

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

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

10:15-10:30 Coffee break

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

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

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)

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

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)

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

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)

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

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)

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

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)

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

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
10:30–11:30	Postersession* and Coffee break
11:30–12:30	Session 7 (a and b parallel)
	a: Flexibility and Firm Performance
	<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>
	b: Job Creation and Job Destruction
	<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)
	a: Earnings of Flexible Workers
	<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>
	b: Effects of Job Displacement and Job Security
	<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)
	a: Adjustment Costs
	<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>
	b: Dismissal Disputes
	<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)
	a: Temporary Layoffs and Sorting
	<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>
	b: Wage Inequality
	<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

*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*)
- Does temporal work flexibility enhance time with children? (*Juliane Scheffel*)
- Innovation incentives under tariffs evidence from Germany (*Eva Wachsen, Knut Blind*)