National Bank

*Establishment Size and Wage Level in Six European Countries: Evidence from Matched*

*Employer-Employee Data*

**Thierry Lallemand** (B) DULBEA

*Modelling the Employment Effects of Minimum Wage: the Case of Luxembourg*

**Teoman Pamukcu** (L) Université du Luxembourg

*Inter-Industry Wage Differential and the Gender Wage Gap. Evidence from the ESES for seven EU Countries*

**Robert Plasman** (B) DULBEA

*The Unemployment Benefit System and Wage Flexibility in EMU: Time-Varying Evidence in Five Countries*

**Joseph Plasmans** (B) The Research Institute of the Finnish Economy

**10.30 - 11.00 Pause café et Poster Session (sessions 2b, 5, 6, 7b, et 8)**

**11.00 - 12.30 - Session plénière 6: Contrats de travail**

**Président : Sergio Perelman (U. Liège)**

*Exits from Temporary Jobs in Europe: A Competing Risks Analysis*

**Anna D'Addio** (DK) Aarhus University

*Lousy and Lovely Jobs: the Rising Polarization of Working Britain*

**Maarten Goos** (UK) London School of Economics

*Self-Employed Immigrants in Denmark and Sweden. Why are their Incomes so Low? "*

**Eskil Wadensjö** (S) Swedish Institute for Social Research

*Estimating Employers' Preference for Employment Contracts Using Conjoint Analysis*

**Marloes Zijl** (NL) University of Amsterdam

*The Wage Penalty Induced by Part-Time Work. Evidence from European Countries*

**Sile O'Dorchai** (B) DULBEA

**Présentation par affiche: vendredi 10.30 – 11.00 et 15.30 – 16.00**

**Président : Sile O'Dorchai (Dulbea)**

*Urban Informal Sector and Networks: A Case Study of Delhi Slum Dweller*

**Mitra Arup** (IND) Institute of Economic Growth Delhi University Enclave

*Market Potential and the Location Choice of Mexican Immigrants in The United States*

**leila Baghdadi** (F) Université Paris 1 Panthéon Sorbonne

*Determinants and Characteristics of Temporary Employment in Europe*

**Anna D'Addio** (DK) Aarhus University

*Coopération and Labor Contracting : an Intense Relationship*

**Patrick Micheletti** (F) ESC Marseille

*The Demand for Apprentices in a Deregulated Labour Market*

**Samuel Mühlemann** (CH) University of Berne

**12.30 - 14.00 Déjeuner et Poster Session (sessions 2b, 5, 6, 7b, et 8)**

**14:00-15:30 - Session parallèle 7a: Inégalités salariales de genre**

**Président : François Ricx (Dulbea)**

*Gender wage gap and segregation during transition : case of Hungary*

**Marton Csillag** (F) Inra Toulouse

*New Workplace Practices and the Gender Wage Gap*

**Nabanita Datta Gupta** (DK) Aarhus School of Business

*Gender Wage Inequality and Rent Sharing -Evidence from a German Employer-Employee Data Set*

**Hermann Gartner** (D) Institute for employment research

*Gender composition and the gender wage gap revisited*

**Lena Nekby** (FIN) Stockholm University

*Revisiting the Gender Wage Gap in an International Perspective*

**Salimata Sissoko** (B) University of Brussels

**14:00-15:30 - Session parallèle 7b: Gestion du capital humain**

**Président : Patrick Micheletti (Euromed, Marseille)**

*Promotions, State Dependence and Intrafirm Job Mobility : Evidence from Personnel Records*

**Pablo Acosta** (USA) University of Illinois at Urbana-Champaign

*The Promotion Dynamics of American Executives*

**Christian Belzil** (CN) CNRS (Gate, u. Lyon 2) et IZA

*Human Resource Management an Labour Demand Dynamics. A Microeconomic Analysis Employers Matched Data*

**Claire Dupont** (B) Université de Mons-Hainaut

*The Estimation of Job Satisfaction with Endogenous Income*

**Kostas Mavromaras** (UK) University of Aberdeen

*Entrepreneurial Choice : Can the Jack-of-all-Trande Attitude be Trained ?*

**Olmo Silva** (I) European University Institute

*Does Motivation Trigger Autonomy, or Vice Versa?*

**Kameliia Petrova** (USA) Department of Economics Boston College

**Présentation par affiche (2b+7b): vendredi 10.30 – 11.00 et 15.30 – 16.00**

**Président : Pascale Vandepoutte (U. Mons)**

*Selection in Hiring, in Relation to Employer Characteristics and non-wage Job Characteristics*

**Piet Allaart** (ND) OSA-Institute

*Nouvelles normes de recrutement et sélectivité dans la gestion des ressources humaines*

**Stephen Bouquin** (F) Université de Picardie Jules Verne

*Les déterminants du risque d'accident dans le milieu de travail en Tunisie*

**Abdelaziz Ben Khalifa** (TN) Université de Tunis

*Determinants of Job Satisfaction when Individuals' Baseline Satisfaction Levels may differ*

**Anna D'Addio** (DK) Aarhus University

*Workforce Reduction and Firm Performance: a Comparison between French Publicly-Listed and Non-Listed Companies 1994-2000*

**Arnaud Degorre** (F) INSEE

*Job Satisfaction and on-the-Job Search : a Theoretical and Empirical Approach*

**Carlos Gamero-Burón** (E) Universidad de Málaga

*Decrepit Destruction. When Firms Get Old*

**Johan Kuhn** (DK) Aarhus School of Business

*Promotion to hospital consultant: regression analysis using NHS administrative data*

**Kostas Mavromaras** (UK) University of Aberdeen

*Capital sharing and the Labour Productivity-Cost Ratio in Belgium. First Considerations from a Natural Experiment*

**Aurélie Van Melkebeke** (B) Université de Mons-Hainaut

*Tenure Effects on Job Satisfaction for Career and Non Career Labour Markets*

**Ioannis Theodossiou** (UK) University of Aberdeen & University of Macedonia

**15:30-16:00 Pause café et Poster Session (sessions 2b, 5, 6, 7b, et 8)**

**16:00-18:00 - Session plénière 8: Dynamique de la demande de travail**

**Président : Emmanuel Dhyne (Banque de Belgique)**

*Explaining Individual Job Separations in the Presence of Labour Market Sorting*

**Anders Frederiksen** (NL) Maastricht University

*Asymmetries in Employment and Hours Adjustments: Theory and Evidence*

**Pekka Ilmakunnas** (FIN) Helsinki School of Economics

*The Declining Labour Share: Lessons from Finnish Micro-Data*

**Mika Maliranta** (FIN) The Research Institute of the Finnish Economy ETLA

*Do Larger Severance Payments Increase Individual Job Duration*

**Lia Pacelli** (I) University of Turin

*Interrelated Factor Demand with Fixed Costs of Investment: Consequences for Employment Dynamics*

**Michael Polder** (NL) University of Maastricht

*Labour Demand Adjustment in Hungary*

**Eva Suranyi** (H) Budapest University of Economic Sciences

*Dynamics of Labour and Capital Adjustment – a Comparison of Germany and the NL*

**Sher Verick** (D) IZA University of Bonn

**Présentation par affiche: vendredi 10.30 – 11.00 et 15.30 – 16.00**

**Président Alain Finet (U. Mons)**

*The Socio-Economic Determinants of Labour Demand in Greece : an Empirical Investigation*

**Michael Chletos** (GR) University of Ioannina, Dept. of Economics

*A Leading Indicator for Employment in the Belgian Private Sector*

**Jan De Mulder** (B) National Bank of Belgium

*Growth of Permanent Wage Employment in Family Farms*

**Bernard Elyakime** (F) INRA

*Models Of Labour Demand With Fixed Costs Of Adjustment: A Generalised Tobit Approach*

**Stefano Fachin** (I) University of Rome "La Sapienza"

*Searching Leading Indicators for Employment in Germany: Some Simple Regression Models*

**Christian Gaggermeier** (D) Institute of Employment Research

*Incertitude agrégée et emploi : "une étude empirique sur des données françaises"*

**Jean François Piférini** (F), Université de Paris 8

*Russia's Accession to WTO: Labor Demand Story*

**Ivan Tcherkachine** (R) Institute for Open Economy, New Economic School

*The Effect of Privatization on the Demand for Labor in Romania.*

**Almos Telegdy** (H) Budapest University of Economic Sciences

*Caractéristiques et déterminants de la demande de travail dans une économie en transition : l'exemple algérien*

**Ahmed Touil** (DZ) Fac.Sciences Economiques et gestion Tlemcen Algérie

**18.00 - Cloture du Colloque**

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