

Program

Date:

March 18 - 19, 2011

Location:

Nuremberg,
Germany

International Workshop:

Increasing Labor Market Flexibility - Boon or Bane?



Thursday, 17th March

19:00 Informal get together (Restaurante Ciao)

Friday, 18th March

8:30-9:00 Registration

9:00-9:15 Welcome and Introductory Remarks Joachim Möller (IAB) and Claus Schnabel (LASER)

9:15-10:15 Keynote I Susan Houseman (Room 168)

10:15-10:30 Coffee break

10:30-11:30 Session 1 (a and b parallel)

Room 168 a: Labour Productivity of Flexible Workers

- **Flexible wage contracts, temporary jobs and workers' performance: Evidence from Italian firms**
Michele Battisti, Giovanna Vallanti
- **Flexible employment, job flows and labour productivity**
Lorenzo Cappellari, Marco Leonardi, Carlo Dell'Aringa

Room 164 b: Compensation of Temporary Agency Workers

- **Temporary Help Work: Compensating Differentials and Multiple Job-Holding**
Sarah Hamersma, Carolyn Heinrich
- **Does the Sector Experience Affect the Pay Gap for Temporary Agency Workers?**
Dario Pozzoli, Elke Jahn

11:30-12:30 Session 2 (a and b parallel)

Room 168 a: Well-Being of Temporary Workers

- **Are flexible workers more insecure? An integrated approach based on micro-data**
Matteo Richiardi, Fabio Berton, Stefano Sacchi
- **Do Fixed-Term and Temporary Agency Workers Feel Socially Excluded? Labor Market Integration and Social Well-being in Germany**
Stefanie Gundert, Christian Hohendanner

Room 164 b: Temporary Employment

- **Human capital accumulation in temporary jobs: specific or general?**
Lia Pacelli, Fabio Berton, Francesco Devicienti
- **Temporary Employment and the Global Crisis**
Lutz Bellmann, Hans-Dieter Gerner, Christian Hohendanner

12:30-13:30 Lunchbreak

13:30-14:30 Session 3 (a and b parallel)

Room 168 a: Worker Flows

- **Flexibility at the margin and labor market volatility in OECD countries**
José I. Silva, Hector Sala, Manuel Toledo
- **Institutional Determinants of Worker Flows: A Cross-Country/Cross-Industry Approach**
Andrea Bassanini, Andrea Garnero, Pascal Marianna, Sebastien Martin

Room 164 b: Unemployment Dynamics

- **Unemployment risk over the life cycle under flexible and non-flexible contracts**
Carolina Fugazza

■ **Decomposing the Ins and Outs of Cyclical Unemployment***Ronald Bachmann, Mathias Sinning***14:30-15:30 Session 4 (a and b parallel)**

Room 168 a: Reforms of Employment Protection Legislation I

- **Unemployment risks for low- and highly-skilled individuals and the role of employment protection legislation**
Jenny Bennett
- **The effects of introducing a single employment contract in Spain**
Victoria Osuna, José Ignacio García Pérez

Room 164 b: Labor Market Segmentation

- **Flexible but segmented labour markets: The case of student mini-jobs in Slovenia**
Bojan Nastav, Tanja Kosi, Janez Šušteršič
- **Unintended Effects of a family-friendly law in a Segmented Labor Market**
Nuria Rodríguez-Planas, Daniel Fernández-Kranz

15.30-16:00 Coffee break

16:00-17:00 Session 5 (a and b parallel)

Room 168 a: Exchange Rate and Labor Market Flexibility

- **Exchange rates, employment and labour market rigidity**
Fernando Alexandre, Pedro Bação, João Cerejeira, Miguel Portela
- **Manufacturing employment and exchange rates in the Portuguese economy: the role of openness, technology and labour market rigidity**
Miguel Portela, Fernando Alexandre, Pedro Bacao, João Cerejeira

Room 164 b: Stepping Stone

- **A moving springboard? Short-term contracts and economic entry conditions**
Sylvie Blasco, Pauline Givord
- **Low-wage jobs – Stepping stone or poverty trap?**
Alexander Plum, Andreas Knabe

17:00-18:00 Session 6 (a and b parallel)

Room 168 a: Reforms of Employment Protection Legislation II

- **Employment Protection Reform, Enforcement in Collective Agreements and Worker Flows**
Per Skedinger, Fredrik Heyman
- **Who pays for it? The Heterogeneous Wage Effects of Employment Protection Legislation**
Marco Leonardi, Giovanni Pica

Room 164 b: Collective Bargaining

- **Using Social Norms to Estimate the Effect of Collective Bargaining on the Wage Structure**
Dirk Antonczyk
- **Works Councils and Flexible Collective Bargaining Agreements**
Tobias Brändle

19:00 Conference Dinner

Saturday, 19th March	
9:30–10:30	Keynote II Juan Dolado (Room 168)
10:30–11:30	Postersession* and Coffee break
11:30–12:30	Session 7 (a and b parallel)
Room 168	<p>a: Flexibility and Firm Performance</p> <ul style="list-style-type: none"> ■ Labor Contracts and Productivity Dynamics <i>William Addessi</i> ■ Temporary Agency Work and the User Firm's Productivity: First Evidence from German Panel Data <i>Boris Hirsch, Steffen Mueller</i>
Room 164	<p>b: Job Creation and Job Destruction</p> <ul style="list-style-type: none"> ■ Employment retention in the recession: Microeconomic effects of the short-time work programme in Germany <i>Stefan Speckesser</i> ■ Job creation by firms in Denmark <i>Niels Westergård-Nielsen, Rikke Ibsen</i>
12:30–13:30	Lunchbreak
13:30–14:30	Session 8 (a and b parallel)
Room 168	<p>a: Earnings of Flexible Workers</p> <ul style="list-style-type: none"> ■ The price for flexibility – the temp worker wage gap in Sweden <i>Eskil Wadensjö, Pernilla Andersson Joona</i> ■ PT Status, Type of Contract and the Returns to Experience <i>Marie Paul, Daniel Fernández-Kranz, Núria Rodríguez-Planas</i>
Room 164	<p>b: Effects of Job Displacement and Job Security</p> <ul style="list-style-type: none"> ■ The impact of job insecurity on the saving behavior of German households <i>Markus Klemm</i> ■ The long-term impact of job displacement in Germany during the 1982 recession on earnings, income, and employment <i>Stefan Bender, Johannes F. Schmieder, Till von Wachter</i>
14:30–15:30	Session 9 (a and b parallel)
Room 168	<p>a: Adjustment Costs</p> <ul style="list-style-type: none"> ■ Firing Tax vs. Severance Payment – An unequal comparison <i>Dennis Wesselbaum</i> ■ Estimating Labor Market Rigidities with Heterogeneous Firms <i>Nicolas Roys</i>
Room 164	<p>b: Dismissal Disputes</p> <ul style="list-style-type: none"> ■ Distribution and Welfare Effects of Dismissal Dispute Resolution Systems <i>Michael Neugart, Laszlo Goerke</i> ■ How German Labor Courts Decide – An Econometric Case Study <i>Michael Neugart, Helge Berger</i>
15:30–15:45	Coffee break

15:45–16:45	Session 10 (a and b parallel)
Room 168	<p>a: Temporary Layoffs and Sorting</p> <ul style="list-style-type: none"> ■ Temporary Layoffs with Incomplete Worker Attachment in Search Equilibrium <i>Anna Zaharieva</i> ■ Workers and Firms sorting into Temporary Jobs <i>Fabio Berton, Pietro Garibaldi</i>
Room 164	<p>b: Wage Inequality</p> <ul style="list-style-type: none"> ■ Polarization and Rising Wage Inequality: Comparing the U.S. and Germany <i>Bernd Fitzenberger, Dirk Antonczyk, Thomas DeLeire</i> ■ Rising Wage Inequality, the Decline of Collective Bargaining, and the Gender Wage Gap <i>Katrin Sommerfeld, Dirk Antonczyk, Bernd Fitzenberger</i>
16:45–17:00	Goodbye and Farewell
Room 168	Ulrich Walwei (IAB)

*Poster

- The Establishment Size–Wage Premium: a reassessment of evidence for France (*Syeda Batool*)
- Unraveling the German jobs miracle in the great recession: A stochastic dominance approach (*Vivian Carstensen*)
- Wage tenure profiles and job mobility (*Anja Deelen*)
- Transitional changes in the occupational structure and their impact on individual wages (*Alexandra Fedorets*)
- Low-wage jobs – stepping stones or just bad signals? (*Alexander Mosthaf*)
- The effects of flexible working time arrangements on absenteeism in the Netherlands (*Daniel Possenriede*)
- Identifying the effect of temporal work flexibility on parental time with children (*Juliane Scheffel*)
- Innovation incentives under tariffs evidence from Germany (*Eva Wachsen, Knut Blind*)