

# Preliminary Program

**Date:**

March 18 - 19, 2011

**Location:**

Nuremberg,  
Germany

International Workshop:

## Increasing Labor Market Flexibility - Boon or Bane?



<b>Thursday, 17th March</b>	
19:00	Informal get together
<b>Friday, 18th March</b>	
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
10:15-10:30	Coffee break
10:30-11:30	<b>Session 1:</b>
	<b>Labour Productivity of Flexible Workers</b>
	<ul style="list-style-type: none"> <li>■ <b>Flexible wage contracts, temporary jobs and workers' performance: Evidence from Italian firms</b> <i>Giovanna Vallanti, Michele Battisti</i></li> <li>■ <b>Flexible employment, job flows and labour productivity</b> <i>Marco Leonardi, Lorenzo Cappellari, Carlo Dell'Aringa</i></li> </ul>
	<b>Compensation of Temporary Agency Workers</b>
	<ul style="list-style-type: none"> <li>■ <b>Temporary Help Work: Compensating Differentials and Multiple Job-Holding</b> <i>Sarah Hamersma, Carolyn Heinrich</i></li> <li>■ <b>Does the Sector Experience Affect the Wage Gap for Temporary Agency Workers?</b> <i>Dario Pozzoli, Elke Jahn</i></li> </ul>
11:30-12:30	<b>Session 2</b>
	<b>Well-Being of Temporary Workers</b>
	<ul style="list-style-type: none"> <li>■ <b>Are flexible workers more insecure? An integrated approach based on micro-data</b> <i>Matteo Richiardi, Fabio Berton, Stefano Sacchi</i></li> <li>■ <b>Do Fixed-Term and Temporary Agency Workers Feel Socially Excluded? Labor Market Integration and Social Well-being in Germany</b> <i>Stefanie Gundert, Christian Hohendanner</i></li> </ul>
	<b>Human Capital</b>
	<ul style="list-style-type: none"> <li>■ <b>Human capital accumulation in temporary jobs: specific or general?</b> <i>Lia Pacelli, Fabio Berton, Francesco Devicienti</i></li> <li>■ <b>Human Capital Formation on Skill-Specific Labor Markets</b> <i>Runlie Xie</i></li> </ul>
12:30-13:30	Lunchbreak
13:30-14:30	<b>Session 3</b>
	<b>Worker Flows</b>
	<ul style="list-style-type: none"> <li>■ <b>Flexibility at the margin and labor market volatility in OECD countries</b> <i>José I. Silva, Hector Sala, Manuel Toledo</i></li> <li>■ <b>Institutional Determinants of Worker Flows: A Cross-Country/Cross-Industry Approach</b> <i>Andrea Bassanini, Andrea Garnero, Pascal Marianna, Sebastien Martin</i></li> </ul>
	<b>Unemployment Dynamics I</b>
	<ul style="list-style-type: none"> <li>■ <b>Unemployment Insurance and Job Turnover in Spain</b> <i>Yolanda Rebollo Sanz</i></li> </ul>

	<ul style="list-style-type: none"> <li>■ <b>Decomposing the Ins and Outs of Cyclical Unemployment</b> <i>Ronald Bachmann, Mathias Sinning</i></li> </ul>
14:30-15:30	<b>Session 4</b>
	<b>Reforms of Employment Protection Legislation I</b>
	<ul style="list-style-type: none"> <li>■ <b>How Do Employment Contract Reforms Affect Welfare? Theory and Evidence</b> <i>Cristina Tealdi</i></li> <li>■ <b>The effects of introducing a single employment contract in Spain</b> <i>José Ignacio Garcia Pérez, Victoria Osuna</i></li> </ul>
	<b>Labor Market Segmentation</b>
	<ul style="list-style-type: none"> <li>■ <b>Flexibility policies, screening devices and labour market segmentation: Evidence from Italy</b> <i>Dario Sciulli</i></li> <li>■ <b>The Effects of Family Friendly Laws in a Dual Labor Market: Evidence from Spain</b> <i>Nuria Rodríguez-Planas, Daniel Fernández-Kranz</i></li> </ul>
15.30-16:00	Coffee break
16:00-17:00	<b>Session 5</b>
	<b>Exchange Rate and Labor Market Flexibility</b>
	<ul style="list-style-type: none"> <li>■ <b>Exchange rates, employment and labour market rigidity</b> <i>João Cerejeira, Fernando Alexandre, Pedro Bação, Miguel Portela</i></li> <li>■ <b>Manufacturing employment and exchange rates in the Portuguese economy: the role of openness, technology and labour market rigidity</b> <i>Miguel Portela, Fernando Alexandre, Pedro Bacao, João Cerejeira</i></li> </ul>
	<b>Stepping Stone</b>
	<ul style="list-style-type: none"> <li>■ <b>A moving springboard? Short-term contracts and economic entry conditions</b> <i>Sylvie Blasco, Pauline Givord</i></li> <li>■ <b>Low-wage jobs – Stepping stone or poverty trap?</b> <i>Alexander Plum, Andreas Knabe</i></li> </ul>
17:00-18:00	<b>Session 6</b>
	<b>Reforms of Employment Protection Legislation II</b>
	<ul style="list-style-type: none"> <li>■ <b>Employment Protection Reform, Enforcement in Collective Agreements and Worker Flows</b> <i>Per Skedinger, Fredrik Heyman</i></li> <li>■ <b>Who pays for it? The Heterogeneous Wage Effects of Employment Protection Legislation</b> <i>Giovanni Pica, Marco Leonardi</i></li> </ul>
	<b>Unemployment Dynamics II</b>
	<ul style="list-style-type: none"> <li>■ <b>Unemployment risk over the life cycle</b> <i>Carolina Fugazza</i></li> <li>■ <b>Career and Unemployment Dynamics in Europe: The Role of Labor Market Institutions</b> <i>Frédéric Warzynski</i></li> </ul>
19:00	Conference Dinner

## Saturday, 19th March

9:30–10:30 Keynote II Juan Dolado

10:30–11:00 Postersession\* and Coffee break

11:00–12:30 Session 7

### Flexibility and Firm Performance

- **Labor Contracts and Productivity Dynamics**  
*William Addessi*
- **Temporary Agency Work and the User Firm's Productivity: First Evidence from German Panel Data**  
*Boris Hirsch, Steffen Mueller*
- **Temporary Agency Work and Firm Performance: Evidence from German Establishment-Level Panel Data**  
*Dieter Kuhn, Michael Beckmann*

### Job Creation and Job Destruction

- **Temporary Employment and the Global Crisis**  
*Christian Hohendanner, Lutz Bellmann*
- **Employment retention in the recession: Microeconomic effects of the short-time work programme in Germany**  
*Stefan Speckesser*
- **Job creation by firms in Denmark**  
*Niels Westergård-Nielsen, Rikke Ibsen*
- **Payroll taxes, social insurance, and business cycles**  
*Michael C. Burda, Mark Weder*

12:30–13:30 Lunchbreak

13:30–14:30 Session 8

### Earnings of Flexible Workers

- **The price for flexibility – the temp worker wage gap in Sweden**  
*Eskil Wadensjö, Pernilla Andersson Joona*
- **Type of Contract, Part-Time Status and the Returns to Experience**  
*Marie Paul, Daniel Fernández-Kranz, Núria Rodríguez-Planas*

### Effects of Job Displacement and Quits

- **Quit behavior and job protection**  
*Konstantinos Tatsiramos, Anne C. Gielen*
- **The long-term impact of job displacement in Germany during the 1982 recession on earnings, income, and employment**  
*Stefan Bender, Johannes F. Schmieder, Till von Wachter*

14:30–15:30 Session 9

### Adjustment Costs

- **Firing Tax vs. Severance Payment – An unequal comparison**  
*Dennis Wesselbaum*
- **Estimating Labor Market Rigidities with Heterogeneous Firms**  
*Nicolas Roys*

### Dismissal Disputes

- **Distribution and Welfare Effects of Dismissal Dispute Resolution Systems**  
*Laszlo Goerke, Michael Neugart*

- **How German Labor Courts Decide – An Econometric Case Study**  
*Michael Neugart, Helge Berger*

15:30–15:45 Coffee break

15:45–16:45 Session 10

### Temporary Layoffs and Sorting

- **Temporary Layoffs with Incomplete Worker Attachment in Search Equilibrium**  
*Anna Zaharieva*
- **Workers and Firms sorting into Temporary Jobs**  
*Fabio Bertin, Pietro Garibaldi*

### Wage Inequality

- **Polarization and Rising Wage Inequality: Comparing the U.S. and Germany**  
*Bernd Fitzenberger, Dirk Antonczyk, Thomas DeLeire*
- **Rising Wage Inequality, the Decline of Collective Bargaining, and the Gender Wage Gap**  
*Katrin Sommerfeld, Dirk Antonczyk, Bernd Fitzenberger*

16:45–17:45 Keynote III Katharine Abraham

17:45–18:00 Goodbye and Farewell

#### \*Poster

- Using social norms to estimate the effect of collective bargaining on the wage structure (*Dirk Antonczyk*)
- German male income volatility 1984 to 2008: Trends in permanent and transitory income components and the role of the welfare state (*Charlotte Bartels, Timm Bönke*)
- Reassessment of establishment size-wage premium – Evidence from France (*Syeda Batool*)
- The effects of unemployment insurance on labour supply and search outcomes (*Stefan Bender, Johannes F. Schmieder, Till von Wachter*)
- Unemployment risks for low- and highly-skilled individuals and the role of employment protection legislation (*Jenny Bennett*)
- Works councils and flexible collective bargaining agreements (*Tobias Brändle*)
- Is short-time work a good method to keep unemployment down? (*Stéphane Carcillo, Pierre Cahuc*)
- Unraveling the German jobs miracle in the great recession: A stochastic dominance approach (*Vivian Carstensen*)
- Wage tenure profiles and job mobility in the Netherlands (*Anja Deelen*)
- Transitional changes in the occupational structure and their impact on individual wages (*Alexandra Fedorets*)
- Flexible labor contracts and human capital investments (*Didier Fouarge, Andries de Grip, Wendy Smits, Robert de Vries*)
- The impact of job insecurity on the saving behavior of German households (*Marcus Klemm*)
- The effects of flexible working time arrangements on absenteeism in the Netherlands (*Daniel Possenriede*)
- Does temporal work flexibility enhance time with children? (*Juliane Scheffel*)
- Flexible but segmented labour markets: The case of student mini-jobs in Slovenia (*Janez Šušteršič, Tanja Kosi, Bojan Nastav*)
- Innovation incentives under tariffs evidence from Germany (*Eva Wachsen, Knut Blin*)