IZA

IZA REPORT 2002-2005

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Director's Preface

Klaus F. Zimmermann
Director IZA
Bonn University
President DIW Berlin
Free University of Berlin

Labor market research in Germany as well as on the international level still faces major challenges. The interplay of institutional frameworks and welfare state models, of globalization and migration must be thoroughly analyzed. At the same time, it is important to thoroughly closely evaluate labor market programs and to look at cross-country studies in order to learn how to design efficient labor market policies. High-quality empirical and econometric research is required to ensure targeted scientific policy advice. Since 1998, the Institute for the Study of Labor has been committed to these tasks, receiving major support from the Deutsche Post Foundation. Today, IZA can look back on a remarkable success story. The institute has become an integral part of the national and international research and policy community. IZA has gained a strong reputation among researchers and policymakers worldwide. With its data service center, IZA is one of the major service providers for labor economists throughout the world. The network of IZA Research Fellows is unique in the international research environment, and the institute's Discussion Paper Series is among the most influential working paper series in economics worldwideones.

The science-sponsoring model of IZA has proven to be efficient and guarantees independence from short-term commissioned research. Labor market research has been significantly stimulated by the long-term commitment of the Deutsche Post Foundation. The IZA Report 2002-2005 bears witness to the permanently expanding variety of the institute's activities and services in research and policy advice.

Research Program

Research at IZA is organized in a number of different research areas that cover a wide array of labor market research. These research areas function as umbrellas for individual projects with a common theme. Such projects are often initiated by IZA Research Fellows or IZA's in-house researchers, but they also include commissioned studies for national or regional governments. By means of international cooperation and by organizing workshops that are committed to these projects, existing expertise throughout the international research community is brought together. The synergy resulting from these interactions has proven to be very successful.

IZA Research Fellow *Dennis Snower* became President of the renowned Kiel Institute for World Economics (IfW Kiel). As IZA Program Director, Snower has had a key role in IZA research activities since 1998.

Dennis Snower is the second IZA Program Director to head an influential German think tank. In the fall of 2002, former IZA Program Director *Christoph M. Schmidt* (University of Bochum), who received his habilitation under the supervision of IZA Director *Klaus F. Zimmermann*, became President of the Rhine-Westphalian Institute for Economic Research (RWI Essen). *Thomas Bauer* (Ruhr University of Bochum), another former IZA Program Director and successful habilitation candidate under Zimmermann, was appointed to the RWI board as well.

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IZA's Research Activities

Research activities at IZA rest on two pillars: Basic research and labor market policy advice. While the IZA Director of Research is in charge of coordinating the research program, the IZA Director of Labor Policy handles all policy-related matters. The latter also formulates the global vision of IZA.

IZA provides its researchers with excellent research and working conditions. Particular importance is placed on the integration and support of innovative young researchers. As Research Associates or Resident Research Affiliates, they are staff members of IZA and contribute to the institute's vitality. The high quality of IZA's research methods and results is also reflected by the enormous international reputation of the institute's discussion paper series.

IZA's research activities consist of four larger methodological fields:

- Innovative empirical basic research through econometric evaluation of anonymous individual data sets.
- Focus on microeconomic research including firm-specific issues.
- Orientation toward international comparative research in close cooperation with foreign research institutes.
- Reappraisal, documentation and evaluation of new concepts in labor market policy and firm-level employment initiatives (accompanying research and evaluation).

Thematically, IZA's research activities comprise six different areas. In each area, larger internationally-oriented research projects and individual research are coordinated and placed within a larger framework. A special IZA focus area deals with labor market policy.

With its wide variety of research projects, IZA addresses current issues in labor market research and policy in its six research areas. Projects are financed by IZA and other institutions. In the following, IZA's central research areas between 2002 and 2003 are presented.

Gerard A. Pfann

IZA Director of Research
(University of Maastricht; IZA)

Mobility and Flexibility of Labor (until 12/31/2003)

Thomas K. Bauer
Program Director
IZA

The causes of current crises in modern labor markets are often reflected in their lack of mobility and flexibility. The main goal of this research area was to analyze the different dimensions of mobility and flexibility of labor markets and to evaluate how far these aspects can provide explanations for unemployment problems. The research program was divided into four sub-programs.

Measuring Labor Market Flexibility

This sub-program analyzed the ways of measuring and recording labor market flexibility in its various dimensions (wage flexibility and working time flexibility).

Geographical and Job Mobility

What are the effects of regional, occupational and internal labor force mobility? What are the factors that affect mobility or are affected by it? Another issue that was central to this sub-program is the impact of immigration on the labor market and its potential effects on economic policy. Finally, the role of hiring and layoff costs was analyzed in order to better understand the adjustment of employment to cyclical fluctuations and exogenous shocks.

Working Time Flexibility

Work sharing is often regarded as a promising strategy to reduce unemployment. This sub-program studied the determinants and labor market effects of working time regulations, overtime, part-time work, early retirement and new working time schedules such as lifetime working accounts. In particular, the program dealt with the question of whether work-sharing policies are an effective way to reduce unemployment.

Wage Flexibility

It has been argued that the lack of wage flexibility in Europe is the main cause of the unemployment problem. This sub-program analyzed the labor market effects of different wage-bargaining systems, wage indexation and minimum wages as well as non-wage labor costs.

Internationalization of Labor Markets (until 12/31/2003)

Torben M. Andersen
Program Director
University of Aarhus

The process of international integration affects labor markets and social conditions on various levels. Does this development create a "new economy" with high growth and favorable labor market consequences, or does it pose a threat to social standards and the achievements of the welfare society? Will this process curtail the power of national economic and labor market policy, or will the latter be able to retain its power through flexible reaction and intelligent approaches to reform? With its various individual projects, this research program addressed some of the major issues related to the effects of international integration on labor markets and social conditions.

International Integration and Wage Formation

International integration increases the mobility of companies and, thus, of labor as a production factor. Regions with a competitive advantage experience the highest rates of job creation. With the gradual removal of barriers to international trade, it becomes easier for firms to supply the European and the international markets by placing production units in the most competitive regions within Europe and by creating virtual networks. With growing integration and access to the same capital markets and technology, wage competitiveness will inevitably come to play a larger role in job creation. Does this imply that market power evaporates in national labor markets and that wages will be determined by a "European norm"? Will it be possible to maintain high wages and employment at the same time through improvements in education and productivity? Will the pressure from international integration harm some groups and benefit others in the labor market?

Risk, Flexibility and Social Insurance

International integration increases the demand for flexibility, adaptability and specialization, all of which also increase the exposure to risk. This may contribute to reinforcing heterogeneity and social inequality. Will the demand for various forms of social insurance increase if international integration leads to a more risky environment? What forms of economic policy can provide social insurance to cushion individuals against the risks of international integration, while at the same time maintaining flexibility and adaptability? Will it be possible at all to finance such policies in an increasingly globalized environment?

Perspectives of Economic Policy

The integration process affects policymaking by eliminating some policy instruments (monetary policy) and limiting others (fiscal policy). How will labor markets respond to this development? Will it lead to more wage flexibility, or will differences in labor market performance among European countries increase? What options remain for an independent economic policy?

International Cooperation

Institutional structures must respond to international integration in order to prevent the impending loss of influence. Will this lead to the formation of "European trade unions" – about a century after the formation of national trade unions? International cooperation or harmonization may also be sought in the areas of labor market and social policy because international integration leads to a "race to the bottom" with respect to labor and social standards. At present, the European Union is at a stalemate because member states have a veto right on labor and social policy issues as a means to protect their own systems. This might change in the future. In what direction will international policy coordination and harmonization develop? Will it be sufficient to stipulate minimum standards, or will policies have to go further?

Welfare State and Labor Market (until 12/31/2003)

Dennis J. Snower
Program Director
Birkbeck College, London

The future of the welfare state – including such aspects as social insurance, redistribution from rich to poor, life cycle transfers, and the provision of social services such as health, education and training – is uncertain. It is often debated how far the government should be involved in providing welfare services and to what extent the provision of welfare services should be delegated to companies and private households.

Trend Toward a Welfare Society

Almost all European economies have been debating a significant shift of focus from the institutions of the welfare state to a much broader emphasis on the welfare society, which embraces government activities as well as those of the market, civil society and family. This important development amounts to a change in drawing the boundaries between government, market and community.

The effectiveness of the government, the market and the community in delivering welfare services depends significantly on the functioning of the labor market. After all, demand for support by the welfare state is particularly high when people fail to find jobs and cannot participate in the labor market. Furthermore, welfare state entitlements have a significant influence on people's labor market incentives. This interplay between welfare and labor market activities was the focus of the IZA research program "Welfare State and the Labor Market".

Division of Labor Between the Public and Private Sectors

The program examined the response of the welfare society to ongoing changes in three major areas:

- Shifts in the demographic profile in an aging society;
- The transformation of standard full-time and year-round career jobs into more insecure part-time jobs, combined with changes in the labor force;
- Dramatic changes in the world economy due to globalization, technological progress and organizational change.

Against this background, the program focused on the following issues:

- What is the appropriate division of labor between the public and private sectors in order to satisfy welfare needs?
- What does this division of labor imply for the interplay between welfare policy and labor market policy?
- In what areas of the welfare society do the public and private sectors complement each other, and when can one be substituted for the other in the provision of welfare services?
- How do economic and social institutions affect the interaction between the public and the private sectors?
- Are the government objectives concerning equality (reducing poverty and inequality) consistent with different types of welfare mixes?
- How do welfare and labor market policies affect society's decisions regarding incentives (to work, save, produce), risks, and redistribution?

Labor Markets in Transition Countries (until 12/31/2003)

Hartmut Lehmann
Program Director
Heriot-Watt University, Edinburgh

Transition from a centrally-planned to a market-driven economy in the countries of Central and Eastern Europe and the former Soviet Union caused large macroeconomic shocks and induced profound changes in the institutional structures of these countries. The results are a serious impact on the labor market, a strong increase of unemployment, growing inequality and poverty as well as a rapid change in the demographic and industrial make-up of the work force. At the same time, the governments in Central and Eastern Europe and the former Soviet Union had to implement major reforms of labor market institutions in order to make a transition possible in the first place, but also to find an adequate response to the new developments. IZA analyzes labor markets in transition countries from different perspectives.

Is the Western Experience Transferable?

As part of its basic research, IZA analyzes the question in how far western models of labor market behavior are applicable to the particular economic environments of transition countries. The specific problems of transformation are studied in light of the experience in western economies. Supply-side as well as demand-side factors were taken into account. A particularly promising approach in the context of transformation economies is the analysis of how company behavior affects job creation, job destruction and the fluctuation of workers. Regarding plans for extensive restructuring of economies, the analysis of gross job flows and workers provides valuable insights into the process of economic restructuring.

Study of Adjustment Processes

This IZA research program also analyzed concrete policy programs in the Central and Eastern European labor markets, where an infrastructure was developed to implement active labor market policies (ALMP). Unlike in OECD countries, these changes are not just marginal adjustments, but programs of vital importance. The analysis of these reform efforts yielded important insight for western labor market research as well. What can Germany and other EU countries learn from the political economy of reform measures in the labor markets of Central and Eastern Europe? IZA searched for answers to the complex question of how to find the right balance between political feasibility and maximum economic impact of reform efforts. Last but not least, IZA created an extensive and useful database for the purpose of studying transformation issues.

The Future of Labor (until 12/31/2003)

Daniel S. Hamermesh
Program Director
University of Texas, Austin

The future of labor is shaped by three distinct factors. On the demand side, globalization and fast-paced technological progress require reorganization and new forms of work. On the supply side, training, mobility and population aging determine the scope and social consequences of these adjustments. Additionally, the interplay of supply and demand is subject to a third major factor: the response of labor market institutions and policymakers.

Development of New Forms of Employment

Will traditional employment become obsolete in this process of change? What forms of labor and corresponding social effects will be predominant in the future? How long will people work, where will they work, and what will be the scope of their tasks? This research program analyzed the development of new forms of labor and the impact of the reorganization of work on income distribution and employee satisfaction. Factors were identified that may facilitate the adjustment to continuously changing conditions. IZA also tracked trends and analyzed the development and application of new technologies from a labor market perspective.

Qualification Requirements

Sufficient qualification is of increasing importance for decisions on employment and income. This research program studied the consequences of increased qualification demands and tried to develop a complex concept of "future-oriented qualifications". Which qualifications are indispensable? How can they be acquired? To what extent are qualifications that guarantee success on the labor market the result of formal educational and vocational degrees? What will a typical occupational biography look like in the future?

Institutional Change

This IZA research program also took into account the fact that a growing share of labor market activity occurs in the black economy and that high taxes and social security contributions, combined with over-regulation, are obstacles to the development of the service society. Which institutional changes are necessary to improve the functioning of the labor market? Finally, which factors will limit the scope of policy programs in the future? Will politicians be able at all to influence the domestic and international development of labor markets?

Evaluation of Labor Market Policies and Projects (until 12/31/2003)

Christoph M. Schmidt
Program Director
University of Heidelberg

Despite the variety of economic policy and regulatory interventions in the labor market, three basic approaches can be distinguished in the field of protecting employment and fighting unemployment. While a large number of projects are designed to preserve the available human capital and to encourage the formation of additional human capital, other projects attempt to reintegrate unemployed workers into the labor market by subsidizing jobs. Yet another set of possible interventions focuses on the provision of more appropriate financial incentives in order to reduce existing disincentives caused by the current welfare system, as well as information problems restraining employment.

Uncertainty about the Effectiveness of Labor Market Programs

What all of these projects have in common is that their true impacts are uncertain – there is a multitude of competing explanations for the problems of unemployment and the lack of growth in employment. They lead to completely different recommendations for economic policy interventions and thereby relate to specific economic policy projects. Moreover, the success of each project implemented in practice is subject to a large number of factors, in particular the precise selection of the target group affected by the planned measure, the choice of actual test persons from this target group, the extent of the measure and its dependency on the regional and sectoral environment as well as the general state of the economy. Changing methods of project implementation by different administrative divisions may be another deciding factor.

In the end, the success of a labor market program and its cost effectiveness cannot be assessed with accounting methods. Instead, an evaluation strategy based on accepted scientific principles is the only means to provide the necessary information. In strong contrast to the United States in particular, there is still a lack of practical experience with the scientific evaluation of public projects in Germany and Continental Europe.

Further Development of Evaluation and Policy Consultancy

Against this background, the IZA research program "Project Evaluation" aimed at presenting scientific findings about the actual impact and cost effectiveness of political intervention, thereby contributing to a more targeted allocation of funds. The main emphasis was placed on the evaluation

of projects that involve employees and unemployed workers with particularly severe labor market problems.

The activities within this program area included:

- Further development of methodological approaches to the evaluation of labor market interventions;
- Application of these methods to the analysis of concrete interventions and projects, especially in European labor markets;
- Establishment of a partnership relation between the practice of labor administration, the design of legal and formal aspects of specific projects and the implementation of these projects on the one hand and the scientific competence of IZA researchers on the other hand;
- Interdisciplinary exchange with researchers from other IZA program areas that also dealt with evaluation problems.

This IZA research area focused on the improvement of econometric and statistical aspects of evaluation problems. In contrast to traditional evaluation research, which has largely neglected these aspects so far, not only the effects of measures were taken into account, but also their costs and cost effectiveness. The direct costs of a labor market project as well as the costs of forgone alternative use of time and material resources were included. This methodologically oriented IZA research area complement other IZA research programs.

Establishment of a Research Network

As a contribution to the further development of project evaluation, this program area also established a research network specialized in evaluation issues in Europe and throughout the world. Additionally, a research partnership with policymakers who was implemented engage actively in the planning, structuring and implementation of political measures. Research projects were developed which reflect the issues and questions faced by political decision-makers. This helped to promote the transformation of research findings into concepts of practical economic policy and labor market policy projects.

IZA Research Program Restructured

Research activities at the Institute for the Study of Labor fall into six thematic areas, each of which is coordinated by a renowned Program Director responsible for conducting original research projects and organizing events on selected topics. The team of IZA staff researchers engages in basic research both on an independent basis and in cooperation with the distinguished group of IZA Research Fellows and Affiliates. All work is published, assessed in terms of its possible labor policy implications, and systematically evaluated by an IZA in-house work group to formulate specific policy advice. While all basic research is coordinated by IZA Research Director Armin Falk (University of Bonn), all policy-related matters are supervised by IZA Director of Labor Policy Hilmar Schneider.

In January 2004, IZA restructured some of its research areas and appointed two new Program Directors. A Deputy Program Director inside IZA has since then assisted each of the six Program Directors in their various coordinating duties. The main task of these deputies is to align the research work at IZA with the activities conducted within each program area.

Reflecting the growing importance of Behavioral and Personnel Economics, IZA has established a new research focus on this subdiscipline. The Program Director for this area is Bentley MacLeod (University of Southern California, Los Angeles), one of the leading experts in the field. IZA further profits from the fact that Research Director Armin Falk, Professor of Economics at the University of Bonn, also heads the internationally-renowned Bonn Laboratory for Experimental Economics. This partnership has a stimulating effect on the research activities at both the University of Bonn and IZA.

In view of the growing economic importance of international migration flows, IZA has also established a Migration Program Area. Head of this area is Barry Chiswick (University of Illinois, Chicago), a distinguished expert in the field.

The evaluation of labor market policies will remain one of the central elements of the IZA research agenda. Its main objective is to provide an objective assessment of the effectiveness and efficiency of policy programs. Hilmar Schneider is currently responsible for all research done in this area.

In addition, the other research areas were partly reorganized to reflect recent trends in the discipline. For instance, the program area headed by Hartmut Lehmann (University of Bologna) will add a focus on labor markets in emerging economies to its previous research on transition countries.

Questions on "The Future of Labor" will remain at the core of this same-named program area, which is under the direction of Daniel Hamermesh (University of Texas at Austin). It will deal increasingly with necessary policy adjustments.

The program area headed by Dennis Snower (Birkbeck College, London) will not only examine the relationship between the welfare state and labor markets, but also consider the influence of other institutions and regulations on labor market trends.

Given the outstanding expertise of the three IZA Directors Klaus F. Zimmermann, Armin Falk and Hilmar Schneider in the fields of migration, personnel economics and policy evaluation, these respective program areas receive special emphasis within the IZA research agenda. Research on these topics is pursued with particular determination in order to yield specific policy proposals.

Armin Falk

IZA Research Director
University of Bonn; IZA

Evaluation of Labor Market Programs

Gerard J. van den Berg
Program Director
Free University of Amsterdam

Holger Bonin
Deputy Program Director
IZA

Modern welfare states spend substantial amounts on labor market policies aimed at promoting employment and wages. For successful policy development, the monitoring of program outcomes is essential. In an era of limited funds, the program area meets the demands by decision makers and taxpayers for clean, empirical evidence on labor policy effectiveness. Which participants in a program actually benefit from it? And how does the initiative affect those who do not participate? Econometric evaluation provides answers to these questions in the absence of controlled policy experiments. Simulations based on empirical regularities in individual behavior enables an evaluation even before the implementation of new programs. Using these techniques to carry out rigorous cost-benefit analyses, IZA provides independent advice to policymakers, with the goal to contribute to a more targeted allocation of financial resources.

Behavioral and Personnel Economics

W. Bentley MacLeod,
Program Director
Columbia University

David Huffman,
Deputy Program Director
IZA

What makes some employment relationships successful and causes others to fail? What is the role of government and the law in enhancing the performance of existing and new employment relationships? These are key questions for personnel economics. Its primary goal is to understand the relationship between institutions and employee performance. Recent research in behavioral economics has begun to enhance our understanding of the psychological foundations of incentives, and demonstrates that performance does not only depend on the relationship between measured performance and pay, but also on many other features of the workplace environment, including employee morale, job security and the perceived "fairness" of one's pay. The purpose of this program is to find ways to model and measure these institutions and then to assess the importance of the part they play in determining employee performance. The results from this research can inform both businesses and government on the best way to manage their employees and improve existing laws and regulations.

Migration

Barry R. Chiswick,
Program Director
University of Illinois at Chicago

Amelie Constant
Deputy Program Director
IZA

The Migration Program Area focuses on the many dimensions of the growing international and internal migration. It is concerned with the determinants of the supply and demand for migration, including immigration laws and the legal status of migrants. It is also interested in the many aspects of the migrants' and their descendants' adjustment to the social and economic environment in the destination, including public policies regarding absorption and assimilation. Moreover, the program area is concerned with the impact of migration on both the origin and the destination countries. The implications of the analyses for immigration policy, absorption and assimilation policy, and other public policies will also be considered.

Labor Markets and Institutions

Pierre Cahuc,
Program Director
University of Paris I

Winfried Koeniger,
Deputy Program Director
IZA

This program area analyzes the effects of institutions and legislation on labor market outcomes. A particular emphasis is on the analysis of the institutions on the micro level and their macroeconomic consequences for economic performance. Furthermore, the program area is concerned with the politico-economic determinants of institutions such as unions, employment protection legislation, minimum wages, unemployment insurance and other institutions of the welfare state. A related focus of attention is the interaction between labor markets and product or financial markets and their respective institutions as markets become ever more global.

Labor Markets in Emerging and Transition Economies

Hartmut Lehmann
Program Director
University of Bologna

Thomas Dohmen
Deputy Program Director
IZA

The analysis of labor markets in transition economies is still a wide and flourishing field within labor economics. The program pursues several strands of this analysis: looking at special adjustment mechanisms in the labor market, emphasizing the differences between Central European countries and the countries of the Former Soviet Union; evaluating the success of labor market reforms in light of the Western experience; discussing the lessons that can be drawn from these reform efforts for EU economies; and last, but not least, analyzing labor issues that are connected to EU accession of the Central European countries. IZA research in this area will also be extended to labor markets in the emerging economies of Africa, Asia and Latin America, in order to study, for instance, the nexus between labor market reforms and poverty alleviation, and the impact of universal labor standards on formal employment in these countries.

The Future of Labor

Daniel S. Hamermesh

Program Director
University of Texas, Austin

Ana Rute Cardoso

Deputy Program Director
IZA

The future of labor is shaped by three distinct factors. On the demand side, globalization and fast-paced technological progress lead to reorganization and new forms of work. On the supply side, training, mobility and population aging determine the scope and social consequences of these adjustments. Additionally, the interplay of supply and demand is subject to a third major factor: the responses of various labor market institutions and government policies. This research program focuses on critical developments taking place in the labor market, providing enhanced understanding of labor market dynamics. How will work patterns and time use evolve? What are the ingredients of successful career paths in the labor market? What institutional changes and economic and social policies can improve the working of the labor market? How will collective employment relations evolve? What is the role of ethnicity/race/gender/age in the future of labor markets?

IZA Focus on Labor Market Policy

In 2001, IZA created its "Focus on Labor Market Policy" to better reflect the importance of scientific analyses concerning the interplay of different labor market policy schemes. Given the persistently high unemployment rates in Germany and across Europe, the question of choosing the right labor market policy instruments has become ever more relevant in today's economic policy debate. Labor market policies are designed to eliminate, or at least compensate for, malfunctions of the labor market and to facilitate adjustments to structural change. In practice, however, policy instruments often fail to achieve their goals – and may even have counterproductive effects.

Meeting the Demand for Policy Advice

This unsatisfactory outcome gives rise to a strong demand for policy advice on the precise design of labor market policy programs. With its focus on "Labor Market Policy," IZA wants to provide answers to these open questions. In this context the term "labor market policy" is used in a broad sense and includes the traditional instruments of active labor market policy (e.g. job placement, training programs, job rotation, public employment programs or wage subsidies), as well as passive measures such as wage compensation benefits or old-age part-time work. But it also includes measures that go beyond the scope of administrative labor policies, e.g. working time and overtime reduction, enhancement of labor market flexibility and immigration. Finally, it is important to consider that labor market outcomes can also be affected by other measures that are not primarily targeted at the labor market, such as tax and wage policies. Because of this, it is particularly worthwhile to study the labor market implications of the social security and welfare system.

Demonstrating Scope and Limitations of Policy Programs

The impact of labor market policies is not always limited to their intended targets. Many policies cause side effects that may, in the worst case, run counter to the original goal. This imposes more or less narrow limits on the scope of labor market policies. For instance, a working time reduction policy with the goal of redistributing work has the undesirable quality of increasing demand for high-skilled labor. Given a shortage of high-skilled workers, this policy may even exacerbate the labor market situation. Public employment programs may increase union power in wage negotiations, which would tend to aggravate the employment situation whenever unemployment is cost-induced. Even training programs, which generally ought to be supported, may yield counterproductive effects if they do not sufficiently address the specific needs of the labor market.

Limits to the scope of policy design also arise from the competing use of different instruments. The effects that would result from the isolated use of individual instruments

Hilmar Schneider

Director of Labor Policy, IZA

cannot simply be added, because they may affect one another when applied simultaneously. For instance, the favorable effect of a wage subsidy may disappear if the recipient finds it more attractive to accept a job under a public employment program.

Providing a Scientific Basis for Policy Advice

In order to find solutions to the problems outlined above, the existing research results need to be evaluated in terms of their usefulness for practical policy advice. Contradictory results should not be regarded as a drawback, but rather as an opportunity to advance our level of knowledge. The synthesis of apparent contradictions usually gives rise to new questions to which our existing knowledge cannot provide a satisfactory answer. Thus, policymaking can also act as a catalyst for initiating new and targeted research activities.

Learning from the Experience of Others

Since policy programs are typically implemented nationwide, many of their potential side effects cannot be causally explained as long as the analysis is limited to the national scale. It therefore seems logical to base the methodology on a systematic comparison of different countries. For an international comparison, it is extremely important to analyze the institutional background of each country. An international perspective also allows us to learn from the experience with programs that may not yet have been implemented in Germany. Comparative studies, however, depend on first-hand knowledge of individual countries. IZA´s global research network is therefore perfectly suited to provide the necessary resources for this task.

Chronology of Selected Research Projects

European Migration. What Do We Know?

For this project, migration experts from Europe and North America collaborated to publish a book that summarizes the current state of research. Special chapters on each relevant country discuss the development of migration as well as the assimilation of immigration into the labor market and the effects of immigration on wages and employment in the receiving country.

Project team:

Klaus F. Zimmermann (IZA), **Thomas K. Bauer** (IZA)

Project duration:

1997–2004

Project executing organizations:

CEPR; IZA

Selected publications:

Zimmermann, K. F. (Ed.) (2005), European Migration: What Do We Know?, Oxford.

Economic Reform and the Microeconomics of Labor Market Adjustment in the Russian Federation

Macroeconomic data show that, although industrial policy in Russia was cut by half at the beginning of its transition to a market economy, mass unemployment evolved only slowly. Apparently, many firms used a combination of measures to react to negative production shocks: they reduced man-hours, did not adjust wages to inflation and did not compensate for wage arrears. So far, there have been only scarce microeconomic data on the development of the labor market in Russia. In the framework of this project, IZA collaborated with several research centers in Western Europe and Russia. On the one hand, all fields of supply and demand that seem to be relevant to transition economies were analyzed. On the other hand, emphasis was also placed on those adjustment mechanisms which are unique to the situation of employees in most successor states of the former Soviet Union, including Russia.

Project team:

Hartmut Lehmann (IZA), **John Earle** (Stockholm School of Economics), **Vladimir Gimpelson** (IMEMO, Moscow), **Ingrid Leiprecht** (Institute for Eastern European Studies, Munich), **Viktor Starodubrovsky** (Institute for Management, Moscow), **Jonathan Wadsworth** (LSE), **Rusian Yemtsov** (World Bank, Washington, D.C.)

Project duration:

1999-2002

Project executing organizations:

Thyssen; IZA

Selected publications.:

Brown, J. D. / J. S. Earle (2002), Gross Job Flows in Russian Industry before and after Reforms: Has Destruction Become more Creative?, Journal of Comparative Economics, 30, 96-133.

Earle, J. S. / H. Lehmann (2002), Microeconometric Studies of Russian Labor Markets in Transition: Introduction to a Symposium, Journal of Comparative Economics, 30, 91-95.

Konongs J. / H. Lehmann (2002), Marshall and Labor Demand in Russia: Going Back to Basics, Journal of Comparative Economics, 30, 134-159.

Marginal Labor Markets

In this project, a team of international scientists examined to what extent the social exclusion of certain population groups may be attributed to their marginalization in the labor market. Among these groups are immigrants or youths, who are often excluded from employment relationships that offer stability and career opportunities. Quite often this marginalization is associated with the phenomenon of urbanization and may lead to ghetto formation and the emergence of a lower class.

Project team:

Thomas K. Bauer (IZA), **Klaus F. Zimmermann** (IZA)

Project duration:

1999–2002

Project executing organizations:

IZA

Selected publications:

Journal of Population Economics, 15 (2002)

Labor Market Integration of Migrants in Denmark and Germany

From mid-2001 until March 2002 the Rockwool Foundation Reasearch Unit in Copenhagen conducted a survey together with Infratest Burke and IZA, for which about 5,500 migrants living in Germany were interviewed. The focus was on Turkish, Yugoslavian, Polish, Iranian and Vietnamese migrants. The object of investigation was the welfare of these migrants, who account for about two-thirds of foreign migrants, while the focus of the analysis was on the integration process into the German labor market.

Project team:

Amelie Constant (IZA), **Holger Hinte** (IZA), **Gunnar Viby Mogensen** (Rockwool Foundation), **Eskil Wadensjö** (Stockholm University), **Horst Entorf** (Universität Darmstadt)

Project duration:

2000–2003

Project executing organizations:

Rockwool Foundation; IZA

Selected publications:

Tranæs, T./K. F. Zimmermann (2004), Migrants, Work, and the Welfare State, Odense.

Zimmermann, K. F./H. Hinte (2005), Zuwanderung und Arbeitsmarkt. Deutschland und Dänemark im Vergleich (Immigration and the Labor Market. Germany and Denmark in Comparison), Berlin et al.

Andersson, P. / E. Wadensjö (2004), Why Do Self-Employed Immigrants in Denmark and Sweden Have Such Low Incomes?, IZA Discussion Paper 1280.

Andersson, P. / E. Wadensjö (2004), Self-Employed Immigrants in Denmark and Sweden: A Way to Economic Self-Reliance?, IZA Discussion Paper 1130.

Constant, A. (2004), Immigrant versus Native Businesswomen: Proclivity and Performance, IZA Discussion Paper 1234.

Constant, A. / Y. Shachmurove / K. F. Zimmermann (2003), What Makes an Entrepreneur and Does It Pay? Native Men, Turks, and Other Migrants in Germany, IZA Discussion Paper 940 (forthcoming in: International Migration).

Constant, A. / Y. Shachmurove (2003), Entrepreneurial Ventures and Wage Differentials Between Germans and Immigrants, International Journal of Manpower, 2006, 27 (3), 208-229 (IZA Discussion Paper 879).

Constant, A. / D. S. Massey (2003), Labor Market Segmentation and the Earnings of German Guestworkers, Population Research and Policy Review, 2005, 24 (6), 5-30 (IZA Discussion Paper 774).

Constant, A. / D. S. Massey (2002), Self-Selection, Earnings, and Out-Migration: A Longitudinal Study of Immigrants to Germany, Journal of Population Economics, 2003,16 (4), 631-653 (IZA Discussion Paper 672).

Beschäftigungspotenziale einer dualen Förderstrategie im Niedriglohnbereich

On behalf of the Ministry of Labor and Social Affairs, Qualification and Technology, IZA issued an expert opinion on the labor market effects and the fiscal effects of a promotion of the low wage sector. The study analyzed the joint effects of the supply as well as the demand side. Moreover, the report discusses the possibilities to promote household-related services.

Project team:

Holger Bonin (IZA), **Karl Brenke** (DIW Berlin), **John P. Haisken-DeNew** (DIW Berlin), **Wolfram Kempe** (IZA), **Hilmar Schneider** (IZA), **Klaus F. Zimmermann** (IZA)

Project duration:

2001–2002

Project executing organizations:

IZA

Selected publications:

Schneider, H. / K. F. Zimmermann / H. Bonin / K. Brenke / J. P. Haisken-DeNew / W. Kempe (2002), Beschäftigungspotenziale einer dualen Förderstrategie im Niedriglohnbereich, IZA Research Report No. 5.

Bonin, H. / W. Kempe / H. Schneider (2003), Household Labor Supply Effects of Low-Wage Subsidies in Germany, Schmollers Jahrbuch/Journal of Applied Social Science Studies 123 (1), 199-208 (IZA Discussion Paper 637).

Bonin, H. / W. Kempe / H. Schneider (2003), Eine wirksame Alternative zum Kombilohn: „Workfare", Orientierungen zur Wirtschafts- und Gesellschaftspolitik Nr. 96, 64-68 (IZA Discussion Paper 587).

Brück, T. / J. P. Haisken-DeNew / K. F. Zimmermann (2003), Creating Low Skilled Jobs by Subsidizing Market-Contracted Household Work, IZA Discussion Paper 958.

Analysis of Labor Market Adjustment in Poland and Estonia with Large Microdata Sets

Scientists from five countries in both Eastern and Western Europe collaborated in this project. The result was a comprehensive comparison of the labor markets of Poland and Estonia – two transition economies, whose labor markets had developed in different ways. The family and household perspectives were particularly emphasized in the analysis.

Project team:

Hartmut Lehmann (IZA), **Alexandru Voicu** (IZA)

Project duration:

2001–2003

Project executing organizations:

VolkswagenStiftung; IZA

Selected publications:

Lehmann, H. / P. J. Luke (2002), Labour Market Segmentation in Estonia during the First Decade of Transition, mimeo.

Lehmann, H. / J. Kluve / C. M. Schmidt (2001), Disentangling Treatment Effects of Polish Active Labor Market Policies: Evidence from Matched Samples, IZA Discussion Paper 355.

Lehmann, H. / J. Kluve / C. M. Schmidt (2005), Disentangling Treatment Effects of Active Labor Market Policies: The Role of Labor Force Status Sequences, revised version of IZA Discussion Paper 355, mimeo.

Lehmann, H. / K. Philips / J. Wadsworth (2005), The Incidence and Cost of Job Loss in a Transition Economy: Displaced Workers in Estonia, 1989 to 1999, Journal of Comparative Economics 33, 59–87.

Empirische Grundlagen der Evaluation aktiver Arbeitsmarktpolitik in Europa basierend auf US-amerikanischen Ergebnissen

The project focused on an empirical framework for the evaluation of European Active Labor Market Policies based on the US experience. This entailed the deployment of state-of-the-art evaluation research on both sides of the Atlantic in terms of methodological approaches and empirical evidence. The findings include general differences with respect to the overall status quo of the respective "evaluation culture," more specific differences regarding the prevalence of experimental vs. non-experimental data and the focus on two different types of labor market outcomes of interest - earnings in the US, and employment in Europe. The project involved a thorough analysis of these issues and an explicit assessment of the differences and correlations between evaluation research in Europe and the US. In particular, one pivotal methodological issue – the determination of program participation – had only recently entered into the discussion, and it was the pronounced intention of the research project to make progress on this specific issue.

Project team:

Christoph M. Schmidt (Universität Heidelberg; IZA), **Jochen Kluve** (University of California, Berkeley; Universität Heidelberg)

Project duration:

2001–2003

Project executing organizations:

VolkswagenStiftung; IZA

Selected publications:

Kluve, J. / C. M. Schmidt (2002), Can Training and Employment Subsidies Combat European Unemployment?, Economic Policy, 411-448.

New Techniques for the Evaluation of European Labor Market Policies

In all European Union countries, unemployment – especially among youths – has reached a high level. Individual countries implemented a variety of traditional as well as innovative measures to fight unemployment. The objective of this project, a new research cooperation which was sponsored by the EU Training Network Program, was to evaluate the different government policies on the basis of European data, to carry out a cost-benefit analysis of the individual measures, to examine the efficiency of different concepts, and to develop new studies that focus on youth unemployment. In this project, IZA cooperated with other European research institutes.

Project team:

Rob Euwals (IZA), **Hielke Buddelmeyer** (IZA)

Project duration:

2001–2003

Project executing organizations:

Training Network Programm der EU; CEPR; University of Uppsala; University of Amsterdam; Norwegian School of Economics and Business Administration; CNRS-CREST; University College London; IZA

Selected publications:

Buddelmeyer, H. / E. Skoufias (2003), An Evaluation of the Performance of Regression Discontinuity Design on PROGRESA, IZA Discussion Paper 827.

Euwals, R. (2005), The Predictive Value of Subjective Labour Supply Data: A Dynamic Panel Data Model with Measurement Error, Empirical Economics, 30 (2), 309-329 (IZA Discussion Paper 400).

EUROMOD / MICRESA

The project was financed by the Targeted Socio-Economic Research (TSER) programme of the European Commission (CT97-3060). Its aim was to build EUROMOD, a tax-benefit microsimulation model covering all member states of the European Union. This involved developing an existing methodology – already in use in many individual countries – which made use of national experience and expertise. The project was innovative in extending the method to cover 15 countries together in a consistent and integrated manner. **MICRESA:** Micro-level analysis of the European Social Agenda: combating poverty and social exclusion through changes in social and fiscal policy. The project was terminated in 2004, but EUROMOD is still in operation and can be used for policy analysis.

Project team:

Olivier Bargain (IZA), **Gert G. Wagner** (DIW Berlin)

Project duration:

2001–2004

Project executing organizations:

EU; IZA

Selected publications:

Bargain, O. / K. Orsini (2006), Beans for Breakfast? How Exportable Is the British Workfare Model?, Research in Labor Economics, 2006, 25, 165–198.

Bargain, O./K. Orsini (2006), In-Work Policies in Europe: Killing Two Birds with One Stone?, Labour Economics, 2006, 13 (6), 667–697.

The Ukrainian Longitudinal Monitoring Survey (ULMS)

The Ukraine, one of the largest successors of the Soviet Union, is still new territory when it comes to data on the adjustment of the labor market, especially at the individual and household level. This IZA Project was inspired by the Russian Longitudinal Monitoring Survey (RLMS). A dataset consisting of annual longitudinal information was assembled, which covered approximately ten thousand persons and four thousand households over the period from 2001 through 2005. A retrospective component allowed for the analysis of the development of the Ukrainian labor market since 1996. With this dataset, which is available to every interested researcher, different aspects such as labor supply and fluctuation, mobility, unemployment, poverty, inequality and gender-specific factors may be examined.

Project team:

Hartmut Lehmann (IZA), **Thomas Dohmen** (IZA), **Martin Kahanec** (IZA)

Project duration:

2001–2005

Project executing organizations:

CERT, Heriot-Watt University (Edinburgh, UK); Economics Education and Research Consortium (Kiev, Ukraine); RWI Essen

Selected publications:

Brown, J. D. / J. S. Earle/V. Vakhitov (2006), Wages, layoffs, and privatization: Evidence from Ukraine, Journal of Comparative Economics, 34, 272-294.

Ganguli, I. / K. Terrell (2006), Institutions, markets and men's and women's wage inequality: Evidence from Ukraine, Journal of Comparative Economics, 34, 200-227.

Gorodnichenko Y. / K. Sabirianova Peter (2006), Returns to schooling in Russia and Ukraine: A semiparametric approach to cross-country comparative analysis, Journal of Comparative Economics, 34, 324-350.

Kupets, O. (2006), Determinants of unemployment duration in Ukraine, Journal of Comparative Economics, 34, 228-247.

Lehmann H. / N. Pignatti / J. Wadsworth (2006), The incidence and cost of job loss in the Ukrainian labor market, Journal of Comparative Economics, 34, 248-271.

Lehmann, H. / K. Terrell (2006), The Ukrainian labor market in transition: Evidence from a new panel data set, Journal of Comparative Economics, 34, 195-199.

Fiscal Effects of Migration

This study calculates the net contribution of foreigners to the public coffers in Germany in fiscal year 2004. On the basis of profiles measuring the per-capita payments by age and nationality, which where retrieved from the German Socio-Economic Panel (GSOEP) for 33 different taxes and transfers including education, we observe that current tax revenues exceed transfer payments by 2,000 euros per foreigner. The fiscal contribution of foreigners remains positive even after accounting for demographic aging in the future. Calculating the expected rest-of-life net tax payments under status quo conditions, we find an average net tax payment by foreigners of 11,600 euros per capita in present value terms. Given the 7.2 million foreigners in Germany, this surplus amounts to 84 billion euros.

Project team:

Holger Bonin (IZA)

Project duration:

since 2001

Project executing organizations:

IZA

Selected publications:

Bonin, H. (2001), Fiskalische Effekte der Zuwanderung nach Deutschland - Eine Generationenbilanz, Applied Economics Quarterly, Supplement, 52, 127-156 (IZA Discussion Paper 305).

Bonin, H. (2002), Eine fiskalische Gesamtbilanz der Zuwanderung nach Deutschland, Quarterly Journal of Economic Research, 71(2), 215-229 (IZA Discussion Paper 516).

Bonin, H. (2006), Der Finanzierungsbeitrag der Ausländer zu den deutschen Staatsfinanzen: Eine Bilanz für 2004, IZA Discussion Paper 2444.

Bonin, H. (2006), Wage and Employment Effects of Immigration to Germany: Evidence from a Skill Group Approach, IZA Discussion Paper 1875.

Globalization and Labor Markets

With this project, IZA analyzes the effects of globalization on the labor markets in developed countries. Here, the interactions between the structures and institutions of labor markets, capital markets and product markets are also considered. The precise questions formulated within this project are: What are the effects of globalization in developed countries with more or less flexible wage structures? How does employment protection legislation affect more or less tightly regulated product markets?

Project team:

Winfried Koeniger (IZA)

Project duration:

since 2001

Project executing organizations:

IZA

Selected publications:

Koeniger, W. (2002), "Openness, Wage Floors and Technology Change", previously circulated as "Defensive Innovations", IZA Discussion Paper 454, under revision at the Berkeley Electronic Journal in Macroeconomics.

Bertola, G. / W. Koeniger (2004), Consumption Smoothing and the Structure of Labor and Credit Markets, IZA Discussion Paper 1052.

Koeniger, W. (2005), Dismissal Costs and Innovation, Economics Letters, 88 (1), 79-84 (IZA Discussion Paper 888).

Koeniger, W. / J. Prat (2006), Employment Protection, Product Market Regulation and Firm Selection, IZA Discussion Paper 1960.

The Economics of Migration

In the age of globalization, the importance of migration for the industrialized countries has increased. Inflows of migrants increased steadily in the 1980s and the early 1990s. A remarkable feature of these increasing migration flows is that – different from earlier decades – not only the traditional immigration countries are affected, but also many European countries. Yet, while the public debate about policy responses to these developments continues unabatedly, the research findings of economists are often ignored, even though economic research on many aspects of migration has taken off in the last two decades.

In a four-volume collection, "The Economics of Migration," IZA Director Klaus F. Zimmermann and IZA Program Director Thomas K. Bauer selected the most significant contributions on the economics of migration, which provide an overview of the present state of empirical migration research. The collection includes more than 100 articles, dating from 1919 to 2000, by authors such as G.S. Becker, G.J. Borjas, D.E. Card, B.R. Chiswick, R.B. Freeman, T.J. Hatton, J. Mincer, C.A. Pissarides, J.L. Simon and J.G. Williamson. The main aim of the collection is to act as a helpful point of departure for economists who want to start research in this area as well as a possible reading list for lecturers and graduate students. Topics covered include the migration decision, the integration of immigrants into the labor market and society, their economic behavior, empirical and theoretical contributions to migration policy, and the effects of immigrants on the native population.

Project team:

Klaus F. Zimmermann (IZA), **Thomas K. Bauer** (IZA)

Project duration:

2002

Publications:

Zimmermann, K. F. / Th. Bauer (Eds.) (2002), The Economics of Migration. The Migration Decision and Immigration Policy. Vol. I. Edward Elgar Publishing Ltd. Cheltenham.

Zimmermann, K. F. / Th. Bauer (Eds.) (2002), The Economics of Migration. Assimilation of Migrants. Vol. II. Edward Elgar Publishing Ltd. Cheltenham.

Zimmermann, K. F. / Th. Bauer (Eds.) (2002), The Economics of Migration. Quality and Behavior of Migrants. Vol. III. Edward Elgar Publishing Ltd. Cheltenham.

Zimmermann, K. F. / Th. Bauer (Eds.) (2002), The Economics of Migration. Migration and the Natives. Vol. IV. Edward Elgar Publishing Ltd. Cheltenham.

Weiterentwicklung des Niedrigeinkommen-Panels

The Low-Income Panel (Niedrigeinkommen-Panel, NIEP) is currently the best data source concerning the living situation of low-income households in Germany. The project clarified some important questions with regard to the improvement of the design of this dataset, e.g. the definition of low income and the method of data collection.

Project team:

Hilmar Schneider (IZA), **Wolfram Kempe** (IZA)

Project duration:

2002

Project executing organizations:

Bundesministerium für Wirtschaft und Arbeit (BMWA); IZA

Selected publications:

Schneider, H. / W. Kempe (2002), Weiterentwicklung des Niedrigeinkommen-Panels (NIEP), Expertise im Auftrag des Bundesministeriums für Gesundheit und Soziale Sicherung.

Arbeitsmarkteffekte der demographischen Alterung

During the coming decades, the German population will undergo a demographic aging process which will affect the working population first. This project analyzed the economic consequences of this development. The direct labor market effects of a shrinking and aging working population were discussed on the basis of their implications for labor productivity, remuneration and the stock of human capital. Indirect labor market effects result from the fiscal consequences of an increasing burden caused by the ever greater numbers of old-age pensioners. It was found that the contribution burden on labor will rise significantly due to a lack of sustainability of the public and social security budgets. Increasing national debt, combined with declining private savings, might hinder the improvement of the production potential.

Project team:

Holger Bonin (IZA), **Pascal Arnds** (IZA), **Klaus F. Zimmermann** (IZA)

Project duration:

2002–2003

Project executing organizations:

IZA, FALL, GESIS, InformationsZentrum Sozialwissenschaften

Selected publications:

Arnds, P. / H. Bonin (2003), Frühverrentung in Deutschland: Ökonomische Anreize und institutionelle Strukturen, in: Herfurth, M. / M. Kohli / K. F. Zimmermann (Eds.), Arbeit in einer alternden Gesellschaft (Labor in an Aging Society), Leverkusen, 65-91 (IZA Discussion Paper 666).

Arnds, P. / H. Bonin (2003), Arbeitsmarkteffekte und finanzpolitische Folgen der demographischen Alterung in Deutschland, in: Herfurth, M./M. Kohli/K. F. Zimmermann (Eds.), Arbeit in einer alternden Gesellschaft (Labor in an Aging Society), Leverkusen, 131-177 (IZA Discussion Paper No. 667).

Herfurth, M. / M. Kohli / K. F. Zimmermann (Eds.) (2003), Arbeit in einer alternden Gesellschaft: Problembereiche und Entwicklungstendenzen der Erwerbsbeteiligung Älterer, Leverkusen.

Nature and Indicators of Employment and Unemployment in Transition Countries

The main purpose of this project was to improve the quality and strengthen the impact of applied economic policy analysis in transition countries through international think tank partnerships.

Project team:

Hartmut Lehmann (IZA), **Alexandru Voicu** (IZA)

Project duration:

2002–2003

Project executing organizations:

University Research Corporation International (URCI)

Selected publications:

Brown J. D. / J. S. Earle / V. Gimpelson / R. Kapeliushnikov / H. Lehmann / A. Telegdy / I. Vantu / R. Visan / A. Voicu (2006), Nonstandard Forms and Measures of Employment and Unemployment in Transition: A Comparative Study of Estonia, Romania, and Russia, IZA Discussion Paper 1961.

International Wage Flexibility Project (IWFP)

This project commissioned a set of studies to measure the type and degree of wage rigidities and their recent evolution in selected developed economies. In particular, the project shed new light on the inflation-related impacts of recent changes in key institutions in those countries, such as centralized wage bargaining, fixed-term employment contracts and minimum wages.

Project team:

Holger Bonin (IZA), **Erica Groshen** (Federal Reserve Bank of New York), **William Dickens** (Brookings Institution), **Thomas Bauer** (IZA), **Ana Cardoso** (IZA), **Uwe Sunde** (IZA)

Project duration:

2002–2006

Project executing organizations:

Brookings Institution, European Central Bank, Volkswagen-Stiftung; IZA

Selected publications:

Bauer, Th. / H. Bonin / U. Sunde (2003), Real and Nominal Wage Rigidities and the Rate of Inflation: Evidence from West German Micro Data, IZA Discussion Paper 959.

Dickens, W. / L. Goette / E. Groshen / S. Holden / J. Messina / M. E. Schweitzer / J. Turunen / M. Ward (2005), The Interaction of Labor Markets and Inflation: Analysis of Micro Data from the International Wage Flexibility Project, Brookings mimeo (forthcoming in: Journal of Economic Perspectives).

Dickens, W. / L. Goette (2005), Estimating Wage Rigidity for the International Wage Flexibility Project, Brookings mimeo.

Dickens, W. / L. Goette / E. Groshen / S. Holden / J. Messina / M. E. Schweitzer / J. Turunen / M. Ward (2006), How Wages Change: Micro Evidence from the International Wage Flexibility Project, National Bank of Belgium, Research Series 200610-8.

Workfare als Alternative zu Kombi- und Mindestlohn

The German system of generous subsistence payments to the unemployed generates disincentives for labor supply, preventing employment at low wages. This creates substantial unemployment among the low-skilled. This project discusses the quantitative effects of two frequent proposals to overcome the work impediments set up by the welfare state. Using a recent concept of raising in-work income by cutting social insurance contributions at low earnings as an example, we illustrate that wage subsidies have a negligible impact on labor force participation. In addition, the policy may have costly side effects, as it creates part-time incentives beyond the target group of the low qualified. As an alternative, we assess the labor market impact of a workfare strategy. The potential wages of transfer recipients, estimated on the basis of the German Socio-Economic Panel, suggest that combining social transfers with the obligation to work could substantially improve labor market performance of the employable low-skilled.

Project team:

Holger Bonin (IZA), **Werner Eichhorst** (IZA), **Hilmar Schneider** (IZA)

Project duration:

2002–2006

Project executing organizations:

IZA

Selected publications:

Bonin, H. / W. Kempe / H. Schneider (2003), Kombilohn oder Workfare? Zur Wirksamkeit zweier arbeitsmarktpolitischer Strategien, Quarterly Journal of Economic Research, 72(1), 51-67 (IZA Discussion Paper 587).

Bonin, H. / H. Schneider (2006), Workfare: Eine wirksame Alternative zum Kombilohn, Wirtschaftsdienst, 2006, 86 (10), 645-650 (IZA Discussion Paper 2399).

Eichhorst, W. (2006), Kombilöhne und Mindestlöhne als Instrumente der Beschäftigungspolitik – Erfahrungen und Handlungsoptionen, IZA Discussion Paper 2120.

Wage Inequality and Mobility: The Role of Employer Behavior and Labor Market Institutions

The analysis of employer wage policies and their interaction with labor market institutions is the focus of this project, which handles issues such as wage inequality, wage mobility and wage drift from a microeconomic standpoint using matched employer-employee data.

Project team:

Ana Rute Cardoso (IZA), **Pedro Portugal** (Bank of Portugal), **Miguel Portela**

Project duration:

since 2002

Project executing organizations:

IZA

Selected publications:

Canto, O. / A. R. Cardoso / J. F. Jimeno (2002), Earnings Inequality in Portugal and Spain: Contrasts and Aimilarities, in: Cohen, D. / Th. Piketty / G. Saint-Paul (eds.), The Economics of Rising Inequalities, Oxford, 55-73.

Cardoso, A. R. / P. Ferreira (2005), The Dynamics of Job Creation and Destruction for University Graduates: why a Rising Unemployment Rate Can Be Misleading, Applied Economics.

Cardoso, A. R. (2005), Jobs for Young University Graduates: Is It Worth Having a Degree?, IZA Discussion Paper 1311.

Cardoso, A. R. / M. Portela (2005), The Provision of Wage Insurance by the Firm: Evidence from a Longitudinal Matched Employer-Employee Dataset, IZA Discussion Paper 1865.

Cardoso, A. R. / P. Portugal (2005), Contractual Wages and the Wage Cushion under Different Bargaining Settings, Journal of Labor Economics, 23(4), 875-902.

Portugal, P. / A. R. Cardoso (2005), Disentangling the Minimum Wage Puzzle: an Analysis of Worker Accessions and Separations from a Longitudinal Matched Employer-Employee Data Set, Journal of the European Economic Association.

Vieira, J. A. C. / A. R. Cardoso / M. Portela (2005), Gender Segregation and the Wage Gap in Portugal: an Analysis at the Establishment Level, Journal of Economic Inequality, 3(2), 145-168.

Benchmarking Deutschland: Reform der Arbeitslosenversicherung

The statutory unemployment insurance is increasingly seen as too expensive, devoid of the right incentives, and unfair. This study indicated possible reform paths that were discussed at the time. These reforms included an experience-rating that makes employers' contributions dependent on their layoff behavior, a wage insurance for the long-term unemployed that intends to make taking up lower-paying employment more attractive by providing public subsidies, and the introduction of individual insurance accounts in order to encourage private provision.

An integrated reform proposition for the redesign of the unemployment insurance is at the core of the study. Its main feature is the introduction of flexible rates which are better suited to the individual chances of reemployment, the capabilities of private provision, and the individual willingness to take risks. Still, the necessary balance between the notion of solidarity and personal responsibility is never abandoned. Such a reform would cut the costs of the current system by more than half.

Project team:

Hilmar Schneider (IZA), **Ashok Kaul** (IZA), **Tim Mennel** (Center for European Integration Studies; Universität Bonn), **Marcus Hagedorn** (IZA)

Project duration:

2003–2004

Project executing organizations:

Bertelsmann Stiftung; IZA

Selected publications:

Hagedorn, M. / A. Kaul (2002), Langzeitarbeitslosigkeit in Deutschland: Fakten, Ursachen und Bekämpfung, IZA Discussion Paper 680.

Hagedorn, M. / A. Kaul / T. Mennel (2002), An Adverse Selection Model of Optimal Unemployment Insurance, IZA Discussion Paper 681.

Bertelsmann Stiftung (Hrsg.) (2004), Reform der Arbeitslosenversicherung. Benchmarking Deutschland Aktuell, Gütersloh.

Comparison Study of Job Turnover and Job Search Methods between Japan and Europe

The purpose of the study was to analyze the link between job search methods and labor market outcomes in the major European countries. The results of the study were compared to results of analogous studies of Japan and the United States. The core part of the analysis was to produce tabulations and multivariate analyses that can be compared in the best possible way with a proposed Japanese study. The computations were mainly based on the European Community Household Panel (ECHP).

Project team:

Hilmar Schneider (IZA), **Rene Fahr** (IZA), **Higuchi Yoshio** (RIETI), **Kodama Toshihiro** (RIETI), **Abe Masahiro** (RIETI)

Project duration:

2003–2005

Project executing organizations:

RIETI (Japan)

Selected publications:

Schneider, H. / R. Fahr / H. Yoshio / K. Toshihiro / A. Masahiro (2005), Economic Analysis of Labor Market Design: Enhancing the Job-Matching Function, Tokyo.

Earnings Inequality and Knowledge Accumulation (Vigoni Program) (project-related scholar exchange with Italy)

This project analyzed the effects of institutions on wage differentials in developed countries. The study empirically examined and quantified the effects of labor market institutions such as union density, dismissal protection, minimum wages, etc. in order to assess the effects of these institutions on investments in physical and human capital, and the impact of these effects on wage differentials.

Project team:

Winfried Koeniger (IZA), **Uwe Sunde** (IZA), **Marco Leonardi** (University of Milan; IZA)

Project duration:

2004–2005

Project executing organizations:

Deutscher Akademischer Austauschdienst (DAAD); IZA

Selected publications:

Koeniger, W. / M. Leonardi / L. Nunziata (2005), Labour Market Institutions and Wage Inequality, IZA Discussion Paper 1291.

Koeniger, W. / M. Leonardi (2006), Capital Deepening and Wage Differentials: Germany vs. US, IZA Discussion Paper 2065.

Technologische Leistungsfähigkeit Deutschlands

Using its own empirical analyses, IZA aimed to examine the trends and causes of the international mobility of highly-qualified persons and to assess the data basis (and necessary improvements). Thus, policymakers were to be provided with recommendations on how to make Germany attractive for scientists and R&D personnel or how to convince emigrants to return. As migration decisions are made on the individual level, it was only the micro-level that was considered for this analysis. After intensively studying the present literature and assessing the empirical basis in the form of available micro datasets, the main task was the empirical analysis, using microeconomic techniques. The method and first results were discussed at an IZA workshop that was attended by internationally-renowned migration experts from the IZA Fellow network. The last months served to integrate critical comments and to compose the text of the report. Not only does IZA have the necessary competence, but IZA has also continuously had the infrastructure (consisting of the IZA Data Service Center and the worldwide network of researchers) to create and evaluate the necessary empirical basis.

Project team:

Amelie Constant (IZA), **Sher Verick**

Project duration:

2004–2005

Project executing organizations:

Bundesministerium für Bildung und Forschung (BMBF); DIW Berlin; IZA

Analyse des Arbeitsmarktes und Projektion des Arbeitskräftebedarfs bis 2020

Since the beginning of the 1980s the Federation's and Federal States' Committee for Educational Planning and the Promotion of Science (Bund-Länder-Kommission, BLK) has been working on the transition from the education system to the labor market, as it develops long-term projections of labor supply and demand. The most recent projections, which cover the time until 2015, were published in 2002. This projection will be extended until 2020 in the forthcoming project report. The report will also contain a forecast through 2035.

Based on long-term trends in the employment structure, future labor demand is estimated according to education, vocation and field of university education. By contrasting this with the long-term change in labor supply brought about by demographic change, emerging imbalances in certain labor markets can be identified early and countered by measures of education policy.

In order to calculate the potential demand to expand, a method was used that does not explicitly model all the macroeconomic events. Instead, the chosen method – the so-called manpower approach – is based on relatively few adaptable parameters. Qualification demand can be calculated on the basis of the long-term development of the employment of workers according to qualification and vocation within the industries.

The figures show that the potential demand for labor (without employees undergoing training and without people in marginal part-time employment) in Germany will increase by 1.7 million people until 2020, rising to a total of 33.6 million.

An analysis of future labor demand shows an ongoing shift toward the tertiary sector, while the estimation of qualification demand continues to exhibit a trend toward higher qualification levels.

Project team:

Holger Bonin (IZA), **Wolfram Kempe** (Deutsche Bundesbank; IZA), **Marc Schneider** (IZA), **Georgios Tassoukis** (IZA)

Project duration:

2004–2006

Project executing organizations:

Bundesministerium für Bildung und Forschung (BMBF); IZA

Selected publications:

Bonin, H. / M. Schneider / T. Arens / H. Quinke (2007), Zukunft von Bildung und Arbeit – Perspektiven von Arbeitskräftebedarf und -angebot bis 2020, Bericht der Bund-Länder-Kommission für Bildungsplanung und Forschungsförderung (BLK) an die Regierungschefs von Bund und Ländern, Bonn.

Evaluation der Maßnahmen zur Umsetzung der Vorschläge der Hartz-Kommission – Modul 1b: Förderung beruflicher Weiterbildung und Transferleistungen

In the course of the Hartz reform of labor market policy, the instruments for the promotion of continuing vocational training (FbW) have been subject to a far-reaching modification since 2003. One of the elements of the FbW reform was the introduction of training vouchers, acting as a new means of allocation, which entitles potential participants to an increased freedom of choice and thus to an increased individual responsibility when choosing the training provider. Moreover, the selection of participants depends more than before on reintegration prospects. With the introduction of a training aims schedule, a quality management scheme for the licensing of FbW measures was also implemented in the form of an independent certification authority.

The research design of this study was structured in three sections: implementation, effectiveness and efficiency analysis. The implementation analysis was based on qualitative interviews with experts, a standardized agency survey and a standardized survey of training providers. The state of the implementation of the reform and organizational effects were observed by means of a process evaluation.

The assessment of the reform effects of participation in FbW measures was based on administrative data from the

Federal Labor Agency and on results from additional CATI surveys of participants and non-participants. The effectiveness analysis was based on a conditional propensity score matching. Here, the main focus was on the quantitative improvement of employment opportunities of participants in training programs. The findings show that FbW already had a positive effect on employment opportunities before the reform. As the shortening of the measure – which was part of the reform – did not impair its effects, efficiency gains have been achieved. However, the employment probabilities due to FbW are too small to justify the costs within the observation period of three years.

Apart from the evaluation of reforms to continuing vocational training, one of the project's topics was the reform of the so-called transfer benefits. Among these are the short-time working allowance and transfer measures and their respective predecessors, the short-time redundancy compensation and social plan measures.

Project team:

Holger Bonin (IZA), **Karl Brenke** (DIW), **Lutz Kaiser** (IZA), **Doris Hess** (infas), **Ulf Rinne** (IZA), **Hilmar Schneider** (IZA), **Marc Schneider** (IZA), **Helmut Schröder** (infas), **Jacob Steinwede** (infas), **Arne Uhlendorff** (DIW), **Zhong Zhao** (IZA)

Project duration:

2004–2006

Project executing organizations:

Bundesministerium für Arbeit und Soziales (BMAS)

Selected publications:

Bonin, H. / H. Schneider (2006), Wirksamkeit der Förderung der beruflichen Weiterbildung vor und nach den Hartz-Reformen, Wirtschaftspolitische Blätter 53 (2), 155-165 (IZA Discussion Paper 2069).

Brenke, K. / D. Hess / L. Kaiser / H. Schneider / J. Steinwede (2006), Evaluation der Maßnahmen zur Umsetzung der Vorschläge der Hartz-Kommission - Modul 1b: Förderung beruflicher Weiterbildung und Transferleistungen, IZA Research Report 7.

Schneider, H. / A. Uhlendorff (2006), Die Wirkung der Hartz-Reform im Bereich der beruflichen Weiterbildung, IZA Discussion Paper 2255.

Schneider H. / W. Eichhorst / K. F. Zimmermann (2006), Konzentration statt Verzettelung: Die deutsche Arbeitsmarktpolitik am Scheideweg, Perspektiven der Wirtschaftspolitik, 7 (3), 379-397 (IZA Discussion Paper 2055).

Kündigungsschutz

A key feature of the recent labor market reforms in Germany is the liberalization of dismissal protection legislation. This paper discusses the potential labor market effects of this amendment. On the basis of the available theoretical and empirical evidence, it is argued that deregulation in this area probably will not substantially reduce the country's predominantly structural unemployment. A promising strategy would require a consistent reform of social welfare institutions that prohibit sufficient wage flexibility and wage differentiation.

Project :

Holger Bonin (IZA), **Thomas Bauer** (RWI), **Stefan Bender** (IAB)

Project duration:

2004–2006

Project executing organizations:

IZA, IAB

Selected publications:

Bauer, Th. / S. Bender / H. Bonin (2004), Dismissal Protection and Worker Flows in Small Establishments, IZA Discussion Paper 1105 (forthcoming in: Economica).

Bonin, H. (2004), Lockerung des Kündigungsschutzes: Ein Weg zu mehr Beschäftigung?, in: R. Zwengel (Ed.), Gesellschaftliche Perspektiven: Jahrbuch der Hessischen Gesellschaft für Demokratie und Ökologie, 5, 55-71 (IZA Discussion Paper 1106).

Workfare statt Welfare: Anreizwirkungen und Akzeptanz

The German system of guaranteed minimum income in the form of unemployment benefits and welfare generates implicit minimum wages and, thus, disincentives for labor supply in the lower income bracket. In economic terms, this incentive problem can be solved by awarding the full amount of minimum income to employable transfer recipients only if they take up work in return (workfare). In comparison to the status quo, this increases the attractiveness of low-paying activities that yield an income above the minimum income. Hence, workfare is an important instrument to develop the low-wage sector and to make the labor market more flexible. Nonetheless, the concept faces socio-political opposition. This is problematic inasmuch as missing societal acceptance imposes restrictions on an economically sensible concept. Therefore, it was the aim of this project to empirically evaluate the incentive effects of workfare. In doing so, field data from a pilot project in two employment office areas in Berlin as well as from laboratory experiments were used. Experiments which provide information about the acceptance of workfare were also conducted.

Project team:

Klaus F. Zimmermann (IZA), **Armin Falk** (IZA), **Hilmar Schneider** (IZA), **David Huffman** (IZA), **Arne Uhlendorff** (DIW)

Project duration:

2004–2006

Project executing organizations:

Deutsche Forschungsgemeinschaft (DFG); IZA

Selected publications:

Schneider, H. / A. Uhlendorff (2004), The Transition from Welfare to Work and the Role of Potential Labor Income, IZA Discussion Paper 1420.

Dohmen, Th. / A. Falk / D. Huffman / U. Sunde (2006), Homo Reciprocans: Survey Evidence on Prevalence, Behavior and Success, IZA Discussion Paper 2205.

Falk, A. / D. Huffman / U. Sunde (2006), Do I have what it takes? Equilibrium Search With Uncertainty About the Self, mimeo.

Falk, A. / D. Huffman / U. Sunde (2006), The Relevance and Implications of Imperfect Self-Knowledge for Search, mimeo.

Falk, A. / D. Huffman / K. Mierendorff (2006), Incentive Properties and Political Acceptability of Workfare: Evidence from Real Effort Experiments, mimeo.

Falk, A. / D. Huffman (2006), Studying Labor Market Institutions in the Lab: Minimum Wages, Employment Protection and Workfare, IZA Discussion Paper 2310.

Haan, P. / A. Uhlendorff (2006), Estimation of multinomial logit models with unobserved heterogeneity using maximum simulated likelihood, mimeo.

European Low-Wage Employment Research Network (LoWER3)

This project focuses on the insecure position of the low-skilled in societies increasingly functioning on the basis of formal knowledge, particularly for allocating jobs – and thus income, social status and self-esteem. In the low-skilled and low-paid labor market, the structures of time (part-time jobs), skill (overeducation and lack of training) and households (worklessness, inheritance) are evolving rapidly, with strong interactions, to the disadvantage of low-skilled persons and social cohesion. The network stimulates the study of these trends by bringing together, under the unifying theme of the insecure perspectives of the low-skilled, scholars who have built a tradition of research cooperation stretching well beyond the network (through workshops, open-call conferences, expert groups and scholar exchange). Four major topics are covered by this project: 1) individual mobility and employer behavior, 2) household behavior and intergenerational transmission, 3) gender and skills and 4) skills and training. Interestingly, levels, processes and trends differ significantly across countries, and there is much to be learned from international comparisons.

Project team:

Ana Cardoso (IZA), **Wiemer Salverda** (University of Amsterdam)

Project duration:

2004–2007

Project executing organizations:

European Union; IZA

Selected publications:

Cardoso, A. R. / P. Portugal (2005), The impact of minimum wages on job flows, in: Marx, I. / W. Salverda (Hg.), Low-wage Employment in Europe: Perspectives for Improvement, Leuven, 111-116.

Cardoso, A. R. (2005), Wage mobility: do institutions make a difference?, Labour Economics.

Cardoso, A. R. (2005), Big Fish in Small Pond or Small Fish in Big Pond? An Analysis of Job Mobility, IZA Discussion Paper 1900.

The Economics and Persistence of Migrant Ethnicity

The project provides a multidisciplinary understanding of the costs and benefits of migration. The key questions are: Does ethnicity persist? Is it good or bad? The study has three dimensions: Citizenship, Interethnic Marriages, and Ethnic Entrepreneurship. The rising importance of world-wide migration has fostered an increasing supply of ethnic diversity. This has generated concerns that supply is not sufficiently accommodated by an increase in demand for cultural diversity. It is argued that diversity has more potential to produce output than harm the economy. Ethnic enclaves may increase the difficulties for success in the host society. However, ethnic capital enables migrants to survive and perform. Differences between ethnic groups are largely relevant and may diminish but do not easily disappear over time. It is, therefore, important to understand the processes of how and why ethnic differences interact with integration and economic performance. The project will employ quantitative techniques to demonstrate that ethnicity persists and is beneficial to the economy.

Project team:

Klaus F. Zimmermann (IZA), **Amelie Constant** (IZA), **Barry Chiswick** (University of Illinois at Chicago; IZA), **Don DeVoretz** (Simon Fraser University, USA), **Holger Bonin** (IZA), **Kostas Tatsiramos** (IZA), **Martin Kahanec** (IZA), **Hartmut Esser** (University of Mannheim), **Timothy J. Hatton** (Australian National University; IZA), **Amélie Mummendey** (University of Jena), **Ralph Rotte** (RWTH Aachen; IZA), **Jeffrey G. Williamson** (Harvard University; IZA), **Randall K. Q. Akee** (IZA), **Anzelika Zaiceva** (IZA), **Liliya Gataullina** (IZA), **Rowan Roberts** (IZA)

Project duration:

2004–2007

Project executing organizations:

VolkswagenStiftung; IZA

Selected publications:

Chiswick B. R. / Y. L. Lee / P. W. Miller (2005), Immigrant Earnings: A Longitudinal Analysis, Review of Income and Wealth, 51 (4), 485-503 (IZA Discussion Paper 1750).

Chiswick, B. R. (2005), The Occupational Attainment of American Jewry: 1990 to 2000, IZA Discussion Paper 1736.

Chiswick, B. R. / M. Wenz (2005), The Linguistic and Economic Adjustment of Soviet Jewish Immigrants in the United States, 1980 to 2000, IZA Discussion Paper 1726.

Chiswick, B. R. (2005), High-Skilled Immigration in the International Arena, IZA Discussion Paper 1782.

Chiswick, B. R. / P. W. Miller (2005), Computer Skills, Destination Language Proficiency and the Earnings of Natives and Immigrants, IZA Discussion Paper 1755.

Chiswick, B. R. / P. W. Miller (2005), Why Is the Payoff to Schooling Smaller for Immigrants?, IZA Discussion Paper 1731.

Constant, A. / K. F. Zimmermann (2005), Immigrant Performance and Selective Immigration Policy: A European Perspective, National Institute Economic Review, 194, 94-105 (IZA Discussion Paper 1715).

Constant, A. / K. F. Zimmermann (2006), The Making of Entrepreneurs in Germany: Are Native Men and Immigrants Alike?, Small Business Economics, 26 (3), 279-300 (IZA Discussion Paper 1440).

DeVoretz, D. J. / S. Pivnenko (2006), The Economic Causes and Consequences of Canadian Citizenship, Journal of Immigration and Integration, 6 (3/4), 435-468 (IZA Discussion Paper 1395).

Constant, A. / Y. Shachmurove / K. F. Zimmermann (forthcoming), What Makes an Entrepreneur and Does It Pay? Native Men, Turks, and Other Migrants in Germany, International Migration (IZA Discussion Paper 940).

Risiko- und Zeitpräferenzexperimente mit SOEP

The scientific questions and topics for this project were, among others: representative determination of time and risk preferences, determination of the meaning of time-inconsistent behavior, economic implications, especially in terms of labor economics and labor market policy (wage regressions, education decisions, compensating and non-compensating wage differentials, self-employment and risk aversion, planning periods and investments in human capital).

Project team:

Armin Falk (IZA), **Thomas Dohmen** (IZA), **David Huffman** (IZA), **Uwe Sunde** (IZA)

Project duration:

2005

Project executing organizations:

DIW Berlin; Institut für angewandte Sozialforschung (infas); IZA

Selected publications:

Dohmen, Th. / A. Falk / D. Huffman / U. Sunde / J. Schupp / G. G. Wagner (2005), Individual Risk Attitudes: New Evidence from a Large, Representative, Experimentally-Validated Survey, IZA Discussion Paper 1730.

Bonin, H. / Th. Dohmen / A. Falk / D. Huffman / U. Sunde (2006), Cross-sectional Earnings Risk and Occupational Sorting: The Role of Risk Attitudes, IZA Discussion Paper 1930.

ABSTRACT
RESULTS
THE EXPERIMENT
UNDOGENOUS EGOISM?

Evaluation des Arbeitsmarktprogramms „Beautiful Serbia“

This project evaluates Beautiful Serbia, an active labor market program operating in Serbia and Montenegro since January 2004, administered and co-financed by the United Nations Development Program. Program participants proceed through two stages: a vocational training stage and a temporary employment stage in private firms contracted for refurbishment projects. Accession to the second stage is competitive, and participants receive a market wage.

We evaluated the program impacts on unemployment probabilities, employment probabilities, employment structure and a range of individual welfare indicators, applying matching techniques to a rich survey data set covering the group of participants and a sample of non-participants.

Our findings suggest that both vocational training and temporary employment have a positive net impact on individuals. However, on the basis of cost-benefit analysis, we conclude that only the temporary employment is efficient. Employment effects of vocational training are not sufficiently large to recover the costs of the program.

Project team:

Holger Bonin (IZA), **Ulf Rinne** (IZA)

Project duration:

2005–006

Project executing organizations:

United Nations Development Program (Belgrad)

Selected publications:

Bonin, H. / U. Rinne (2006), Evaluation of the Labor Market Program „Beautiful Serbia“, IZA Research Report 8.

Bonin, H. / U. Rinne (2006), Beautiful Serbia, IZA Discussion Paper 2533.

Personalpolitische Strategien deutscher Unternehmen zur Bewältigung demografisch bedingter Rekrutierungsengpässe bei Führungskräften

Demographic change will be a major challenge not just for policymakers but also for human resource managers in private enterprises. Personnel planning must be adjusted to reflect the impeding shortage of well-trained specialists, especially in management positions. In this project, prepared on the initiative of and in cooperation with Ray & Berndtson, IZA analyzes the personnel strategies of German enterprises with regard of future shortages of high-skilled labor due to demographic change. The study found that German firms are, to a large extent, unprepared to cope with this development. In many cases, they regard stronger competition for well-trained young workers as a suitable response to the problem. This strategy, however, is likely to fail in most firms since the share of well-trained young workers will not substantially increase in the near future. The project, therefore, explores possible alternatives, such as keeping older workers employed longer, tapping the unused potential of the female workforce, or recruiting more foreign high-skilled labor. Each of these strategies requires preparatory actions to be taken today, lest they take effect too late. Massive efforts on the part of employers are necessary to achieve this goal.

Project team:

Hilmar Schneider (IZA), **Dieter Stein** (Ray & Berndtson)

Project duration:

2005–2006

Project executing organizations:

Ray & Berndtson; IZA

Selected publications:

Schneider, H. / D. Stein (2006), Personalpolitische Strategien deutscher Unternehmen zur Bewältigung demografisch bedingter Rekrutierungsengpässe bei Führungskräften, IZA Research Report 6.

Vermittlung und Akzeptanz von Arbeitsmarktreformen am Beispiel von Hartz IV

Remarkable approaches to reform the structure of the labor market and the welfare state were undertaken in Germany in recent years. Particular, Hartz IV must be mentioned in this context. This reform met formidable resistance from the public and posed a significant political risk for the agents. However, it is noteworthy that the acceptance of the public was low although the short-term distribution effects and possible negative effects on particular groups were not known at the time.

Project team:

Werner Eichhorst (IZA), **Werner Sesselmeier** (Universität Koblenz-Landau)

Project duration:

2005–2006

Project executing organizations:

Friedrich-Ebert-Stiftung; IZA

Selected publications:

Eichhorst, W. / W. Sesselmeier (2006), Die Akzeptanz von Arbeitsmarktreformen am Beispiel von Hartz IV, Gutachten im Auftrag der Friedrich-Ebert-Stifung/Abteilung Wirtschafts- und Sozialpolitik.

EQUAL / ZuBiliS: Zukunft der Bildung im Strafvollzug des Landes Nordrhein-Westfalen

This project dealt with the integration of convicts. The labor market policy aim of DP (development partnership) is to improve the adaptability of the education opportunities in the North Rhine-Westphalian penal system in the face of changing labor market requirements, in order to sustainably improve the employability of (former) convicts. Additionally, the needs of female inmates are given special consideration. The primary aim therefore, is to improve the alignment of education opportunities for inmates with the labor market. Because they are a particularly difficult focus group within the labor market, inmates are explicitly recognized to be eligible for support under EQUAL.

Project team:

Armin Falk (IZA)

Project duration:

2005–2007

Project executing organizations:

Federal Ministry of Economics and Labor (BMWA); IZA

Academic Events

IZA organizes and co-organizes a variety of events:

- On a weekly basis, the IZA Research Seminar provides a forum for IZA staff, visitors and the interested public to discuss the latest research in labor economics.
- The Bonn Economics Research Seminar is a joint event organized by IZA, the Bonn Graduate School of Economics and the Centre for European Integration Studies (ZEI).
- IZA workshops and conferences include high-profile events in Bonn and other locations in Germany and abroad, with topics ranging from gender issues to pension reform. A highlight in the series of IZA events is the annual IZA/SOLE Transatlantic Meeting of Labor Economists, which was held for the first time in 2002. The European Summer Symposium in Labor Economics (ESSLE) brings together renowned labor economists and young researchers to discuss research findings and to establish contacts for future cooperation.

IZA Research Seminar	**76**
IZA Internal Seminar	**100**
Bonn Economics Research Seminar	**116**
Berlin Lunchtime Meetings	**127**
Conferences and Workshops	**133**

IZA Research Seminar

The weekly IZA Research Seminar provides a forum for discussion of the latest research in labor economics, bringing together IZA staff and visitors, students and faculty of Bonn University, policy makers and members of other interest groups. Speakers include distinguished national and international academics. All presentations are given in English. The meetings are open to the public.

2001

12/18/2001

Eli Berman (Boston University, USA)
Does Factor – Biased Technological Change Stifle International Convergence? Evidence from Manufacturing

2002

01/15/2002

Kenneth Troske (University of Kentucky, Lexington, USA)
Wage and Productivity Dispersion in U. S. Manufacturing: The Role of Computer Investment

01/22/2002

Pieter Gautier (Tinbergen Institute, Amsterdam, Netherlands)
Matching with Multiple Applications

01/29/2002

Paul Chen (Australian National University, Canberra, Australia)
Efficiency Wages and Industry Wage Differentials: A Comparison Across Methods of Pay

02/12/2002

Kjell Vaage (University of Bergen, Norway)
Measuring the Effect of a School Reform on Educational Attainment and Earnings

02/19/2002

Jan C. van Ours (Tilburg University, Netherlands)
A pint a day raises your pay - but smoking blows that gain away

02/26/2002

Uschi Backes-Gellner (University of Zurich, Switzerland)
Employer-Signaling and Successful Recruitment

03/05/2002

Thomas F. Crossley (McMaster University, Hamilton, Canada)
Self-Financed Training After Job Loss

03/12/2002

Syed Ahsan (Concordia University, Montreal, Canada)
Institutional Capital and Poverty: A Transition Perspective

03/19/2002

Lex Borghans (University of Maastricht, Netherlands)
The Diffusion of Computers and the Distribution of Wages

03/19/2002

Bas ter Weel (University of Maastricht, Netherlands)
The Diffusion of Computers and the Distribution of Wages

03/26/2002

Sarah Senesky (University of California, Irvine, USA)
The Effect of California's Daily Overtime Law on Hours of Work: A Re-examination

04/09/2002

Dilip Bhattacharyya (University of Leicester, UK)
Estimating, Updating and Uses of the Hidden Economy

04/16/2002

Margaret Stevens (University of Oxford, UK)
New Microfoundations for the Aggregate Matching Function, with Empirical and Theoretical Implications

04/23/2002

Armin Falk (IZA)
Contractual Incompleteness and the Nature of Market Interactions

04/30/2002

Giulio Fella (Queen Mary, University of London, UK)
Optimal incomplete contracts in a matching model

05/07/2002

Pietro Garibaldi (Bocconi University, Milan, Italy)
Labor Market Flows and Equilibrium Search Unemployment

05/14/2002

Edward Lazear (Stanford University, USA)
The Peter Principle: A Theory of Decline

05/15/2002

Yu-Fu Chen (University of Dundee, Scotland, UK)
Exchange-Rate Volatility as Employment Protection

05/21/2002

Bruce E. Kaufman (Georgia State University, USA)
On the Neoclassical Tradition in Labor Economics

05/28/2002

Eric Toulemonde (University of Lausanne, Switzerland)
Firms Agglomeration and Unions

05/29/2002

Lutz Hendricks (Arizona State University, Tempe, USA)
The Intergenerational Persistence of Lifetime Earnings

06/04/2002

Bruce A. Weinberg (Ohio State University, Columbus, USA)
Experience and Technological Adoption

06/11/2002

Sourushe Zandvakili (University of Cincinnati, USA)
Household Size and Distributional Implications of Taxes and Transfers

06/18/2002

Eric Maurin (CREST-INSEE, Paris, France)
Incentive Effects of Welfare Transfers in Two-Parent Families: An Evaluation Using Experimental Data

06/25/2002

Jozef Konings (Catholic University of Leuven, Belgium)
Do Multinational Enterprises Substitute Parent Jobs for Foreign Ones? Evidence from European Firm-Level Panel Data

07/02/2002

Peter Kuhn (University of California, Santa Barbara, USA)
Leadership Skills and Wages

07/09/2002

Ronald L. Oaxaca (University of Arizona, Tucson, USA)
Intrafirm Mobility and Sex Differences in Pay

07/16/2002

Debajyoti Chakrabarty (ZEI - Center for European Integration Studies, Bonn, Germany)
Poverty Traps and Growth in a Model of Endogenous Time Preference

07/23/2002

Leif Danziger (Ben Gurion University, Be'er Sheva, Israel)
Delay in the Renewal of Labor Contracts In Banking Corporations

07/30/2002

Shoshana Neuman (Bar-Ilan University, Ramat-Gan, Israel)
Simultaneous Estimation of Religiosity and Schooling: The Case of Spanish Catholics

08/27/2002

Andrea Vindigni (Princeton University, USA)
Uncertainty and the Politics of Employment Protection

09/10/2002

Mihail Hazans (University of Latvia, Riga, Latvia)
Social Returns to Commuting in the Baltic States

09/17/2002

Arnaud Chevalier (University of Kent, UK)
The Supply of Childcare in Britain: Do Mothers Queue for Child-care?

10/02/2002

John C. Haltiwanger (University of Maryland, College Park, USA)
The Relationship Between Human Capital, Productivity and Market Value: Building Up from Micro Evidence

10/08/2002

Coen Teulings (University of Amsterdam, Netherlands)
How Large are Search Frictions?

10/15/2002

Barbara Petrongolo (London School of Economics, UK)
Scale Effects in Markets with Search

10/23/2002

David Autor (MIT, Cambridge, USA)
Women, War and Wages: The Effect of Female Labor Supply on the Wage Structure at Mid-Century

10/29/2002

David N. Margolis (TEAM, University of Paris I, France)
A Multiple-State Non-Stationary Model of Welfare Exit

11/05/2002

Amelie Constant (IZA)
Self-Selection, Earnings, and Out-Migration: A Longitudinal Study of Immigrants to Germany

11/12/2002

Doris Weichselbaumer (University of Linz, Germany)
The effects of markets, politics, and society on the gender wage differential: A meta-analysis

11/19/2002

Maria Guadalupe (Columbia University, New York, USA)
The hidden cost of fixed term contracts: The impact on work accidents

11/26/2002

Hendrik Jürges (University of Mannheim, Germany)
The effect of central exit examinations on student achievement: Quasi-experimental evidence from TIMSS Germany

12/03/2002

Mark C. Berger (CBER, University of Kentucky, Lexington, USA)
The Effects of Minimum Wages on Training: Evidence Using Newly Hired Workers

12/10/2002

Rob Alessie (Utrecht University, Netherlands)
Consumer Credit: Evidence from Italian Micro Data

12/17/2002

Christopher J. Ruhm (University of North Carolina, Greensboro, USA)
Healthy Living in Hard Times

2003

01/14/2003

Xiaodong Gong (Australian National University, Canberra, Australia)
Labor Supply in Urban China

01/28/2003

Pablo Ruiz Verdu (University Carlos III, Madrid, Spain)
Firm Behavior When Workers Can Unionize

02/04/2003

Ludger Woessmann (CESifo, Munich, Germany)
Class-Size Effects in School Systems Around the World: Evidence from Between-Grade Variation in TIMSS

02/11/2003

Eddy van Doorslaer (Erasmus University Rotterdam, Netherlands)
Explaining Income-Related Inequalities in Doctor Utilisation in Europe: A Decomposition Approach

02/11/2003

Xander Koolman (Erasmus University Rotterdam, Netherlands)
Explaining Income-Related Inequalities in Doctor Utilisation in Europe: A Decomposition Approach

02/25/2003

Bertrand Koebel (Louis Pasteur University, Strasbourg, France)
The Impact of Computer Capital on the Demand for Heterogeneous Labor

03/04/2003

Erik Plug (University of Amsterdam, Netherlands)
How do parents raise the educational attainment of future generations?

03/11/2003

Joachim Wolff (University of Munich, Germany)
Unemployment Benefits and the Duration of Unemployment in East Germany

03/19/2003

John M. Abowd (Cornell University, Ithaca, USA)
The Measurement of Human Capital in the U. S. Economy

03/25/2003

Shelly Lundberg (University of Washington, Seattle, USA)
Sons, Daughters, and the Behavior of American Men

04/01/2003

Claudio Lucifora (University Cattolica del Sacro Cuore, Milan, Italy)
Why so Unhappy? The Effect of Union Membership on Job Satisfaction

04/15/2003

Robert M. Hutchens (Cornell University, Ithaca, USA)
Who Among White Collar Workers Has an Opportunity For Phased Retirement? Establishment Characteristics

04/16/2003

Mirjam van Praag (University of Amsterdam, Netherlands)
First-Author Determinants: An Empirical Analysis

04/22/2003

Frédéric Docquier (University of Lille 2, France)
Changing returns to skill and experience in France and the US: a general equilibrium approach

04/29/2003

Jaap H. Abbring (Free University of Amsterdam, Netherlands)
A Structural Empirical Model of Firm Growth, Learning, and Survival

05/06/2003

Álmos Telegdy (Central European University, Budapest, Hungary)
Privatization, Ownership Structure, and Firm Performance: New Evidence from the Romanian Experiment

05/13/2003

Till von Wachter (Columbia University, New York, USA)
In the Right Place at the Wrong Time - The Role of Firms and Luck in Young Workers' Careers

05/20/2003

Christian Haefke (University Pompeu Fabra, Barcelona, Spain)
Product Market Deregulation and Labor Market Outcomes

05/28/2003

Patricia Apps (University of Sydney, Australia)
Life Cycle Time Allocation and Saving in an Imperfect Capital Market

06/03/2003

Silvio Rendon (University Carlos III, Madrid, Spain)
Does Wealth Explain Black-White Differences in Early Employment Careers?

06/10/2003

Manuelita Ureta (Texas A&M University, College Station, USA)
Husband's Income and the Employment of Married Women: Evidence from Latin American Countries

06/17/2003

Daniele Checchi (University of Milan, Italy)
School Choice and Quality

06/18/2003

Don J. DeVoretz (Simon Fraser University, Burnaby, Canada)
1) Triangular Human Capital Flows between Sending, Entrepot and the Rest of the World Regions
2) Triangular Human Capital Flows: Some Empirical Evidence from Hong Kong and Canada

06/24/2003

Daniel S. Hamermesh (University of Texas, Austin, USA)
Stressed out on Four Continents: Time Crunch or Yuppie Kvetch?

07/01/2003

Andrea Weber (IHS - Institute for Advanced Studies, Vienna, Austria)
Active job-search programs a promising tool? A microeconometric evaluation for Austria

07/08/2003

Pieter Gautier (Tinbergen Institute, Amsterdam, Netherlands)
Search and the City

07/15/2003

Fernando Galindo-Rueda (London School of Economics, UK)
Returns to schooling and ability in a British cohort: control functions with multiple educational outcomes

07/22/2003

David C. Ribar (George Washington University, Washington D. C. , USA)
An Analysis of Poverty and Food Sufficiency Dynamics

07/29/2003

Ronald Schettkat (University of Wuppertal, Germany)
From McDonald's to McKinsey; The US-German Gap in Female Employment

08/12/2003

Barry R. Chiswick (University of Illinois at Chicago)
Do Enclaves Matter in Immigrant Adjustment?

09/09/2003

Peter Fredriksson (Uppsala University, Sweden)
Ethnic Enclaves and Welfare Cultures: Quasi-Experimental Evidence

09/16/2003

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02/10/2005

Eduardo Melero (University Pompeu Fabra, Barcelona, Spain)
Evidence on Training and Career Moves: Human Capital, Information and Incentives

02/24/2005

Ana Rute Cardoso (IZA)
Jobs for Young University Graduates: Is It Worth Having a Degree?

03/03/2005

René Fahr (University of Cologne, Germany)
Employment Discrimination on the Basis of Body Weight in Europe

03/10/2005

David Huffman (IZA)
Six Facts about Risk Attitudes: Evidence from a Large, Representative, Experimentally-Validated Survey

03/17/2005

Zhong Zhao (IZA)
Model Specific Weighting for Non-response

03/31/2005

Michael Bognanno (Temple University, Philadelphia, USA)
The wage dynamics of American executives

04/07/2005

Uwe Sunde (IZA)
Democratization and Endogenous Constitutions

04/14/2005

Olivier Bargain (IZA)
Normative Evaluation of Tax Policies: from households to individuals

04/21/2005

Thomas Dohmen (IZA)
Sorting, Incentives and Performance

04/28/2005

Thomas Hintermaier (Institute for Advanced Studies (IHS), Vienna, Austria)
Asset trading volume in a production economy

05/19/2005

Winfried Koeniger (IZA)
Redistributive Taxation and Bankruptcy in US States

05/25/2005

Christian Belzil (CNRS - National Center for Scientific Research, Paris, France)
The return to schooling and experience and the ability bias in structural models: a survey

06/07/2005

Peter R. Mueser (University of Missouri-Columbia, USA)
Population Movements in the Presence of Agglomeration and Congestion Effects: Local Policy and the Social Optimum

09/22/2005

Holger Bonin (IZA)
How flexible are East German wages?

10/06/2005

Kristian Orsini (Catholic University of Leuven, Belgium)
Labour Supply Effects of Tax Reforms in the Presence of Rationing: the Mini-Jobs Reform in Germany

10/13/2005

Hilmar Schneider (IZA) / **Arne Uhlendorff** (DIW - German Institute for Economic Research, Berlin, Germany and IZA)
Evaluation of publicly financed training programs in Germany: their impact in general and the impact of the Hartz reforms

10/20/2005

David Huffman (IZA)
The Impact of Group Membership on Social Ties, Cooperation and Norm Enforcement.

11/03/2005

Olivier Bargain (IZA)
Targeting Rotten Kids

11/10/2005

Zhong Zhao (IZA)
Sensitivity of Propensity Score Methods to the Specifications

11/17/2005

Winfried Koeniger (IZA)
Employment protection, product market regulation and firm selection

11/24/2005

Steffen Altmann (IZA and University of Bonn, Germany)
Reciprocity and Team Compensation (with Johannes Abeler, Sebastian Kube, Matthias Wibral

12/01/2005

Ana Rute Cardoso (IZA)
Big fish in small pond, or small fish in big pond? An analysis of job mobility

12/08/2005

Martin Kahanec (IZA)
The Substitutability of Minority and Majority Labor

Bonn Economics Research Seminar

The Bonn Economics Research Seminar is a joint initiative by IZA, ZEI (Centre for European Integration Studies) and the Department of Economics through the Bonn Graduate School. It is an important element of the cooperation between the three institutions. The research seminar covers a broad spectrum of current economic research, combining the strengths of the participating institutions in their respective areas.

2002

01/10/2002

Bernard Salanié (Columbia University and IZA)
Labor Market Institutions and Employment in France

01/17/2002

Clemens Fuest (University of Cologne and IZA)
Tax Competition and Profit Shifting: On the Relationship Between Personal and Corporate Tax Rates

01/24/2002

Thorsten Hens (University of Zurich)
Evolution of Portfolio Rules in Incomplete Markets

01/31/2002

Ted Bergstrom (University of California, Santa Barbara)
Evolution of Social Behavior: Individual and Group Selection

02/14/2002

Thierry Magnac (University of Toulouse I and IZA)
Binary Variables and Fixed Effects: Generalizing Conditional Logit

04/18/2002

Giovanni Lombardo (Deutsche Bundesbank)
Imperfect Competition, Monetary Policy and Welfare in a Currency Area

04/25/2002

Heidrun Hoppe (University of Hamburg)
Specialization in Credit Markets

05/02/2002

Beatrice Weder (University of Mainz)
Spillovers Through Banking Centers: A Panel Data Analysis of Bank Flows

05/16/2002

Andranik Tangian (University of Hagen)
Unlikelihood of Condorcet's paradox in a large society

06/06/2002

Katrin Wesche (University of Bonn**)**
Monetary Policy in Europe - Evidence from Time-Varying Taylor Rules

06/13/2002

Konrad Stahl (University of Mannheim)
Global vs. Local Competition

06/20/2002

Uwe Walz (University of Tuebingen)
Exit Timing of Venture Capitalists in the Course of an IPO

06/27/2002

Ran Spiegler (Tel Aviv University)
Testing Threats in Repeated Games

07/04/2002

Janet Currie (Columbia University and IZA)
Mother's Education, Family Formation, and Infant Health: Evidence from College Openings and Panel Data

07/11/2002

Marc L. Nerlove (University of Maryland and IZA)
Episodes from the History of Panel Data Econometrics

10/17/2002

Bob Gregory (Australian National University and IZA)
The Nations Welfare Children

10/24/2002

Casper G. de Vries (Erasmus University Rotterdam)
Auctions with Numerous Bidders (joint work with Silvia Caserta)

10/31/2002

Alois Kneip (University of Mainz)
Funktionale Datenanalyse und die zeitliche Entwicklung von Einkommensverteilungen (in German)

11/07/2002

Kai A. Konrad (WZB - Social Science Research Center Berlin and IZA)
Inverse Campaigning

11/14/2002

Debajyoti Chakrabarty (ZEI - Center for European Integration Studies)
Poverty Traps and Growth in a Model of Endogenous Time Preference

11/21/2002

Jacob K. Goeree (California Institute of Technology)
The Amsterdam Auction (joint work with Theo Offerman)

11/28/2002

Bernard M. S. van Praag (University of Amsterdam and IZA)
The subjective costs of health losses due to chronic diseases: An alternative model for monetary appraisal (joint work with Ada Ferrer-i-Carbonell)

12/05/2002

Paul Seabright (University of Toulouse I)
Continuous Preferences Can Cause Discontinuous Choices: An Application to the Impact of Incentives on Altruism

12/12/2002

Georg Kirchsteiger (University of Maastricht)
Public versus Private Exchanges

19/12/2002

John Kennan (University of Wisconsin, Madison)
The Effect of Expected Income on Individual Migration Decisions (joint work with James R. Walker)

2003

01/09/2003

Hans Peter Grüner (University of Mannheim)
Collective decisions with interdependent valuations (joint work with Alexandra Kiel)

01/16/2003

Rosemarie Nagel (Universitat Pompeu Fabra)
Speculative Attacks and Financial Architecture: Experimental Analysis of Coordination Games with Public and Private Information

01/23/2003

Dennis J. Snower (Kiel Institute for the World Economy and IZA)
A Reappraisal of the Inflation-Unemployment Tradeoff (joint work with Marika Karanassou and Hector Sala, published as IZA DP No. 636)

01/30/2003

Ignazio Angeloni (European Central Bank)
Monetary Policy Transmission in the Euro Area: First Evidence after EMU

02/06/2003

Hans Carlsson (Lund University)
Rational and Adaptive Play in Two-Person Global Games

05/08/2003

Hans Haller (Virginia Tech)
Nash Networks with Heterogeneous Agents

05/15/2003

Ehud Kalai (Northwestern University)
Large Robust Games

05/22/2003

Nobuhiro Kiyotaki (London School of Economics)
A Model of Job and Worker Flows

06/05/2003

Tim Baldenius (Columbia University)
External and Internal Pricing in Multidivisional Firms

06/26/2003

Manipushpak Mitra (Indian Statistical Institute)
Regulation of Open-Access Essential Facility (joint work with Axel Gautier)

07/03/2003

Edward Vytlacil (Columbia University)
Changes in the Distribution of Skills Among Young Adults (joint work with Thomas E. MaCurdy)

07/10/2003

Joshua Aizenman (University of California, Santa Cruz)
The Merits of Horizontal versus Vertical FDI in the Presence of Uncertainty (joint work with Nancy Marion)

07/24/2003

Shlomo Weber (Southern Methodist University)
Transfers in a Polarized Country: Bridging the Gap between Efficiency and Stability

07/31/2003

Walter H. Fisher (IHS - Institute for Advanced Studies, Vienna)
Intertemporal Budget Policies and Macroeconomic Adjustment in a Small Open Economy (joint work with Marcelo Bianconi, Tufts University)

10/30/2003

Michael C. Burda (Humboldt University, Berlin and IZA)
Preferences for Rigid versus Individualized Wage Setting in Search Economies with Frictions

11/06/2003

Matthias Wrede (Aachen University of Technology)
Suburbanization, local autonomy and redistribution

11/13/2003

Ken Burdett (University of Pennsylvania)
Equilibrium Wage-Tenure Contracts with Heterogeneous Firms (joint work with Melvyn Coles)

11/20/2003

Fernando Vega-Redondo (University of Alicante)
The Rise and Fall of a Networked Society: A formal model

11/27/2003

Lars P. Feld (University of St. Gallen)
Fiscal Federalism and Economic Performance: Evidence from Swiss Cantons

12/04/2003

Francesco Squintani (University College London)
Competitive Experimentation with Private Information

12/18/2003

Nicola Persico (University of Pennsylvania)
Public Goods, Redistribution, and Constitutional Design

2004

01/15/2004

Sven Feldmann (University of Chicago)
Information versus Incentives: Informational Lobbying and Political Contributions

01/29/2004

In Ho Lee (University of Southampton)
Uncertainty, Co-ordination and Path Dependence

02/05/2004

Aner Sela (Ben Gurion University)
Asymptotic Analysis of Large Auctions

04/22/2004

Mark R. Rosenzweig (Yale University)
Traditional Institutions Meet the Modern World: Caste, Gender and Schooling Choice in a Globalizing Economy
(joint work with Kaivan Munshi)

05/06/2004

Francesco Giavazzi (Bocconi University, Milan)
Targeting Inflation when Debt and Risk Premia are High: Lessons from Brazil
(joint work with Carlo Favero)

05/13/2004

Curtis R. Taylor (Duke University)
Privacy and Information Acquisition in Competitive Markets

05/27/2004

Chaim Fershtman (Tel Aviv University)
Finite State Dynamic Games with Asymmetric Information: A Computational Framework

06/17/2004

Wieland Müller (Tilburg University)
Workaholics and Drop Outs in Optimal Organizations
(joint work with Andrew Schotter)

06/24/2004

Simon Gächter (University of Nottingham and IZA)
Heterogeneous social preferences and the dynamics of free riding in public goods
(joint work with Urs Fischbacher)

07/01/2004

Mark Gradstein (Ben Gurion University and IZA)
Inequality, Democracy, and the Emergence of Institutions

07/08/2004

Kenneth Binmore (University College London)
Natural Justice

07/15/2004

Ilan Eshel (Tel Aviv University)
Multiple Asymmetry and Concord Resolutions of a Conflict

07/22/2004

Botond Köszegy (University of California, Berkeley)
The Impact of Consumer Loss Aversion on Pricing
(joint work with Paul Heidhues)

07/29/2004

Eytan Sheshinski (Hebrew University, Jerusalem and IZA)
Socially Desirable Limits on Individual Choice

10/14/2004

Ronald M. Harstad (University of Missouri-Columbia)
Selling without Reserve as the Content of Optimal Auctions

10/21/2004

Alexander Matros (University of Pittsburgh)
Simple Rules and Evolutionary Selection

10/28/2004

Kenneth L. Sokoloff (University of California, Los Angeles)
Inequality and Taxation: Some Evidence from the Americas
(joint work with Eric M. Zolt)

11/04/2004

Arno Riedl (University of Maastricht and IZA)
Exclusion, Cooperation and Social Structure in Network Experiments (and some Theory)

11/18/2004

Edward Lazear (Stanford University and IZA)
Wage and Turnover Structure: Theory and New Data in Personnel Economics

11/25/2004

Ran Spiegler (Tel Aviv University)
Competition over Agents with Boundedly Rational Expectations

12/02/2004

Orazio Attanasio (University College London)
Testing Private Information Models with Asset Accumulation

12/09/2004

Ulrich Horst (Humboldt University, Berlin)
Equilibria in Financial Markets with Heterogeneous Agents: A Probabilistic Perspective

12/16/2004

Josef Falkinger (University of Zurich and IZA)
Limited Attention as the Scarce Resource in an Information-Rich Economy

2005

01/20/2005

José Víctor Ríos Rull (University of Pennsylvania)
Life Insurance and Household Consumption

01/27/2005

Matthias Messner (Bocconi University, Milan)
On the Recursive Saddle Point Method

04/21/2005

Avner Shaked (University of Bonn)
The Rhetoric of Inequity Aversion

06/02/2005

Dieter Balkenborg (University of Exeter)
The Watchman and the Thief – An Experiment on the Comparative Statics in Games
(joint work with Todd Kaplan)

06/09/2005

Rachel Croson (University of Pennsylvania)
Field Experiments in Charitable Contribution: The Impact of Social Influence on the Voluntary Provision of Public Goods
(joint work with Jen Shang)

06/16/2005

Tilman Börgers (University College London)
Efficient Compromising
(joint work with Peter Postl)

06/23/2005

József Sákovics (University of Edinburgh)
Markets for Professional Services: Queues and Mediocrity

06/30/2005

Philippe Jehiel (PSE)
Towards a Theory of Deception
(joint work with David Ettinger)

07/07/2005

David G. Blanchflower (Bank of England and IZA)
The Wage Curve Reloaded
(joint work with Andrew J. Oswald)

07/21/2005

Dirk Krüger (University of Frankfurt)
Does Income Inequality Lead to Consumption Inequality? Evidence and Theory
(joint work with Fabrizio Perri)

10/20/2005

Kenneth Wolpin (University of Pennsylvania)
Exploring the Usefulness of a Non-Random Holdout Sample for Model Validation: Welfare Effects on Female Behavior
(joint work with Michael P. Keane)

10/27/2005

Jean-Michel Grandmont (CREST-INSEE)
Aggregation of Heterogeneous Beliefs, Asset Pricing and Risk Sharing in Complete Financial Markets

11/10/2005

Clara Ponsatí (Universitat Autònoma de Barcelona)
Optimal Robust Bargaining Games

11/24/2005

Ed Hopkins (University of Edinburgh)
Job Market Signalling of Relative Position, or Becker Married to Spence

12/01/2005

Maarten Janssen (Erasmus University Rotterdam)
Price Matching and Price Beating Policies with Consumer Search

12/15/2005

Patrik Guggenberger (University of California, Los Angeles)
The Limit of Finite Sample Size and a Problem with Subsampling
(joint work with Donald W.K. Andrews)

Berlin Lunchtime Meetings

In 2001, the Berlin Lunchtime Meetings were established through a joint initiative by the London-based Centre for Economic Policy Research (CEPR), the German Institute for Economic Research (DIW Berlin) and the Institute for the Study of Labor (IZA) in Bonn. The meetings follow the long tradition of the successful CEPR Lunchtime Meetings, which have taken place in London, Paris, Brussels and other European cities since 1984. The participating institutes of the Berlin Lunchtime Meetings invite renowned economists from Germany and abroad to present recent research findings on economic and labor policy matters to a distinguished audience.

The Berlin Lunchtime Meetings are a forum for the exchange of ideas between academics, policymakers and business leaders.

2002

01/30/2002

Dennis J. Snower (Birkbeck College, London, UK and IZA)
Organizational Change and the Future of Work

02/27/2002

Gilles Saint-Paul (University of Toulouse, France and IZA)
Institutional Rigidities and the Technology Gap

03/27/2002

Dieter Vesper (DIW - German Institute for Economic Research, Berlin, Germany)
Berlin's Budget almost at a State of Emergency

04/24/2002

Richard Stehle (Humboldt University, Berlin, Germany)
Price Formation on the International Capital Markets against the Background of 11th September

05/29/2002

Hilmar Schneider (IZA)
Fanning the Flames - the German Labour Market and Welfare State

06/26/2002

Torben Andersen (University of Aarhus, Denmark and IZA)
Is there a need for fiscal policy coordination in Europe

09/25/2002

Roberto Perotti (European University Institute, Florence, Italy)
Fiscal Policy and Inflation in Europe

10/30/2002

Riccardo Faini (Ministry of Finance, Rome, Italy and IZA)
Migration and Globalization: The Sending Countries Point of View

11/27/2002

Patrick Weil (CNRS - National Center for Scientific Research, Paris, France)
European Immigration and Nationality Policies: Paradoxical Convergences and Divergences

12/18/2002

Dalia Marin (University of Munich, Germany)
Has Globalization not Gone far Enough

2003

01/29/2003

Kurt Hornschild (DIW - German Institute for Economic Research, Berlin, Germany)
Germany: Economic Growth and Core Competencies - A Case Study of the Field of Mechanical Engineering

03/26/2003

Jan van Ours (Tilburg University, Netherlands and IZA)
Has the Dutch Miracle Come to an End?

04/30/2003

Joeri Gorter (CPB - Netherlands Bureau for Economic Policy Analysis, Den Haag, Netherlands)
Funds and Games - The Economics of European Cohesion Policy

05/21/2003

Christian Wey (WZB, Berlin, Germany)
The Stability of the Industry-Wide Wage Setting in Germany

06/25/2003

Friedrich Schneider (University of Linz, Austria and IZA)
The Value Added of Underground Activities - Size and Measurement of the Shadow Economies of 110 Countries all over the World

10/29/2003

Michael C. Burda (Humboldt University, Berlin, Germany and IZA)
Temporary Employment in Germany: Trends and Prospects

11/26/2003

Andrew Hughes Hallet (Cardiff Business School, UK)
Stability and Growth in Europe: Towards a Better Pact

2004

01/27/2004

Christoph M. Schmidt (RWI Essen, Germany and IZA)
German Labour Market – In Need for Reform?

02/25/2004

David Willetts (MP, London, UK)
Old Europe? Demographic Change and Pension Reform

03/17/2004

Hugh Williamson (Financial Times, London, UK)
The Evolution of the German Model: How to Judge Reforms in Europe's Largest Economy

03/31/2004

Dalia Marin (University of Munich, Germany)
A Nation of Poets and Thinkers: Less so with Eastern Enlargement?

04/28/2004

Christian Dustmann (University College London, UK and IZA)
Migration and the German Labour Market

05/25/2004

Paul Kirchhof (University of Heidelberg, Germany)
Die Modernisierung von Staat und Unternehmenskultur

10/26/2004

Barry R. Chiswick (University of Illinois, Chicago, USA and IZA)
Do Enclaves Matter in Immigrant Adjustment?

11/17/2004

Laszlo Goerke (University of Mainz, Germany and IZA)
Kündigungsschutz in Deutschland - Wahrnehmung und Wirklichkeit

2005

01/26/2005

Oswald Metzger (MP, Green Party)
Das süße Gift der Staatsverschuldung - Wege aus der Finanzierungskrise der öffentlichen Haushalte

03/02/2005

Bernhard M. Hoekman (World Bank, Washington DC, USA)
Making Trade Agreements More Supportive of Development

03/30/2005

Daniel Finn (University of Portsmouth, USA)
Reinventing the Public Employment Service: The Changing Role of Employment Assistance in Great Britain and Germany

04/26/2005

Peter R. Mueser (University of Missouri-Columbia, Columbia, USA)
The Impact of a Temporary Help Job: An Analysis of Outcomes for Participants in Three Government Programs

05/25/2005

Giacomo Corneo (Free University of Berlin, Germany and IZA)
Income Taxation in Germany: Trajectory and Perspectives

06/29/2005

Christian Dustmann (University College London, UK and IZA)
Immigration, Jobs and Wages: Theory, Evidence and Opinion

10/26/2005

Johann Eekhoff (University of Cologne, Germany (former State Secretary)
Productive Activities for the Unemployed

11/30/2005

Mika Widgren (Turku School of Economics and Business Administration, Finland)
The Impact of Turkey's Accession to the EU

Conferences and Workshops

IZA organizes – both on its own initiative and in cooperation with other renowned partner organizations – a wide range of conferences dealing with questions of labor market research and labor market policy. In the report period, the following events took place:

2002

IZA Workshop
Job Stability and Security in European Labor Markets

This IZA workshop brought together a selection of economists to discuss and investigate the issue of job stability in Europe. The conference turned the attention especially to the strongly differing employment protection laws between EU countries. Furthermore, the workshop focused on the empirical and methodological approaches which allow a deeper insight into job instability over time.

Place:
IZA, Bonn
Date:
March 8-9, 2002
Host:
IZA
Organizers:
David A. Jaeger (College of William and Mary, Williamsburg, USA), **Thomas Bauer** (IZA, see: IZA Alumni)

Program:

Welcome and Opening Remarks

David Jaeger (College of William and Mary, Williamsburg, USA)

Why is Employment Protection Stricter in Europe than in the US?

Michèle Belot (Tilburg University, Netherlands)

Preferences for Rigid Wages and Job Protection in Equilibrium Unemployment?

Michael Burda (Humboldt University, Berlin, Germany and IZA), with **Tito Boeri**

The Incidence and Cost of Job Loss in Transition: Comparing the Two Fast Reformers Estonia and Eastern Germany

Hartmut Lehmann (Heriot-Watt University, Edinburgh, UK and IZA), with **Kaja Philipps**, **Jonathan Wadsworth**

Job Flows and the Evolution of Job Stability When Employment Protection is Low

Karsten Albaek (University of Copenhagen, Denmark)

Where Did They Go?

Anders Frederiksen (Aarhus School of Business, Denmark and IZA), with **Niels Westergard-Nielsen**

Closing Remarks

David Neumark (Michigan State University, East Lansing, USA), **David Jaeger** (College of William and Mary, Williamsburg, USA and IZA)

Second IZA-WDI (Third WDI) International Conference Labor Markets Dynamics in Emerging Market Economies

The second IZA-WDI Conference on Labor Markets in Emerging Economies consisted of two self-contained workshops. The first workshop compared the interaction of restructuring policies and the experience of workers in the labor market in Latin America and Eastern Europe during the 1990s. In the second workshop, new research on job gross flows in the transition countries of Eastern Europe was presented. The productivity-enhancing role of job destruction (Schumpeterian "creative destruction"), the effect of trade regimes on job creation, the impact of human capital on job flows as well as the role of wage determination during the period of restructuring were some of the topics discussed in the workshop.

Place:
San Jose, Costa Rica
Date:
April 1-6, 2002
Host:
INCAE, IZA
Organizers:
Hartmut Lehmann (IZA) and **Katherine Terrell** (William Davidson Institute, Ann Arbor, USA)

Program:

I. Labor Market Dynamics and Public Policy in a Comparative Perspective: Latin America and Eastern Europe

Opening Remarks

Jan Svejnar (Director of the William Davidson Institute, Ann Arbor, USA)

1. Overview of Cross-Country Wage Differentials

Cross-Country Comparisons of Wage Rates: The Big Mac Index

Orley Ashenfelter (Princeton University, USA), with **Stepan Jurajda**

2. Labor Mobility

Chair: **Katherine Terrell** (William Davidson Institute, Ann Arbor, USA and IZA)

Labor Mobility in Urban Mexico

José Angel Calderón (Center of Economic Studies, Mexico City, Mexico)

Structural Change, Mismatch and Job Mobility: Evidence from Russia

John Earle (Upjohn Institute for Employment Research, Kalamazoo, USA and IZA), **Klara Sabirianova** (William Davidson Institute, Ann Arbor, USA and IZA)

Discussant: **Milan Vodopivec** (World Bank, Washington DC, USA)

3. Labor Force Dynamics

Chair: **Hartmut Lehmann** (Heriot-Watt University, Edinburgh, UK and IZA)

Labor Force Participation Dynamics in the Romanian Labor Market

Alexandru Voicu (IZA)

Labor Force Status Dynamics in the Estonian Labor Market.

Jochen Kluve (University of California, Berkeley, USA and IZA), with **Reelika Leetma**, **Christoph M. Schmidt**

Discussant: **John Earle** (Upjohn Institute for Employment Research, Kalamazoo, USA and IZA)

4. Accounting for Inequality

The Impact of Trade Liberalization on Wage Inequality: Evidence from Argentina

Sebastian Galiani (University of San Andrés, Buenos Aires, Argentina), with **Pablo Sanguinetti**

Discussant: **Orley Ashenfelter** (Princeton University, USA and IZA)

Beyond Oaxaca-Blinder: Accounting for Differences in Household Income

Francisco Ferreira (Catholic University of Rio de Janeiro, Brasil), with **Francois Bourguignon**, **Phillippe G. Leite**

Discussant: **Carlos Quintanilla** (INCAE)

5. Job Loss and Job Matches in Transition

Chair: **Gerard Pfann** (University of Maastricht, Netherlands and IZA)

The Incidence and Cost of Job Loss in Estonia

Hartmut Lehmann (Heriot-Watt University, Edinburgh, UK and IZA), with **Kaja Phillips**, **Jonathan Wadsworth**

Job-seekers Matching under Different Regime Change: The Cases of Czech and Slovak Dissolution and East and West German Unification.

Daniel Munich (CERGE - Charles University, Prague, Czech Republic)

Discussant: **Jan Svejnar** (University of Michigan, Ann Arbor, USA)

6. Women' s Labor Supply

Chair: **John Earle** (Upjohn Institute for Employment Research, Kalamazoo, USA and IZA)

Labor Supply Preferences of East German Women after Unification

Holger Bonin (IZA), with **Rob Euwals**

Discussant: **Hartmut Lehmann** (Heriot-Watt University, Edinburgh, UK and IZA)

Women in the Latin American and Caribbean Labor Market: The Remarkable 1990s

Manuelita Ureta (Texas A&M University, College Station, USA), with **Alejandra Cox Edwards**, **Suzanne Duryea**

Discussant: **Juan Vargas** (University of Costa Rica, San José, Costa Rica)

7. Impact of Minimum Wages

Chair: **Luis Umana** (INCAE)

The Impact of Minimum Wages on Wage Inequality and Employment in the Formal and Informal Sector in Costa Rica

Katherine Terrell (University of Michigan, Ann Arbor, USA and IZA), with **Fatma El-Hamidi**

Discussant: **Juan Vargas** (University of Costa Rica, San José, Costa Rica)

8. Macroeconomic Perspective of the Labor Market

Chair: **Francisco de la Paula Gutierrez** (INCAE)

Labor Markets Institutions and Restructuring: Evidence from Regulated and Unregulated Labor Markets in Brazil

Jasper Hook (University of Michigan, Ann Arbor, USA)

Informational Conflict and Employment Fluctuations

Jasper Hoek (University of Wisconsin, Madison, USA)

Discussant: **Alberto Trejos** (INCAE)

II. Job Flows in Transition Economies

1. Inspirational Address (alias "Pep Talk")

International Labor Economics

Daniel Hammermesh (University of Texas, Austin, USA and IZA)

Do Schumpeterian Waves of Creative Destruction Lead to Higher Productivity? Evidence from Poland

Frederic Warzynski (Catholic University of Leuven, Belgium)

Discussant: **Gerard Pfann** (University of Maastricht, Netherlands and IZA)

New Sector Growth in Transition: Comparing Two Paths

Stepan Jurajda (CERGE - Charles University, Prague, Czech Republic and IZA), **Katherine Terrell** (University of Michigan, Ann Arbor, USA and IZA)

Discussant: **Daniel Hammermesh** (University of Texas, Austin, USA and IZA)

Gross Job Creation and Destruction in the Ukrainian Industrial Sector, 1992-2000

David Brown (Heriot-Watt University, Edinburgh, UK and IZA), with **John Earle**

Gross Job Flows and Restructuring in Ukraine

Jozef Konings (Catholic University Leuven, Belgium and IZA), **Hartmut Lehmann** (Heriot-Watt University, Edinburgh, UK and IZA), with **Olga Kupets**

Discussant: **Steve Davis** (University of Chicago, USA)

The Changing Demand for Skills: Evidence from the Transition (Hungary, Romania and Russia)

Janos Köllõ (Hungarian Academy of Sciences, Budapest, Hungary and IZA), with **Simon Commander**

Discussant: **Jochen Kluve** (University of California, Berkeley, USA and IZA)

Worker and Job Flows in a Transition Economy: Slovenia in the 1990s

John Haltiwanger (University of Maryland, College Park, USA and IZA), with **Milan Vodopivec**

Discussant: **Gerard Pfann** (University of Maastricht, Netherlands, IZA)

Rapporteur - **Steve Davis** (University of Chicago, USA)

IZA Workshop
European Integration and Labor Market Performance

Product markets integration in Europe is proceeding at a rapid pace, as reflected in significant increases in trade volumes, foreign direct investments and outsourcing. A pertinent question is how this process affects labor markets, especially if labor remains as little mobile across European labor markets as is presently the case. The participants of this IZA workshop discussed the impact of economic integration on wages, employment, capital flows and the production structure. In particular, the workshop addressed the role of labor market institutions and their effect on economic performance in the process of economic integration. Moreover, challenges for fiscal policy and changes in unions' bargaining structure in the aftermath of economic integration were analyzed. Finally, research was presented on interactions between international mergers and trade liberalization and their implications for unionized labor.

Place:
IZA, Bonn
Date:
April 5-6, 2002
Host:
IZA

Organizer:
Torben M. Andersen (University of Aarhus, Denmark and IZA)

Program

The impact of labour market reforms on capital flows, wages and employment

Thomas Beissinger (University of Regensburg, Germany and IZA)

Discussant: **Odd Rune Straume** (University of Warwick, Coventry, UK)

Economic Integration, wage policies and social policies

Michael Pflüger (DIW - German Institute for Economic Research, Berlin, Germany and IZA)

Discussant: **Winfried Koeniger** (IZA)

Globalization and labour market adjustments when relative wages are rigid. The case of Denmark

Jan Rose Skaksen (University of Southern Denmark, Odense, Denmark and IZA)

Discussant: **Damon Clark** (IZA)

Films agglomerations and unions

Eric Toulemonde (University of Namur, Belgium)

Discussant: **Barbara Dluhosch** (University FAF Hamburg, Germany)

Intra-industry trade and fragmentation in economic integration

Barbara Dluhosch (University FAF Hamburg, Germany)

Discussant: **Eric Toulemonde** (University of Namur, Belgium)

European Integration and Employment - The need for fiscal policy coordination

Donatella Gatti (University of Lille 2, France)

Discussant: **Thomas Beissinger** (University of Regensburg, Germany and IZA)

European Integration - A downward bias in employment policies

Torben M. Andersen (University of Aarhus, Denmark and IZA)

Discussant: **Donatella Gatti** (University of Lille 2, France)

Product market integration and endogenous bargaining structure

Michele Santoni (University of Milan, Italy)

Employment protection, product market competition and growth

Winfried Koeniger (IZA)

Discussant: **Anders Sorensen** (CEBR - Centre for Economics and Business Research, Copenhagen, Denmark)

International mergers and trade liberalization: implications for unionized labour

Odd Rune Straume (University of Warwick, Coventry, UK, Coventry, UK)

Discussant: **Michele Santoni** (University of Milan, Italy)

IZA-CIM Workshop
The Future of Family and Work: Evaluating Family Friendly Policies

The increasing importance of family policy also requires more attention be paid to the relevant scientific evaluation research. It is evident that differences in the policy design of family-friendly policies across countries coincide with differences in labor market outcomes which have to be analyzed. Differences in labor force participation rates and the consideration of other variables, such as the gender wage gap and birth rates, are important objects of study. The IZA-CIM workshop collected up-to-date research results concerning these questions.

Place:
IZA, Bonn
Date:
May 10-11, 2002
Host:
IZA
Organizers:
Mette Ejrnaes (University of Copenhagen, Denmark), **Astrid Kunze** (IZA), **Nina Smith** (Aarhus School of Business, Denmark and IZA), **Mette Verner** (CIM - Centre for Research in Social Integration and Marginalization, Aarhus, Denmark)

Program

European Mother's Time with Children: Differences and Similarities across Countries

Jutta M. Joesch (CPHRE - Centers for Public Health Research and Evaluation, Seattle, USA), with **Katharina Spiess**

Discussant: **Mette Ejrnaes** (University of Copenhagen, Denmark)

Parental Employment and Child Cognitive Development

Christopher J. Ruhm (University of North Carolina, Greensboro, USA)

Discussant: **Susan Vroman** (Georgetown University, Washington DC, USA and IZA)

Earnings Effects of Career Interruptions in a Model with Endogenous Sector Choice

Marianne Simonsen (University of Aarhus, Denmark), with **Helena Skyt Nielsen**, **Mette Verner**

Discussant: **Elke Wolf** (ZEW - Centre for European Economic Research, Mannheim, Germany)

Wage Dips and Drops around First Birth

Astrid Kunze (IZA), with **Mette Ejrnaes**

Discussant: **James Albrecht** (Georgetown University, Washington DC, USA and IZA)

Family friendly policies - a challenge for future labour market policies

Chair: **Nina Smith** (Aarhus School of Business, Denmark and IZA)

Guests: **Willem Adema** (OECD, Paris, France), **Jörg Althammer** (University of Bochum, Germany)

Do Child Care Costs Affect Labor Market Decisions? Evidence from Italy

Daniela Del Boca (University of Torino, Italy and IZA)

Discussant: **Nina Smith** (Aarhus School of Business, Denmark and IZA)

Job Penalty after Motherhood: A Spanish Case in a European Context

Maria Gutierrez-Domenech (London School of Economics, London, UK)

Discussant: **Denis Beninger** (ZEW - Centre for European Economic Research, Mannheim, Germany)

The Impact of In-Work Benefits on Family Labour Supply and Income

Michael Gerfin (University of Bern, Switzerland)

Discussant: **Holger Bonin** (IZA)

Limits to Specialization: Efficiency and the Division of Labor in Modern Families

Shelly Lundberg (University of Washington, Seattle, USA)

Discussant: **Marianne Sundström** (Stockholm University, Sweden)

The Wage Penalties of Heterogenous Employment Biographies: An Empirical Analysis for Germany

Miriam Beblo (ZEW - Centre for European Economic Research, Mannheim, Germany), with Elke Wolf

Discussant: **Sascha O. Becker** (University of Munich, Germany and IZA)

Dutch Women's Wages: Is there a Double Selection into Motherhood and Type of Jobs?

Cecile Wetzels (TNO-Institute of Strategy, Technology and Policy, Hoofddorp, Netherlands)

Discussant: **Mette Verner** (Aarhus School of Business, Denmark)

IZA Pre-Conference of the International Research Consortium in the Economics of Time Use

Data on time use have been underutilized by economists. The Pre-Conference included preliminary versions of ten original research studies by authors using data from nine different countries to analyze issues such as: the determinants of routine behavior, time use by unemployed workers, time use in informal education, the effect of changing retail opening hours legislation, the coordination of economic activities, the effect of mothers' market work on their children's development, gender wage gaps, and the relation of time use and household savings. Several studies aimed at improving methods of collecting and analyzing time use data.

Place:
IZA, Bonn
Date:
May 19-20, 2002
Host:
IZA
Organizer:
Dan Hamermesh (University of Texas, Austin, USA and IZA

Program

Welcome

Gerard Pfann (IZA)

Introduction

Dan Hamermesh (University of Texas, Austin, USA and IZA)

Does Maternal Employment Affect the Quality and Quantity of Child Care? Evidence from Italian Time Use Data

Andrea Ichino (European University Institute, Florence, Italy and IZA), with **Anna Sanz de Galdeano**

Discussant: **Gerard Pfann** (IZA)

The Demand for Informal Education

René Fahr, with **Thomas Bauer**, **Gerard Pfann**

Discussant: **Stephen Jenkins** (University of Essex, Colchester, UK and IZA)

Energy, Effort and the Gender Wage Gap

Nina Smith (Aarhus School of Business, Denmark and IZA), with **Jens Bonke**, **Nabanita Datta Gupta**

Discussant: **W. Jean Yeung** (New York University, USA)

Saving and the Allocation of Time over the Life Cycle

Patricia Apps (University of Sydney, Australia and IZA)

Discussant: **Peter Kooreman** (University of Groningen, Netherlands and IZA)

The Demand for Routine

Dan Hamermesh (University of Texas, Austin, USA and IZA)

Discussant: **Namkee Ahn** (FEDEA, Madrid, Spain)

Human Capital of Young Children and Time Squeeze of their Parents

W. Jean Yeung (New York University, USA), with **Frank tafford**

Discussant: **Andrea Ichino** (European University Institute, Florence, Italy and IZA)

Status of the American Time-Use Survey: Preparing for 2003

Mike Horrigan (U.S. Bureau of Labor Statistics, Washington DC, USA)

Comment: **Anders Klevmarken** (Uppsala University, Sweden and IZA)

Time Allocation of Spanish Unemployed

Namkee Ahn, with **Juan Francisco Jimeno**

Discussant: **Nina Smith** (Aarhus School of Business, Denmark and IZA)

Using Auxiliary Data to Compensate for Noisy Time Use Data

Anders Klevmarken (Uppsala University, Sweden and IZA)

Discussant: **Dan Hamermesh** (University of Texas, Austin, USA and IZA)

Timing Constraints and the Allocation of Time: the Effects of Changing Shopping Hours Regulations in the Netherlands

Peter Kooreman (University of Groningen, Netherlands and IZA), with **Joyce Jacobsen**

Discussant: **Patricia Apps** (University of Sydney, Australia and IZA)

Nobody to Play With? The Implications of Leisure Co-ordination

Stephen Jenkins (University of Essex, Colchester, UK and IZA)

Discussant: **René Fahr** (IZA)

Summary discussion led by **Dan Hamermesh** (University of Texas, Austin, USA and IZA), **Miron L. Straf** (National Academy of Sciences, Washington D.C., USA)

CERT-IZA-CLMS Workshop Workshop on Labor Markets in Transition Countries

CERT, IZA and CLMS jointly organized this workshop to further the research about labor markets in transition economies. Contrary to previous workshops, where the main focus was on Russia, the situation in Poland, Estonia and Romania was also discussed in this workshop with eastern European experts and, as a result, improved the foundation for a continuing productive cooperation.

Place:
Center for Labor Market Studies, Higher School of Economics, Moscow
Date:
May 24, 2002
Host:
CERT, IZA, CLMS
Organizers:
Hartmut Lehmann (CERT - Centre for Economic Reform and Transformation, Edinburgh, UK and IZA), **Christoph M. Schmidt** (University of Heidelberg, Germany and IZA)

Program

1. Chair: **Christoph M. Schmidt** (University of Heidelberg, Germany and IZA)

Introductory Remarks

Vadim Radayev (CLMS - Moscow Higher School of Economics, Russia), **Vladimir Gimpelson** (CLMS - Moscow Higher School of Economics, Russia and IZA), **Hartmut Lehmann** (CERT - Centre for Economic Reform and Transformation, Edinburgh, UK and IZA)

Worker and Job Flows in Russian Industry

David Brown (CERT - Centre for Economic Reform and Transformation, Edinburgh, UK and IZA), with **John Earle**

Fear of Unemployment, Actual Unemployment and Flexibility of Wages in Russia

Vladimir Gimpelson (CLMS - Moscow Higher School of Economics, Russia and IZA), with **Rostislav Kapeliushnikov**

The Incidence and Cost of Job Loss in Estonia

Hartmut Lehmann (CERT - Centre for Economic Reform and Transformation, Edinburgh, UK and IZA), **Kaja Philips** (University of Tartu, Estonia), **Jonathan Wadsworth** (London School of Economics, London, UK and IZA)

Staying Longer in Unemployment Registry in Russia: Lack of Education, Bad Luck, or Something Else?

Irina Denisova (New Economic School, Moscow, Russia)

2. Chair: **Hartmut Lehmann** (CERT - Centre for Economic Reform and Transformation, Edinburgh, UK and IZA)

Disentangling Treatment Effects of Polish Active Labor Market Policies: Evidence from Matched Samples

Jochen Kluve (University of California, Berkeley, USA and IZA), **Hartmut Lehmann** (CERT - Centre for Economic Reform and Transformation, Edinburgh, UK and IZA), **Christoph M. Schmidt** (University of Heidelberg, Germany and IZA)

Employment Dynamics in the Romanian Labor Market. A Markov Chain Monte Carlo Approach

Alexandru Voicu (IZA)

Unemployment Benefits, Risk Aversion, and Migration Incentives

Axel Heitmueller (CERT - Centre for Economic Reform and Transformation, Edinburgh, UK and IZA)

Structural Change, Mismatch and Job Mobility

John Earle (Upjohn Institute for Employment Research, Kalamazoo, USA and IZA), with **Klara Sabirianova**

Insider Ownership and Economic Performance: Evidence from Russia

Boris Kuznetsov (Interdepartmental Analytical Center, Moscow, Russia), **Giovanni Mangiarotti** (CERT - Centre for Economic Reform and Transformation, Edinburgh, UK), **Mark Schaffer** (CERT - Centre for Economic Reform and Transformation, Edinburgh, UK and IZA)

First IZA/SOLE Transatlantic Meeting of Labor Economists

With the first-annual IZA/SOLE TransAtlantic Meeting of Labor Economists, IZA and the Society of Labor Economists (SOLE) founded a joint intitiative to stimulate the European-American cooperation in labor market research. The annual Transatlantic Meetings offer an ideal forum to discuss the manifold problems of modern labor markets on both sides of the Atlantic. The focus of this first transatlantic meeting was on topics like "Labor Mobility," "Labor Supply and International Standards," "Wage Differentials, and Technology," "Schooling and the Labor Market" as well as "Reservation Wages and Unemployment Policy."

Place:
Buch on Lake Ammersee
Date:
June 6-9, 2002
Host:
SOLE; IZA
Organizers:
Daniel S. Hamermesh (University of Texas, Austin, USA and IZA), **Gerard A. Pfann** (IZA)

Program

1. Wage Differentials, Mobility and Technology

Chair: **Thomas Bauer** (IZA)

Defensive Innovations

Winfried Koeniger (IZA)

Wages, job mobility, and firm performance

Francis Kramarz (CREST-INSEE, Paris, France and IZA), with John M. Abowd, Sebastian Roux

Looking for market rents with subjective data

Andrew Clark (CNRS - National Center for Scientific Research, Paris, France)

2. The Value of Life

Chair: **Gerard A. Pfann** (University of Maastricht, Netherlands and IZA)

Using Mandated Speed Limits to Measure the Value of a Statistical Life

Orley Ashenfelter (Princeton University, USA and IZA), with **Michael Greenstone**

3. Labor Mobility

Chair: **Gerard Pfann** (University of Maastricht, Netherlands and IZA)

Determining the shape of a migration wave

Lilo Locher (Bonn Graduate School of Economics, Germany and IZA)

Herd effects or migration networks: location choices of Mexican immigrants in the US

Ira Gang (Rutgers University, New Brunswick, USA and IZA), with **Thomas Bauer**, **Gil S. Epstein**

Displaced workers, early leavers, and re-employment wages

Lars Vilhuber (York University, Toronto, Canada), with **Audra Bowlus**

Hiring and Labour Market Tightness

Wolter Hassink (Utrecht University, Netherlands), with **Cees Gorter**, **Giovanni Russo**

4. Schooling and the Labor Market

Chair: **Winfried Koeniger** (IZA)

Education choices under uncertainty

Vincent Hogan (University College Dublin, Ireland), with **Ian Walker**

Life-cycle fertility and human capital accumulation

Robert A. Miller (Carnegie Mellon University, Pittsburgh, USA)

Computer literacy, labour market destinations and earnings

Peter Dolton (University of Newcastle upon Tyne, UK), with **Gerry Makepeace**

Education and efficient redistribution

Coen N. Teulings (Erasmus University Rotterdam, Netherlands), with **Robert A. J. Dur**

5. Schooling and Support Programs

Chair: **Christoph M. Schmidt** (University of Heidelberg; Germany and IZA)

Using experimental data to validate a dynamic behavioral model of child schooling assessing the impact of a school subsidy program in Mexico

Petra Todd (University of Pennsylvania, Philadelphia, USA and IZA), with **Kenneth I. Wolpin**

6. Labor Supply and Internationa Standards

Chair: **Hielke Buddelmeyer** (IZA)

Wage dips and drops around first birth

Astrid Kunze (IZA), with **Mette Ejrnaest**

Employment of working-age people with disabilities in the 1980s and 1990s

Richard Burkhauser (Cornell University, Ithaca, USA), with **Mary C. Daly**, **Andrew J. Houtenville**, **Nigar Nargis**

"Why not stay at home? Nest-leaving behavior in Western Europe

Jochen Kluve (University of California, Berkeley and IZA), with **Almudena Blanco**

Labor Standards and International Competitive Advantage

Robert Flanagan (Standford University, USA)

7. Reservation Wages & Unemployment Policy

Chair: **Holger Bonin** (IZA)

Firms, industries, and unemployment insurance

Miles Corak (Carleton University, Ottawa, Canada and IZA), with Wen-Hao Chen

Does subsidized employment get the unemployed back to work?

Michael Lechner (University of St. Gallen, Switzerland and IZA), with **Michael Gerfin**, **Heidi Steiger**

Wealth, reservation wages, and labor market transitions in the US

Michelle Alexopoulos (University of Toronto, Canada), with **Tricia Gladden**

Welfare to temporary work: implications for labor market outcomes

Peter Mueser (University of Missouri-Columbia, Columbia, USA), with **Carolyn J. Heinrich**

IZA-CEPR European Summer Symposium in Labour Economics (ESSLE 2002)

With the European Summer Symposium in Labour Economics (ESSLE), IZA enables leading labor market experts to exchange their experiences and ideas extensively. At the same time, it offers young European scientists the opportunity to present their research projects. The symposium, jointly organized by IZA and the London-based Centre for Economic Policy Research (CEPR), took place for the fourth time. The conference center of Deutsche Post AG in the Bavarian village Buch at Lake Ammersee provided excellent conditions for forty scientists to discuss current research findings and to establish contacts for future cooperation.

Place:
Buch on Lake Ammersee
Date:
September 10-14, 2002
Host:
IZA
Organizers:
Juan J. Dolado (University Carlos III, Madrid, Spain and IZA), **Gilles Saint-Paul** (University of Toulouse, France and IZA), **Klaus F. Zimmermann** (IZA, DIW - German Institute for Economic Research, Berlin, Germany)

Program

Wage Bargaining and Worker Mobility

Jean-Marc Robin (National Institute for Agricultural Research, Paris, France and IZA)

Discussant: **Barbara Petrongolo** (London School of Economics, London, UK)

Have Internet Changed the Wage Structure Too?

Sang-Hyop Lee (University of Hawaii, Honolulu, USA), with **Jong-Hyuk Kim**

Discussant: **Jörn-Steffen Pischke** (London School of Economics, London, UK and IZA)

Incomplete Wage Posting

Claudio Michelacci (CEMFI - Centre for Monetary and Financial Studies, Madrid, Spain), with **Javier Suarez**

Discussant: **Andrea Ichino** (European University Institute, Florence, Italy and IZA)

The Effects of Payroll Tax Subsidies for Low-Wage Workers on Firms Level Decisions

Bruno Crépon (CREST-INSEE, Paris, France), with **Rozenn Desplatz**

Discussant: **Juan-José Dolado** (University Carlos III, Madrid, Spain and IZA)

Entrepreneurship

Edward Lazear (Stanford University, USA and IZA)

Discussant: **Andrea Ichino** (European University Institute, Florence, Italy and IZA)

Interpreting Europe and US Labor Markets Differences: The Specificity of Human Capital Investments

Etienne Wasmer (ECARES, Brussles, Belgium and IZA)

Discussant: **Uwe Sunde** (IZA)

Labour Mobility of Immigrants: Training, Experience, Language and Opportunities

Zvi Eckstein (University of Minnesota, Morris, USA and IZA), with **Sarit Cohen**

Discussant: **Thomas Bauer** (IZA)

Waiting for Mr Right: Rising Inequality and Declining Marriage Rates

Eric D. Gould (Hebrew University, Jerusalem, Israel), with **Marco Daniele Paserman**

Discussant: **Alison L. Booth** (Australian National University, Canberra, Australia and IZA)

Sorting Between and Within Industries

Francis Kramarz (CREST-INSEE, Paris, France and IZA), with **John M. Abowd, Paul Lengermann, Sébastien Pérez-Duarte**

Discussant: **Jörn-Steffen Pischke** (London School of Economics, London, UK and IZA)

Outside Offers and the Gender Pay Gap: Empirical Evidence from the UK Academic Labour Market

Alison L. Booth (Australian National University, Canberra, Australia and IZA), with **David Blackaby, Jeff Frank**

Discussant: **Rudolf Winter-Ebmer** (University of Linz, Austria and IZA)

Information Technology and the Knowledge of Elites

Gilles Saint-Paul (University of Toulouse, France and IZA)

Discussant: **Fabien Postel-Vinay** (National Institute for Agricultural Research, Paris, France)

Ranking of Job Applicants, On-the-job Search, and Persistent Unemployment

Nils Gottfries (Uppsala University, Sweden and IZA), with **Stefan Eriksson**

Discussant: **Astrid Kunze** (IZA)

Job Insecurity and Children's Emancipation: The Italian Puzzle

Samuel Bentolila (CEMFI - Centre for Monetary and Financial Studies, Madrid, Spain), with **Sascha O. Becker, Andrea Ichino**

Discussant: **Sandra Black** (University of California, Los Angeles, USA)

The Struggle over Migration Policy

Gil S. Epstein (Bar-Ilan University, Ramat-Gan, Israel and IZA), with **Shmuel Nitzan**

Discussant: **Mathias Thoenig** (CERAS-ENPC, France)

Sabotage, Loss Aversion and Collusion as Sources of Wage Compression

Armin Falk (University of Zurich, Switzerland and IZA), with **Ernst Fehr**

Discussant: **Rudolf Winter-Ebmer** (University of Linz, Austria and IZA)

Cannabis and Cocaine, Jobs and Wages

Jan C Van Ours (CentER, Tilburg University, Netherlands and IZA)

Discussant: **José E. Galdon-Sanchez** (University of Navarre, Pamplona, Spain)

Capital as an Origin of Inequality

Giovanni L. Violante (University College London, UK), with **Andreas Hornstein, Per Krussell**

Discussant: **Javier Ortega** (University of Toulouse, France)

Shadow Activity and Unemployment in a Depressed Labor Market

Pietro Garibaldi (Bocconi University, Milan, Italy and IZA), with **Tito Boeri**

Discussant: **Juan-José Dolado** (University Carlos III, Madrid, Spain and IZA)

The Dynamics of Local Employment in France

Thierry Magnac (National Institute for Agricultural Research, Paris, France and IZA), with **Pierre-Philippe Combes, Jean-Marc Robin**

Discussant: **Eric Maurin** (CREST-INSEE, Paris, France)

Fixed-Term Contracts and the Duration Distribution of Unemployment

Maia Güell (University Pompeu Fabra, Barcelona, Spain)

Discussant: **Sandra Black** (University of California, Los Angeles, USA)

Does the Representation of Family Decision Process Matter? A Collective Model of Household Labour Supply for the Evaluation of Personal Tax Reform in Spain

Raquel Carrasco (University Carlos III, Madrid, Spain), with **Javier Ruiz-Castillo**

Discussant: **Regina T. Riphahn** (University of Basel, Switzerland and IZA)

Does Subsidised Temporary Employment Get the Unemployed Back to Work? An Econometric Analysis of Two Different Schemes

Michael Gerfin (University of Bern, Switzerland), with **Michael Lechner, Heidi Steiger**

Discussant: **Maria Guadalupe** (London School of Economics, London, UK and IZA)

IZA-CEPR Workshop
Improving Labour Market Performance: The Need for Evaluation

In this workshop, jointly organized with the London-based Centre for Economic Policy Research (CEPR), it became apparent that considerable methodological progress has been made over the past three years, but that the now widely available skills in the scientific community are still underutilized due to the scarcity of available data. The European RTN network on evaluating labor market policies in Europe, under whose umbrella this workshop was organized, once again showed the synergy effects derived from bringing together researchers in the field who share their work with a receptive and knowledgeable audience.

Place:
IZA, Bonn
Date:
October 4-5, 2002
Host:
IZA
Organizers:
Hielke Buddelmeyer (IZA), **Rob Euwals** (IZA), **Christoph M. Schmidt** (University of Heidelberg, Germany and IZA)

Program

Treatment Choice Based on Semiparametric Evaluation Methods

Markus Froelich (University of St. Gallen, Switzerland and IZA)

Discussant: **Oivind Anti Nilsen** (University of Bergen, Norway and IZA)

The Effect of Benefit Sanctions on the Duration of Unemployment

Rafael Lalive (University of Zurich, Switzerland and IZA), with **Jan C. van Ours, Josef Zweimüller**

Discussant: **Ines Hardoy** (Institute for Social Research, Oslo, Norway)

Assessing the Extent of Randomization Bias in the Canadian Self-Sufficiency Experiment

T nomic Policy Analysis, Den Haag, Netherlands and IZA)

Another Look at the Regression Discontinuity Design

Enrico Rettore (University of Padova, Italy), with **Erich Battistin**

Discussant: **Marloes van Zijl** (University of Amsterdam, Netherlands)

Assisting the Long-Term Unemployed: Results from a Randomized Trial

Deborah Cobb-Clark (Australian National University, Canberra, Australia and IZA), with **Robert Breunig**, **Yvonne Dunlop**, **Marion Terrill**

Discussant: **Thomas Andrén** (Göteborg University, Sweden)

Does early Intervention help the Unemployed Youth?

Laura Larsson (Uppsala University, Sweden), **Kenneth Carling** (Institute for Labour Market Policy Evaluation, Uppsala, Sweden)

Discussant: **Pal Boring** (Institute for Social Research, Oslo, Norway)

Does Matching Overcome Lalonde?s Critique of Nonexperimental Estimators?

Jeffrey Smith (University of Maryland, College Park, USA and IZA), with **Petra Todd**

Discussant: **Per-Anders Edin** (Uppsala University, Sweden)

Using State Administrative Data to Measure Program Performance

Kenneth Troske (University of Missouri-Columbia, Columbia, USA and IZA), with **Peter Mueser, Alexey Gorislavsky**

Discussant: **Alfonso Arellano** (University Carlos III, Madrid, Spain)

Measuring the Effect of a School Reform on Educational Attainment and Earnings

Kjell G. Salvanes (Norwegian School of Economics and Business Administration, Bergen, Norway), with **Arild Aakvik, Kjell Vaage**

Discussant: **Pierre Cahuc** (University Paris I, France and IZA)

The Effects of Payroll Tax Subsidies for Low Wage Workers on Firms Level Decisions

Bruno Crépon (CREST-INSEE, Paris, France), **Rozenn Desplatz** (Ministry of Finance, Paris, France)

Discussant: **Sandra McNally** (London School of Economics, London, UK)

A Low-Key Social Insurance Reform - Treatment Effects for Back Pain Patients in Norway

Arild Aakvik (University of Bergen, Norway), with **Tor Helge Holmas, Egil Kjerstad**

Discussant: **Daniela Andrén** (University of Göteborg, Sweden)

IZA Workshop
International Wage Flexibility Project 2002

This project commissioned of a series of studies to measure the type and rank of wage rigidity and the most recent development in a selection of mature economies. Most importantly, the project shed new light on the effects of inflation of the most recent changes to key institutions

Place:
IZA, Bonn
Date:
October 18-19, 2002
Host:
IZA
Organizer:
Thomas Bauer (IZA)

Program:

Friday, October 18

Germany

Thomas Bauer, Holger Bonin,Uwe Sunde, IZA

Switzerland

Lorenz Goette, University of California, Berkeley, USA

UK

Mark Schweitzer, Federal Reserve Bank of Cleveland, USA and **Richard Barwell**, Bank of England, London, UK

Finland

Petri Bökerman, Labor Institute of Economic Research, **Seppo Laaksonen**, University of Tampere, Finland, **Jari Vainiomäki**, University of Tampere, Finland

Italy

Francesco Devicienti, LABORatorio; **R.Revelli, Paolo Sestito**, Italian Ministry of Labor)

USA

Bruce Fallick, Federal Reserve Board, **Michael Lettau**, U.S. Bureau of Labor Statistics, Washington D.C., USA and **Bill Dickens**, The Brookings Institution, USA

Sweden

John Ekberg, Stockholm School of Economics and **Eva Udden Sonnegard**, National Mediation Office

Data for Meta-analysis - ECB

Julian Messina, Melanie Ward and **Jarkko Turunen**, European Central Bank, Frankfurt, Germany

Saturday, October 19

Austria

Alfred Stiglbauer, Austrian National Bank, Rudolf Winter-Ebmer, University of Linz, Austria

France

Orietta Dessy, CREST-INSEE, Paris, France

Norway

Kjell G. Salvanes, Norwegian School of Economics

Denmark

Niels Westergaard-Nielsen, Aarhus School of Business, Denmark

Belgium

Jimmy Royer, Groupe d'analyse economique and University of Laval, Canada and **Marc van Audenrode**, University of Laval, Canada

2003

IZA/BIBB Workshop
Evaluation of the JUMP-Program of the Federal Government

This workshop was organized together with the Federal Institute for Vocational Training (BIBB) in line with the accompanying research of the Federal Gouvernment´s so-called "JUMP" program. The purpose of this program was especially to alleviate the shortage of apprenticeship openings. BIBB presented some preliminary findings from its accompanying research.

Place:
IZA, Bonn
Date:
January 16, 2003
Host:
IZA/BIBB
Organizers:
Klaus F. Zimmermann (IZA), Hilmar Schneider (IZA)

Participants

Helmut Pütz (BIBB); **Klaus F. Zimmermann** (IZA); **Walter Brosi** (BIBB); **Hilmar Schneider** (IZA); **Harald Brandes** (BIBB); **Thomas Bauer** (IZA); **Gisela Dybowski** (BIBB); **Holger Bonin** (IZA); **Folkmar Kath** (BIBB); **Thomas Dohmen** (IZA); **Thorsten Brand** (BIBB); **René Fahr** (IZA); **Michael Friedrich** (BIBB); **Holger Hinte** (IZA); **Kornelia Raskopp** (BIBB); **Wolfram Kempe** (IZA); **Ilona Zeuch-Wiese** (BIBB); **Winfried Koeniger** (IZA); **Martin Schellhorn** (IZA); **Uwe Sunde** (IZA)

Second IZA/BIRC Conference of the International Consortium in the Economics of Time Use

Numerous renowned economists from different industrialized countries used this forum to present their current research about time use. Time use data are typically collected in "timebudget" surveys, in which researchers or, more typically, government agencies develop large samples of citizens who, in addition to the usual demographic and economic information, maintain diaries of what they were doing at each hour of the previous day. Such data are the only vehicle for investigating a huge variety of issues in the behavior of labor, and they are becoming increasingly available.

The IZA-BIRC conference gave stimulus to intensified research on the economics of time use and showed the importance of this research area for a better understanding of labor market behavior.

Place:
St. Gerlach, The Netherlands
Date:
May 26-27, 2003
Host:
IZA
Organizer:
Dan Hamermesh (University of Texas, Austin, USA and IZA)

Program

Monday, May 26

Welcome

Gerard Pfann (IZA)

Introduction

Dan Hamermesh (University of Texas, Austin, USA and IZA)

Nobody to play with? The implications of leisure coordination

Stephen P. Jenkins (University of Essex, Colchester, UK and IZA), with **Lars Osberg**

Discussant: **Frank Stafford** (University of Michigan, Ann Arbor, USA)

Timing and Flexibility of Housework and Men and Women's Wages

Jens Bonke (Aarhus School of Business, Denmark), **Nabanita Datta Gupta**, (Aarhus School of Business, Denmark), **Nina Smith** (Aarhus School of Business, Denmark and IZA)

Discussant: **Joyce P. Jacobsen** (Wesleyan University, Middletown, USA)

Timing Constraints and the Allocation of Time: The Effects of Changing Shopping Hours Regulations in the Netherlands"

Joyce P. Jacobsen (Wesleyan University, Middletown, USA), with **Peter Kooreman**

Discussant: **Patricia Apps** (University of Sydney, Australia and IZA)

Estimates of a labor supply function using alternative measures of hours of work

Anders Klevmarken (Uppsala University, Sweden and IZA)

Discussant: **Nabanita Datta Gupta** (Aarhus School of Business, Denmark)

'I'm not Loafing, Darling, I'm Learning!' The Demand for Informal Education

René Fahr (IZA)

Discussant: **Peter Kooreman** (University of Groningen, Netherlands and IZA)

The Distribution of Children's Developmental Resources

Frank Stafford (University of Michigan, Ann Arbor, USA), with **Jean Yeung**

Discussant: **Nina Smith** (Aarhus School of Business, Denmark and IZA)

A Study in the Process of Planning, Designing and Executing a Survey Program: The BLS American Time-Use Survey

Mike Horrigan and **Diane Herz** (Bureau of Labor Statistics, Washington D.C, USA)

Comment: **Dan Hamermesh** (University of Texas, Austin, USA and IZA)

Life Cycle Time Allocation and Saving in an Imperfect Capital Market

Patricia Apps (University of Sydney, Australia and IZA), with **Ray Rees**

Discussant: **Gerard Pfann** (IZA)

Unemployment, Time Use, and Consumption Patterns: Some Evidence for Spain

Juan Francisco Jimeno (FEDEA, Madrid and IZA), with **Namkee Ahn**

Discussant: **Stephen P. Jenkins** (University of Essex, Colchester, UK and IZA)

Routine

Dan Hamermesh (University of Texas, Austin, USA and IZA)

Discussant: **Juan F. Jimeno** (FEDEA, Madrid and IZA)

Reconciling Motherhood and Work - Evidence from Time Use Data in Three Countries

Andrea Ichino (European University Institute, Florence, Italy and IZA), with **Anna Sanz de Galdeano**

Discussant: **Anders Klevmarken** (Uppsala University, Sweden and IZA)

Summary

Dan Hamermesh (University of Texas, Austin, USA and IZA), **Anders Klevmarken** (Uppsala University, Sweden and IZA)

IZA Workshop
Interactions between Labor and Financial Markets

This IZA workshop focused on an emerging area of economic research with participants discussing various aspects of labor and financial market interactions. An emphasis lay on an analysis of the microstructure of these interactions, including the effects of corporate governance and product market competition on managerial compensation and workers' wages. Moreover, the participants investigated the role of firms providing partial insurance to workers, the sorting of workers into firms with different risks and the interactions between self-employment and financial wealth. The workshop then went on to discuss the macro level effects of capital market imperfections on employment, job creation and rent sharing. The workshop also incorporated a politico-economic perspective by providing an economic analysis of why labor markets tend to be more regulated when capital markets are less efficient.

Place:
IZA, Bonn
Date:
May 30-31, 2003
Host:
IZA
Organizers:
Torben Andersen (University of Aarhus, Denmark and IZA); **Winfried Koeniger** (IZA)

Program

1. Corporate Governance and Labor Markets

Managerial Compensation and Product Market Competition

Vicente Cunat (University Pompeu Fabra, Barcelona, Spain), with **Maria Guadalupe**

Discussant: **Hielke Buddelmeyer** (IZA)

Corporate Governance and the Division of Rents Among Shareholders, Managers and Workers

Pablo Ruiz-Verdu (University Carlos III, Madrid, Spain)

Discussant: **Guido Friebel** (University of Toulouse, France and IZA)

2. Risk and Firms

Fighting for Talent: Risk-Shifting, Corporate Volatility and Organizational Change

Guido Friebel (University of Toulouse, France and IZA), with **Mariassunta Gianetti**

Discussant: **Pablo Ruiz-Verdu** (University Carlos III, Madrid, Spain)

Insurance within the Firm

Luigi Guiso (University of Sassari, Italy), with **Luigi Pistaferri, Fabiano Schivardi**

Discussant: **Ken Troske** (University of Missouri-Columbia, Columbia, USA and IZA)

Consumption Smoothing and the Structure of Labor and Credit Markets

Giuseppe Bertola (European University Institute, Florence, Italy), **Winfried Koeniger** (IZA)

Discussant: **Etienne Wasmer** (Free University of Brussels, Belgium and IZA)

The Decline of Rents, and the Rise and Fall of European Unemployment

Thomas Philippon (MIT, Cambridge, USA), with **Olivier Blanchard**

Discussant: **Erkki Koskela** (University of Helsinki, Finland)

3. Macroeconomics of Labor and Credit Market Interactions II

Job Creation and Investment in Imperfect Capital and Labor Markets

Silvio Rendon (University Carlos III, Madrid, Spain)

Discussant: **Marco Leonardi** (IZA)

Profit Sharing, Credit Market Imperfections and Equilibrium Unemployment

Erkki Koskela (University of Helsinki, Finland), with **Rune Stenbacka**

Discussant: **Torben Andersen** (University of Aarhus, Denmark and IZA)

4. Venture Capital and the Labor Market

The Dynamics of Self-Employment and Household Wealth: New Evidence from Panel Data

Stefan Hochguertel (Free University of Amsterdam, Netherlands)

Discussant: **Alexandru Voicu** (IZA)

Capital Market Institutions and Venture Capital: Do They Affect Unemployment and Labour Demand?

Thomas Fuchs (Ifo Institute for Economic Research, Munich, Germany), with **Rainer Fehn**

Discussant: **Stefan Hochguertel** (Free University of Amsterdam, Netherlands)

CEPR/IZA Conference
The Phillips Curve Revisited

This top-class conference was organized by IZA in conjunction with the London-based Centre for Economic Policy Research (CEPR), the German Institute for Economic Research (DIW Berlin), and the Schumpeter Institute of Humboldt University, Berlin.

The conference evaluated of the latest developments in the interaction between monetary phenomena and real economic activities. One objective was to bring alternative approaches to the Phillips curve – theoretical and empirical – into contact with another, so that their relative strengths and weaknesses, their explanatory power and policy implications could be clarified. In this context, another aim was to help explain the performance of the European and U.S. economies in recent years, particularly the long-lasting low-inflation boom of the 1990s and the subsequent recession.

Place:
Berlin
Date:
June 5-7, 2003

Host:
IZA , DIW - German Institute for Economic Research, Berlin, Germany, Schumpeter Institute of Humboldt University, Berlin, Germany, CEPR - Centre for Economic Policy Research, London, UK
Organizer:
Dennis J. Snower (Birkbeck College, University of London, UK)

Program

1. Phillips Curve: Microfoundations

Monetary Policy for Inattentive Economies

Ricardo Reis (Harvard University, Cambridge, USA), **Laurence Ball** (John Hopkins University, Baltimore, USA), with **N. Gregory Mankiw**

Discussant: **Bartosz Mackowiak** (Humboldt University, Berlin, Germany)

Menu Costs and Phillips Curves

Mikhail Golosov (Federal Reserve Bank of Minneapolis, USA), with **Robert E. Lucas Jr.**

Discussant: **Neil Rankin** (University of Warwick, Coventry, UK)

A Reappraisal of the Inflation-Unemployment Tradeoff

Dennis J. Snower (Birkbeck Collage, University of London, UK), with **Marika Karanassou**, **Hector Sala**

Discussant: **Guido Ascari** (University of Pavia, Italy)

2. Empirics

Nesting the New Keynesian Phillips Curve within the Mainstream Model of U. S. Inflation Dynamics

Robert J. Gordon (Northwestern University, Evanston, USA), **Jonathan W. Eller** (University of Maryland, College Park, USA, USA)

Discussant: **Robert Kollmann** (University of Bonn, Germany)

Will the (German) NAIRU Please Stand up?

Wolfgang Franz (Centre for European Economic Research, Mannheim, Germany)

Discussant: **Ulrich Fritsche** (DIW - German Institute for Economic Research, Berlin, Germany,)

Robustness of the Estimates of the Hybrid New Keynesian Phillips Curve

Jordi Galí (University Pompeu Fabra, Barcelona, Spain), with **Mark Gertler, J. David Lopez-Salido**

Discussant: **Gunter Coenen** (European Central Bank, Frankfurt, Germany)

3. Implications for Monetary and Fiscal Policy

Adaptive Learning and Monetary Policy Design

George Evans (University of Oregon, Eugene, USA), **Seppo Honkapohja** (University of Helsinki, Finland)

Discussant: **Petra Geraats** (University of Cambridge, UK)

Rule-Based Monetary Policy under Central Bank Learning

Kosuke Aoki (University Pompeu Fabra, Barcelona, Spain), with **Kalin Nikolov**

Discussant: **Mirko Wiederholt** (Humboldt University, Berlin, Germany)

Customer Anger at Price Increases, Changes in the Frequency of Price Adjustement and Monetary Policy

Julio J. Rotemberg (Harvard University, Cambridge, USA)

Discussant: **Harald Uhlig** (Humboldt University, Berlin, Germany)

Optimal Fiscal and Monetary Policy: Equivalence Results

Isabel Correia (Bank of Portugal, Lisbon, Portugal), **Pedro Teles** (Federal Reserve Bank of Chicago, USA), with **Juan Pablo Nicolini**

Discussant: **Roel Beetsma** (University of Amsterdam, Netherlands)

Optimal Fiscal and Monetary Policy under Sticky Prices

Stephanie Schmitt-Grohe (Rutgers University, New Brunswick, USA), **Martin Uribe** (University of Pennsylvania, Philadelphia, USA)

Discussant: **Torben Andersen** (University of Aarhus, Denmark)

Optimal Monetary and Fiscal Policy: A Linear-Quadratic Approach

Michael Woodford (Princeton University, USA), with **Pierpaolo Benigno**

Discussant: **Stephanie Schmitt-Grohe** (Rutgers University, New Brunswick, USA)

Monetary Policy and the Dynamic Effects of Technology Shocks

Lawrence J. Christiano (Northwestern University, Evanston, USA), **Martin Eichenbaum** (Northwestern University, Evanston, USA), with **David Altig, Jesper Linde**

Discussant: **Fabio Canova** (University Pompeu Fabra, Barcelona, Spain)

4. Labour Markets and the Long Boom

Why Do Americans Work so Much and Europeans so Little?

Edward C. Prescott (Federal Reserve Bank of Minneapolis, USA)

Discussant: **Michael Burda** (Humboldt University, Berlin, Germany)

Wage Determination and Employment Fluctuations

Robert Hall (Stanford University, USA)

Discussant: **John Muellbauer** (Nuffield College, Oxford, UK)

Shakeouts and Market Crashes

Boyan Jovanovic (University of Chicago, USA), with **Alessandro Barbarino**

Discussant: **Monique Ebell** (Humboldt University, Berlin, Germany)

Business Cycle Accounting

V. V. Chari (University of Minnesota, Morris, USA), with **Patrick J. Kehoe, Ellen R. McGrattan**

Discussant: **Martin Eichenbaum** (Northwestern University, Evanston, USA

Second IZA/SOLE Transatlantic Meeting of Labor Economists

Again top-class experts from Europe and the United States came together at the 2nd IZA/SOLE Transatlantic Meeting. They concentrated on the discussion of research cooperation in the fields "Economics of the Family," "Women and the Labor Market," "Search and Matching," "Firm Behavior and Work," "Wage Determination" and "Natural Experiments." This broad variety of topics reflects the main goal of the annual Transatlantic Meeting, which is to foster further research in all areas of labor economics.

Place:
Buch on Lake Ammersee
Date:
June 5-8, 2003
Host:
IZA
Organizer:
Dan Hamermesh (University of Texas, Austin, USA and IZA)

Program

1. Search and Matching

Chair: **Winfried Koeniger** (IZA)

A Test between Unemployment Theories Using Matching Data

Melvyn Coles (University of Essex, Colchester, UK and IZA), with **Barbara Petrongolo**

Reservation Wages, Search Duration, and Accepted Wages in the European Union

John T. Addison (University of South Carolina, Columbia, USA), with **Mario Centeno, Pedro Portugal**

Unemployment Equilibrium and On-the-Job Search

Helene Turon (University of Bristol, UK and IZA), with **Simon Burgess**

2. Firm Behaviour and Work 1

Chair: **Gerard Pfann** (University of Maastricht, Netherlands and IZA)

Status Concerns and the Organization of Work

Yoram Weiss (Tel Aviv University, Israel and IZA), with **Chaim Fershtman, Hans K. Hvide**

Firm Specific Wage Policies

Paolo Sestito (Italian Ministry of Labour), with **Piero Cipollone**

Diversity and Productivity in Teams

Barton Hamilton (Washington University, St. Louis, USA), with **Jack A. Nickerso, Hideo Owan**

3. Wage Determination 1

Chair: **Dan Hamermesh** (University of Texas, Austin, USA and IZA)

On the Specification of Mincerian Wage Regressions

Christian Belzil (Concordia University, Montreal, Canada and IZA)

ICT and Socio-Economic Exclusion

John Haisken-DeNew (RWI, Essen, Germany and IZA), with **Conchita D'Ambrosio**

Educational Track, Networks and Labor Market Outcomes

David N. Margolis (University Paris I, France and IZA), with **Veronique Simonnet**

4. Women and the Labor Market

Chair: **Ken Troske** (IZA)

Recent Trends and Current Sources of the Gender Wage Gap in the U.S.

June O'Neill (City University of New York, USA)

The Changing Distribution of Male and Female Wages: 1978-2000

Amanda Gosling (University of Essex, Colchester, UK)

An Empirical Examination of the Male/Female Wage Gap in an Equilibrium Search Framework

Ken Troske (IZA), with **Astrid Kunze**

5. Economics of the Family

Chair: **Ken Troske** (IZA)

Occupation, Sex-Integration and Divorce

Terra McKinnish (University of Colorado, Boulder, USA)

Education, Job Search and Migration

Emek Basker (University of Missouri-Columbia, Columbia, USA)

Children and Women's Participation Dynamics

Alexandru Voicu, with **Hielke Buddelmeyer** (IZA)

6. Natural Experiments

Chair: **Thomas Dohmen** (IZA)

"Youth Minimum Wage Reform and the Labour Market"

Steven Stillman (New Zealand Department of Labour and IZA), with **Dean Hyslop**

"Equilibrium Policy Experiments and the Evaluation of Social Programs"

Shannon Seitz (Queen's University, Ontario, Canada), with **Jeremy Lise, Jeffrey Smith**

"Do Dropouts Drop Out Too Soon? Evidence from Changes in School-Leaving Laws"

Philip Oreopoulos (University of Toronto, Canada)

7. Firm Behaviour and Work 2

Chair: **Thomas Bauer** (IZA)

The Careers of Top Executives and Firm Openness: Internal Versus External Labour Markets

Francisco Lima (University Lusófona, Lisbon, Portugal), with **Mario Centeno**

Corporate Governance and the Division of Rents among Shareholders, Managers and Workers

Pablo Ruiz Verdu (University Carlos III, Madrid, Spain)

Hard Work Versus Good Intentions: Stock Options as Compensation

Glen R. Waddell (University of Oregon, Eugene, USA), with **John M. Barron**

8. Wage Determination 2

Chair: **Dan Hamermesh** (University of Texas, Austin, USA and IZA)

Does Product Market Competition Increase Wage Inequality?

Maria Guadalupe (London School of Economics, London, UK and IZA)

A Human Capital Model of the Effects of Abilities and Family Background on Optimal Schooling Levels

Tracy L. Regan (University of Arizona, Tucson, USA), with **Ronald L. Oaxaca, Galen Burghardt**

Firms' Heterogeneity in Capital/Labor Ratios and Wage Inequality

Marco Leonardi (IZA)

IZA/Upjohn/WDI Research Conference on Microeconomic Analyses of Labor Reallocation

Studies of labor reallocation have been spurred by a number of recent developments: the perceived increasing pace of structural change, the availability of new microeconomic data (particularly involving the demand side of the labor market), and the example of drastic shifts and dislocation in the transition economies of Eastern Europe and the former Soviet Union. This conference was organized jointly by IZA, the Upjohn Institute for Employment Research, and the William Davidson Institute at the University of Michigan Business School to promote applied research that uses micro-level data from a variety of economies, including the U.S. and other industrialized countries, and developing and transition economies.

Place:
Kalamazoo, Michigan, USA
Date:
August 21-23, 2003
Host:
Institute for the Study of Labor (IZA); Upjohn Institute for Employment Research, Kalamazoo, USA; William Davidson Institute (WDI) at the University of Michigan Business School

Organizers:

John Earle (Upjohn Institute for Employment Research, Kalamazoo, USA and IZA), **Hartmut Lehmann** (Heriot-Watt University, Edinburgh, UK and IZA), **Katherine Terrell** (William Davidson Institute, Ann Arbor, USA and IZA)

Program

Keynote Address

Daniel Hamermesh (University of Texas, Austin, USA and IZA)

1. Chair: **Randall Eberts** (Upjohn Institute for Employment Research, Kalamazoo, USA)

Job Loss in the United States, 1981- 2001

Henry Farber (Princeton University, USA)

Labor Market Dynamics and Wage Losses of Displaced Workers in France and the United States

Arnaud Lefranc (University of Cergy-Pontoise, France)

Playing Hard to Get: New Evidence on Layoffs, Recalls, and Unemployment

Nuria Rodriguez-Planas (Mathematica Policy Research, Inc, Princeton, USA.)

Discussants: **Stephen Woodbury** (Michigan State University, East Lansing, USA), **Jeff Biddle** (Michigan State University, East Lansing, USA), **Ira Gang** (Rutgers University, New Brunswick, USA and IZA)

2. Chair: **Katherine Terrell** (William Davidson Institute, Ann Arbor, USA and IZA)

Use It or Lose it? Human Capital Investment Strategies and the Earnings of Displaced Workers

Peter Kuhn (University of California, Santa Barbara and IZA), with **Arthur Sweetman**

The Echo of Job Displacement

Donald Storrie (Göteborg University, Sweden), with **Marcus Eliason**

Discussants: **Jonathan Wadsworth** (Royal Holloway College, University of London and IZA), **Jean Kimmel** (Western Michigan University, Kalamazoo, USA)

3. Chair: **Hartmut Lehmann** (Heriot-Watt University, Edinburgh, UK and IZA)

Employment Expectations and Gross Flows by Contract Type

Catalina Amuedo-Dorantes (San Diego State University, USA), with **Miguel Á. Malo**

Explaining Individual Job Separations: An Econometric Analysis Applying Employer-Employee Data

Anders Frederiksen (Aarhus School of Business, Denmark and IZA)

Worker Inflow, Outflow, and Churning at the Plant Level

Pekka Ilmakunnas (Helsinki School of Economics, Finland), with **Mika Maliranta**

Discussants: **Susan Houseman** (Upjohn Institute for Employment Research, Kalamazoo, USA), **Atanas Christev** (Heriot-Watt University, Edinburgh, UK), **John Jackson** (University of Michigan, Ann Arbor, USA)

4. Chair: **Gerard Pfann** (University of Maastricht, Netherlands and IZA)

Trade Liberalization and Employment Effects in Ukraine

Hartmut Lehmann (Heriot-Watt University, Edinburgh, UK and IZA), with **Atanas Christev**, **Olga Kupets**

Employment Responses to Trade Liberalisation: Ireland's Industrial Development 1972-2000

Patrick Paul Walsh (Trinity College Dublin, Ireland and IZA), with **Ciara Whelan**

Discussants: **John Haltiwanger** (University of Maryland, College Park, USA and IZA), **Ramon Gomez-Salvador** (European Central Bank, Frankfurt, Germany)

5. Chair: **Stephen Woodbury** (Upjohn Institute for Employment Research, Kalamazoo, USA)

The Effects of Employee Involvement on Firm Performance: Evidence from an Econometric Case Study

Takao Kato (Colgate University, Hamilton, USA), with **Derek C. Jones**

Skill-Biased Transition

Klara Sabirianova (William Davidson Institute, Ann Arbor, USA and IZA)

Returns to Job Mobility

Katherine Terrell (William Davidson Institute, Ann Arbor, USA and IZA), with **Daniel Munich, Jan Svejnar**

Discussants: **Álmos Telegdy** (Budapest University of Economics, Hungaria), **Vladimir Gimpelson** (CLMS - Moscow Higher School of Economics, Russia and IZA), **Theresa Devine** (Independent Budget Office for New York City, USA)

6. Chair: **John Earle** (Upjohn Institute for Employment Research, Kalamazoo, USA and IZA)

Do Employers Provide Insurance Against Low Frequency Shocks? Industry Employment and Industry Wages

Paul Devereux (University of California, Los Angeles, USA)

Organizational Change and Worker Heterogeneit

Gerard Pfann (University of Maastricht, Netherlands and IZA) and **Ben Kriechel**

Discussants: **Daniel Hamermesh** (University of Texas, Austin, USA and IZA), **Henry Farber** (Princeton University, USA)

7. Chair: **Klara Sabirianova** (William Davidson Institute, Ann Arbor, USA and IZA)

Job Flows Establishment Characteristics: Variations across U.S. Metropolitan Areas

R. Jason Faberman (U.S. Bureau of Labor Statistics, Washington D.C., USA)

Firm Size Distribution and EPL in Italy

Roberto Torrini (Bank of Italy, Rome, Italy) and **Fabiano Schivardi**

Discussants: **Randall Eberts** (Upjohn Institute for Employment Research, Kalamazoo, USA), **Timothy Bartik** (Upjohn Institute for Employment Research, Kalamazoo, USA)

8. Chair: **Susan Houseman** (Upjohn Institute for Employment Research, Kalamazoo, USA)

Interfirm Employment Reallocation and the Effects of Privatization and Liberalization: Evidence from Four Transition Economies

J. David Brown (Heriot-Watt University, Edinburgh, UK and IZA), with **John S. Earle, Álmos Telegdy**

Reallocation, Firm Turnover and Efficiency: Selection on Productivity or Profitability

John Haltiwanger (University of Maryland, College Park, USA and IZA), with **Lucia Foster, Chad Syverson**

Discussants: **Robert Gitter** (Wesleyan University, Middletown, USA), **Gerard Pfann** (University of Maastricht, Netherlands and IZA)

IZA/ZA International Seminar Empirical Analysis of Labor Markets

This international seminar of empirical labor market analysis was jointly organized with the Cologne-based Central Archive for Empirical Social Research. The objective was a theory – and data oriented training of post-graduate and doctoral students with special focus on micro data from official statistics.

Place:
Cologne, Germany
Date:
September 1-12, 2003
Host:
Central Archive for Empirical Social Research (ZA), Cologne; Institute for the Study of Labor (IZA)
Organizer:
Dr. Hilmar Schneider (IZA)

Program

1. Labor Supply

Lecturers: **Dr. Holger Bonin** (IZA) and **Dr. Hilmar Schneider** (IZA)

2. The Economics of Schooling

Lecturers: **Dr. Thomas Bauer** (IZA) and **Dr. Michael Fertig** (RWI, Essen, Germany)

3. Econometric Evaluation of Labor Market Programmes

Lecturers: **Michael Lechner** (University of St. Gallen, Switzerland) and **Prof. Jeffrey A. Smith** (University of Maryland, College Park, USA)

4. Simulation of Labor Supply Responses to Policy Reform

Lecturers: **Dr. Holger Bonin** (IZA and Hilmar Schneider (IZA)

5. The Economics of Schooling

Lecturers: **Dr. Thomas Bauer** (IZA) and **Dr. Michael Fertig** (RWI, Essen, Germany)

6. Empirical Analysis of Labor Market Interventions

Lecturer: **Lutz Bellman** (IAB, Nuremberg, Germany)

IZA-CEPR European Summer Symposium in Labour Economics (ESSLE 2003)

September 3-6, 2003 saw the 5th IZA/CEPR European Summer Symposium in Labour Economics (ESSLE) at the Deutsche Post World Net Management Training Center in Buch on Lake Ammersee. The organizers, Juan J. Dolado (University Carlos III, Madrid, CEPR and IZA), Gilles Saint-Paul (University of Social Sciences, Toulouse, CEPR and IZA) and IZA Director Klaus F. Zimmermann (University of Bonn, DIW Berlin and CEPR) put together a program which covered macroeconomic as well as microeconomic dimensions of labor markets. More than 40 highly-renowned international scholars presented and discussed their current research results. The spectrum of the presented scientific analyses was once again very broad. Presenters analyzed such issues as the effects and causes of wage inequality, technological progress, wage setting and employee fluctuations. Vocational training and education as well as the interactions between wage level, job stability and familiar situation were further areas of interest.

Place:
Buch on Lake Ammersee
Date:
September 3-7, 2003
Host:
IZA

Organizers:

Juan J. Dolado (University Carlos III, Madrid, Spain and IZA), **Gilles Saint-Paul** (University of Toulouse, France and IZA), **Klaus F. Zimmermann** (IDIW - German Institute for Economic Research, Berlin, Germany and IZA)

Program

The Role of On-the-Job Search in A Matching Model of Heterogenous Jobs and Workers

Juan J. Dolado (University Carlos III, Madrid, Spain and IZA), **Marcel Jansen** (University Carlos III, Madrid, Spain), with **Juan Francisco Jimeno-Serrano**

Discussant: **Barbara Petrongolo** (London School of Economics, London, UK and IZA)

The Macroeconomic Implications of Wage Inequality in the U.S.

Giovanni Violante (New York University, USA), with **Jonathan Heathcote, Kjettil Storesletten**

Discussant: **Fabien Postel-Vinay** (National Institute for Agricultural Research, Paris, France)

Technology Shocks and Job Flows

Claudio Michelacci (CEMFI - Centre for Monetary and Financial Studies, Madrid, Spain), with **J. David López-Salido**

Discussant: **Marco Leonardi** (IZA)

Crime and Unemployment in France

Francis Kramarz (CREST-INSEE, Paris, France and IZA), with **Denis Fougère, Julien Pouget**

Discussant: **Eric D. Gould** (Hebrew University, Jerusalem, Israel)

Guns, Drugs and Juvenile Crime: Evidence from a Panel of Siblings and Twins

Erdal Tekin (Georgia State University, Atlanta, USA and IZA), with **Naci Mocan**

Discussant: **David Blau** (University of North Carolina at Chapel Hill)

Immigrating to Opportunity: The effect of School Quality Using a Natural Experiment of Ethiopians in Israel

Eric Gould (Hebrew University, Jerusalem, Israel), **Daniele Paserman** (Hebrew University, Jerusalem, Israel), with **Victor Lavy**

Discussant: **Javier Ortega** (London School of Economics, London, UK)

Stability in Work and Family Life

Avner Ahituv (University of Haifa, Israel), with **Robert Lerman**

Discussant: **Winfried Koeniger** (IZA)

Marriage and Career: The Dynamic Decisions of Young Men

Eric Gould (Hebrew University, Jerusalem, Israel)

Discussant: **David Blau** (University of California, Chapel Hill, USA)

Single Mothers and Work

Libertad Gonzalez (Northwestern University, Evanston, USA and IZA)

Discussant: **Winfried Koeniger** (IZA)

DWP Roundtable Discussion - Trends in Inactivity

Unemployment Dealt With? Next Stop the Economically Inactive

Saranna Fordyce (Department for Work and Pensions, London, UK)

Disabled People - What Works??

Mike Daly (Department for Work and Pensions, London, UK)

Discussant: **Gerard Pfann** (University of Maastricht, Netherlands and IZA)

Clean Evidence on Peer Pressure

Andrea Ichino (European University Institute, Florence, Italy and IZA), with **Armin Falk**

Discussant: **Pierre Cahuc** (University of Paris I and IZA)

Training in Europe

Alison Booth (Australian National University, Canberra, Australia and IZA), with **Mark Bryan, Wiji Arulampalam**

Discussant: **Andrea Bassanini** (OECD, Paris, France)

The Costs of Temporary Labour Contracts and the Demand for Labour: An Evaluation of a Recent French Reform Using a Panel of Establishments

Eric Maurin (CREST-INSEE, Paris, France), with **Magda Tomasini**

Discussant: **José Enrique Galdón Sánchez** (University of Navarre, Pamplona, Spain)

Is Education Inherited? Understanding Intergenerational Transmission of Human Capital

Kjell J. Salvanes (Norwegian School of Economics and Business Administration, Bergen, Norway and IZA), **Paul Devereux** (University of California, Los Angeles, USA), with **Sandra Black**

Discussant: **Maia Güell** (University Pompeu Fabra, Barcelona, Spain and IZA)

Gender and Educational Attainment in Schools

Sandra McNally (London School of Economics, London, UK), with **Stephen Machin**

Discussant: **Bruno van der Linden** (Catholic University of Louvain, Belgium)

The Enrollment Effect of Secondary School Fees in Post-War Germany

Regina T. Riphahn (University of Basel, Switzerland and IZA)

Discussant: **Kjell J. Salvanes** (Norwegian School of Economics and Business Administration, Bergen, Norway and IZA)

The Sustainability of Transnational Collective Bargaining Policies

Chiara Strozzi (University of Modena, Italy)

Discussant: **Florentino Felgueroso** (University of Ovideo, Spain)

Preferences for Rigid versus Individualized Wage Setting in Search Economies with Firing Frictions

Michael C. Burda (Humboldt University, Berlin and IZA), with **Tito Boeri**

Discussant: **Marco Leonardi** (IZA)

Delegated Job Design

Hans K. Hvide (Norwegian School of Economics and Business Administration, Bergen, Norway), with **Todd Kaplan**

Discussant: **Antonio Filippin** (University of Milan, Italy and IZA)

Why Do Ethnic Minorities Search Less Actively? A Transport-Mode Based Theory

Yves Zenou (University of Southampton, UK and IZA)

Discussant: **Marcel Jansen** (University Carlos III, Madrid, Spain)

Evaluating the Labour Market Effects of Compulsory Military Service

Thomas Bauer (IZA), with **Stephan Bender, Christoph M. Schmidt**

Discussant: **Bruno van der Linden** (Catholic University of Louvain, Belgium)

Internet Job Search and Unemployment Durations

Peter Kuhn (University of California, Santa Barbara and IZA), with **Mikal Skuterud**

Discussant: **Maia Güell** (University Pompeu Fabra, Barcelona, Spain and IZA)

IZA Workshop
Search and Matching on the Labor Market: Recent Developments and Avenues for Future Research

The question of how buyers and sellers find each other in markets that are characterized by search frictions has initiated a growing body of literature in the field of economics. This workshop intended to bring together some of the key contributors to the field in a relaxed atmosphere and to provide an opportunity to discuss their recent research, as well as what direction research in search and matching should take in the future.

Place:
IZA, Bonn
Date:
November 14-15, 2003
Host:
IZA
Organizers:
René Fahr (IZA), **Uwe Sunde** (IZA)

Program

Duration Dependent Unemployment Insurance and Stabilisation Policy

Melvyn Coles (IZA), with **Adrian Masters**

Discussant: **Jim Albrecht** (Georgetown University, Washington DC, USA and IZA)

A Matching Model of the Housing Market: Searching for a Motivated Partner

Jim Albrecht (Georgetown University, Washington DC, USA and IZA), **Susan Vroman** (Georgetown University, Washington DC, USA and IZA), with **Axel Anderson, Eric Smith**

Discussant: **Uwe Sunde** (IZA)

Wage Distributions and Wage Dynamics in Europe and the US: Lessons from a Simple Job Search Model

Jean-Marc Robin (University of Paris I, France and IZA), with **Grégory Jolivet, Fabien Postel-Vinay**

Discussant: **Marco Leonardi** (IZA)

Equilibrium Employment in a Model of Imperfect Labour Market

Pietro Garibaldi (Bocconi University, Milan, Italy and IZA), with **Etienne Wasmer**

Discussant: **Christian Holzner** (Ifo Institute for Economic Research, Munich, Germany)

The Reallocation of Labour: Theory and Evidence

Simon Burgess (University of Bristol, UK and IZA)

Discussant: **René Fahr** (University of Cologne, Germany and IZA)

Equilibrium Directed Search with Multiple Applications

Jim Albrecht (Georgetown University, Washington DC, USA and IZA), with **Pieter Gautier, Susan Vroman**

Discussant: **Klaus Kultti** (University of Helsinki, Finland)

Strategic Wage Setting and Undirected Search with Multiple Applications

Pieter Gautier (Erasmus University Rotterdam, Netherlands and IZA), with **José Moraga-González**

Discussant: **Pierre Cahuc** (University of Paris I, France and IZA)

Interpreting Europe and US Labour Market Differences: The Specificity of Human Capital Investments

Etienne Wasmer (Free University of Brussels, Belgium and IZA)

A Quantitative Study of the Replacement Problem in Frictional Economies

Andreas Hornstein (Federal Reserve Bank of Richmond, USA), with **Per Krusell, Giovanni L.Violante**

Discussant: **Winfried Koeniger** (IZA)

Testing Unemployment Theories Using Matching Data

Barbara Petrongolo (London School of Economics, London, UK and IZA), with **Melvyn Coles**

Discussant: **Christian Belzil** (IZA)

Physical Search

Klaus Kultti (University of Helsinki, Finland), with **Antti Miettunen, Juha Virrankoski**

Discussant: **Melvyn Coles** (IZA)

Do We Need More Stringent Employment Protection Legislations?

Pierre Cahuc (University of Paris I, France and IZA), with **Grégory Jolivet**

Discussant: **Andreas Hornstein** (Federal Reserve Bank of Richmond, USA)

Efficient Active Labor Market Policies

Jan van Ours (Tilburg University, Netherlands and IZA), with **Jan Boone**

Discussant: **Susan Vroman** (Georgetown University, Washington DC, USA and IZA)

2004

IZA Workshop
Central and Eastern European Labor Markets

Above all, the workshop had two aims: a) establish a mechanism that allows IZA to receive all waves of the Polish LFS, now and in the future; b) discuss with the statistical experts a supplement to two waves of the Polish LSF in 2005 and 2006 on migration intentions and migration histories of Polish workers; on the fate of displaced workers; on ALM

Place:
Warsaw School of Economics, Poland
Date:
February 27-28, 2004
Host:
IZA
Organizer:
Hartmut Lehmann (University of Bologna, Italy and IZA Bonn)

Program

Opening remarks

Marek Góra (Warsaw School of Economics, Poland and IZA), **Hartmut Lehmann** (University of Bologna, Italy and IZA Bonn)

Institutional factors determining labour supply of workers over 50 in Poland

Marek Góra (Warsaw School of Economics, Poland and IZA), **Anna Ruzik** (Warsaw School of Economics, Poland)

Tax wedge and employment of low productivity workers in Poland

Marek Góra (Warsaw School of Economics, Poland and IZA), **Mateusz Walewski** (CSERGE - Centre for Social and Economic Research, Norwich, UK)

The general concept of the DFG research group project: Restructuring and Labour Market Adjustment in Central and Eastern Europe

Hartmut Lehmann (University of Bologna, Italy and IZA Bonn)

Migration intentions and migration by Polish workers

Thomas Bauer (IZA), **Axel Heitmueller** (London Business School, UK and IZA)

Displaced Workers in Poland, Russia and Ukraine

Jonathan Wadsworth (Royal Holloway University, London, UK and IZA), **Hartmut Lehmann** (University of Bologna, Italy and IZA Bonn)

Evaluation of ALMP in Poland, Russia and Ukraine

Jochen Kluve (RWI Essen, Germany and IZA), **Hartmut Lehmann** (University of Bologna, Italy and IZA Bonn)

The State of Working Britain

Jonathan Wadsworth (Royal Holloway University, London, UK and IZA)

The book project and the structure: The State of Working Poland

Hartmut Lehmann (University of Bologna, Italy and IZA Bonn)

Pension reform in Poland

Marek Góra (Warsaw School of Economics, Poland and IZA), **Michal Rutkowski** (World Bank, Washington DC, USA and IZA)

General discussion of the book project "The State of Working Poland"

IZA/Urban Institute Workshop Workshop on Migration

Together with the renowned Urban Institute, IZA conducted a workshop on hot migration topics in Germany and the United States, which was held in Washington, D.C. Researchers from IZA, DIW Berlin, and the Urban Institute discussed new research findings and took the chance to discuss a German-American professional cooperation in this area.

Place:
Urban Institute, Washington, D.C. USA
Date:
May 21, 2004
Host:
IZA, Urban Institute, Washington DC, USA
Organizers:
Amelie Constant (Deputy Program Director for Migration, IZA); **Michael E. Fix** (Director of the Immigration Studies Program, Urban Institute, Washington DC, USA)

Program

Welcoming Address and Introductory Remarks

Klaus F. Zimmermann (DIW - German Institute for Economic Research, Berlin, Germany and IZA), **Michael E. Fix** (Urban Institute, Washington DC, USA)

1. Chair: **Barry R. Chiswick** (University of Illinois, Chicago, USA and IZA)

Labor Market Effects of Migration in Germany: Examining Skill Groups

Holger Bonin (IZA)

Immigrants' Economic Performance Across Europe - Does Immigration Policy Matter?

Joachim R. Frick (DIW - German Institute for Economic Research, Berlin, Germany), with **Felix Büchel**

A Profile of the Low-Wage Immigrant Workforce

Randy Capps (Urban Institute, Washington DC, USA)

2. Chair: **Klaus F. Zimmermann** (DIW - German Institute for Economic Research, Berlin, Germany and IZA)

School Reform: The Demographic Imperative and Challenge

Michael E. Fix (Urban Institute, Washington DC, USA)

South-North Migration and Trade: A Survey

Maurice Schiff (World Bank, Washington DC, USA and IZA)

3. Chair: **Amelie Constant** (IZA)

Do the Best Go West? An Analysis of the Self-Selection of Employed East-West Migrants in Germany

Herbert Brücker (DIW - German Institute for Economic Research, Berlin, Germany and IZA), with **Parvati Trübswetter**

Naturalization Trends in the United States

Jeff Passel (Urban Institute, Washington DC, USA)

4. Chair: **Michael E. Fix** (Urban Institute, Washington DC, USA)

Research and Policy Issues in High-Skilled International Migration: A Perspective with Data from the United States

Mark Regets (National Science Foundation, Arlington, USA and IZA)

Skilled Migration: The Perspective of Developing Countries

Frédéric Docquier (University of Lille 2, France and IZA), with **Hillel Rapoport**

Closing Address

Jeff Passel (Urban Institute, Washington DC, USA)

IZA Workshop
The Nature of Discrimination

The study of discrimination and its mechanisms in the field of labor the market is one of the increasingly important topics in labor economics. To foster further research in this field, IZA organized this workshop in the context of its research area "The Future of Labor." Forms and effects of wage discrimination were one focus of the discussions.

Place:
IZA, Bonn
Date:
June 1, 2004
Host:
IZA
Organizer:
Daniel S. Hamermesh (University of Texas, Austin, USA and IZA)

Program

Welcome

Dan Hamermesh (University of Texas, Austin, USA and IZA)

Black-White Skill Convergence

Derek Neal (University of Chicago, USA and IZA),

Discuassants: **David Jaeger** (College of William and Mary, Williamsburg, USA and IZA), **Thomas Dohmen** (IZA)

Gender Gaps in Unemployment Rates in OECD Countries

Maia Guell (University Pompeu Fabra, Barcelona, Spain and IZA), with **Ghazala Azmat, Alan Manning**

Discussants: **Astrid Kunze** (Norwegian School of Economics and Business Administration, Bergen, Norway and IZA), **Gulcin Gumus** (IZA)

Gender Differences in Job Assignment and Promotion on a Complexity Ladder of Jobs

Tuomas Pekkarinen (Nuffield College, Oxford, UK and IZA), with **Juhana Vartiainen**

Discussants: **Kate Antonovics** (University of California, San Diego), **Roland Fryer** (Harvard University, Cambridge, USA)

New Market Power Models and Sex Differences in Pay

Michael Ransom (Brigham Young University and IZA), with **Ronald Oaxaca**

Discussants: **Dan Hamermesh** (University of Texas, Austin, USA and IZA), **Alois Stutzer** (University of Zurich, Switzerland and IZA)

Risk Aversion or Discrimination? Understanding the Gender Pay Gap Using Matched Data

Astrid Kunze (Norwegian School of Economics and Business Administration, Bergen, Norway and IZA), with **Sandra Black, Kjell Salvanes**

Discussants: **Michael Ransom** (Brigham Young University and IZA), **Ana Rute Cardoso** (IZA)

Approval of Equal Rights and Gender Differences in Well-Being

Alois Stutzer (University of Zurich, Switzerland and IZA), with **Rafael Lalive**

Discussants: **Tuomas Pekkarinen** (Nuffield College, Oxford, UK and IZA), **Audrey Light** (Ohio State University, Columbus, USA)

Distinguishing Cognitive Effects from Other Causes of Observed Discrimination

Roland Fryer (Harvard University, Cambridge, USA), with **Matthew Jackson**

Discussants: **Derek Neal** (University of Chicago, USA and IZA), **David Huffman** (IZA)

A New Look at Racial Profiling: Evidence from the Boston Police Department

Kate Antonovics (University of California, San Diego, USA), with **Brian Knight**

Discussants: **Maia Guell** (University Pompeu Fabra, Barcelona, Spain and IZA), **Winfried Koeniger** (IZA)

Third IZA/SOLE Transatlantic Meeting of Labor Economists

The third IZA/SOLE Transatlantic Meetings, jointly organized by IZA and the Society of Labor Economists (SOLE), aimed again to promote high-quality research in all areas of labor economics by providing a forum that fosters scientific exchange of ideas among scholars from around the world.

The meetings proved to be motivating for the scholars and research projects covered under the DFG program area "Flexibility Potentials in Heterogeneous Labor Markets." The program covered a variety of issues such as labor supply, human capital, search and unemployment, internal labor markets, mobility, labor markets in transitional economies as well as the relation between labor supply, childcare and health.

Place:
Buch on Lake Ammersee
Date:
June 3-6, 2004
Host:
SOLE; IZA
Organizer:
Daniel S. Hamermesh (University of Texas, Austin, USA at Austin and IZA)

Program

1. Labor Supply

Chair: **Daniel S. Hamermesh** (University of Texas, Austin, USA at Austin and IZA)

Specialization in Household Activities within Cohabiting versus Married Households

Leslie S. Stratton (Virginia Commonwealth University, Richmond, USA and IZA)

oes the Fairness of the Distribution of Wealth Affect Individual Labour Supply?

Maureen Paul (University of Warwick, Coventry, UK)

Reference-Dependent Preferences and the Allocation of Effort Over Time: Evidence from Natural Experiments with Bike Messengers

Lorenz Goette (University of Zurich, Switzerland and IZA), with **David Huffmann**

Incentive Effects of Bonus Payments: Evidence from a Multinational Company

Regina T. Riphahn (University of Basel, Switzerland and IZA), with **Axel Engellandt**

2. Human Capital

Chair: **Melvyn Coles** (IAE, Barcelona, Spain and IZA)

Peer Groups and Academic Achievement: Panel Evidence from Administrative Data

Julian R. Betts (University of California, San Diego, USA), with **Andrew Zau**

Demand for Education and Labour Market Outcomes: Lessons from the Abolition of Compulsory Conscription in France

Theodora Xenogiani (CREST-INSEE, Paris, France), with **Eric Maurin**

Early Human Capital Skills and Labor Market Entry

Wim Vijverberg (University of Texas, Austin, USA and IZA)

3. Search and Unemployment

Chair: **Gülcin Gümüs** (IZA)

Equilibrium Directed Search with Multiple Applications

Jim Albrecht (Georgetown University, Washington DC, USA and IZA), with **Pieter A. Gautier, Susan Vroman**

The Exhaustion of Unemployment Benefits in Belgium. Does it Enhance the Probability of Employment?

Bart Cockx (Catholic University of Louvain, Belgium and IZA), with **Jean Ries**

Strategic Wage Setting and Coordination Frictions with Multiple Applications

Pieter A. Gautier (Erasmus University, Rotterdam, Netherlands and IZA), with **José L. Moraga-González**

4. Internal Labor Markets

Chair: **Susan Vroman** (Georgetown University, Washington DC, USA and IZA)

On-the-Job Training: Estimating Costs and Returns Using Firm Level Data

Rita Almeida (World Bank, Washington DC, USA and IZA), with **Pedro Carneiro**

Firm-Level Social Returns to Education

Pedro Martins (University of St. Andrews, Scotland)

Potential, Prizes and Performance: Testing Tournament Theory with Professional Tennis Data

Uwe Sunde (IZA)

5. Development and Transition

Chair: **Joe Stone** (University of Oregon, Eugene, USA)

Local Labor Markets and East-West Migration in Germany

David A. Jaeger (College of William and Mary, Williamsburg, USA and IZA), with **Thomas Bauer**

Do Market Pressures Induce Economic Efficiency? The Case of Slovenian Manufacturing, 1994-2001

Peter F. Orazem (Iowa State University, Ames, USA and IZA), with **Milan Vodopivec**

Are Older Cohorts the Winners of East Germany's Transition? The Effect of Investment, Selection and Institutions on Relative Wages

Christina Gathmann (University of Chicago, USA and IZA)

6. Children and Health

Chair: **Sher Verick** (IZA)

Part-time Employment Traps and Childcare Policy

Melvyn Coles (IAE Barcelona, Spain and IZA), with Alison L. Booth

Booms, Busts, and Babies' Health

Rajeev H. Dehejia (Columbia University, New York, USA), with Adriana Lleras-Muney

Does Unemployment Make You Sick?

Rafael Lalive (University of Zurich, Switzerland and IZA, with **Andreas Kuhn, Josef Zweimüller**

IZA Annual Migration Meeting (AM²)

With the first IZA Annual Migration Meeting, IZA intensified its commitment in the area of international migration research. Many renowned scientists participated in this top-class interdisciplinary event. The individual sessions dealt with return migration, immigrants' geographic locations and homeownership, impact on Natives, net inflows and trends, self-selection, migration and smuggling, human capital and new frontiers in surveys. A regular part of the annual meeting is the Julian Simon Lecture in honor of the US migration expert Julian Simon.

Place:
IZA, Bonn
Date:
June 25-26, 2004
Host:
IZA
Organizers:
Amelie Constant (IZA), **Klaus F. Zimmermann** (IZA)

Program

Welcoming Address

Klaus F. Zimmermann (IZA)

1. Return/Repeat Migration

Chair: **Barry R. Chiswick** (University of Illinois,Chicago, USA and IZA)

Are Migrants More Skilled than Non-Migrants? Repeat, Return and Same-Employer Migrants

Jennifer Hunt (McGill University, Montreal, Canada and IZA)

Discussant: **Anzelika Zaiceva** (European University Institute, Florence, Italy)

Self-Selection and the Performance of Return Migrants: A Source Country Perspective

Augustin de Coulon (Queen Mary, University of London, UK and IZA), with **Matloob Piracha**

Discussant: **Holger Stichnoth** (IZA)

2. Immigrants Geographic Location and Homeownership

Chair: **Klaus F. Zimmermann** (IZA)

Local Labor Markets, Admission Categories, and Immigrant Location Choice

David A. Jaeger (College of William and Mary, Williamsburg, USA and IZA)

Discussant: **René Fahr** (University of Cologne, Germany and IZA)

Immigrant and Native Asset Accumulation in Home Ownership

Sherrie Kossoudji (University of Michigan, Ann Arbor, USA and IZA), with **Stanley A. Sedo**

Discussant: **Mariola Pytlikova** (Aarhus School of Business, Denmark)

3. Impact on Natives

Chair: **Amelie Constant** (IZA)

The Dynamic Impact of Immigration on Natives' Labor Market Outcomes: Evidence from Israel

Daniele Paserman (Hebrew University, Jerusalem, Israel and IZA), with **Sarit Cohen-Goldner**

Discussant: **Magnus Lofstrom** (University of Texas, Dallas, USA and IZA)

Immigration and Crime Across Seven Nations

Rita J. Simon (American University, Washington DC, USA)

4. International Migration, Net Inflows and Trends

Chair: **Barry R. Chiswick** (University of Illinois, Chicago, USA and IZA)

International Migration: A Panel Data Analysis of Economic and Non-Economic Determinants

Anna Maria Mayda (Georgetown University, Washington DC, USA and IZA)

Discussant: **Alexandru Voicu** (College of Staten Island, New York, USA and IZA)

Explaining Trends in UK Immigration

Timothy J. Hatton (Australian National University, Canberra, Australia and IZA)

Discussant: **Stephanie Wei Wang** (London School of Economics, London, UK)

The Julian Simon Lecture: Immigration Policy: Methods of Economic Assessment

Don J. DeVoretz (Simon Fraser University, Burnaby, Canada and IZA)

5. Migration and Smuggling

Chair: **Amelie Constant** (IZA)

Smuggling Humans: A Theory of Debt-Financed Migration

Guido Friebel (University of Toulouse, France and IZA), with **Sergei Guriev**

Discussant: **Winfried Koeniger** (IZA)

The Effects of Enforcement on Illegal Markets: Evidence from Migrant Smuggling along the Southwestern Border

Christina Gathmann (Stanford University, USA and IZA)

Discussant: **Sher Verick** (UNECA - United Nations Economic Commission for Africa, Addis Ababa, Ethiopia and IZA)

6. Human Capital and New Frontiers in Surveys

Chair: **Klaus F. Zimmermann** (IZA)

Intergenerational Transmission of Educational Attainment: Evidence from Switzerland on Natives and Second Generation Immigrants

Regina T. Riphahn (University of Erlangen-Nuremberg, Germany and IZA), with **Philipp Bauer**

Discussant: **Holger Bonin** (IZA)

The U.S New Immigrant Survey: Overview and Preliminary Results Based on the New-Immigrant Cohorts of 1996 and 2003

Guillermina Jasso (New York University, USA and IZA), with **Douglas S. Massey, Mark R. Rosenzweig, James P. Smith**

Discussant: **Hartmut Esser** (University of Mannheim, Germany)

IZA Workshop
Wage Inequality, Technology and Institutions

While income inequality increased in Anglo-Saxon economies, this is not true for the majority of continental European countries. Labor market institutions such as the minimum wage, unions and welfare programs, but also social norms and technological changes influence the wage structure and cause country-specific differences. This IZA workshop offered a forum to discuss the status quo of the international research on this topic.

Place:
IZA, Bonn
Date:
July 2-3, 2004
Host:
IZA
Organizers:
Marco Leonardi (University of Milan, Italy and IZA), **Winfried Koeniger** (IZA)

Program

1. Unions and Wage Inequality

The Impact of Deunionization on Earnings Dispersion Revisited

W. Stanley Siebert (University of Birmingham, UK and IZA), with **John T. Addison, Ralph W. Bailey**

Discussant: **Chinhui Juhn** (University of Houston, USA and IZA)

Unionism, Deunionization and Changing Wage Inequality: Preliminary Evidence

Björn Brügemann (Yale University, New Haven, USA and IZA)

Discussant: **W. Stanley Siebert** (University of Birmingham, UK and IZA)

2. Institutions, Wage Inequality and the Labor Share

Labor Market Institutions and Wage Inequality

Winfried Koeniger (IZA), **Marco Leonardi** (University of Milan, Italy and IZA), with **Luca Nunziata**

Discussant: **Francine D. Blau** (Cornell University, Ithaca, USA and IZA)

Labor Shares and the Personal Distribution of Income in the OECD

Daniele Checchi (University of Milan, Italy and IZA), with **Cecilia Garcia Penalosa**

Discussant: **Sebastian Kessing** (Wissenschaftszentrum WZB, Berlin, Germany)

3. Institutions and Labor Demand

Labor Market Institutions and Demographic Employment Patterns

Lawrence M. Kahn (Cornell University, Ithaca, USA and IZA), with **Giuseppe Bertola, Francine D. Blau**

Discussant: **Stephen Machin** (University College London, UK and IZA)

4. Technology Change and Inequality

Lousy and Lovely Jobs: The Rising Polarization of Work in Britain

Alan Manning (London School of Economics, London, UK), with **Maarten Goos**

Discussant: **Marco Leonardi** (University of Milan, Italy and IZA)

Inequality and Mobility

José V. Rodriguez Mora (University Pompeu Fabra, Barcelona, Spain and IZA), with **John Hassler, Joseph Zeira**

Discussant: **Winfried Koeniger** (IZA)

5. Wage Inequality, Labor Demand and Search Frictions

Impacts of Selective Reductions in Labor Taxation

Olivier Pierrard (Catholic University of Louvain, Belgium)

Discussant: **José V. Rodriguez Mora** (University Pompeu Fabra, Barcelona, Spain and IZA)

Preferences for Rigid versus Individualized Wage Setting in Search Economies with Frictions

Tito Boeri (Bocconi University, Milan, Italy and IZA), with **Michael C. Burda**

Discussant: **Björn Brügemann** (Yale University, New Haven, USA and IZA)

6. Skill Premiums and Firm Heterogeneity

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

Bernd Fitzenberger (University of Frankfurt, Germany and IZA), with **Karsten Kohn**

Discussant: **David A. Jaeger** (College of William and Mary, Williamsburg, USA and IZA)

Unequal Workers or Unequal Firms

Alfonso Rosolia (Bank of Italy, Rome, Italy), with **Andrea Brandolini, Piero Cipollone**

Discussant: **Alexandru Voicu** (College of Staten Island, New York, USA and IZA)

ESSLE 2004 - European Summer Symposium in Labour Economics

The European Summer Symposium in Labour Economics (ESSLE) is designed to provide an opportunity for leading labor market experts to discuss their work and share their thoughts. In addition, young European researchers are able to present their research. IZA and the London Centre for Economic Policy Research (CEPR) jointly organized the symposium, which took place for the sixth time. The management center of the Deutsche Post (German Postal Service) once again provided the best conditions for scientists to discuss their research results and set the course for future cooperation.

Place:
Buch am Ammersee
Date:
15. - 18. September, 2004
Host:
IZA
Organizers:
Armin Falk (IZA), **Steve Pischke** (London School of Economics, UK; IZA), **Gilles Saint-Paul** (University of Toulouse, France; IZA)

Program:

Do Financial Markets Discriminate?

Justin Wolfers (University of Pennsylvania, Philadelphia, USA)

Discussant: **Alessandra Fogli** (New York University, USA)

Firm Heterogeneity in Capital Labor Ratios and Wage Inequality

Marco Leonardi (University of Milan, Italy; IZA)

Discussant: **Juan J. Dolado** (University Carlos III, Madrid, Spain; IZA)

Product Market Competition, Returns to Skill and Wage Inequality

Maria Guadalupe (Columbia University, New York, USA; IZA)

Discussant: **Eric Maurin** (CREST-INSEE, Paris, France)

Job Security and Job Protection

Fabien Postel-Vinay (National Institute for Agricultural Research, Paris, France; CREST-INSEE, Paris, France; IZA)

Discussant: **Regina T. Riphahn** (University of Basel, Switzerland; IZA)

How Changes in Financial Incentives Affect the Duration of Unemployment

Josef Zweimüller (University of Zurich, Switzerland; IZA), mit **Rafael Lalive, Jan C. van Ours**

Discussant: **Regina T. Riphahn** (University of Basel, Switzerland; IZA)

Endogenous Labour Market Rigidities and Family Trees

Alessandra Fogli (New York University, USA)

Discussant: **Anna Sjögren** (IUI - Research Institute of Industrial Economics, Stockholm, Sweden)

Dismissal Protection and Worker Flows in Small Establishments

Thomas Bauer (University of Bochum, Germany; IZA), mit **Stefan Bender, Holger Bonin**

Discussant: **Maria Guadalupe** (Columbia University, New York, USA; IZA)

The Long Run Effect of Temporary Employment on Consumption Behaviors

Stefano Gagliarducci (European University Institute, Florence, Italy)

Discussant: **Claudia Olivetti** (Boston University, USA)

Full Employment in Every Region

Bill Wells (Department for Work and Pensions, London, UK)

Discussant: **Josef Zweimüller** (University of Zurich, Switzerland; IZA)

Demand for Education and Labour Market Outcomes: Lessons from the Abolition of Compulsory Conscription in France

Eric Maurin (CREST-INSEE, Paris, France), mit **Theodora Xenogiani**

Discussant: **Fabien Postel-Vinay** (National Institute for Agricultural Research, Paris, France; CREST-INSEE, Paris, France; IZA)

Social Returns to Human Capital and the Spatial Distribution of Human Capital Amongst British Firms

Fernando Galindo-Rueda (London School of Economics, UK; IZA)

Discussant: **Enrico Moretti** (University of California, Berkeley, USA)

Unilingual Versus Bilingual Education System: A Political Economy Analysis

Javier Ortega (University of Toulouse, France), mit Thomas Tangeras

Discussant: **Etienne Wasmer** (University of Québec, Montréal, Canada; IZA)

Entrepreneurial Choice: Can the Jack of All Trades Attitude Be Trained?

Olmo Silva (European University Institute, Florence, Italy)

The More the Merrier? The Effects of Family Composition on Children's Outcomes

Paul Devereux (University of California, Los Angeles, USA; IZA), mit **Sandra Black, Kjell G. Salvanes**

Discussant: **Adeline Delavande** (University of Lisbon, Portugal)

Labor Market Frictions, Job Insecurity and the Flexibility of the Employment Relationship

Niko Matouschek (Kellogg School of Management, Northwestern University, Evanston, USA), mit **Paolo Ramezzana, Frederic Robert-Nicoud**

Discussant: **Maia Güell** (University Pompeu Fabra, Barcelona, Spain; IZA)

Bidding for Industrial Plants: Does Winning a "Million Dollar Plant" Increase Welfare?

Enrico Moretti (University of California, Berkeley, USA), mit **Michael Greenstone**

Discussant: **Francis Kramarz** (CREST-INSEE, Paris, France; IZA)

Politically Connected CEO's and Real Firm Outcomes: Evidence from France

Marianne Bertrand (University of Chicago, USA), mit **Francis Kramarz, Antoinette Schoar, David Thesmar**

Discussant: **Justin Wolfers** (University of Pennsylvania, Philadelphia, USA)

Evaluating the Economic Significance of Downward Nominal Wage Rigidity

Mike Elsby (London School of Economics, UK)

Discussant: **Juan J. Dolado** (University Carlos III, Madrid, Spain; IZA)

Does a Five-Fold Higher Unemployment Rate Make a Difference? Wage Growth and Job Mobility of Young Workers in France and Germany

Till von Wachter (Columbia University, New York, USA; IZA), mit **Paola Giuliano**

Discussant: **Francis Kramarz** (CREST-INSEE, Paris, France; IZA)

How Often Should You Open the Door? Optimal Monitoring to Screen Heterogeneous Agents

Gerd Muehlheusser (University of Bern, Switzerland; IZA), mit **Andrea Ichino**

Discussant: **Asa Rosen** (Stockholm University, Sweden)

Internet Job Search and Worker Flows

Betsey Stevenson (University of Pennsylvania, Philadelphia, USA)

Discussant: **Barbara Petrongolo** (London School of Economics, UK; IZA)

First IZA Prize Conference Frontiers in Labor Economics

In the course of the annual IZA Prize Award in Labor Economics, the first IZA Prize Conference "Frontiers in Labor Markets" was concluded in honor of the laureate Edward Lazear. With top-class presentations and an intensive professional discussion, it provided a worthy framework for the recognition of Lazear's achievements in the presence of his professional colleagues.

Place:
Berlin
Date:
October 24-25, 2004
Host:
IZA
Organizer:
Armin Falk (IZA)

Program

Welcome address

Armin Falk (IZA)

Quantile Regression under Misspecification, with an Application to the U.S. Wage Structure

Joshua Angrist (MIT, Cambridge, USA and IZA), with **Victor Chernozhukov, Ivan Fernandez-Val**

Discussant: **Rafael Lalive** (University of Zurich, Switzerland and IZA)

The Effect of Compulsory Schooling in Germany

Jörn-Steffen Pischke (London School of Economics, London, UK and IZA), with **Till von Wachter**

Discussant: **Holger Bonin** (IZA)

The Returns to Seniority in France (and Why they are Lower than in the United States)

Francis Kramarz (CREST-INSEE, Paris, France and IZA), with **Magali Beffy, Moshe Buchinsky, Denis Fougere, Thierry Kamionka**

Discussant: **Alexandru Voicu** (College of Staten Island, New York, USA and IZA)

Distrust - The Hidden Costs of Control

Armin Falk (IZA), with **Michael Kosfeld**

Discussant: **Georg Weizsäcker** (London School of Economics, London, UK and IZA)

Trust and Trustworthiness among Europeans: South - North Comparison

Andrea Ichino (European University Institute, Florence, Italy and IZA), with **Fabian Bornhorst, Karl Schlag, Eyal Winter**

Discussant: **David Huffman** (IZA)

Speeding, Tax Fraud, and Teaching to the Test

Edward Lazear (Stanford University, USA and IZA)

Discussant: **Thomas Dohmen** (IZA)

Does Unemployment Make You Sick?

Josef Zweimüller (University of Zurich, Switzerland and IZA), with **Andreas Kuhn, Rafael Lalive**

Discussant: **Lorenz Götte** (University of Zurich, Switzerland and IZA)

International Comparisons of Work Disability

Arthur van Soest (Tilburg University, Netherlands and IZA), with **James Banks, Arie Kapteyn, James P. Smith**

Discussant: **Martin Schellhorn** (GSF - National Research Center for Environment and Health, Munich, Germany and IZA)

Do Enclaves Matter in Immigrant Adjustments?

Barry R. Chiswick (University of Illinois, Chicago, USA and IZA), with **Paul W. Miller**

Discussant: **Atanas Christev** (Heriot-Watt University, Edinburgh, UK and IZA)

Disentangling Treatment Effects of Active Labor Market Policies: The Role of Employment Histories

Hartmut Lehmann (University of Bologna, Italy and IZA), with **Jochen Kluve, Christoph M. Schmidt Discussant: Winfried Koeniger** (IZA)

How Changes in Benefits Entitlement Affect Job-Finding: Lessons from the Slovenian "Experiment"

Jan C. van Ours (Tilburg University, Netherlands and IZA), with **Milan Vodopivec**

Discussant: **Olivier Bargain** (IZA)

IZA/CERESS Workshop
Empirical Personnel Economics: Investigating the Organization of Labor within Firms

Empirical studies based on personnel data are crucial to uncovering what happens in employment relationships. Revealing evidence about fundamental aspects of the internal economics of firms – including inter alia hiring and firing, intrafirm mobility, the relation between job positions, pay and performance, or the acquisition of human capital during a career – is key to enlarging our knowledge about the functioning of labor markets in general. The value of microeconometric research in this area is particular high because relatively little is known about the various aspects of labor organization within firms. In recent years, a number of firm-based data sets from various countries, periods and industries have, however, become available for scientific use that can help fill this gap. The composition of a broad pattern of evidence about what happens inside firms operating in different markets and facing different conditions will be greatly facilitated if research is concerted. The workshop contributed to streamlining such research efforts and helped identifying new avenues for future research.

Place:
IZA, Bonn
Date:
November 19-20, 2004
Host:
IZA
Organizers:
Thomas Dohmen (IZA), **René Fahr** (University of Cologne, Germany and IZA)

Program

Wage and Turnover Structure: Theory and New Data In Personnel Economics

Edward Lazear (Stanford University, USA and IZA)

The Promotion Dynamics of American Executives

Christian Belzil (CNRS - National Center for Scientific Research, Paris, France and IZA), with **Michael Bognanno**

Evolution of Earnings in an Internal Labor Market: A Counterfactual Analysis

Tim Barmby (University of Aberdeen, UK), with **Barbara Eberth**

Discussant: **Ben Kriechel** (University of Maastricht, Netherlands and IZA)

Tenure, Career Making and Pay over the Life Cycle

Niels Westergård-Nielsen (Aarhus School of Business, Denmark and IZA), with **Paul Bingley**

Discussant: **Barbara Eberth** (University of Aberdeen, UK)

Other-Regarding Preferences and Performance Pay: An Experiment on Incentives and Sorting

Tor Eriksson (Aarhus School of Business, Denmark), with **Marie-Claire Villeval**

Discussant: **Tom McKenzie** (University of Cologne, Germany)

Performance Incentives and the Dynamics of Voluntary Cooperation

Simon Gächter (University of Nottingham, UK and IZA), with **Esther Kessler, Manfred Königstein**

Discussant: **Kathrin Manthei** (University of Cologne, Germany)

Poster Session

Distrust - The Hidden Cost of Control

Armin Falk (IZA), with **Michael Kosfeld**

Connective Capital: Building Problem-Solving Networks Within Firms

Kathryn Shaw (Stanford University, USA), with **Casey Ichniowski**

Discussant: **W. Bentley MacLeod** (University of Southern California, Los Angeles, USA and IZA)

On the Hidden Costs of Incentive Schemes

Dirk Sliwka (University of Cologne, Germany and IZA)

Discussant: **Wendelin Schnedler** (University of Heidelberg, Germany and IZA)

Deferred compensation and gift exchange: An investigation into multi-period labour markets

Steffen Huck (University College London, UK and IZA), with **Andrew Seltzer, Brian Wallace**

Discussant: **Alwine Mohnen** (University of Cologne, Germany)

Workplace Reorganization Induced Earnings Inequality

Gerard A. Pfann (University of Maastricht, Netherlands and IZA), with **Ben Kriechel**

Discussant: **Uwe Sunde** (IZA)

Sabotage and the Endogenous Design of Tournaments

Bernd Irlenbusch (London School of Economics, London, UK and IZA), with **Christine Harbring**

Discussant: **David Huffman** (IZA)

Schools, Skills and Risk

Joop Hartog (University of Amsterdam, Netherlands and IZA)

Discussant: **René Fahr** (University of Cologne, Germany and IZA)

IZA Workshop
Labor Markets and Institutions: Determinants and Outcomes

How do labor market institutions shape labor market outcomes, and what determines the choice of these institutions?

To discuss these questions, IZA invited leading international experts to Bonn. The program covered a variety of issues such as the role of employment protection legislation in the labor market, the effects of unemployment insurance and job search assistance on labor market transitions, the interdependence of credit market structures and labor market regulations, and the interactions of unions and labor market outcomes.

Place:
IZA, Bonn
Date:
December 3-4, 2004
Host:
IZA
Organizers:
Pierre Cahuc (University of Paris I, France and IZA); **Winfried Koeniger** (IZA)

Program

1. Credit Market Structure and Labor Market Institutions

Endogenous Labor Market Rigidities and Family Ties

Alessandra Fogli (New York University, USA)

Discussant: **Pierre Cahuc** (University of Paris I, France and IZA)

Redistributive Taxation and Bankruptcy in US States

Charles Grant (University of Reading, UK), with **Winfried Koeniger**

Discussant: **Justin Wolfers** (Wharton School, University of Pennsylvania, Philadelphia, USA and IZA)

2. Product Markets, Unions and Labor Market Performance

The Missing Link: Product Market Regulation, Collective Bargaining and the European Unemployment Puzzle

Christian Haefke (University Pompeu Fabra, Barcelona, Spain and IZA), with **Monique Ebell**

Discussant: **Daniele Checchi** (University of Milan, Italy and IZA)

Endogeneity of Union Density and Labour Market Performance

Daniele Checchi (University of Milan, Italy and IZA), with **Luca Nunziata**

Discussant: **Christian Haefke** (University Pompeu Fabra, Barcelona, Spain and IZA)

3. Unemployment Insurance, Job-Search Assistance and Labor Market Transitions

Counseling the unemployed: does it lower unemployment duration and recurrence?

Muriel Dejemeppe (Catholic University of Louvain, Belgium), with **Bruno Crépon, Marc Gurgand**

Discussant: **Konstantinos Tatsiramos** (IZA)

The Effect of Unemployment Insurance on Unemployment Duration and the Subsequent Employment Stability

Konstantinos Tatsiramos (IZA)

Discussant: **Muriel Dejemeppe** (Catholic University of Louvain, Belgium)

4. Redistributive Policies

On the Optimal Timing of Capital Taxes

John Hassler (Stockholm University, Sweden and IZA), with **Per Krusell, Kjetil Storesletten, Fabrizio Zilibotti**

Discussant: **Fabien Postel-Vinay** (PSE, Paris, France and IZA)

5. Job Security, Job Protection and their Determinants

Job Security and Job Protection

Fabien Postel-Vinay (PSE, Paris and IZA), with **Andrew Clark**

Discussant: **Thomas Bauer** (University of Bochum, Germany and IZA)

Job Protection: The Macho Hypothesis

Yann Algan (University of Marne-la-Vallée, France and IZA), with **Pierre Cahuc**

Discussant: **Alessandra Fogli** (New York University, USA)

6. Employment Protection and Job or Worker Flows

Measuring the Effects of Employment Protection on Job Flows: Evidence from Seasonal Cycles

Justin Wolfers (Wharton School, University of Pennsylvania, Philadelphia, USA and IZA)

Discussant: **Winfried Koeniger** (IZA)

Dismissal Protection and Worker Flows in Small Establishments

Thomas Bauer (University of Bochum, Germany and IZA), with **Stefan Bender, Holger Bonin**

Discussant: **Marco Leonardi** (University of Milan, Italy and IZA)

IZA Conference
Women and the Labor Market in Europe

The conference focused on issues surrounding women and the labor market.The main focus was placed on the influence of motherhood on existing employer-employee relationships and the possibilities and determinants of returning into the job afterwards.

Place:
IZA, Bonn
Date:
December 10-11, 2004
Host:
IZA
Organizers:
Kenneth Troske (University of Kentucky, Lexington, USA and IZA), **Gerard A. Pfann** (University of Maastricht, Netherlands and IZA), **Ana Rute Cardoso** (IZA)

Program

Women's Hours of Market Work in Germany: The Role of Parental Leave

Monika Merz (University of Bonn, Germany and IZA)

Discussant: **Ana Rute Cardoso** (IZA)

Balancing Childbearing and Work under Different Labor Market Arrangements: An Analysis of European Union Countries

Alicia Adsera (University of Illinois, Chicago, USA and IZA)

Discussant: **Patrick A. Puhani** (Darmstadt University of Technology, Germany and IZA)

Part-Time Employment Traps

Melvyn Coles (University Autònoma de Barcelona, Spain), with **Alison L. Booth**

Discussant: **Daniela Del Boca** (University of Torino, Italy and IZA)

Labor Supply and Child Care Costs

Daniela Del Boca (University of Torino, Italy and IZA), with **Daniela Vuri**

Discussant: **Alexandru Voicu** (College of Staten Island, New York, USA and IZA)

The Effect of Benefits on Single Motherhood in Europe

Libertad Gonzalez (University Pompeu Fabra, Barcelona, Spain and IZA)

Discussant: **Uwe Sunde** (IZA)

Understanding Changes in Gender Earnings Differentials during Economic Transition: The East German Case

Christina Gathmann (Stanford University, USA and IZA)

Discussant: **Marton Csillag** (IZA)

2005

Social Policy Evaluation Annual Conference (SPEAC)

With the "Social Policy Evaluation Annual Conference (SPEAC)," established in 2005, IZA offers a platform for leading international researchers to discuss both international experiences with social policies and methodological advances in program evaluation. The focus of the inaugural conference was on the effects of family and education policy. SPEAC 2005 was a promising start to this new IZA conference series which also aims at communicating the latest results and methods in program evaluation among policy makers.

Place:
Canberra, Australia
Date:
February 23-25, 2005
Host:
Australian National University, Canberra, Australia, Canberra
Organizers:
Holger Bonin (IZA), **Deborah Cobb-Clark** (Social Policy Evaluation Analysis and Research Centre, Canberra, Australia)

Program

The Effect of Age at School Entry on Educational Attainment in Germany

Michael Fertig (RWI Essen, Germany and IZA), with **Jochen Kluve**

Discussant: **Andrew Leigh** (Australian National University, Canberra, Australia)

The Impact of Early Schooling on Subsequent Literacy and Numeracy Performance: Estimates from a Policy-Induced 'Natural' Experiment

Chris Ryan (Australian National University, Canberra, Australia)

Discussant: **Christina Gathmann** (Stanford University, USA and IZA)

Child Support and Partnership Dissolution: Evidence from the UK

Ian Walker (University of Warwick, Coventry, UK and IZA), with **Yu Zhu**

Discussant: **Garry Barrett** (University of New South Wales, Sydney, Australia)

Job Turnover, Wage Rates, and Marital Stability: How are they Related?

Avner Ahituv (University of Haifa, Israel), with Robert Lerman

Discussant: **Denise Doiron** (University of New South Wales, Sydney, Australia)

What Mean Impacts Miss: Distributional Effects of Welfare Reform Experiments

Marianne Bitler (Public Policy Institute of California, San Francisco, USA and IZA), with **Jonah B. Gelbach, Hilary W. Hoynes**

Discussant: **Christoph M. Schmidt** (RWI Essen, Germany and IZA)

Regional Treatment Intensity as an Instrument for the Evaluation of Labour Market Policies

Michael Lechner (University of St. Gallen, Switzerland and IZA), with **Markus Frölich**

Discussant: **Steven Stillman** (Motu Economic and Public Policy Research Trust, Wellington, New Zealand and IZA)

Disentangling Treatment Effects of Active Labor Market Policies: The Role of Labor Force Status Sequences

Jochen Kluve (RWI Essen, Germany and IZA), with **Hartmut Lehmann, Christoph M. Schmidt**

Discussant: **Tue Gorgens** (Australian National University, Canberra, Australia)

Extending Health Care Coverage to the Low Income Population: The Effect of the Wisconsin Badger Care Program on Insurance Coverage

Martin Kaplan (University of Wisconsin, Madison, USA)

Discussant: **Elizabeth Savage** (University of Technology, Sydney, Australia)

Tying Odysseus to the Mast: Evidence from a Commitment Savings Product in the Phillipines

Dean Karlan (Princeton University, USA), with **Nava Ashraf, Wesley Yin**

Discussant: **Alison L. Booth** (Australian National University, Canberra, Australia and IZA)

The Impact of Employment Experiences and Benefit-Spell Duration on Benefit-to-Work Transitions

Steven Stillman (Motu Economic and Public Policy Research Trust, Wellington, New Zealand and IZA), with **Dean Hyslop, Sarah Crichton**

Discussant: **Lutz Kaiser** (IZA)

Does a Minimum Job Search Requirement for Unemployment Payment Recipients reduce their Time on Payments? Evidence from the Job Seeker Diary in Australia

Jeff Borland (University of Melbourne, Australia), with **Yi-Ping Tseng**

Discussant: **Holger Bonin** (IZA)

The Effect of Welfare Reform on Labor Supply and Childcare Choices: Evidence from the Working Family Tax Credit

Christina Gathmann (Stanford University, USA and IZA), with **Richard Blundell, Alan Duncan, Costas Meghir**

Discussant: **Ian Walker** (University of Warwick, Coventry, UK and IZA)

Maternity Leave and the Evidence for Compensating Wage Differentials in Australia: Do Women Eligible for Maternity Leave Face a Wage Trade-Off?

Rebecca Edwards (Reserve Bank of Australia, Sydney, Australia)

Discussant: **Trevor Breusch** (Australian National University, Canberra, Australia)

Parental Leave - A Policy Evaluation of the Swedish "Daddy-Month" Reform

Guido Friebel (University of Toulouse, France and IZA)

Discussant: **Hielke Buddelmeyer** (Melbourne Institute of Applied Economic and Social Research, Parkville, Australia and IZA)

Can Progressive State Taxes Reduce Inequality?

Andrew Leigh (Australian National University, Canberra, Australia)

Discussant: **Sher Verick** (UNECA - United Nations Economic Commission for Africa, Addis Ababa, Ethiopi and IZA)

The Effects of Set-Asides on Minority-Owned Businesses

Robert W. Fairlie (University of California, Santa Cruz and IZA), with **Kenneth Y. Chay**

Discussant: **Michael Lechner** (University of St. Gallen, Switzerland and IZA)

The Welfare Cost of Violence

Rodrigo Soares (University of Maryland, College Park, USA)

Discussant: **Timothy J. Hatton** (Australian National University, Canberra, Australia and IZA)

Do Firms outsource Training to active Labor Market Policies

Stefan Bender (IAB, Nürnberg, Germany), with **Thomas K. Bauer, Holger Bonin**

Discussant: **Jeff Borland** (University of Melbourne, Australia)

Targeted Remedial Education for Under-Performing Teenagers: Costs and Benefits

Analia Schlosser (Hebrew University, Jerusalem, Israel), with **Victor Lavy**

Discussant: **Deborah Cobb-Clark** (Australian National University, Canberra, Australia and IZA)

IZA-EBRD International Conference on Labor Market Dynamics, the Role of Institutions and Internal Labor Markets in Transition and Emerging Market Economies

The conference brought together the best labor economists who work on transition and emerging economies. With the slight redirection of the IZA program, which, in the future also wants to look at labor markets in less developed countries (LDCs), the conference wants to have four sessions on areas in the world that have thus far been neglected in the past IZA-WDI conferences. These areas are Sub-Saharan Africa, the Balkans and Ukraine. The conference was used as a tool to further exchange of ideas between labor economists working on transition countries and those labor economists who have predominantly worked on LDCs.

Place:
University of Bologna, Italy,
Date:
May 05 - 08, 2005
Host:
IZA, University of Bologna, Italy, EBRD
Organizers:
Hartmut Lehmann (University of Bologna, Italy and IZA), **Simon Commander** (London Business School, UK and IZA), **Katherine Terrell** (University of Michigan, Ann Arbor, USA and IZA).

Program:

1. Invited Speaker Session

Chair: **Paolo Onofri** (University of Bologna, Italy)

An Empirical Model of Growth Through Product Innovation

Dale T. Mortensen (Northwestern University, Evanston, USA and IZA), with **Rasmus Lentz**

2. Session on Labor Market Regulation in Brazil

Chair: **Anna Maria Gentili** (University of Bologna, Italy)

Does Labor Flexibility Affect Firm Performance? Evidence from Brazil

Rita K. Almeida (World Bank, Washington DC, USA and IZA), with **Pedro Carneiro**

Discussant: **Saul Estrin** (London Business School, UK and IZA)

Does Labor Market Regulation Impede Adjustment to Product Market Reform? Evidence from Brazil

Jasper Hoek (New Mexico State University, Las Cruces, USA and IZA)

Discussant: **Saul Estrin** (London Business School, UK and IZA)

3. Session on Job Flows and Matching

Chair: **Riccardo Rovelli** (University of Bologna, Italy and IZA)

Microeconomic evidence of creative destruction in industrial and developing countries

Stefano Scarpetta (World Bank, Washington DC, USA and IZA), with **Eric Bartelsman, John Haltiwanger**

Discussant: **Tito Boeri** (Bocconi University, Milan, Italy and IZA)

Job Matching

Jan Svejnar (University of Michigan, Ann Arbor, USA and IZA)

Discussant: **Tito Boeri** (Bocconi University, Milan, Italy and IZA)

4. Session on the Informal Economy

Chair: **Piergiorgio Ardeni** (University of Bologna, Italy)

Determinants of the Informal Economy: Ukraine

Yulia Rodionova (EBRD - European Bank for Reconstruction and Development, London, UK), with **Simon Commander**

Discussant: **Felix FitzRoy** (University of St. Andrews, Scotland and IZA)

The Informal Sector during Crisis and Transition

Ira N. Gang (Rutgers University, New Brunswick, USA and IZA), with **Ralitza Dimova, John Landon-Lane**

Discussant: **Felix FitzRoy** (University of St. Andrews, Scotland and IZA)

5. Session on Minimum Wages

Chair: **Simon Commander** (London Business School, UK and IZA)

Minimum Wage Effects Under Endogeneous Compliance: Evidence from Peru

Miguel Jaramillo (GRADE, Lima, Peru)

Discussant: **Katherine Terrell** (University of Michigan, Ann Arbor, USA and IZA)

The Effect of the Minimum Wage on Prices across Income Levels in Brazil

Sara Lemos (University of Leicester, UK and IZA)

Discussant: **Katherine Terrell** (University of Michigan, Ann Arbor, USA and IZA)

6. Session on Imperfect Labor Markets

Chair: **Jan Svejnar** (University of Michigan, Ann Arbor, USA and IZA)

Is there Monopsony in the Russian Labor Market?

Atanas Christev (Heriot-Watt University, Edinburgh, UK and IZA), with **Felix FitzRoy, Hartmut Lehmann**

Discussant: **Dale T. Mortensen** (Northwestern University, Evanston, USA and IZA)

Labour Market Reallocation in Central Europe, Russia and Ukraine during the 1990s: A Review of the Evidence" Giulia Faggio (London School of Economics, London, UK), with Simon Commander

Discussant: **Pedro Carneiro** (University College London, UK and IZA)

7. Session on Wages and Human Capital

Chair: **Hartmut Lehmann** (University of Bologna, Italy and IZA)

Understanding Changes in Relative Wages during East Germany;s Transition

Christina Gathmann (Stanford University, USA and IZA)

Discussant: **Jennifer Hunt** (McGill University, Montreal, Canada and IZA)

Are there Increasing Returns to Local Concentration of Skills?

Stepán Jurajda (Charles University, Prague, Czech Republic and IZA)

Discussant: **Janos Kollo** (Hungarian Academy of Sciences, Budapest, Hungary and IZA)

8. Session on Labor Market Dynamics

Chair: **Felix FitzRoy** (University of St. Andrews, Scotland and IZA)

Job-Search Strategies and the Unemployment of University Graduates in Morocco

Brahim Boudarbat (University of Montreal, Canada and IZA)

Discussant: **Francesco Pastore** (University of Naples II, Italy and IZA)

Labor Market Dynamics in Romania and the Social Safety Net

Benoit Dostie (HEC Montreal, Canada and IZA), with **David E. Sahn**

Discussant: **Francesco Pastore** (University of Naples II, Italy and IZA)

9. Session on the Ukrainian Labor Market

Chair: **Ira N. Gang** (Rutgers University, New Brunswick, USA and IZA)

Determinants of Unemployment Duration in Ukraine

Olga Kupets (National University of Kiev-Mohyla Academy, Kiev, Ukraine and IZA)

Discussant: **Jonathan Wadsworth** (Royal Holloway University of London, Egham, UK and IZA)

The Incidence and Cost of Job Loss in the Ukrainian Labor Market

Hartmut Lehmann (University of Bologna, Italy and IZA), with **Norberto Pignatti, Jonathan Wadsworth**

Discussant: **Andrew T. Newell** (University of Sussex, Brighton, UK and IZA)

What Drives Changes in Wage Inequality in Ukraine's Transition

Ina Ganguli (Harvard University, Cambridge, USA), with **Katherine Terrell**

Discussant: **Andrew T. Newell** (University of Sussex, Brighton, UK and IZA)

The Older Worker in the Labor Market: Work Time and Work Incentives

The increasing political interest for the role of older employees in the labor market, their employment possibilities and the conditions of retirement requires solid scientific advice on the basis of basic research. This IZA workshop on questions of work time and work incentives of older workers has compiled the current status of the research in this area.

Place:
D. Maria I Pousada (Queluz, Lisbon, Portugal)
Date:
May 16-17, 2005
Host:
IZA
Organizers:
Daniel S. Hamermesh (University of Texas, Austin, USA and IZA Bonn), **Ana Rute Cardoso** (IZA)

Program:

Saving, Employment and the Design of Public Pension Programmes

Richard Disney (University of Nottingham, UK)

Discussant: **Guglielmo Weber** (University of Padua)

Labor Market Effects of Population Aging

Axel Boersch-Supan (University of Mannheim, Germany)

Discussant: **Stephen Haider** (Michigan State University, East Lansing, USA)

Design of Efficient Social Insurance Institutions

John Rust (University of Maryland, College Park, USA), with **Varadarajan V. Chari, Hugo Hopenhayn**

Discussant: **Li Gan** (University of Texas, Austin, USA)

An Evaluation of the Life-Cycle Effects of Minimum Pensions on Retirement Behavior

Sergi Jimenez-Martin (University Pompeu Fabra, Barcelona, Spain), with **Alfonso R. Sanchez Martin**

Discussant: **Alain Jousten** (University of Liège, Belgium and IZA)

Health and Retirement of Older Workers in Britain: Evidence from the English Longitudinal Study of Ageing

James Banks (University College London, UK), with **Meena Kumari**

Discussant: **Susan Rohwedder** (Rand Corporation)

The Effect of Large Capital Gains or Losses on Retirement

Michael Hurd (Rand Corporation)

Discussant: **Guglielmo Weber** (University of Padua, Italy)

Pension Reforms and Women at Work

Agar Brugiavini (University of Venice, Italy), with **Tito Boeri**

Discussant: **Stephen Haider** (Michigan State University, East Lansing, USA)

The Interrelation between Disability and Work and the Role of Health Shocks

Ana Llena Nozal (Free University Amsterdam, Netherlands), with **Maarten Lindeboom, Bas van der Klaauw**

Discussant: **Ana Rute Cardoso** (IZA)

Why Not Retire? The Time and Timing Costs of Market Work

Daniel S. Hamermesh (University of Texas, Austin, USA and IZA)

Discussant: **Alain Jousten** (University of Liège, Belgium and IZA)

The Demand for Older Workers: The Role of Technology and Skill

John Abowd (Cornell University, Ithaca, USA and IZA)

Discussant: **Juan Francisco Jimeno** (University of Alcalá de Henares, Madrid, Spain and IZA)

A Collective Retirement Model: Identification and Estimation in the Presence of Externalities

Frederic Vermeulen (Tilburg University, Netherlands), with **Pierre-Carl Michaud**

Discussant: **Li Gan** (University of Texas, Austin, USA)

First Migrant Ethnicity Meeting (MEM)

In December 2004, the Volkswagen Foundation (VolkswagenStiftung) granted research grants to eight research groups to study "Migration and Integration." By means of integration policy research projects, the initiative of the Volkswagen Foundation focuses on a productive accompaniment of the forthcoming internationalization processes of societies. As one of the funded study groups, IZA started its project on "The Economics and Persistence of Migrant Ethnicity." In the first workshop of the research group on the topic "Migration and Integration," organized by the Volkswagen Foundation, all research groups presented thir first research results.

The IZA team presented its project and gave an overview of the project's focuses: citizenship, interethnic marriages, ethnic entrepreneurship and the measurement of ethnic capital. Projects presented by other study groups included: "Cultural Capital in Migration," "Diversity, Integration, and the Economy," "Home Start before School Start," "Individual Integration Efforts and Societal Preconditions for the Integration of Immigrant Youth in Germany and Switzerland," "The Integration of the Second-Generation of Migrants in Several European Countries," "Cultural Diversity in the Health Care System" and "Migrants in the Organizations of Law and Order." The workshop ended with fruitful and productive discussions between the Volkswagen Foundation members, the funded research groups and practitioners from organi-

zations working on challenges, problems and prospects of integration and diversity. These discussions indicated the importance of further cooperation between scientists and practitioners and also among the study groups. Such a synergy will enhance the quality of results and ensure successful policy advice.

Place:
IZA, Bonn, Germany
Date:
May 28 - 29, 2005
Host:
IZA
Project organization
Amelie Constant (IZA); **Klaus F. Zimmermann** (IZA)

Program:

Introduction on Ethnicity, Assessment, Literature Review - What do we know?

Holger Stichnoth (IZA)

How is Ethnicity viewed in other Fields ?

Interventions of participants

Ethnicity in Sociology

Hartmut Esser (University of Mannheim, Germany)

Ethnicity in Political Science

Ralph Rotte (University of Aachen, Germany and IZA)

Ethnic Entrepreneurship

Amelie Constant (IZA) and **Klaus F. Zimmermann** (IZA)

Interethnic / Interreligious Marriages, Spiritual Capital

Barry R. Chiswick (University of Illinois, Chicago, USA and IZA)

Citizenship / Naturalization

Don J. DeVoretz (Simon Fraser University, Burnaby, Canada and IZA)

First Annual IZA Workshop on Behavioral and Organizational Economics

With the newly established "IZA Annual Workshops on Behavioral and Organizational Economics," IZA wants to encourage researchers to engage in intensive empirical and theoretical research in this area. Why do firms exist and which organizational form do they have? What determines whether workers are paid a piece rate or a fixed wage? These are two key questions for organizational economics, which seeks to understand the relationships between the law, institutions and employee performance. Recent research in behavioral economics offers a new perspective on these fundamental questions, enhancing our understanding of the psychological foundations of incentives. Thorough analyses and innovative research in this area can help to understand and deal with organizational changes in firms against the background of globalization and growing competition. Consistent with the view that different, complementary methodologies are needed for scientific progress, the resulting workshop program reflects a relatively even balance of different approaches to economic research: empirical research using field data, economic theory, laboratory experiments and field experiments.

Place:
IZA, Bonn
Date:
May 30 - 31, 2005
Host:
IZA
Organizers:
Armin Falk (IZA), **David Huffman** (IZA), **W. Bentley Mac Leod** (University of Southern California, Los Angeles, USA and IZA)

Program:

Introduction

Bentley MacLeod (University of Southern California, Los Angeles, USA and IZA)

Do Workers Work More when Wages are High?

Lorenz Götte (University of Zurich, Switzerland and IZA), with **Ernst Fehr**

Discussant: **Johannes Abeler** (IZA)

Reference-Dependent Preferences and Labor Supply: The Case of New York City Taxi Drivers

Henry Farber (Princeton University, USA)

Discussant: **Thomas Dohmen** (IZA)

The Response of Worker Effort to Piece Rates: Evidence from a Field Experiment

S. Bruce (University Laval, Québec City, Canada and IZA), with **Harry J. Paarsch**

Discussant: **Uwe Sunde** (IZA)

Courtesy and Idleness: Gender Differences in Team Work and Team Competition

Dorothea Kübler (Technical University of Berlin, Germany and IZA), with **Radosveta Ivanova-Stenzel**

Discussant: **Bernd Irlenbusch** (London School of Economics, London, UK and IZA)

Emotions and Incentives

Matthias Kräkel (University of Bonn, Germany and IZA)

Discussant: **Alexander K. Koch** (Royal Holloway University of London, Egham, UK and IZA)

Cooperation in Collective Action

Iwan Barankay (University of Essex, Colchester, UK and IZA), with **Oriana Bandiera, Imran Rasul**

Discussant: **David Huffman** (IZA)

Why Are Jobs Designed the Way They Are?

Michael Gibbs (University of Chicago, USA and IZA), with **Cindy Zoghi, Alec Levenson**

Discussant: **Anders Frederiksen** (Aarhus School of Business, Denmark and IZA)

Information Technology and Medical Errors: Evidence from a Randomized Trial

James B. Rebitzer (Case Western Reserve University, Cleveland, USA and IZA), with **Jonathan C. Javitt, Lonny Reisman**

Discussant: **Winfried Koeniger** (IZA)

Relational Delegation

Ricardo Alonso (Northwestern University, Evanston, USA), with **Niko Matouschek**

Discussant: **Peter R. Mueser** (University of Missouri-Columbia, Columbia, USA and IZA)

Competition and Relational Contracts

Martin Brown (Swiss National Bank, Zurich, Switzerland), with **Armin Falk, Ernst Fehr**

Discussant: **W. Bentley MacLeod** (University of Southern California, Los Angeles, USA and IZA)

Bargaining under Incomplete Information, Fairness, and the Hold-Up Problem

Ferdinand von Siemens (University of Munich, Germany)

Discussant: **Felix Marklein** (IZA)

Incentive Effects of Bonus Payments: Evidence from an International Company

Regina T. Riphahn (University of Erlangen-Nuremberg; Germany and IZA)

Discussant: **Michael Bognanno** (Temple University, Philadelphia, USA and IZA)

IZA Workshop on Structural Change and Labor Markets

Structural change differs considerably across developed countries. Anglo-Saxon countries are much further ahead of continental European countries on the transition from a manufacturing to a service-based economy. This workshop shed light on the possible determinants of structural change as well as the potential consequences for labor markets.

Place:
IZA, Bonn
Date:
June 26 - 27, 2005
Host:
IZA
Organizers:
Pierre Cahuc (University of Paris I, France and IZA), **Winfried Koeniger** (IZA), **Uwe Sunde** (IZA)

Program:

1. Labor Markets and Innovation

"Effective Labor Regulation and Microeconomic Flexibility"

Kevin Cowan (Inter-American Development Bank, Washington DC, USA), with **Riccardo J. Caballero**, **Eduardo M.R.A. Engel**, **Alejandro Micco**

Discussant: **Yann Algan** (University of Marne-la-Vallée, France and IZA)

Capital Equipment, R & D and Wage Inequality in the US and Germany

Marco Leonardi (University of Milan, Italy and IZA), with **Winfried Koeniger**

Discussant: **Gianluca Violante** (New York University, USA)

2. Structural Change and Growth

Capital Deepening and Non-Balanced Economic Growth

Veronica Guerrieri (MIT, Cambridge, USA), with **Daron Acemoglu**

Discussant: **Omar Licandro** (European University Institute, Florence, Italy)

Structural Change in a Multi-Sector Growth Model

L. Rachel Ngai (London School of Economics, London, UK), with **Christopher Pissarides**

Discussant: **Pierre Cahuc** (University Paris I, France and IZA)

3. Product Markets, Sectoral Employment Trends and Distribution

Mass Consumption, Exclusion, and Technological Unemployment

Josef Zweimüller (University of Zurich, Switzerland and IZA), with **Reto Foellmi**

Discussant: **Marco Leonardi** (University of Milan, Italy and IZA)

The Role of Product Market Regulations in the Process of Structural Change

Julián Messina (European Central Bank, Frankfurt, Germany and IZA)

Discussant: **Ronald Schettkat** (University of Wuppertal, Germany)

Structural Transformation and the Deterioration of European Labor Market Outcomes

Richard Rogerson (Arizona State University, Tempe, USA)

Discussant: **Monika Merz** (University of Bonn, Germany and IZA)

4. Institutions and Structural Change in the Long-Run

The Significance of Labor and Enterprise Institutions in Transition

Theo Eicher (University of Washington, Seattle, USA and IZA), with **Till Schreiber**

Discussant: **Julián Messina** (European Central Bank, Frankfurt, Germany and IZA)

Democratization and Endogenous Constitutions

Uwe Sunde (IZA), with **Matteo Cervellati, Piergiuseppe Fortunato**

Discussant: **Theo Eicher** (University of Washington, Seattle, USA and IZA)

5. Growth, Capital and Welfare to Work

Optimal Welfare-to-Work Programs

Gianluca Violante (New York University, USA), with **Nicola Pavoni**

Discussant: **Winfried Koeniger** (IZA)

The Measurement of Output Growth and the Decline of Equipment Prices

Omar Licandro (European University Institute, Florence, Italy), with **Jorge Duran, Javier Ruiz-Castillo**

Discussant: **Josef Zweimüller** (University of Zurich, Switzerland and IZA)

Fourth IZA/SOLE Transatlantic Meeting of Labor Economists

The IZA/SOLE TransAtlantic Meetings are a joint initiative of IZA and the Society of Labor Economists (SOLE) to underline the prominent role of international labor market research in Europe as well as the US. This is an event where IZA invites the members of SOLE to meet European researchers. The meetings are meant to stimulate international discussion and cooperation among labor economists. Today's developments in labor market research go so fast, are so exciting, and take place in so many parts of the world, that having joint meetings every five years does not serve the needs of our community. Our idea is to provide an annual forum for economists worldwide who are involved in labor market research. This forum discusses many different aspects of problems that modern labor markets currently face. We thus enhance our knowledge of basic labor market parameters and improve our ability to predict the effects of changes in labor market policies.

Place:
Buch/Ammersee, Germany
Date:
June 30 - July 03, 2005
Host:
IZA
Organizers:
Armin Falk (IZA), **Daniel S. Hamermesh** (University of Texas, Austin, USA and IZA)

Program:

1. Family Issues

Chair: **Armin Falk** (IZA)

Labour Supply and Childcare for British Two-Parent Families: A Structural Approach. (Working title)

Karen A. Mumford (University of York, UK and IZA), with **Antonia Parera-Nicolau**

Bargaining Power in Marriage: Earnings, Wage Rates and Household Production

Robert Pollak (Washington University, St. Louis, USA)

The Impact of Divorce Laws on Marriage-Specific Capital

Betsey Stevenson (Wharton School, University of Pennsylvania, Philadelphia, USA)

A Structural Model of Welfare, Taxes, Labor Supply and Program Participation

Bruce Meyer (University of Chicago, USA), with **Bradley Heim**

2. Inside the Firm

Chair: **John Pencavel** (Stanford University, USA and IZA)

Cooperation in Collective Action

Iwan Barankay (University of Essex, Colchester, UK and IZA), with **Oriana Bandiera, Imran Rasul**

Sorting, Incentives and Performance

Thomas Dohmen (IZA), with **Armin Falk**

The Effects of Employee Involvement on Firm Performance: Evidence from an Econometric Case Study

Takao Kato (Colgate University, Hamilton, USA and IZA), with **Derek C. Jones**

3. Social Interactions and Culture

Chair: **Thomas Dohmen** (IZA)

IT, work organisation and social interactions

Nathalie Greenan (Centre of Employment Studies, Torino, Italy), with **Emmanuelle Walkowiak**

Social Interactions and Endogenous Association

Bruce A. Weinberg (Ohio State University, Columbus, USA and IZA)

Cultural and institutional barriers in migration between OECD countries

Michèle Belot (University of Essex, Colchester, UK), **Sjef Ederveen** (CPB - Netherlands Bureau for Economic Policy Analysis, Den Haag, Netherlands)

4. Wage Structures

Chair: **Karen A. Mumford** (University of York, UK and IZA)

The Effects of Incomplete Employee Information On Wage: A Cross-Country Analysis

Solomon Polachek (Binghamton University, New York, USA and IZA), with **Jun (Jeff) Xiang**

Privatization and Changes in Wage and Employment Structures

Patrick A. Puhani (Darmstadt University of Technology, Germany and IZA), with **Blaise Melly**

Teacher Pay and Teacher Quality

Andrew Leigh (Australian National University, Canberra, Australia)

5. Discrimination

Chair: **Bruce A. Weinberg** (Ohio State University, Columbus, USA and IZA)

Determinants of Unemployment Duration for Men and Women in Turkey

Aysit Tansel (Middle East Technical University, Ankara, Turkey and IZA), with **H. Mehmet Tasci**

Testing for Racial Discrimination in the Disciplining of Police Officers in a Large U.S. City

Mark Killingsworth (Rutgers University, New Brunswick, USA)

Ugly Criminals

Erdal Tekin (Georgia State University, Atlanta, USA and IZA), with **H. Naci Mocan**

6. Firms, Employment and Wages

Chair: **Patrick A. Puhani** (Darmstadt University of Technology, Germany and IZA)

Labour Market Institutions and Wage Inequality

Winfried Koeniger (IZA), with **Marco Leonardi, Luca Nunziata**

Employment Dynamics and Business Relocation: New Evidence from the National Establishment Time Series

David Neumark (Public Policy Institute of California, San Francisco, USA and IZA), with **Junfu Zhang, Brandon Wall**

Employer-Provider Benefit Plans, Workforce Composition and Firm Outcomes

Anja Decressin (Cornell University, Ithaca, USA), with **Julia Lane, Kristin McCue, Martha Stinson**

7. Search and Unemployment

Chair: **Justin Wolfers** (Wharton School, University of Pennsylvania, Philadelphia, USA and IZA)

Labor reallocation in imperfect labor markets: The case of Estonia and Poland

Julián Messina (European Central Bank, Frankfurt, Germany and IZA), with **Ana Lamo, Etienne Wasmer**

Search Equilibrium, Production Parameters and Social Returns to Education: Theory and Estimation

Christian Holzner (Ifo Institute for Economic Research, Munich, Germany)

Do On-Line Labor Market Intermediaries Matter? The impact of AlmaLaurea on the University-to-Work Transition

Mauro Sylos Labini (St. Anna School of Advanced Studies, Pisa, Italy), with **Manuel Bagüés**

8. Various Topics

Chair: **Nathalie Greenan** (Centre of Employment Studies, Torino, Italy)

Evaluating the Impact of the French Tax Credit Programme, "La Prime pour L'Emploi" a Difference in Difference Model

Elena Stancanelli (OFCE Sciences Po, Paris, France)

Measuring the Effects of Employment Protection on Job Flows: Evidence from Seasonal Cycles

Justin Wolfers (Wharton School, University of Pennsylvania, Philadelphia, USA and IZA)

Second IZA Annual Migration Meeting (AM²)

The second IZA Annual Migration Meeting with its three subjects: "Technology and Immigration," "Migration and Ethnicity" and "Migration Policy" was, as in the previous year, accepted very favorably by all participants. The highlight was once again the annual Julian Simon Lecture, which was given by IZA director Klaus F. Zimmermann and dealt with the Immigration policy of the European Union.

Place:
University of Illinois, Chicago, USA
Date:
September 11 - 12, 2005
Host:
IZA
Organizers:
Amelie Constant (IZA), **Barry R. Chiswick** (University of Illinois, Chicago, USA and IZA)

Program:

Welcoming Comments

Barry R. Chiswick (University of Illinois, Chicago, USA and IZA), **Klaus F. Zimmermann** (IZA)

1. Technology and Immigration

Chair: **Barry R. Chiswick** (University of Illinois, Chicago, USA and IZA)

The Impact of Immigration on New Technology Adoption in U.S. Manufacturing

Ethan Lewis (Federal Reserve Bank of Philadelphia, USA)

Discussant: **Michael Ben-Gad** (University of Haifa, Israel)

Are New Work Practices and New Technologies Biased against Immigrant Workers?

Pal Schone (Institute for Social Research, Oslo, Norway), with **Marianne Røed**

Discussant: **Julien Pouget** (CREST-INSEE, Paris, France and IZA)

Migration and Technological Change in Rural Households: Complements or Substitutes?

Mariapia Mendola (University of Milan, Italy)

Discussant: **Anh Tram Le** (University of Western Australia, Crawley, Australia)

Terrorism and Immigrants' Rights

Speaker: **Matthew Lippman** (University of Illinois, Chicago, USA)

2. Migration and Ethnicity

Chair: **Klaus F. Zimmermann** (IZA)

Human Capital and Interethnic Marriage Decisions

Delia Furtado (University of Connecticut and IZA)

Discussant: **Carmel U. Chiswick** (University of Illinois, Chicago, USA and IZA)

Ethnic Identification, Intermarriage, and Unmeasured Progress by Mexican Americans

Stephen Trejo (University of Texas, Austin, USA and IZA), with **Brian Duncan**

Discussant: **Evelyn L. Lehrer** (University of Illinois, Chicago, USA and IZA)

Social Discrimination and Occupational Specialization

Martin Mandorff (University of Chicago, USA)

Discussant: **Amelie Constant** (IZA)

The Wealth and Asset Holdings of U.S.-Born and Foreign-Born Households: Evidence from SIPP Data

Deborah Cobb-Clark (Australian National University, Canberra, Australia and IZA), with **Vincent Hildebrand**

Discussant: **Alicia Adsera** (University of Illinois, Chicago, USA and IZA)

Julian Simon, Lecture: "Fortress Europe: The Price of Being Closed"

Klaus F. Zimmermann (IZA)

3. Migration Policy

Chair: **Amelie Constant** (IZA)

Citizenship Laws and International Migration

Chiara Strozzi (University of Modena and Reggio Emilia, Modena, Italy), with **Graziella Bertocchi, Reggio Emilia**

Discussant: **Konstantinos Tatsiramos** (IZA)

Student Flows and Migration: An Empirical Analysis

Panu Poutvaara (University of Helsinki, Finland and IZA), with **Axel Dreher**

Discussant: **Benoit Dostie** (HEC Montreal, Canada and IZA)

The Labor Market Characteristics and Labor Market Impacts of Immigrants in Ireland

Alan Barrett (ESRI - Economic and Social Research Institute, Dublin, Ireland and IZA), **Adele Bergin, David Duffy**

Discussant: **Martin Kahanec** (IZA)

Self-Selection and the Returns to Migration: What Can Be Learned from German Unification

Anzelika Zaiceva (European University Institute, Florence, Italy)

Discussant: **Holger Bonin** (IZA)

ESSLE 2005 - European Summer Symposium in Labour Economics

For the seventh time the management center of the Deutsche Post AG offered suitable conditions to allow a productive scientific exchange among a multitude of international labor market economists in the course of the European Summer Symposium in Labour Economics (ESSLE). In cooperation with the London "Centre for Economic Policy Research" (CEPR) IZA could not only present the research results of established specialists, but also provide a forum for promising young economists to present their recently-finished and ongoing research.

Place:
Buch/Ammersee, Germany
Date:
September 15-18, 2005
Host:
IZA
Organizers:
Armin Falk (IZA), **Steve Pischke** (London School of Economics, London, UK and IZA), **Gilles Saint-Paul** (University of Toulouse, France and IZA)

Program:

Unions, Imports and Wages: Evidence from Data Matching Imports, Firms and Workers

Francis Kramarz (CREST-INSEE, Paris, France and IZA)

The Economics of Prozac

Etienne Wasmer (University of Quebec, Montreal, Canada and IZA)

DWP Presentation

Mike Daly (Department for Work and Pensions, London, UK)

From Forced Busing to Free Choice in Public Schools: Individual and General Equilibrium Effects

Victor Lavy (Hebrew University, Jerusalem, Israel)

Politics, Markets and Schools: Quasi-Experimental Evidence on the Impact of Autonomy and Competition from a Truly Revolutionary UK Reform

Damon Clark (University of California, Berkeley and IZA)

Vive La Révolution! Long Term Returns of 1968 to the Angry Students

Sandra McNally (CEP - Centre for Economic Performance, London, UK and IZA), with **Eric Maurin**

Friendship Relations in the School Class and Adult Economic Attainment

Gerrit Müller (Erasmus University Rotterdam, Netherlands and IZA), with **Andrea Galeotti**

Does Immigration Affect The Long-Term Educational Outcomes of Natives? Quasi-Experimental Evidence

Daniele Paserman (Hebrew University, Jerusalem, Israel and IZA), with **Eric D. Gould, Victor Lavy**

Intergenerational Mobility and the Informative Content of Surnames

Maia Güell (University Pompeu Fabra, Barcelona, Spain and IZA), with **José V. Rodríguez Mora, Chris Telmer**

Sorting in Experiments

Edward P. Lazear (NBER - National Bureau of Economic Research, Cambridge, USA and IZA), with **Ulrike Malmendier, Roberto A. Weber**

Superstar CEOs

Ulrike Malmendier (NBER - National Bureau of Economic Research, Cambridge, USA), with **Geoffrey Tate**

Blue Laws

Michael Burda (Humboldt University, Berlin, Germany and IZA), with **Philippe Weil**

From Empty Pews to Empty Cradles: Fertility Decline Among European Catholics

Giuseppe Ragusa (University of California, San Diego, USA), with **Eli Berman, Laurence R. Iannaccone**

Does Parental Leave Affect Fertility and Return-to-Work? Evidence from a "True Natural Experiment"

Rafael Lalive (University of Zurich, Switzerland and IZA), with **Josef Zweimüller**

Labour Supply, Home Production and Structural Change

Christopher Pissarides (London School of Economics, London, UK and IZA)

Presentations:

Making Sense of Bolkestein-Bashing: Trade Liberalization under Segmented Labor Markets

Gilles Saint-Paul (University of Toulouse, France and IZA)

Incentives, Sorting and Performance

Thomas Dohmen (IZA), with **Armin Falk**

Six Facts about Risk Attitudes: Evidence from a Large Representative, Experimentally-Validated Survey

Uwe Sunde (IZA), with **Thomas Dohmen, Armin Falk, David Huffman, Jürgen Schupp, Gert G. Wagner**

Why So Many Local Entrepreneurs?

Olmo Silva (CEP - Centre for Economic Performance, London, UK), with **Claudio Michelacci**

Long-Term Effects from a Bad Start? An Analysis of College Graduates using Matched Employer-Employee Data

Till von Wachter (Columbia University, New York, USA and IZA), with **Phil Oreopoulos**

Career Dynamics Under Uncertainty: Estimating the Value of Firm Experimentation

Elena Pastorino (University of Pennsylvania, Philadelphia, USA)

Incentives in Competitive Search Equilibrium and Wage Rigidity

Espen R. Moen (Norwegian School of Management, Oslo, Norway), with **Åsa Rosen**

Early Retirement Behavior in the Netherlands: Evidence from a Policy Reform

Rob Euwals (CPB - Netherlands Bureau for Economic Policy Analysis, Den Haag, Netherlands and IZA), with **Daniel van Vuuren, Ronald Wolthoff**

Redistributive Labor-Income Taxation and Bankruptcy in US States

Winfried Koeniger (IZA), with **Charles Grant**

What Accounts for Recent Declines in Welfare Caseloads in the U.S.? The Role of Time Limits

Francesca Mazzolari (University of California, San Diego, USA)

Returns to Apprenticeship Training in Austria: Evidence from Failed Firms

Rudolf Winter-Ebmer (University of Linz, Austria and IZA), with **Josef Fersterer, Jörn-Steffen Pischke**

Child Labor and the Labor Supply of Other Household Members

Marco Manacorda (London School of Economics, London, UK)

What Fields Do Women-Economists Choose?

Juan José Dolado (University Carlos III, Madrid, Spain and IZA), with **Miguel Almunia**

Absenteeism, Gender and Biological Differences

Andrea Ichino (European University Institute, Florence, Italy and IZA), with **Enrico Moretti**

The Impact of Parental Income and Education on the Schooling of their Children

Arnaud Chevalier (University of Kent, UK and IZA), with **Colm Harmon, Vincent O'Sullivan, Ian Walker**

Parental Divorce and Students' Performance: Evidence from Longitudinal Data

Daniela Vuri (European University Institute, Florence, Italy and IZA), with **Anna Sanz de Galdeano**

Marriage and the City

Pieter Gautier (Free University of Amsterdam, Netherlands and IZA), with **Michael Svarer, Coen Teulings**

Public Childcare Provision and Mothers' Labor Supply

Samuel Berlinski (University College London, UK), with **Marco Manacorda**

Maternal Employment and Adolescent Development

Christopher J. Ruhm (University of North Carolina, Greensboro, USA and IZA)

The Earnings of Prostitutes

Lex Borghans (Maastricht University, Netherlands)

Gender Differences in Educational Attainment: Evidence on the Role of the Tracking Age from a Finnish Quasi-Experiment

Tuomas Pekkarinen (Nuffield College, Oxford, UK and IZA)

Income Distribution, Health and Social Insurance of an Aging Population

In most developed countries, a trend toward decreasing retirement age can be observed. Potential explanations for this trend include more generous social security systems in pension systems. In addition, they are often cited as one potential cause of a decreasing average retirement age. Also, more generous health and disability insurance systems contribute to this trend by enabling individuals in poor health to leave the labor market without facing severe financial consequences. The objective of the workshop was to investigate the causal effect of health on income through loss of earnings and transfers due to (early) retirement and the reverse causal effect of income on health.

Place:
University Club, Bonn
Date:
September 26-27, 2005
Host:
IZA
Organizers:
Martin Schellhorn (GSF - National Research Center for Environment and Health, Munich, Germany and IZA), **Andrew M. Jones** (University of York, UK), **Eddy van Doorslaer** (Erasmus University Rotterdam, Netherlands)

Program:

Chairs: **Andrew M. Jones** (University of York, UK), **Eddy van Doorslaer** (Erasmus University Rotterdam, Netherlands)

1. Health and Labour I

Self-reported Work Disability in the US and The Netherlands

Arie Kapteyn (RAND Corporation and IZA), with **James P. Smith, Arthur van Soest**

The Interrelation between Disability and Work and the Role of Health Shocks

Maarten Lindeboom (Free University of Amsterdam, Netherlands and IZA), with **Ana Llena-Nozal, Bas van der Klaauw**

Discussant: **Regina T. Riphahn** (University of Erlangen-Nuremberg, Germany and IZA)

Health Reporting Heterogeneity and Inequality

Eddy van Doorslaer (Erasmus University Rotterdam, Netherlands), with **Teresa Bago d'Uva, Maarten Lindeboom, Owen O'Donnell, Somnath Chatterji**

Discussant: **Nigel Rice** (University of York, UK)

2. Health and Income and Inequality I

Income, health and inequality trends in Europe

Tom Van Ourti (University of Antwerp, Belgium), with **Eddy van Doorslaer, Xander Koolman**

Discussant: **Erik Schokkaert** (Catholic University of Leuven, Belgium)

Socioeconomic inequalities in health: a comparative longitudinal analysis using the ECHP

Cristina Hernandez Quevedo (University of York, UK), with **Andrew M. Jones, Angel Lopez Nicolas, Nigel Rice**

Discussant: **Xander Koolman** (Erasmus University Rotterdam, Netherlands)

The Relationship between Income and Health: Using Information on Separation Allowances to Single Out Causality from Correlation

Ann Lecluyse (University of Antwerp, Belgium), with **Tom Van Ourti**

Discussant: **Brian Nolan** (ESRI - Economic and Social Research Institute, Dublin, Ireland)

Duration Models of Health Transitions in Spanish Adults

Marisol Rodriguez Martinez (University of Barcelona, Spain)

Discussant: **Kamrul Islam** (Lund University, Sweden)

3. Health and Work II

I11-Health and Retirement in Britain: A Panel-Data based Analysis

Richard Disney (University of Nottingham, UK), with **Carl Emmerson, Matthew Wakefield**

Health Shocks, Employment and Income in the Spanish Labour Market

Pilar Garcia-Gomez (University Pompeu Fabra, Barcelona, Spain), with **Angel Lopez Nicolas**

Discussant: **Jan Erik Askildsen** (University of Bergen, Norway)

Impacts of Income, Health and Working Conditions on Work Leave

Jorgen Lauridsen (University of Southern Denmark), with **Terkel Christiansen**

Discussant: **Unto Häkkinen** (CHESS - Centre for Health Economics at Stakes, Helsinki, Finland)

The Influence of Economic Incentives on Reported Disability Status

Brenda Gannon (ESRI - Economic and Social Research Institute, Dublin, Ireland)

Discussant: **Martin Schellhorn** (GSF - National Research Center for Environment and Health, Munich, Germany and IZA)

4. Health and Income and Inequality II

A Welfare Economics Foundation for Health Inequality Measurement

Han Bleichrodt (Erasmus University Rotterdam, Netherlands), with **Eddy van Doorslaer**

Discussant: **Alain Trannoy** (EHESS, Paris, France)

Health Care Utilization Inequality in ECHP

Teresa Bago d'Uva (University of York, UK), with **Andrew Jones, Eddy van Doorslaer**

Discussant: **Sergi Jimenez-Martin** (University Pompeu Fabra, Barcelona, Spain)

Are the Old Wealthy Healthier?

Astrid Grasdal (University of Bergen, Norway)

Discussant: **Lise Rochaix** (University Aix-Marseille II, France)

Income-Related Health Inequalities in France between 1998 and 2002: Comparing Trends with Alternative Health Indicators

Sandy Tubeuf (IRDES - Research and Information Institute for Health Economics, Paris, France), with **Jusot Florence, Rochaix Lise**

Discussant: **Diana De Graeve** (University of Antwerp, Belgium)

Second IZA Prize Conference - Frontiers in Labor Economics

The high-level IZA Prize Conference "Frontiers in Labor Economics" preceding the Award Ceremony in honor of IZA Prize 2005 Laureates Dale T. Mortensen and Christopher Pissarides, included presentations by such renowned U.S. economists as Richard B. Freeman, who lectured on the future of unions, and James J. Heckman, who analyzed the effects of cognitive and non-cognitive abilities on labor outcomes and social behavior. Tito Boeri praised the achievements by Mortensen and Pissarides in promoting methodological progress in labor economics.

Place:
Berlin, Germany
Date:
October 23-24, 2005
Host:
IZA
Organizer:
Armin Falk (IZA)

Program:

Welcome address

Armin Falk (IZA)

The Effects of Cognitive and Noncognitive Abilities on Labor Outcomes and Social Behavior

James J. Heckman (University of Chicago, USA and IZA), with **Jora Stixrud, Sergio Urzua**

An Economic Analysis of Exclusion Restrictions for Instrumental Variable Estimation

Gerard J. van den Berg (Free University of Amsterdam, Netherlands and IZA)

The Incidence and Cost of Job Loss in the Ukrainian Labor Market

Hartmut Lehmann (University of Bologna, Italy and IZA), with **Norberto Pignatti, Jonathan Wadsworth**

Sorting, Incentives and Performance

Armin Falk (IZA), with **Thomas Dohmen**

Poster Session

Is the Labor Demand Curve Downward-Sloping?

Holger Bonin (IZA)

Individual Risk Attitudes: New Evidence from a Large, Representative, Experimentally-Validated Survey

Thomas Dohmen (IZA), with **Armin Falk, David Huffman, Uwe Sunde, Jürgen Schupp, Gert.G. Wagner**

The Impact of Social Interaction on Cooperation, Trust, and Norm Enforcement: Evidence from a (Battle-)Field Experiment with Swiss Army Officers

David Huffman (IZA), with **Lorenz Goette, Stephan Meier**

Labor Hoarding and Product Market Regulation

Winfried Koeniger (IZA)

Do I have what it takes? The Consequences of Uncertainty about One's Type for Search Behavior

Uwe Sunde (IZA), with **Armin Falk, David Huffman**

More on Unemployment and Vacancy Fluctuations

Dale T. Mortensen (Northwestern University, Evanston, USA and IZA), with **Eva Nagypal**

Trends in Labour Supply and Economic Growth

Christopher Pissarides (London School of Economics; IZA) mit **L. Rachel Ngai** (London School of Economics)

Civic Attitudes and the Design of Labor Market Institutions: Which Countries can implement the Danish Model?

Piere Cahuc (University of Paris 1; IZA) mit **Yann Algan** (University of Marne la Vallée; IZA)

Tinkering in the Dark with the Mortensen and Pissarides Model

Tito Boeri (Bocconi University, Milan; IZA) mit **Pietro Garibaldi** (University of Turin; IZA), **Michael C. Burda** (Humboldt University, Berlin; IZA)

The Future of the Unions

Richard B. Freeman (Harvard University)

Interactions within the Family: Collective Approach and Bargaining Models

This is an extension of a previous EU project, which focused on the collective representation of the household. This family model accounts explicitly for multiple decision centers and focuses on the identification of the individual welfare of each family member and of the bargaining position of the spouses. It allows for measuring the impact of fiscal and social policy at the individual level. The former project offered a method to determine the bargaining position of the spouses and paved the way for the estimation of realistic collective models. This workshop offered the opportunity for a selection of renowned experts to present and discuss their advanced research results.

Place:
Turin, Italy
Date:
October 28-29, 2005
Host:
Centre for Household, Income, Labour and Demographic Economics (CHILD) at the University of Torino, Italy
Organizers:
Olivier Bargain (IZA), **Daniela Del Boca** (University of Torino, Italy and IZA), **Denis Beninger** (ZEW - Centre for European Economic Research, Mannheim, Germany), **Gianluca Violante** (New York University, USA)

Program:

1. Chair: **Denis Beninger** (ZEW - Centre for European Economic Research, Mannheim, Germany)

Spending Time and Money Within the Household

Martin Browning (University of Copenhagen, Denmark), with **Mette Gortz**

Discussant: **Francois Laisney** (ZEW - Centre for European Economic Research, Mannheim, Germany)

Divorce, Remarriage and Child Support

Yoram Weiss (Tel Aviv University, Israel and IZA), with **Pierre-Andre Chiappori**

Discussant: **Olivier Donni** (University of Cergy-Pontoise, France and IZA)

Household Time Allocation and Modes of Behavior: A Theory of Sorts

Christopher Flinn (New York University, USA and IZA), with **Daniela Del Boca**

Discussant: **Olivier Bargain** (IZA)

Estimation of a Collective Model of Labor Supply with Female Non-Participation

Jean-Michel Hourriez (CREST-INSEE, Paris, France)

Discussant: **Nicolas Moreau** (University Laval, Québec City, Canada)

2. Chair: **Gianluca Violante** (New York University, USA)

A Constitutional Theory of the Family

Alessandro Cigno (University of Florence, Italy and IZA)

Discussant: **Daniele Fabbri** (University of Bologna, Italy)

Consumption Inequality and Intra-Household Allocations

Shannon Seitz (Queen's University, Ontario, Canada), with **Jeremy Lise**

Discussant: **Fabrizio Perri** (New York University, USA)

Life Insurance and Household Consumption

José Víctor Ríos Rull (University of Pennsylvania, Philadelphia, USA), with **Jay Hong**

Discussant: **Graziella Bertocchi** (University of Modena and Reggio Emilia, Modena, Italy and IZA)

3. Chair: **Olivier Bargain** (IZA)

Collective Labor Supply: A Single-Equation Model and Some Evidence from French Data

Olivier Donni (University of Cergy-Pontoise, France and IZA), with **Nicolas Moreau**

Discussant: **Federico Perali** (University of Verona, Italy)

Household Consumption Choices in the Presence of several Decision Makers

Bernard Fortin (University Laval, Québec City, Canada), with **Anyck Dauphin, Abdel-Rahmen El Lahga, Guy Lacroix**

Discussant: **Steinar Strom** (University of Oslo, Norway)

Using Father's Child Support Payments to Test Income Pooling

John Ermisch (University of Essex, Colchester, UK and IZA), with **Chiara Pronzato**

Discussant: **Ugo Colombino** (University of Torino, Italy)

Using Self Reported Income in a Collective Model: Within Household Income Comparisons

Catherine Sofer (University Paris I, France), with **Ekaterina Kalugina, Natalia Radtchenko**

Discussant: **Maria Concetta Chiuri** (University of Bari, Italy)

4. Chair: **Daniela Del Boca** (University of Torino, Italy and IZA)

Culture: An Empirical Investigation of Beliefs, Work, and Fertility

Alessandra Fogli (New York University, USA), with **Raquel Fernandez**

Discussant: **Monika Merz** (University of Bonn, Germany and IZA)

Marriage and Divorce Since World War II: Analyzing the Role of Technological Progress on the Formation of Households

Jeremy Greenwood (University of Rochester, USA), with **Nezih Guner**

Discussant: **Gianluca Violante** (New York University, USA)

The Collective Model of Household Consumption: A Nonparametric Characterization

Frederic Vermeulen (Tilburg University, Netherlands and IZA), with **Laurens Cherchye, Bram De Rock**

Discussant: **Denis Beninger** (ZEW - Centre for European Economic Research, Mannheim, Germany)

Distributional Effects in Household Models: Separate Spheres and Income Pooling

Valerie Lechene (University of Oxford, UK), with **Martin Browning, Pierre-André Chiappori**

Discussant: **Frederic Vermeulen** (Tilburg University, Netherlands and IZA)

Structural Econometric Analysis of Labor Market Policy

Active labor market policy is often used to reduce the individual duration of unemployment and raise the following wages. Search models are an excellent tool to emulate the behavior of unemployed people, including reactions to current and future policy parameters. In the past, there was increasing interest among scientists to utilize job search models to evaluate quantitative effects of specific labor market policies. This IZA workshop gave a fascinating new aspect of evaluation research a lot of momentum. The large variety of the presentations proved that the search and matching framework, which was developed by the IZA Prize 2005 Laureates Dale Mortensen and Christopher Pissarides, can provide an excellent tool for the evaluation of the accomplishments of labor market policy.

Place:
IZA, Bonn
Date:
November 12, 2005
Host:
IZA
Organizers:
Holger Bonin (IZA), **Gerard J. van den Berg** (Free University of Amsterdam, Netherlands and IZA)

Programm:

1. Calibration

Employment Subsidies and Substitutable Skills: An Equilibrium Matching Approach

Bruno Van der Linden (Catholic University of Louvain, Belgium and IZA), with **Gabriele Cardullo**

The Knowledge Lift: The Swedish Adult Education Program that aimed to eliminate Low Worker Skill Levels

Susan Vroman (Georgetown University, Washington DC, USA and IZA), with **James Albrecht Gerard J. van den Berg**

2. Active Labor Market Programs

The Structural Effects of Active Labor Market Programmes on the Transition from Unemployment to Employment

Denis Fougère (CREST-INSEE, Paris, France and IZA), with **Thomas Brodaty, Muriel Roger**

Evaluating Dynamic Treatment: The Swedish Active Labour Market Programmes

Monica Costa Dias (Institute for Fiscal Studies, London, UK), with **Costas Meghir, Barbara Sianesi, Jerome Adda**

3. Policy Reforms

Equilibrium Policy Experiments and the Evaluation of Social Programs

Shannon Seitz (Queen's University, Ontario, Canada), with **Jeremy Lise, Jeffrey A, Smith**

Modeling the Effects of Labor Market Reforms in a Developing Economy

James Albrecht (Georgetown University, Washington DC, USA and IZA), with **Lucas Navarro, Susan Vroman**

4. Monitoring

Schooling, Search, Employment Contracts, Training and Promotions

Christian Belzil (CNRS - National Center for Scientific Research, Paris, France and IZA), with **Vanessa di Paola, Stephanie Moullet**

Structural Analysis of Monitoring and Search Efforts

Gerard J. van den Berg (Free University of Amsterdam, Netherlands and IZA), with **Bas van der Klaauw**

Employment Protection and Labor Markets

This well-attended workshop dealt with new theoretical and empirical contributions concerning specific analyses of job dismissal legislation or severance pay. The presented research papers examined the economic consequences, as well as the determinants of the legislation concerning dismissal protection.

Place:
IZA, Bonn
Date:
December 02-03, 2005
Host:
IZA
Organizers:
Pierre Cahuc (University of Paris 1 and IZA), **Winfried Koeniger** (IZA)

Program:

1. Determinants of EPL

Employment Protection: Tough to Scrap or Tough to Get

Björn Brügemann (Yale University, New Haven, USA and IZA)

Discussant: **Winfried Koeniger** (IZA)

Employment Protection, Product Market Regulation and Firm Selection

Julien Prat (University of Vienna, Austria and IZA), with **Winfried Koeniger**

Discussant: **Pietro Garibaldi** (University of Torino, Italy and IZA)

2. EPL and Employment Dynamics

Two Tier Reforms of Employment Protection: A Honeymoon Effect?

Pietro Garibaldi (University of Torino, Italy and IZA), with **Tito Boeri**

Discussant: **Marco Leonardi** (University of Milan, Italy and IZA)

Job Flow Dynamics and Firing Restrictions: Evidence from Europe

Julián Messina (University of Salerno, Italy and IZA), with **Giovanna Vallanti**

Discussant: **Uwe Sunde** (IZA)

3. EPL and Temporary Contracts

The Attractiveness of Temporary Employment to reduce Adjustment Costs: A Conjoint Analysis

Marloes De Graaf-Zijl (University of Amsterdam, Netherlands)

Discussant: **Thomas Dohmen** (IZA)

The Impact of Employment Protection Mandates on Demographic Temporary Employment Patterns: International Microeconomic Evidence

Lawrence M. Kahn (Cornell University, Ithaca, USA and IZA)

Discussant: **Øivind Anti Nilsen** (Norwegian School of Economics and Business Administration, Bergen, Norway and IZA)

4. EPL and Optimal Contracts

Optimal Severance Pay in a Matching Model

Giulio Fella (Queen Mary, University of London, UK)

Discussant: **Julien Prat** (University of Vienna, Austria and IZA)

5. Unemployment Insurance and EPL

Civic Attitudes and the Design of Labor Market Institutions

Yann Algan (University of Marne-la-Vallée, France and IZA), with **Pierre Cahuc**

Discussant: **Giuseppe Bertola** (University of Torino, Italy)

The Choice of Insurance in the Labor Market

Michael Neugart (WZB, Berlin, Germany)

Discussant: **Julián Messina** (University of Salerno, Italy and IZA)

6. The Effect of EPL in Quasi-Natural Experiments

Do Employment Protections Reduce Productivity? Evidence from U.S. States

William Kerr (Harvard Business School, Cambridge, USA), with **David Autor**, **Adriana Kugler**

Discussant: **Björn Brügemann** (Yale University, New Haven, USA and IZA)

Default Rules: The Case of Wrongful Discharge Laws

Voraprapa Nakavachara (University of Southern California, Los Angeles, USA), with **Bentley MacLeod**

Discussant: **Konstantinos Tatsiramos** (IZA)

IZA PRIZE

IZA

IN LABOR ECONOMICS

IZA Prize in Labor Economics

A sound understanding of problems in labor economics has proven ever more important in light of the adjustment processes that are currently taking place in international labor markets. In order to account for this trend, the Institute for the Study of Labor – with generous support from the Deutsche Post Foundation – has created the "IZA Prize in Labor Economics." This annual prize is awarded for outstanding academic achievement in the field of labor economics. It is meant to stimulate research that tries to find answers to the most important labor market policy questions of our time. During a festive award ceremony in Berlin, IZA President Klaus Zumwinkel awards the IZA Prize. In November 2002 the IZA Prize was awarded for the first time.

More than 500 renowned labor economists are affiliated with IZA through its worldwide network of Research Fellows. These influential economists are entitled to nominate candidates for the prize. The final decision is made by the IZA Prize Committee, which includes distinguished international labor economists as well as IZA representatives.

The IZA Prize in Labor Economics underscores the central importance of labor market research in shaping the "Future of Labor."

IZA Prize in Labor Economics 2002
Jacob Mincer

IZA Prize in Labor Economics 2003
Orley C. Ashenfelter

IZA Prize in Labor Economics 2004
Edward P. Lazear

IZA Prize in Labor Economics 2005
Dale T. Motensen
Christopher A. Pissarides

IZA Prize in Labor Economics 2002
Jacob Mincer

Jacob Mincer (Professor Emeritus at Columbia University, New York), one of the most influential labor economists of modern time, was selected as the first recipient of the "IZA Prize in Labor Economics." The IZA Prize, which is awarded with support from the Deutsche Post Stiftung, is one of the most attractive international science awards, carrying a cash reward of 50,000 euros.

IZA Director Klaus F. Zimmermann announced the award on July 15, 2002 at a conference at Columbia University celebrating Mincer's 80th birthday. The IZA Prize Committee, which includes U.S. Nobel laureates George A. Akerlof, Gary S. Becker and James J. Heckman, stated that "the IZA Prize in Labor Economics 2002 honors the lifetime achievement of an outstanding scholar and pioneer in labor market research."

Mincer's seminal work highlighted the importance of nurturing human potential and explored the interplay of education, technological progress and earnings. He demonstrated how life-long learning served the best interests of both employees and the organizations that employed them, a statement that is more relevant today than ever. Mincer's work on women in the workforce and job turnover also remains at the center of modern economic thought. His human capital model (the "Mincer model") is one of the fundamental instruments in today's empirical economics.

Jacob Mincer was born in 1922 in Poland. After escaping the Holocaust, he emigrated to the United States in 1948. He received his Ph.D. from Columbia University, where he remained for most of his career before gaining emeritus status. Mincer's prolific writings, such as his 1974 book "Schooling, Experience and Earnings," continue to have a profound impact on the field of labor economics.

The award ceremony took place in Berlin, Germany, on November 25, 2002. Deutsche Post World Net CEO and IZA President Klaus Zumwinkel presented the award.

Award Statement of the IZA Prize Committee

The IZA Prize in Labor Economics 2002 is awarded to one of the most influential labor economists of our time, Jacob Mincer (Professor Emeritus at Columbia University, New York), for his fundamental contributions to the field.

In a series of pioneering studies, Mincer showed the power of price theory in organizing and interpreting bewildering and apparently contradictory empirical evidence on differences in wages across persons and on patterns of female labor supply. His creative use of economic theory applied to interpret data on households and the labor market helped to transform labor economics into one of the major scientific fields in economics.

His work is a paragon of empirical science in economics. Jacob Mincer's scholarly contributions fall into two main categories. Mincer was a leading member of a group of economists at Columbia University and the University of Chicago who systematically developed the empirical foundations of human capital. His 1958 Journal of Political Economy article showed the power of the concept of equalizing differences in explaining earnings inequality due to education. His 1962 Journal of Political Economy paper presented the first systematic empirical analysis of learning on the job as a determinant of life cycle wage growth. His magisterial Schooling, Experience and Earnings (1974) showed the power of the human capital investment concept in accounting for diverse patterns of earnings inequality and wage growth over the life cycle. He demonstrated the empirical importance of complementarity in skill formation – that skill begets skill – and that more educated people do more postschooling investment in learning. This research established the Mincer earnings function as a widely used and widely replicated cornerstone for interpreting earnings data in many fields of economics. His subsequent work on job turnover, on the measurement of firm specific training, on investment responses to technology change and in accounting for the recent rise in wage inequality within an economic framework, enrich the basic model and show its analytical and empirical power.

Jacob Mincer also pioneered the study of female labor supply and the economics of the household. His seminal 1962 paper on the labor supply of married women showed that accounting for the influence of the price of time on labor – the market wage – explains why female labor supply increased at the same time real wealth of society was increasing. That work, and a subsequent 1963 paper, showed the importance of accounting for the household choices women face in explaining female labor supply and fertility. This research helped to foster the emergence of household economics as a separate independent field. Mincer's insights on labor supply, human capital and fertility helped lay the foundations for understanding how economic development transforms the role of women and the family.

Professor Mincer also played a major role in transforming labor economics into an analytical field through his teaching

and his participation in the legendary Labor Workshop at Columbia University. Led and inspired by Jacob Mincer the students and faculty associated with that workshop went on to revolutionize labor economics.

Jacob Mincer is the founding father of modern empirical labor economics. His efforts in developing the scientific instruments and methods used by today's economists to analyze the problems and prospects of the working world are almost unparalleled. The IZA Prize in Labor Economics 2002 honors the lifetime achievement of an outstanding scholar and pioneer in labor market research.

George A. Akerlof

Gary S. Becker

James J. Heckman

Gerard A. Pfann

Klaus F. Zimmermann

IZA Prize in Labor Economics 2003
Orley C. Ashenfelter

On September 22, 2003, numerous renowned scholars and IZA Research Fellows as well as politicians and business representatives accepted an invitation by IZA and gathered in Berlin to witness the prestigious IZA Prize in Labor Economics being awarded to one of the most influential economists of our time. Orley C. Ashenfelter (Princeton University) has played a crucial role in the evolution of modern empirical labor economics, especially excelling in the methodical advancement of evaluation research.

The venue for the festive award ceremony was the Museum for Communication in Berlin, where the CEO of Deutsche Post World Net and IZA President, Klaus Zumwinkel, presented the Prize to this year's laureate. IZA Director Klaus F. Zimmermann thanked the Deutsche Post Foundation for its continuous support of international labor market economics, in particular through the generous endowment of the IZA Prize. At the same time, Zimmermann emphasized the significance of evaluation research for his institute's mission and daily work. With the establishment of an internal research focus on evaluation of labor market policies, IZA follows the tradition of Orley Ashenfelter and other pioneers in this area. "However, the success of evaluation research hinges on the quantity and quality of accessible data that can be used for independent analyses," Zimmermann exhorted. He urged politicians and labor market administration institutions to cooperate in making relevant research data available.

Laudatory speaker David Card (University of California, Berkeley), co-author of various joint research publications with Ashenfelter, expressed his delight at the IZA Prize Committee's decision in favor of his former academic tutor. Card stressed that the very existence of this highly prestigious prize and the decision to award it to Orley Ashenfelter exemplify the palpable growth in importance and acknowledgement this field of study has been recently enjoyed. He recapitulated Ashenfelter's extraordinary scientific research achievements, in underlining particular his groundbreaking contributions to the progress of evaluation methodology and his focus on empirically based, as well as politically relevant, research topics.

In his acceptance speech, IZA Prize Winner Ashenfelter led the audience back to the origins of evaluation research, a subject to which he has dedicated himself over the past three decades. The instrument of creating control groups, whose labor market performance can be compared to the performance of participants in an active labor market program, laid the groundwork for the "success story" of evaluation research. Today the policy implications of evaluation research are becoming ever more relevant, especially when a thorough analysis of data shows that an active labor market program may have no effect at all – or even leave participants worse- off. It is the government's responsibility to take these analyses seriously and to draw the right conclusions.

CYBERLIN

Award Statement of the IZA Prize Committee

The IZA Prize in Labor Economics 2003 is awarded to one of the leading labor economists, Orley C. Ashenfelter (Joseph Douglas Green 1895 Professor of Economics at Princeton University, New Jersey), for his fundamental contributions to the field.

Ashenfelter's intellectual work stands out due to his ingenuity in devising clever ways to derive and test hypotheses of economic models, his exceptional creativity in using and collecting data, and his originality in pioneering the natural experiment methodology. Setting off the development of methods for empirical tests of labor market models, Ashenfelter's scholarly contributions have fundamentally transformed the analysis of labor markets. In a number of seminal articles he has broken new ground in various core areas of labor economics including research on trade unions, wages and employment, the analysis of labor supply, and the study of discrimination, education and training.

Ashenfelter's 1969 American Economic Review article with George E. Johnson derived testable implications from a political model of the function of strikes and has inspired much research about the conditions under which labor disputes are likely to occur. His Quarterly Journal of Economics article (with John H. Pencavel) provides a powerful quantitative evaluation of the forces that had accounted for the growth of American trade union membership in the period 1900-1960. These early contributions pointed the way ahead for numerous subsequent studies on various aspects of trade unions. His influential 1972 International Economic Review article with George E. Johnson, in which they – accentuating the theoretical argument that the extent of unionism, wages, and labor qualities are jointly determined – assessed empirically a static simultaneous equation model of wage determination, marks the beginning of a more sophisticated econometric analysis of the effect of unions on worker wages than had previously emerged. Path-breaking was also Ashenfelter's 1974 Econometrica paper with James Heckman, which skillfully derives theoretical restrictions on the labor supply functions of spouses in a model of family labor supply and tests them in a neat econometric framework.

Serving as the Director of the Office of Evaluation of the U.S. Department of Labor in 1972, Ashenfelter became the founding father of what has by today developed into the separate field of quantitative social program evaluation. His conviction that empirical analyses have to be credible and simple in order to trigger changes in the social system was the impetus for a rigorous development of econometric tools for quantitative evaluation of social programs. This is reflected in two landmark contributions to the literature on the evaluation of government retraining programs, the 1978 and 1985 Review of Economics and Statistics articles. These papers developed methods for longitudinal program

evaluation that have become known as the „difference-in differences“ approach. The earlier article pioneered the exploitation of natural variation produced by the social system to investigate important social questions by elaborating the idea of using a comparison group to assess the effect of training. It also identified the bias in the estimation of the effects of training on program participants that is caused by a drop in earnings of trainees relative to the comparison group, which has become known in the economics literature as „Ashenfelter's dip“. The later paper, which is co-authored with David Card, advanced the natural experiment methodology to partly make up for the lack of experimental data. Apart from expounding new econometric techniques, Ashenfelter has also been a leader in the creative collection of data that are suitable to conclusively answer important economic questions.

The above mentioned achievements are far from representing an exhaustive list of significant scientific contributions. Ashenfelter has enlightened a broader range of top-

George A. Akerlof

Gary S. Becker

James J. Heckman

Gerard A. Pfann

Klaus F. Zimmermann

ics in labor economics. Many of these contributions are the outcome of fruitful collaborations with former students that he helped train at the Industrial Relations Section at Princeton, of which Ashenfelter was the Director.

Ashenfelter, who has served the labor economics community as former editor of the American Economic Review and co-editor of the Handbook of Labor Economics, continues to take on important service responsibilities. Currently he is the President of the Society of Labor Economists (SOLE) and editor of the American Law and Economics Review.

His scholarly contributions have made Orley Ashenfelter one of the most influential architects of modern labor economics. The IZA Prize in Labor Economics 2003 honors the work of an exceptional scholar who greatly shaped the advance of empirical labor market research.

IZA Prize in Labor Economics 2004
Edward P. Lazear

The IZA Prize in Labor Economics 2004 was awarded to the renowned U.S. economist Edward P. Lazear (Stanford University), honoring a prominent American economist for the third consecutive time after Jacob Mincer and Orley Ashenfelter received the prize in the previous years. A large number of distinguished guests from Germany and abroad accepted IZA's invitation to Berlin, where IZA President Klaus Zumwinkel presented the award to Lazear on October 25, 2004 during a festive ceremony at the Museum of Communication.

According to the award statement, "Edward Lazear is an exceptionally creative thinker, whose input has profoundly shaped both economic research and policy debates." The IZA Prize Committee included Nobel Prize winners George A. Akerlof and Gary S. Becker, Richard Portes, President of the Centre for Economic Policy Research (CEPR), London, as well as IZA Director Klaus F. Zimmermann and IZA Research Director Armin Falk.

Lazear's analytical and empirical work has contributed largely to the understanding of today's labor markets. Just as important as his path-breaking studies on employee incentive contribution to the exchange and elaboration of ideas and insights in scientific labor market research are his studies analyzing mechanisms such as piece rates, age earnings profiles, profit-sharing and career prospects. Lazear has also studied other important aspects of labor contracts including hiring and promotion strategies, teamwork and the organization of work processes. His work on employee participation and optimal severance pay has become ever more relevant in the current debate.

Furthermore, Edward P. Lazear is considered the founding father of personnel economics as a subdiscipline of labor economics. With his establishment of the Journal of Labor Economics, probably the world's most influential journal in the field, he has made a significant contribution to the dissemination and the impact of scientific labor market research.

At the beginning of the official award ceremony, Federal Minister of Economics and Labor Wolfgang Clement emphasized in his opening address the high quality of Lazear's research. He also praised IZA's successful efforts in providing valuable policy advice, which Clement considered an important contribution to the planned evaluation of the German labor market reform. In the subsequent panel discussion hosted by former State Minister and Chairman of the Board of the Federal Labor Agency Florian Gerster, the prospects and challenges of modernizing Germany's labor market structures were debated by Federal Minister Clement, IZA Prize-Winner Lazear, IZA Director Zimmermann, Vice Chairman of the CDU/CSU Parliamentary Faction Friedrich Merz and Horst Neumann, Board Member for Human Resources at AUDI AG. The former head of the Federal Employment

Agency, Florian Gerster, moderated the prominent discussion group.

The laudation for Edward Lazear was held by his co-author ("Personalökonomik") Uschi Backes-Gellner (University of Zurich), who praised Lazear as a driving force behind personnel economics and a "jack-of-all-trades" of labor economics. Lazear himself stressed the strong influence of personnel economics on entrepreneurial practices and strategies in his acceptance speech. He applauded IZA's decision to establish a new research program in this field and to appoint Armin Falk, an expert in behavioral and personnel economics, as IZA Research Director. He also appreciated the resulting connection between university and private research institutions, as Falk is director of the Laboratory of Experimental Economics at the University of Bonn.

Award Statement of the IZA Prize Committee

The IZA Prize in Labor Economics 2004 is awarded to Edward P. Lazear (Jack Steele Parker Professor of Human Resources Management and Economics at the Graduate School of Business and Morris A. Cox Senior Fellow at the Hoover Institution at the Stanford University), for his fundamental contributions to the field.

Edward Lazear is an exceptional scholar, a path-breaking researcher and an eminent economist with a vision, who has shaped the research agenda in labor economics. His leadership and entrepreneurial spirit has boosted the recognition of the field. Lazear's research is both original and fundamental. He builds models that provide novel and often surprising insights. Combining such new and highly important theoretical insights with down-to earth empirical work, his papers are exemplary in applied theory. Lazear has brought great rigor to the analysis of compensation schemes, incentives in labor relations and to the study of other human resource practices. His pioneering work in personnel economics has a decisive influence on modern labor economics.

His article "Why Is There Mandatory Retirement?" (Journal of Political Economy, 1979) marks the start of a sequence of studies that investigate the effects of various compensation schemes on productivity. In this paper, he argues that firms pay workers less than their marginal product early during the employment relationship and compensate them by paying higher wages at longer tenure in order to induce workers to provide efficient levels of effort throughout the employment relationship. Such compensation schemes make work around retirement age appear to be too attractive from the worker's point of view. Since workers would therefore not retire at the time when they optimally should withdraw from the labor market, firms make retirement mandatory. Lazear explains in "Agency, Earnings Profiles, Productivity, and Hours Restrictions" (American Economic Review, 1981) why efficient labor contracts with deferred compensation have hours requirements and restrictions. In "Incentives, Productivity, and Labor Contracts" (Quarterly Journal of Economics, 1984), a co authored paper with Robert Moore, he argues that increasing age-earnings profiles largely result from contractual arrangements with back loaded wages that reflect the firms' desire to provide lifecycle incentives rather than human capital accumulation.

"Rank-Order Tournaments as Optimum Labor Contracts" (Journal of Political Economy, 1981), an article jointly written with Sherwin Rosen, shows under which conditions rank-order tournaments, in which workers striving for promotions to better paying jobs on higher levels exert optimal levels of effort, can be superior incentive mechanisms compared to piece rate schemes. In "Salaries and Piece Rates" (Journal of Business, 1986) Lazear illuminates the question why some workers are paid piece rates based on output while others

are paid salaries for their input. Lazear emphasizes that the choice between salaries and piece rates is affected by weighting quality and quantity of output, by sorting considerations, monitoring costs, and asymmetric information. Lazear's article "Performance Pay and Productivity" (American Economic Review, 2000) studies empirically the effect of the introduction of piece rates at a company that installs windshields and shows that productivity gains among workers on piece rates result as workers work harder and because more productive workers are attracted by the piece rate scheme.

Lazear has also shed light on other practices in employment relationships. In "Pay Equality and Industrial Politics" (Journal of Political Economy, 1989), he explains that some level of wage compression is efficient as it reduces uncooperative behavior that is detrimental to the firm. "Peer Pressure and Partnerships" (Journal of Political Economy, 1992), an article with Eugene Kandel, studies whether profit-sharing fosters peer pressure and how factors such as norms, shame, guilt, and empathy interact to create incentives in firms. Lazear's article "Job Security Provisions and Employment" (Quarterly Journal of Economics, 1990) makes the important point that government mandated severance pay can be offset by an optimal contract in a competitive labor market when payments by the firm are received by the worker, but that payments to third-party intermediaries necessarily distort incentives. He then analyzes the employment effects when the conditions under which severance payments are neutral are not met. Influential is also the paper with Sherwin Rosen entitled "Male-Female Wage Differentials in Job Ladders" (Journal of Labor Economics, 1990) in which they argue that observed male-female wage differentials reflect lower promotion probabilities of women, for whom promotion standards are higher.

Lazear's leadership and research has been an important impetus to the creation of the economics of personnel as a separate research field in economics, which finds expression in the fact that a new JEL code (M5) has been created for the discipline "Personnel Economics". Starting with "The Job as a Concept", a contribution to the book Performance Measurement, Evaluation, and Incentives edited by William J. Bruns in 1992, and continuing with his Presidential Address to the Society of Labor Economists in 1998 entitled "Personnel Economics: Past Lessons and Future Directions" (Journal of Labor Economics, 1999), he has set the research agenda and inspired a large and growing literature. This field keeps attracting the interest of many scholars and researchers; and Lazear's intellectual influence on other scholars who will be producing in this area is just beginning. Lazear is more than a guiding force behind this literature. His work has shaped the way that modern labor economics studies actual work. Personnel economics has revolutionized the teaching of human resources in business schools worldwide, and is nowadays taught in many universities. Lazear is responsible for much of its success. His textbooks make relatively complicated models

and ideas accessible to undergraduates, MBA students and even the public.

Lazear has founded the Journal of Labor Economics, which today is probably the world's top journal in the labor field. Thanks to Edward Lazear's entrepreneurial spirit, a forum was thus created that has improved the exchange of ideas among labor economists, stimulated scientific debate among scholars everywhere and enhanced the visibility and respect for the entire field. The IZA Prize in Labor Economics 2004 honors the work of a brilliant scholar who greatly shaped and advanced the empirical and theoretical research in a new field of labor economics.

George A. Akerlof

Gary S. Becker

Armin Falk

Richard Portes

Klaus F. Zimmermann

IZA Prize in Labor Economics 2005
Dale T. Mortensen und Christopher A. Pissarides

On October 24, 2005, IZA Prize in Labor Economics 2005 was awarded to the economists Dale T. Mortensen (Northwestern University, Evanston/Illinois) and Christopher A. Pissarides (London School of Economics) during a festive ceremony that took place in Berlin before an audience of invited guests from Germany and abroad. The award honors the joint work by Mortensen and Pissarides on search and matching processes in the labor market. Their research has proven highly relevant for the current labor market reforms in Germany and supports the government policy to provide job-seekers with proper incentives and to shorten unemployment spells by reducing search costs through more efficient job placement.

The IZA Prize Committee, which selected the prize-winners, was coordinated by IZA Director Klaus F. Zimmermann and IZA Research Director Armin Falk and included Nobel Prize laureates George A. Akerlof (University of California, Berkeley) and Joseph Stiglitz (Columbia University, New York) as well as Richard Portes (London Business School). The high-level IZA Prize Conference "Frontiers in Labor Economics" preceding the award ceremony included presentations by such renowned U.S. economists as Richard B. Freeman (Harvard University), who lectured on the future of unions, and Nobel laureate James J. Heckman (University of Chicago), who analyzed the effects of cognitive and non-cognitive abilities on labor outcomes and social behavior. Tito Boeri (Bocconi University, Milan) praised the achievements by Mortensen and Pissarides in promoting methodological progress in labor economics.

The invited speaker at the award ceremony, acting Minister of Finance Hans Eichel, not only applauded the prize-winners' contributions to labor market research, but he also emphasized the important role of IZA in the evaluation of the recent labor market reforms in Germany. During the subsequent panel discussion on "Reform Policy after the Federal Elections," Freeman, Heckman, Eichel, Zimmermann and IZA Prize-Winner Pissarides shared their views on a variety of topics ranging from unemployment insurance, minimum wages, union power and the low-wage sector to retirement age and VAT increases. In his very personal laudation, Gerard A. Pfann (Maastricht University) focused more closely on the academic achievements of the prize-winners and their contributions to the development of labor economics. The analyses by Mortensen and Pissarides have led to a better understanding of unemployment and job flows. Their models, which are now widely used in labor economics and macroeconomics, have highly enriched research on unemployment as an equilibrium phenomenon, on labor market dynamics and on cyclical adjustment. They show how the intensity with which workers search and the decision when to accept a job offer determine the distribution of unemployment durations. A major policy implication is the insight into how labor market institutions such as unemployment insurance, minimum wage laws or job centers can be used to influence unemployment durations.

Award Statement of the IZA Prize Committee

The IZA Prize in Labor Economics 2005 is awarded to Dale T. Mortensen (Ida C. Cook Professor of Economics and Director of the Mathematical Methods in the Social Sciences Program at Northwestern University) and Christopher A. Pissarides (Professor of Economics and Director of the research program on Technology and Growth at the Centre for Economic Performance at the London School of Economics), for their path breaking contributions to the analysis of markets with search and matching frictions. The vast literature that was stimulated by their fundamental contributions to search and matching theory is evidence of the power of their approach to the analysis of interactions in labor markets, marriage markets, housing markets, or generally in all markets with frictions. Both their individual contributions and their joint development of a dynamic equilibrium model of labor markets account for much of the success of job search theory and the flows approach in becoming a leading tool for microeconomic and macroeconomic analysis of labor markets. Their models, which are now widely used in labor economics and macroeconomics, have highly enriched research on unemployment as an equilibrium phenomenon, on labor market dynamics and cyclical adjustment. Dale Mortensen's and Christopher Pissarides's research on labor market search and job matching has also significantly directed and shaped the empirical literature.

Dale Mortensen has pioneered the study of individual workers' job search decisions. The insight of his classic article titled "Job Search, the Duration of Unemployment, and the Phillips Curve" (American Economic Review, 1970) that labor market frictions can be represented by stochastically arriving matching opportunities has provided crucial thrust to the idea that searching for wage offers and jobs is costly when workers and firms lack full information about prices in the labor market. This pioneering work, in which unemployment is interpreted as a voluntary spell of searching for the most suited job at the best rate of pay, constituted a genuine paradigm shift in thinking about unemployment. His insight that search frictions can be modeled as random arrival of trading partners has also revolutionized research on labor turnover and reallocation, as well as research on personal relationships. Dale Mortensen subsequently continued to advance the frontiers of the field. "Search, Layoffs and Labor Market Equilibrium" (Journal of Political Economy, 1980), an article he wrote jointly with Kenneth Burdett, explains search and layoff unemployment as equilibrium phenomena and shows how the intensity with which workers search and the decision when to accept a job offer determine the distribution of unemployment durations. Mortensen's article "Property Rights and Efficiency in Mating, Racing and Related Games" (American Economic Review, 1982) shows that an efficient equilibrium exists in bilateral search models and that this equilibrium is attained when the entire match surplus is allocated to the contacting agent. In his article "Wage Differentials, Employer Size and Unemployment" with Ken Burdett (International Economic

Review, 1998) he demonstrates how a search model with wage posting can generate wage dispersion.

Christopher Pissarides has broken new ground in studying macroeconomic implications of the flows approach to labor market analysis by using the matching function as a tool to study equilibrium unemployment in his article "Job Matching with State Employment Agencies and Random Search" (Economic Journal, 1979). The matching function relates job creation to the number of unemployed, the number of job vacancies and the intensities with which workers search and firms recruit. It successfully captures the key implications of frictions that prevent an instantaneous encounter of trading partners and has proved a particularly powerful tool for modeling two-sided search frictions that stem from information imperfections about potential trading partners, not least because it can be incorporated in models without adding excessive complexity. Pissarides further developed the matching model, which is at present the leading tool for studying imperfect labor markets in macroeconomics, in subsequent studies of equilibrium unemployment dynamics. His article "Short-Run Equilibrium Dynamics of Unemployment, Vacancies, and Real Wages" (American Economic Review, 1985) highlights the effects of cyclical productivity changes on vacancy posting, labor market adjustment dynamics, unemployment and wage dynamics. It rationalizes why vacancies respond more quickly and with greater amplitude to shocks than unemployment, that real wage changes do not fully reflect real output changes and that unemployment responds faster to a negative than to a positive shock. His article "Search Unemployment with On-the-job Search" (Review of Economic Studies, 1994) derives new results of the matching approach that arise when on-the-job search is introduced into the model. Pissarides has elaborated the matching approach in Equilibrium Unemployment Theory (1990, 2000), which has become the leading textbook in the field.

Dale Mortensen and Christopher Pissarides joined forces to advance the equilibrium search approach by integrating the two lines of research that they had shaped before. Their co-authored article "Job Creation and Job Destruction in the Theory of Unemployment" (Review of Economic Studies, 1994) develops the famous Mortensen and Pissarides model of equilibrium unemployment, which has been at the core of much theoretical work during the past decade. Dale Mortensen's and Christopher Pissarides's equilibrium search framework is widely used in theoretical work, particularly because it can generate cyclical fluctuations in job flows. At the same time it is flexible enough to accommodate a host of alternative mechanisms of wage determination, ranging from ex post bargaining and various forms of union bargaining to efficiency wage theory and wage posting by employers. Their model is also a powerful tool for assessing labor market policies, which they substantiate in their joint article "Unemployment Responses to 'Skill-Biased' Technology Shocks: The Role of Labour Market Policy" (Economic Journal, 1999). In this contribution they demonstrate that skill-biased

shocks can explain why and how different unemployment insurance and employment protection policies can lead to the differential employment and wage outcomes that are observed in practice.

Dale Mortensen and Christopher Pissarides have jointly presented the essence of their ideas and the insights of the immense literature that was stimulated by the search and matching framework in two state-of-the-art articles that are the prime references for researchers interested in the field: "Job Reallocation, Unemployment Fluctuations and Unemployment Differences" (in Handbook of Macroeconomics, 1999) focuses on the macroeconomic implications of the fl ows approach while "New Developments in Models of Search in the Labor Market" (in Handbook of Labor Economics, 1999) centers on the implications of search decisions at the individual worker level. The IZA Prize in Labor Economics 2005 honors the pioneering work of these two exceptionally creative scholars, who have revolutionized theoretical and empirical labor market research.

George A. Akerlof

Armin Falk

Richard Portes

Joseph E. Stiglitz

Klaus F. Zimmermann

Research Results

The Discussion Paper Series offers IZA's staff researchers, fellows and affiliates the opportunity to disseminate their findings to the international research community as well as the interested public. The series thus plays a key role in the wide range of IZA publications.

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The IZA Discussion Paper Series plays a key role among IZA publications, as it facilitates the dissemination of high-quality research by IZA staff members, Research Fellows and Affiliates to the scientific community and the interested public.

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Barry R. Chiswick
The Economics of Immigration

Immigration has become a significant public policy issue in all of the developed countries, as well as an important area of study for academic researchers. IZA Program Director Barry R. Chiswick (University of Illinois, Chicago) has been a pioneer in research on the economics of immigration and has published numerous seminal studies on the labor market, the educational and linguistic adjustment of immigrants, and their impact on the host economy. He has also written extensively on various aspects of immigration policy. Beside Chiswick's most influential and widely-cited papers, published over a span of 25 years, this volume contains a foreword by Nobel Laureate Gary S. Becker (University of Chicago and IZA).

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Torben Tranæs, Klaus F. Zimmermann
Migrants, Work and the Welfare State

Despite some progress in recent years, the integration of immigrants from non-Western countries in the EU labor markets still causes significant problems. This is one of the findings from a comparative research project on labor market integration of foreigners in Germany and Denmark based on new representative surveys among immigrants in both countries. Headed by Klaus F. Zimmermann and Torben Tranæs (Research Director, The Rockwool Foundation Research Unit/RFF, Copenhagen), an international group of researchers analyzed questions of education, training, employment and income prospects as well as the probability of self-employment among migrants and the socio-economic balance of tax revenue generated by and transfer payments awarded to immigrants. The studies were mainly based on the Rockwool Foundation Migration Surveys (RFMS) for Germany and Denmark which allowed new insights into labor market integration aspects of immigrants.

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Klaus F. Zimmermann/Holger Hinte
Zuwanderung und Arbeitsmarkt
Deutschland und Dänemark im Vergleich

In recent years, immigration policy has enjoyed limited success. Mainly due to employment disincentives, the number of migrants active in the labor market has continued to decline. In order to correct this course, it is necessary to critically evaluate the positive and negative results of immigrant integration into the labor market. Concrete action requires knowledge of the necessary conditions under which effective political measures can take place. This book offers such information by presenting a comparison of the economic integration of migrants in Germany and Denmark. Using IZA data, the authors analyze education and training behaviors, important (self-)employment trends among immigrants, and the effects of social security systems on labor force participation. In addition, the volume presents a critical evaluation of the new German immigration law.

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Klaus F. Zimmermann
Deutschland - was nun?

The first steps at modernizing the country's economy and welfare state are only slowly taking effect. Given the widespread misgivings about a strict continuation of the chosen path, policymakers and society are faced with enormous challenges in the fields of federalism, the labor market, budget balancing and taxation, healthcare, pensions and intergenerational fairness, education and research, and family policy.

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ECONOMIC POLICY
Empirical Economics
European Economic Review

Klaus F. Zimmermann
European Migration - What Do We Know?

The volume is a definitive assessment of the current situation regarding migration in a comprehensive range of European countries with chapters on the USA, Canada and New Zealand for purposes of comparison. Each country study is written by a local expert. This anthology, edited by Klaus F. Zimmermann, is thus a unique compendium for European migration.

Zimmermann, K. F. (Ed.) (2005)
European Migration - What Do We Know?
Oxford. (XXII, 653 pages)

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K. F. Zimmermann

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T. Bengtsson, C. Lundh and K. Scott

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B. R. Chiswick and T. A. Sullivan

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Don J. DeVoretz and S. A. Laryea

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R. Winkelmann

Klaus F. Zimmermann/Amelie Constant
How Labor Migrants Fare

In the globalized economy, labor migration has become of central importance. A key issue in the analysis of immigration is how the migrants fare in the economy in which they migrate, and how they assimilate towards the behavior of the natives. Using data from the United States, Canada, many European countries, Australia and New Zealand, the chapters study the developments of earnings, employment, unemployment, self-employment, occupational choices and educational attainment after migration. The book also nvestigates the role of language in labor market integration and examines the situation of illegal, legalized and unwilling migrants. Policy effects are also studied: Among those are the effects of selection criteria of labor market success and the effects immigrants have on the public sector budget of the receiving country. Hence, the book provides a broad picture of the performance of migrants.

Zimmermann, K. F. / A. Constant (Eds.) (2004)
How Labor Migrants Fare
Heidelberg (VI, 424 pages)

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1. How do labor migrants fare?
   A. Constant / K. F. Zimmermann

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Family, Household and Work

Statistics provide clear observations of recent trends of family change: The number of single-person households increased. Age of marriage, as well as women's age at first motherhood became remarkably higher. Fertility has fallen rapidly. The number of divorces has steadily increased. The ancestral role allocation became less relevant in practice, because today neither economic nor social constraints are as important for the decision to start a family as they were in the past. From an economic point of view, there are several reasons for this change which are explored in this volume.

Zimmermann, K. F. / M. Vogler (Eds.) (2003)
Family, Household and Work
Heidelberg (XIV, 427 pages)

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Oppenländer · Konjunkturindikatoren
Oppenländer · Konjunkturindikatoren
Teichmann Konjunkturpolitik 5. Auflage
EMU: Prospects and Challenges for the Euro
Wagner (Ed.) Current Issues in Monetary Economics

Hilmar Schneider/Marcus Hagedorn/ Ashok Kaul/Tim Mennel

Reform der Arbeitslosenversicherung

Unemployment insurance has several large negative effects on the labor market. It provides incentives for firms to lay off workers and raises their reservation wages. In addition, contributions to the unemployment insurance are very costly, which leads to more unemployment and in its present organization unemployment insurance is negatively affected by collective bargaining interests since the financing of labor market policies can be used to compensate for negative consequences of insider behavior in collective bargaining. A reform of unemployment insurance that eliminates – or at least reduces – such disincentives is therefore overdue and could make a significant contribution to the fight against mass unemployment. This IZA study, commissioned by the Bertelsmann Foundation, presents a concrete reform proposal after discussing different reform options to raise overall economic efficiency by positively affecting the insurance-induced behavior of firms and workers.

Schneider, H. / M. Hagedorn / A. Kaul / T. Mennel (2004)
Reform der Arbeitslosenversicherung. Benchmarking Deutschland Aktuell, Bertelsmann Stiftung, Gütersloh.

Contents:

1. Das Wichtigste vorab

2. Der Einfluss der Arbeitslosenversicherung auf die Arbeitslosigkeit

3. Wozu eine gesetzliche Arbeitslosenversicherung?

4. Risikobeteiligung der Arbeitgeber durch Experience-Rating

5. Risikobeteiligung der Arbeitnehmer durch individuelle

6. Die Lohnversicherung als Element zur Verhinderung von Langzeitarbeitslosigkeit

7. Zur Theorie der optimalen Arbeitslosenversicherung

8. Ein integrierter Reformansatz für Deutschland

Matthias Herfurth/Martin Kohli/Klaus F. Zimmermann
Arbeit in einer alternden Gesellschaft. Probleme und Perspektiven der Erwerbsbeteiligung Älterer

This book is the result of an extensive cooperation between IZA, the Social Science Information Centre (IZ), the research group "Aging and Curriculum Vitae" (FALL) and the Institute of Sociology at the Free University of Berlin. The volume offers a comprehensive overview of the present research in the field of sociology and economics. A scientometric description of the research area as well as a commented selection of information resources (institutions, websites) and a glossary are additional parts of the book. A CD-ROM with bibliographic references is also included.

Herfurth, M. / M. Kohli / K. F. Zimmermann (Eds.) (2003)
Arbeit in einer alternden Gesellschaft. Probleme und Perspektiven der Erwerbsbeteiligung Älterer, Opladen.

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Wolfgang Clemens, Holger Hinte, Harald Künemund

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H. Peter Ohly

Klaus F. Zimmermann
Reformen Jetzt!

Initiated and edited by Klaus F. Zimmermann, this book is a forum for influential economists to present their views as pioneering intellectuals and lateral thinkers. Their contributions illustrate the key questions on the future of government, economy and society. This volume introduces central elements of a long-term reform agenda into the German debate. Furthermore the book documents the IZA Labor Market Policy Program as well as the IZA Appeal to German Policymakers ("Courage to Reform!"), which has by now been signed by more than 300 renowned economists.

Zimmermann, K. F. (Ed.) (2003),
Reformen – jetzt! So geht es mit Deutschland wieder aufwärts, Wiesbaden. (only available in German; Reforms - Now! – How to Get Germany Back on Track) (213 pages)

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Klaus F. Zimmermann

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Klaus F. Zimmermann/Thomas Bauer/ Holger Bonin/René Fahr/Holger Hinte Arbeitskräftebedarf bei hoher Arbeitslosigkeit

In the international competition for qualified labor, the current scarcity of qualified workers in Germany is only seemingly a contradiction to the continuous high unemployment of low-skill workers. The book analyzes the shortage situation in the German labor market in the short- and long-term and develops a comprehensive concept for the redesign of immigration policy.

Zimmermann, K. F. / Th. K. Bauer / H. Bonin / R. Fahr / H. Hinte (2002)
Arbeitskräftebedarf bei hoher Arbeitslosigkeit, Berlin
(only available in German; Demand for Workers in Times of High Unemployment) (IX, 297 pages)

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1. Einleitung

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3. Ermittlung von Arbeitskräftebedarfen.

4. Arbeitsmärkte und demographische Entwicklung

5. Optionen einer aktiven Zuwanderungspolitik.

6. Ein Gesamtkonzept zur Steuerung der Zuwanderung nach Deutschland.

7. Schlußfolgerungen.

Klaus F. Zimmermann
Frontiers in Economics

Economic theory, academic policy analysis and public policy design are becoming more interdependent. This book assesses how recent economic thinking has advanced under these influences. Furthermore, it evaluates the important contribution economics can add to the design and evaluation of public policy, now more than ever before.

Zimmermann, K. F. (Ed.) (2002)
Frontiers in Economics
Heidelberg. (477 pages)

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Klaus F. Zimmermann
The Economics of Migration

In the age of globalization, the importance of migration for the industrialized countries has increased. Yet, while the public debate about policy responses to these developments continues unabatedly, research findings of economists are often ignored, even though economic research on many aspects of migration exploded in the last two decades. In the four-volume collection "The Economics of Migration," Klaus F. Zimmermann and Thomas Bauer have selected the most significant contributions on the economics of migration, which provide an overview of the present state of empirical migration research. The collection includes more than 100 articles, dating from 1919 to 2000, by authors such as G.S. Becker, G.J. Borjas, D.E. Card, B.R. Chiswick, R.B. Freeman, T.J. Hatton, J. Mincer, C.A. Pissarides, J.L. Simon, and J.G. Williamson.

Zimmermann, K. F. / Th. K. Bauer (Eds.) (2002)
The Economics of Migration, Vol. I-IV (The International Library of Critical Writings in Economics, No. 151), Cheltenham.

Volume 1: The Migration Decision and Immigration Policy (XXIV, 513 S.)

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9

IZA in the Scientific Process

IZA participates in the worldwide scientific process in various ways. IZA researchers take part in all relevant conferences. The institute plays an active role in research networks and cooperates with renowned scientific institutions all over the world. IZA's Guest Researchers Program enables renowned international labor economists to conduct their research in Bonn for a limited time.

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Participation in Scientific Events

IZA researchers regularly present their work at conferences, workshops, seminars and other scientific events in Germany and abroad. Furthermore, several IZA researchers represent the institute through presentations at the annual meetings of the most important international economic associations. IZA is represented on a regular basis at events of the following institutions:

American Economic Association

Bonin	(2003)
Koeniger	(2003)
Falk	(American Economic Science Association 2003/04 in San Diego)

Association of Southern European Economic Theorists Annual Conference (ASSET)

Sunde	(2004, 2002)
Tatsiramos	(2002)

European Society of Population Economics (ESPE)

Bargain	(2005)
Bonin	(2005, 2004, 2003, 2002)
Constant	(2005, 2004, 2003, 2002)
Dohmen	(2004, 2003)
Huffman	(2005)
Sunde	(2002)
Tatsiramos	(2004)

Verein für Socialpolitik/German Economic Association (Vfs/GEA)

Bonin	(2003, 2004, 2005)
Constant	(2005)
Koeniger	(2005, 2004, 2003, 2002)
Sunde	(2004, 2003, 2002)

Society of Labor Economists (SOLE)

Bonin	(2005, 2004)
Constant	(2005, 2004, 2003)
Sunde	(2002)

European Association of Labor Economics (EALE)

Bargain	(2002)
Bonin	(2004, 2002)
Constant	(2005, 2004, 2002)
Dohmen	(2004)
Huffmann	(2004)
Koeniger	(2004, 2002)
Sunde	(2004, 2003, 2002)

European Economic Association (EEA)

Bargain	(2002)
Dohmen	(2003)
Koeniger	(2004)
Sunde	(2003, 2004)

ESA

Dohmen	(2004)
Huffman	(2004)

ESEM

Bargain	(2002)
Bonin	(2004, 2003)
Dohmen	(2003)
Sunde	(2004, 2002)

ESSLE

Falk	(2002)
Koeniger	(2005)
Sunde:	(2002)
Tatsiramos	(2004)

World Congress of the Econometric Society

Bonin	(2005)
Huffman	(2005)
Koeniger	(2005)

Royal Economic Society (RES)

Dohmen	(2003)
Koeniger	(2002)
Sunde	(2003)

Internationale Panel Daten Konferenz/International Conference on Panel Data

Bonin	(2002)
Sunde	(2002)

Scientific Cooperation

IZA maintains formal and informal ties to numerous national and international research institutions, thereby fostering the creation of research networks. Within these cooperations, joint research projects are carried out, and joint events are organized. The following institutions are among IZA's cooperation partners:

AICGS American Institute for Contemporary German Studies, Massachusetts, USA
AMID Academy for Migration Studies, Aalborg, Denmark
ARGE Arbeitsgemeinschaft Deutscher Wirtschaftswissenschaftlicher Forschungsinstitute e.V, Berlin
Australian National University Research School of Social Sciences, Canberra, Australia
Bar-Ilan University Ramat-Gan, Israel
BIBB Bundesinstitut für Berufsbildung, Bonn
CCIS Center for Comparative Immigration Studies, San Diego, USA
CELMR Centre for European Labour Market Research, Aberdeen, UK
CEMFI Centro de Estudios Monetarios y Financieros, Madrid, Spain
CEPR Centre for Economic Policy Research, London, UK
CHILD Center for Household Income, Labour and Demographic Economics, Torino, Italy
CILN Canadian International Labour Network
CLS Centre for Labour Market and Social Research, Aarhus, Denmark
CREST Centre de Recherche en Economie et Statistique, Paris, France
DIW Deutsches Institut für Wirtschaftsforschung, Berlin
ESPE European Society for Population Economics, Bilbao, Spain
ESRI Economic and Social Research Institute, Dublin, Ireland
European University Institute Florence, Italy
Fondazione Rodolfo Debenetti Bocconi University, Milan, Italy
G.I.F. German-Israeli Foundation for Scientific Research and Development, Jerusalem, Israel
IAB Institut für Arbeitsmarkt und Berufsforschung, Nürnberg
LABORatorio Riccardo Revelli Torino, Italy
LSE London School of Economics, UK
LU Lund University, Sweden

NATIONAL BUREAU
http://www.nber.org
DIW Berlin
IAB
IZA
Statistisches Bundesa

Norwegian School of Economics and Business Administration
Bergen, Norway
OECD Organisation for Economic Co-operation and Development, Paris, France

Osteuropa Institut
München
RIIM Research on Immigration and Integration in the **Metropolis**
Vancouver, Canada
Rockwool Foundation Research Unit
Copenhagen, Denmark
SPEAR Social Policy Evaluation Analysis and Research Centre, Canberra, Australia
Step Studies in Innovation, Research and Education, Oslo, Norway
Tinbergen Institute
Amsterdam, Netherlands
UCL University College London, UK
University of Aarhus, Denmark
University of Essex, UK
University of Leicester
Department of Economics, UK
UNL Universidade Nova de Lisboa, Portugal
Uppsala University, Sweden
William Davidson Institute
University of Michigan, Ann Arbor, USA

Wissenschaftliches Zentrum für Berufs- und Hochschulforschung
Universität Gesamthochschule, Kassel
World Bank
Development Economics Research Group, Washington DC, USA
ZA Zentralarchiv für Empirische Sozialforschung, Universität zu Köln
ZEW Zentrum für Europäische Wirtschaftsforschung, Mannheim

Universitäts-Tiefgarage

Cooperation with the University of Bonn

IZA cooperates closely with the University of Bonn Department of Economics in the fields of research and education. IZA Director Klaus F. Zimmermann and Research Director Armin Falk are full professors of economics at the university. Falk is also director of the Bonn Laboratory of Experimental Economics. On a regular basis, IZA also offers lectures and seminars in experimental economics, behavioral economics, econometrics and labor market economics. IZA staff members also supervise master's and doctoral theses.

In 1998, with a grant from Deutsche Post World Net, the Bonn Graduate School of Economics (BGSE) was established to continue the rich tradition of graduate education at the University of Bonn. IZA plays a central role in the BGSE doctoral education program. The institute participates in the selection and supervision of Ph.D. students. Those who write their dissertation under IZA supervision work as research affiliates at the institute.

IZA and the University of Bonn also jointly organize the weekly Bonn Economics Research Seminar. This form of cooperation is a good example of a fruitful relationship between public and private sector research and educational institutions.

Guest Researchers Program

National and international exchange is one of the focal points of IZA's research activities. In order to maintain its widespread network of well-established as well as junior scientists, and to complement the strengths of the permanent staff in Bonn, the visitors program invites a series of national and international scientists to visit IZA. Besides spending time at IZA to discuss current issues of labor market theory and policy, many visitors also continue to work on their own research projects. It is IZA's policy to attract first-class scientists from Germany and abroad in order to enrich and enhance the international investigation of important labor market problems.

2002

Syed Ahsan, Concordia University, Montreal, Canada
Rob Alessie, Utrecht University, Netherlands
David Autor, MIT, Cambridge, USA
Uschi Backes-Gellner, University of Zurich, Switzerland
Christian Belzil, CNRS, Paris, France; GATE, Lyon, France
Mark C. Berger, CBER, University of Kentucky, Lexington, USA
Dilip Bhattacharyya, University of Leicester, UK
Stefan Bender, IAB, Nürnberg, Germany
Lex Borghans, University of Maastricht, Netherlands
Karl Brenke, DIW Berlin, Germany
Yoosoon Chang, Rice University, Houston, USA
Paul Chen, Australian National University, Canberra
Yu-Fu Chen, University of Dundee, Scotland, UK
Arnaud Chevalier, University of Kent, UK
Deborah Cobb-Clark, Australian National University, Canberra
Amelie Constant, IZA, Bonn, Germany
Thomas F. Crossley, McMaster University, Hamilton, Canada
Janet Currie, University of California, Los Angeles, USA
Leif Danziger, Ben Gurion University, Be'er Sheva, Israel
Don J. DeVoretz, Simon Fraser University, Burnaby, Canada
Galina Didukh, Simon Fraser University, Burnaby, Canada

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Randall W. Eberts, Upjohn Institute for Employment Research, Kalamazoo, USA
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Bob Gregory, Australian National University, Canberra
Maria Guadalupe, Columbia University, New York, USA
Patrik Guggenberger, University of California, Los Angeles, USA
John P. Haisken-DeNew, RWI Essen, Germany
John C. Haltiwanger, University of Maryland, College Park, USA
Mihail Hazans, University of Latvia, Riga
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David A. Jaeger, College of William and Mary, Williamsburg, USA
Alain Jousten, CREPP, Université de Liège, Belgium
Hendrik Jürges, University of Mannheim, Germany
Bruce E. Kaufman, Georgia State University, Atlanta, USA
John Kennan, University of Wisconsin, Madison, USA
Jozef Konings, LICOS, Catholic University of Louvain, Belgium
Kai A. Konrad, WZB, Berlin, Germany
Sherrie Kossoudji, University of Michigan, Ann Arbor, USA
Peter Kuhn, University of California, Santa Barbara, USA
Olga Kupets, National University of Kiev-Mohyla Academy, Ukraine
Edward Lazear, Stanford University, USA
Hartmut Lehmann, University of Bologna, Italy
Eric Maurin, CREST-INSEE, Paris, France
Carlos Medina, Universidad de los Andes, Bogota, Colombia
Marc L. Nerlove, University of Maryland, College Park, USA
Shoshana Neuman, Bar-Ilan University, Ramat-Gan, Israel
Øivind Anti Nilsen, Norwegian School of Economics and Business Administration, Bergen, Norway
Ronald L. Oaxaca, University of Arizona, Tucson, USA
Demetrios Papademetriou, Migration Policy Institute, Washington, DC, USA
Barbara Petrongolo, London School of Economics, UK
Patrick A. Puhani, Darmstadt University of Technology, Germany
Mark Regets, National Science Foundation, Arlington, USA
Volker Reinthaler, University of Bonn, Germany

Michael Reiter, Universitat Pompeu Fabra, Barcelona, Spain
Eva Rueckert, Heriot-Watt University, Edinburgh, UK
Christopher J. Ruhm, University of North Carolina, Greensboro, USA
Christoph M. Schmidt, RWI Essen, Germany
Wendelin Schnedler, University of Heidelberg, Germany
Sarah Senesky, University of California, Irvine, USA
Jeffrey A. Smith, University of Michigan, Ann Arbor, USA
Margaret Stevens, University of Oxford, UK
Coen Teulings, University of Amsterdam, Netherlands
Eric Toulemonde, University of Lausanne, Switzerland
Kenneth Troske, University of Kentucky, Lexington, USA
Eileen Trzcinski, Wayne State University, Detroit, USA
Arne Uhlendorff, DIW Berlin, Germany
Kjell Vaage, University of Bergen, Norway
Jan C. van Ours, Tilburg University, Netherlands
Andrea Vindigni, Princeton University, USA
Milan Vodopivec, World Bank, Washington, DC, USA
Bas ter Weel, University of Maastricht, Netherlands
Doris Weichselbaumer, University of Linz, Germany
Bruce A. Weinberg, Ohio State University, Columbus, USA
Sourushe Zandvakili, University of Cincinnati, USA

2003

Jaap H. Abbring, Free University of Amsterdam, Netherlands
John M. Abowd, Cornell University, Ithaca, USA
Patricia Apps, University of Sydney, Australia
Michael Bognanno, Temple University, Philadelphia, USA
Matteo Cervellatim, Universitat Pompeu Fabra, Barcelona, Spain
Barry R. Chiswick, University of Illinois, Chicago, USA
Carmel U. Chiswick, University of Illinois, Chicago, USA
Atanas Christev, Heriot-Watt University, Edinburgh, UK
Deborah Cobb-Clark, Australian National University, Canberra
Leif Danziger, Ben Gurion University, Be'er Sheva, Israel
Don J. DeVoretz, Simon Fraser University, Burnaby, Canada
Gil S. Epstein, Bar-Ilan University, Ramat-Gan, Israel
Pier-Giuseppe Fortunato, University of Bologna, Italy
Peter Fredriksson, Uppsala University, Sweden
Giovanni Gallipoli, Institute for Fiscal Studies, London, UK
Ira N. Gang, Rutgers University, New Brunswick, USA
Xiaodong Gong, Australian National University, Canberra
Daniel S. Hamermesh, University of Texas, Austin, USA
Barton H. Hamilton, Washington University, St. Louis, USA
Robert M. Hutchens, Cornell University, Ithaca, USA

Adriaan Kalwij, Tilburg University, Netherlands
Ashok Kaul, Universitat Pompeu Fabra, Barcelona, Spain
Bertrand Koebel, Louis Pasteur University, Strasbourg, France
Spyros Konstantopoulos, Northwestern University, Evanston, USA
Astrid Kunze, Norwegian School of Economics and Business Administration, Bergen
Hartmut Lehmann, University of Bologna, Italy
Claudio Lucifora, Università Cattolica del Sacro Cuore, Milan, Italy
Shelly Lundberg, University of Washington, Seattle, USA
David B. Mustard, University of Georgia, Athens, USA
Shoshana Neuman, Bar-Ilan University, Ramat-Gan, Israel
Luca Nunziata, Nuffield College, Oxford, UK
Ronald L. Oaxaca, University of Arizona, Tucson, USA
Jonathan Pingle, Federal Reserve Board, Washington DC, USA
Erik Plug, University of Amsterdam, Netherlands
Solomon Polachek, Binghamton University, New York, USA
Michael Polder, University of Maastricht, Netherlands
David C. Ribar, George Washington University, Washington DC, USA
Álmos Telegdy, Central European University, Budapest, Hungary
Manuelita Ureta, Texas A&M University, College Station, USA
Jan C. van Ours, Tilburg University, Netherlands
Arthur van Soest, Tilburg University, Netherlands
Pablo Ruiz Verdu, Universidad Carlos III, Madrid, Spain
Edward Vytlacil, Stanford University, USA
Till von Wachter, Columbia University, New York, USA
Niels Westergård-Nielsen, Aarhus School of Business, Denmark
Joachim Wolff, University of Munich, Germany

2004

Jonas Agell, Stockholm University, Sweden
Richard Akresh, University of Illinois, Urbana-Champaign, USA
Sascha O. Becker, University of Munich, Germany
Charles Bellemare, Université Laval, Ste-Foy, Canada
Martin Biewen, University of Frankfurt, Germany
David M. Blau, University of North Carolina, Chapel Hill, USA
Francine D. Blau, Cornell University, Ithaca, USA
Michael Bognanno, Temple University, Philadelphia, USA
Giorgio Brunello, University of Padova, Italy
Michael C. Burda, Humboldt University, Berlin, Germany
Barry R. Chiswick, University of Illinois, Chicago, USA
Deborah Cobb-Clark, Australian National University, Canberra
Miles Corak, Statistics Canada, Ottawa
Leif Danziger, Ben Gurion University, Be'er Sheva, Israel
Olivier Deschenes, University of California, Santa Barbara, USA
Don J. DeVoretz, Simon Fraser University, Burnaby, Canada
Juan José Dolado, Universidad Carlos III, Madrid, Spain
Burcu Duygan, European University Institute, Florence, Italy
Theo Eicher, University of Washington, Seattle, USA
Gil S. Epstein, Bar-Ilan University, Ramat-Gan, Israel
Josef Falkinger, University of Zurich, Switzerland
Urs Fischbacher, University of Zurich, Switzerland
Bernd Fitzenberger, University of Frankfurt, Germany
Marco Francesconi, University of Essex, Colchester, UK
Simon Gächter, University of Nottingham, UK
Ira N. Gang, Rutgers University, New Brunswick, USA
Pietro Garibaldi, Bocconi University, Milan, Italy
Laszlo Goerke, University of Mainz, Germany
Lorenz Götte, University of Zurich, Switzerland
Xiaodong Gong, Australian National University, Canberra
Marek Góra, Warsaw School of Economics, Poland
Mark Gradstein, Ben Gurion University, Be'er Sheva, Israel
Volker Grossmann, University of Zurich, Switzerland
Marcus Hagedorn, University of Pennsylvania, Philadelphia, USA
Jörgen Hansen, Concordia University, Montreal, Canada
Axel Heitmueller, London Business School, UK
Steinar Holden, University of Oslo, Norway
Guillermina Jasso, New York University, USA
Alain Jousten, CREPP, Université de Liège, Belgium
Chinhui Juhn, University of Houston, USA
Stepán Jurajda, CERGE, Charles University, Prague, Czech Republic
Lawrence M. Kahn, Cornell University, Ithaca, USA
Sebastian Kessing, WZB, Berlin, Germany
Sherrie Kossoudji, University of Michigan, Ann Arbor, USA

Astrid Kunze, Norwegian School of Economics and Business Administration, Bergen, Norway
Rafael Lalive, University of Zurich, Switzerland
Edward Lazear, Stanford University, USA
Hartmut Lehmann, University of Bologna, Italy
Marco Leonardi, University of Milan, Italy
Audrey Light, Ohio State University, Columbus, USA
Kostas G. Mavromaras, University of Aberdeen, UK
Antje Mertens, Max Planck Institute for Human Development, Berlin, Germany
Julián Messina, European Central Bank, Frankfurt/Main, Germany
Shoshana Neuman, Bar-Ilan University, Ramat-Gan, Israel
David Neumark, Public Policy Institute of California, San Francisco, USA
Helena Skyt Nielsen, University of Aarhus, Denmark
Øivind Anti Nilsen, Norwegian School of Economics and Business Administration, Bergen, Norway
Tapio K. Palokangas, University of Helsinki, Finland
Michele Pellizzari, Bocconi University, Milan, Italy
Miguel Portela, Tinbergen Institute, Amsterdam, Netherlands
Fabien Postel-Vinay, PSE, Paris, France
Panu Poutvaara, University of Helsinki, Finland
Hillel Rapoport, Bar-Ilan University, Ramat-Gan, Israel
José V. Rodriguez Mora, Universitat Pompeu Fabra, Barcelona, Spain
Nuria Rodriguez-Planas, Universitat Autònoma de Barcelona, Spain
Mark R. Rosenzweig, Harvard University, Cambridge, USA
Alfonso Rosolia, Bank of Italy, Rome, Italy
Michael Sattinger, State University of New York, Albany, USA
Robert M Sauer, University of Southampton, UK
Wendelin Schnedler, University of Heidelberg, Germany
Saul Schwartz, Carleton University, Ottawa, Canada
Eytan Sheshinski, Hebrew University, Jerusalem, Israel
Kenneth L. Sokoloff, University of California, Los Angeles, USA
Holger Stichnoth, IZA, Bonn, Germany
Leslie S. Stratton, Virginia Commonwealth University, Richmond, USA
Kenneth Troske, University of Kentucky, Lexington, USA
Arne Uhlendorff, DIW, Berlin, Germany
Bas van der Klaauw, Free University of Amsterdam, Netherlands
Jan C. van Ours, Tilburg University, Netherlands
Till von Wachter, Columbia University, New York, USA
Bruce A. Weinberg, Ohio State University, Columbus, USA
Yoram Weiss, Tel Aviv University, Israel
Justin Wolfers, Wharton School, University of Pennsylvania, Philadelphia, USA
Myeong-Su Yun, Tulane University, New Orleans, USA
Christopher Zeiss, University of Frankfurt, Frankfurt/Main, Germany
Josef Zweimüller, University of Zurich, Switzerland

2005

Avner Ahituv, University of Haifa, Israel
Catalina Amuedo-Dorantes, San Diego State University, USA
Heather Antecol, Claremont McKenna College, USA
Subhayu Bandyopadhyay, West Virginia University, Morgantown, USA
Gadi Barlevy, Federal Reserve Bank of Chicago, USA
Alan Barrett, ESRI, Dublin, Ireland
Erling Barth, Institute for Social Research, Oslo, Norway
Christian Belzil, CNRS, Paris, France; GATE, Lyon, France
Uri Ben-Zion, Ben Gurion University, Be'er Sheva, Israel
Annette Bergemann, Free University of Amsterdam, Netherlands
Graziella Bertocchi, University of Modena and Reggio Emilia, Modena, Italy
Sumon Bhaumik, Queen's University, Belfast, UK
Sherrilyn M. Billger, Illinois State University, Normal, USA
David G. Blanchflower, Dartmouth College, Hanover, USA
Hans Bloemen, Free University of Amsterdam, Netherlands
Tilman Börgers, University College London, UK
Lex Borghans, University of Maastricht, Netherlands
Piero Cipollone, Bank of Italy, Rome
Deborah Cobb-Clark, Australian National University, Canberra
Rachel Croson, University of Pennsylvania, Philadelphia, USA
Leif Danziger, Ben Gurion University, Be'er Sheva, Israel
Stefano DellaVigna, University of California, Berkeley, USA
Don J. DeVoretz, Simon Fraser University, Burnaby, Canada
Olivier Donni, University of Cergy-Pontoise, France
Gil S. Epstein, Bar-Ilan University, Ramat-Gan, Israel
Gustav Feichtinger, Vienna University of Technology, Austria
Antonio Filippin, University of Milan, Italy
Guido Friebel, Université de Toulouse I, France
Nicola Fuchs-Schündeln, Harvard University, Cambridge, USA
Ira N. Gang, Rutgers University, New Brunswick, USA
Christina Gathmann, Stanford University, USA
Charles Grant, University of Reading, UK
Thomas Hintermaier, Institute for Advanced Studies, Vienna, Austria
Hans K. Hvide, Norwegian School of Economics and Business Administration, Bergen, Norway
Herwig Immervoll, OECD, Paris, France
David A. Jaeger, College of William and Mary, Williamsburg, USA
Pramod N. (Raja) Junankar, University of Western Sydney, Penrith South DC, Australia
Spyros Konstantopoulos, Northwestern University, Evanston, USA

Peter Kuhn, University of California, Santa Barbara, USA
Astrid Kunze, Norwegian School of Economics and Business Administration, Bergen, Norway
Rafael Lalive, University of Zurich, Switzerland
Marco Leonardi, University of Milan, Italy
Robert I. Lerman, Urban Institute, Washington DC, USA
Thierry Magnac, Université de Toulouse I, France
Ulrike Malmendier, Stanford University, Cambridge, USA
Gerald Marschke, State University of New York, Albany, USA
Pedro S. Martins, Queen Mary, University of London, UK
Peter R. Mueser, University of Missouri-Columbia, Columbia, USA
Shoshana Neuman, Bar-Ilan University, Ramat-Gan, Israel
Ronald L. Oaxaca, University of Arizona, Tucson, USA
Simon C. Parker, University of Durham, UK
Francesco Pastore, University of Naples II, Italy
Julien Prat, University of Vienna, Austria
Dragos Radu, HWWA, Hamburg, Germany
Michael R. Ransom, Brigham Young University, Provo, USA
Robert M Sauer, University of Southampton, UK
Sylke V. Schnepf, University of Southampton, UK
Uta Schönberg, University of Rochester, USA
Matthias Schündeln, Harvard University, Cambridge, USA
Bas ter Weel, University of Maastricht, Netherlands
Antonella Trigari, Bocconi University, Milan, Italy
Gerard J. van den Berg, Free University of Amsterdam, Netherlands
Jan C. van Ours, Tilburg University, Netherlands
Frederic Vermeulen, Tilburg University, Netherlands
Ian Walker, University of Warwick, Coventry, UK
Hendrik Wolff, University of California, Berkeley, USA

Editorial Activities

Journal of Population Economics

The Journal of Population Economics is an international quarterly that publishes original theoretical and applied research and survey articles on topics dealing with broadly-defined relationships between economic and demographic problems.

IZA acts as the headquarters of the Journal of Population Economics:

- As Editor-in-Chief, IZA Director Klaus F. Zimmermann is in charge of the strategic development of the Journal.
- IZA Scientific Manager Michael Vogler heads the Editorial Office, which takes care of the whole editorial process from the submission of manuscripts to the planning of the Journal issues.
- IZA hosts the website of the Journal of Population Economics (www.popecon.org).
- IZA also keeps close ties with the European Society for Population Economics (ESPE) and hosts the ESPE website as well.

Olivier Bargain
Co-editor
Research in Labor Economics

Holger Bonin
Editor
RWI:Mitteilungen.Quarterly

Pierre Cahuc
Associate editor
Labour Economics
Journal of Economics - Zeitschrift für Nationalökonomie

Ana Cardoso
Editorial Board
Portuguese Economic Journal

Barry R. Chiswick
Associate Editor
Journal of Population Economics
Review of the Economics of the Household
Editorial Boards
Quarterly Review of Economics and Finance
Contemporary Jewry
International Migration Review
European Research Studies

Amelie Constant
Editorial Board
Applied Economics Quarterly

Armin Falk
Guest editor of a special edition of Labor Economics
Topic: Experimental Labour Economics

Daniel S. Hamermesh
Editorial Board
Industrial and Labor Relations Review
Associate Editor
European Economic Review
Labour Economics
Editor
Journal of Population Economics
Board of Editors
Journal of Economic Integration

Hartmut Friedrich Lehmann
Member of Editorial Board
Journal of Comparative Economics

W. Bentley MacLeod
Editor
Journal of Labor Economics
Associate Editor
Journal of Economic Behavior and Organization

Rainer Winkelmann
Editor
Applied Economics Quarterly (Konjunkturpolitik)
Applied Stochastic Models in Business and Industry

Klaus Zimmermann
Editor-in-chief
Journal of Population Economics
Editor
Economic Bulletin
DIW-Wochenbericht
DIW-Vierteljahrshefte
Associate Editor
Recherches Economiques de Louvain
Journal of Applied Econometrics
International Journal of Manpower
Electronic International Journal of Time Use Research
Journal of International Economics and Economic Policy
Book Series
“Population Economics”, Springer-Verlag

Expert Opinions/ Referees

Thomas K. Bauer
American Economic Review
Canadian Journal of Economics
Demography
Economic Inquiry
Economic Journal
Economics of Education Review
Empirical Economics
European Economic Review
European Journal of Political Economy
German Economic Review
International Migration
International Migration Review
Journal of Labor Economics
Journal of Economic Inequality
Journal of Population Economics
Konjunkturpolitik (Applied Research Quarterly)
Labour Economics
Public Choice
Review of Development Economics
Scottish Journal of Political Economy

Holger Bonin
Economic Journal
European Economic Review
Finanzarchiv
German Economic Review
Journal of Pension Economics and Finance
Journal of Population Economics
Journal of Public Economics
Labour Economics
RWI:Mitteilungen
Zeitschrift für Arbeitsmarktforschung

Amelie Constant
European Economic Review
Economica
International Migration
Journal of Population Economics
Ethnic and Racial Studies
Journal of Ethnic and Migration Studies
Demography
International Journal of Manpower
Labour Economics
Economic Development and Cultural Change

Thomas Dohmen
B. E. Journals in Economic Analysis & Policy
Economic Modelling
Economics of Governance
European Economic Review
Industrial and Labor Relations Review
Industrial Relations
Jahrbücher für Nationalökonomie und Statistik
Journal of Institutional and Theoretical Economics
Journal of Labor Economics

Journal of Population Economics
Labour Economics

Werner Eichhorst
MPIfG Discussion Papers and Books.
IAB Kurzberichte and Forschungsberichte.
Zeitschrift für Arbeitsmarktforschung.
Sozialer Fortschritt.
Schmollers Jahrbuch.
Politische Vierteljahresschrift.
Journal of Common Market Studies.

Rob Euwals
American Economic Review
Applied Economics Quarterly
Canadian Journal of Economics
Economica
Economic Journal
Economics of Governance
Empirical Economics
European Economic Review
Journal of Applied Econometrics
Journal of Applied Social Sciences Studies
Journal of Labor Economics
Journal of Political Economy
Journal of Population Economics
Journal of Public Economics
Labour
Labour Economics
Scandinavian Journal of Economics
Scottish Journal of Political Economy
Spanish Economic Review

René Fahr
Economic Journal
Labour Economics
Journal of Population Economics

Armin Falk
American Economic Review
Econometrica
Economics of Governance
Environmental and Resource Economics
European Journal of Political Economy
European Economic Review
Experimental Economics
Games and Economic Behavior
International Journal for Operations Research
Journal of the European Economic Association
Journal of Political Economy
Journal of Public Economics
Journal of Labor Economics
Journal of Economic Behavior and Organization
Journal of Economic Psychology
Journal of Experimental Economics
Labour Economics

Nature
Public Choice
Quarterly Journal of Economics
Scandinavian Journal of Economics
The RAND Journal of Economics

Marcus Hagedorn
Review of Economic Studies
International Economic Review
Journal of Economics

Jörgen Hansen
Canadian Public Policy
Economica
Economic Journal
Empirical Economics
Journal of Population Economics

David Huffman
CESifo Economic Studies
Economic Journal
Journal of Institutional and Theoretical Economics
Journal of Labor Economics

Astrid Kunze
Economica
Economics of Transition
Canadian Journal of Economics
Journal of Population Economics
Labour Economics
Journal of Labor Economics
Oxford Bulletin of Economics and Statistics
Skandinavian Journal of Economics

Hartmut Lehmann
American Economic Review
Bulletin of Economics Research
Economics of Transition
Economica
Economic Systems
European Economic Review
Journal of Comparative Economics
Journal of Corporate Governance
Konjunkturpolitik
Labour Economics
the Journal of Population Economics
Review of Economic Studies
Review of Economics and Statistics
Schmollers Jahrbuch

Magnus Lofstrom
Canadian Journal of Economics
Demography
Economics of Governance
Journal of the Japanese and International Economies
Journal of Population Economics

Labour Economics
The Quarterly Review of Economics and Finance
Review of Economics and Statistics
Social Science Quarterly
Southern Economic Journal
The B.E. Journals in Economic Analysis & Policy

W. Bentley MacLeod
American Economic Review
Canadian Journal of Economics
Economic Journal
Economica
Econometrica
European Economic Review
International Economic Review
International Journal of Game Theory
International Journal of Industrial Organization
Journal of Accounting and Economics
Journal of Comparative Economics
Journal of Economic Theory
Journal of Economic Behavior and Organization
Journal of Economic Dynamics and Control
Journal of Economic Games and Behavior
Journal of Economics and Business
Journal of Economics and Management Strategy
Journal of Labor Economics
Journal of Law
Economics and Organization
Journal of Political Economy
Journal of Public Economics
Journal of Regional Science and Urban Economics
Labour Economics
Management Science
McGill Law Journal
Physical Review Letters
Oxford Economic Papers
Quarterly Journal of Economics
The Rand Journal of Economics
Recherches Economiques de Louvain
Review of Economic Studies
Scandinavian Journal of Economics

Martin Schellhorn
Journal of Health Economics
Health Economics
Social Science & Medicine
Review of Economic Studies
Schmoller's Jahrbuch
Journal of Applied Econometrics

Hilmar Schneider
German Economic Review

Uwe Sunde
American Economic Review
Applied Economics Quarterly

European Economic Review
Journal of Economics
Labour Economics
Macroeconomic Dynamics

Konstantinos Tatsiramos
American Economic Review
Labour Economics

Alexandru Voicu
American Economic Review
European Economic Review
Journal of Population Economics
Labour Economics

Zhong Zhao
Journal of Econometrics
Economic Development and Culture Change
Economic Systems

Klaus F. Zimmermann
American Economic Review
American Journal of Sociology
Econometric Reviews
Economic Journal
Economica
Empirica
Empirical Economics
European Economic Review
Finanzarchiv
International Journal of Industrial Organization
International Tax and Public Finance
Jahrbücher für Nationalökonomie und Statistik
Journal of Applied Econometrics
Journal of Development Economics
Journal of Econometrics
Journal of Economic Behavior and Organization
Journal of Evolutionary Economics
Journal of Labor Economics
Journal of Macroeconomics
Journal of Public Economics
Konjunkturpolitik (Applied Economics Quarterly)
Labour Economics - An International Journal
Mitteilungen aus der Arbeitsmarkt- und Berufsforschung
Population Research and Policy Review
Review of Economics and Statistics
Scottish Journal of Political Economy
Small Business Economics
Social Choice and Welfare
Statistical Papers
The Manchester School of Economic and Social Studies
Zeitschrift für die Gesamte Staatswissenschaft (Journal of Institutional and Theoretical Economics)
Zeitschrift für Nationalökonomie (Journal of Economics)
Zeitschrift für Wirtschafts- und Sozialwissenschaften (Journal of Applied Social Science Studies)

Awards

Numerous prizes and awards show that the high quality of IZA research receives growing appreciation in Germany and abroad. The IZA website has also received awards for excellence in providing scientific information online.

Klaus Zumwinkel

The president of IZA and CEO of Deutsche Post World Net, received the "John J. McCloy Award" on November 29, 2004. The American Council on Germany honored Zumwinkel's contributions to German-American business relations through the growing presence of the German postal service in the United States. In his almost 15 years as CEO, Zumwinkel managed to transform the former government agency into a highly-profitable multinational corporation. As the President of IZA, he also heads an international research institute with close ties to American partners. The "John J. McCloy Award" was established as a tribute to the former High Commissioner in Germany (1949-1952) and initiator of U.S. President John F. Kennedy's famous Berlin visit (1963).

IZA President Klaus Zumwinkel, CEO of Deutsche Post World Net, has been named "Manager of the Year 2003". The award committee of the highly reputed German monthly "manager magazin" announced this decision in November.

In its award statement, the committee underlined that Zumwinkel succeeded in restructuring the German postal service, a formerly cumbersome government agency, into a profitable, expanding global company. Since Zumwinkel took office in 1990, Deutsche Post increased its revenue more than fourfold and its productivity per employee by more than 250 percent. Within a short period, Zumwinkel successfully transformed today's largest logistics group from a deficit-ridden entity into a highly-profitable global player. In almost all nine rating categories he received the top score.

Also in November, Klaus Zumwinkel received the Heinrich-von-Stephan Medal from Germany's Economics Minister Wolfgang Clement in "recognition of his great service to the development of postal services in Germany." Since 1952, this award has been presented to outstanding persons from science, business, postal and telecommunication services. The medal was established in commemoration of the German postal reformer and co-founder of the Universal Postal Union, Heinrich von Stephan.

Armin Falk

Armin Falk received the "CESifo Prize in Public Economics 2004 – Distinguished CESifo Affiliate" in May. The Center for Economic Studies of the University of Munich, together with the Ifo-Institute, honors outstanding academic research work with practical relevance done by an economist cooperating with the CESifo in the field "Public Sector Economics" each year with this award. Armin Falk's research

to "Charitable Giving as a Gift Exchange – Evidence from a Field Experiment" (IZA Discussion Paper No. 1148) was awarded this year.

Amelie Constant

Won SOEP 2005 - Senior Prize Category of VdF/DIW for the best paper using the GSOEP during the period 2003-2004.

Winfried Koeniger

Honorable mention of the first thesis chapter in the competition for the Ernst-Meyer prize 2003 of the Geneva Association.

IZA Teaching Program

IZA cooperates closely in research and teaching with the economics department at the University of Bonn. IZA Director Klaus F. Zimmermann and IZA Research Director Armin Falk are full professors of economics at the University of Bonn, where Falk also heads the Bonn Laboratory for Experimental Economics. IZA regularly offers lectures in such fields as labor economics, behavioral and personnel economics, and econometrics. In addition, IZA staff members supervise masters' and doctoral theses.

The annual European Summer School in Labor Economics was established by IZA in 1998. Its objective is to bring together a large number of Ph.D. students and senior researchers to study new areas in labor economics. It provides students with the opportunity to discuss their own research ideas with established researchers in a relaxed and open atmosphere at the management center of the Deutsche Post World Net in Buch, Bavaria. Around 35 advanced European graduate students engaged in the preparation of a doctoral dissertation or approaching this stage are selected for participation each year. The Summer School is supported by the Centre for Economic Policy Research (CEPR), the European Economic Association (EEA), the European Association of Labour Economists (EALE), and the European Society for Population Economics (ESPE).

IZA will continue to expand its activities to promote young and talented labor economists, for instance through its newly established scholarship program for Ph.D. students.

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European Summer School in Labor Economics
- 5th Summer School 2002 512
- 6th Summer School 2003 516
- 7th Summer School 2004 522
- 8th Summer School 2005 528

Academic Supervision 535

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Courses

universitätbonn

Teaching Program in the Summer Term 2002

Labor Economics
Klaus F. Zimmermann (IZA)
Alexandru Voicu (IZA)

Teaching Program in the Winter Term 2002/2003

Applied Econometrics
Klaus F. Zimmermann (IZA)
Martin Schellhorn (IZA)

Teaching Program in the Summer Term 2003

Topics in Applied Microeconometrics
Christian Belzil (CNRS, GATE und IZA)

Teaching Program in the Winter Term 2003/2004

Experimentelle Wirtschaftsforschung
Armin Falk (IZA)

Teaching Program in the Summer Term 2004

Behavioral Labor Economics
Armin Falk (IZA)

Theorie und Politik des Arbeitsmarktes
Klaus F. Zimmermann (IZA)
Holger Bonin (IZA)

Topics in Microeconometrics:
Dynamic Labor Market Models
Christian Belzil (CNRS, GATE und IZA)

Teaching Program in the Winter Term 2004/2005

Macro Reading Group
Klaus F. Zimmermann
Winfried Koeniger (IZA)

Experimentelle Wirtschaftsforschung
Armin Falk (IZA)

Arbeitslosigkeit in Deutschland und Europa
Klaus F. Zimmermann (IZA)
Holger Bonin (IZA)

Teaching Program in the Summer Term 2005

Topics in Microeconometrics
Christian Belzil (CNRS, GATE und IZA)

Arbeitsmarktökonomik – Theorie und Anwendung
Klaus F. Zimmermann (IZA)
Winfried Koeniger (IZA)
Uwe Sunde (IZA)

Behavioral Labor Economics
Armin Falk (IZA)

Teaching Program in the Winter Term 2005/2006

Seminar: Messung von Präferenzen
Armin Falk (IZA)
Thomas Dohmen (IZA)
David Huffman (IZA)
Uwe Sunde (IZA)

5th European Summer School in Labor Economics

In 2002, IZA organized the Fifth European Summer School in Labor Economics. The objective of this annual summer school, which takes place in the conference center of Deutsche Post at Ammersee lake in Bavaria/Germany, is to bring together a larger number of Ph.D. students and senior researchers to study new areas in labor economics. The students are given the opportunity to present their papers and to discuss their own research ideas with established researchers in a relaxed and open atmosphere. This year, 35 students from all over Europe participated. A committee selected these students from about 100 applicants.

Two lecturers were invited, each teaching five lectures over two days. Joshua Angrist (MIT and IZA) taught a course on empirical strategies in applied econometrics, and Gerard Pfann (IZA and Maastricht University) taught a course on "The Labor Economics of Adjustment Costs."

Place:

Buch am Ammersee

Date:

April 15-21, 2002

Host:

IZA

Organization:

Thomas Bauer (IZA)

Program

Lectures (15.-16. April)
Joshua Angrist (MIT, Cambridge, USA and IZA)

1. Chair: **Christoph Michael Meng** (Maastricht University, Netherlands)

Evaluating Private School Quality in Denmark
Beatrice Schindler-Rangvid (Aarhus School of Business, Denmark)
Discussants: **Iida Häkkinen** (University of Helsinki, Finland), **Analia Schlosser** (The Hebrew University, Jerusalem, Israel, Israel)

2. Chair: **Antonio Filippin** (European University Institute, Florence, Italy)

Decomposing Estonian Wages by Gender: A Quantile Regression Approach of the Juhn, Murphy and Pierce Methodology
Eva Rückert (Heriot-Watt University, Edinburgh, UK)
Discussants: **Céline Bignebat** (University Paris I, France), **Osnat Israeli** (Bar-Ilan University, Israel)

3. Chair: **Camille Logeay** (DIW - German Institute for Economic Research, Berlin, Germany)

Evaluating Active Labor Market Policies - A Macroeconometric Approach using Dynamic Panel Data
Marco Caliendo (J.W. Goethe-University, Frankfurt, Germany)
Discussants: **Lena Lindahl** (Stockholm University, Sweden), **Anatoli Vassiliev** (University of Geneva, Switzerland)

Poster Session I

A Structural Model of Childcare, Welfare, and Labor Supply: the Case of Single Mothers in Sweden
Thomas Andrèn (Göteborg University, Sweden)

Nominal Wage Rigidity in the European Countries: Evidence from the Europanel
Orietta Dessy (CREST-INSEE, Paris, France)

The Gender Wage Gap in Israel, 1982-1997
Osnat Israeli (Bar-Ilan University, Israel)

The Shape of Hiring and Separation Costs: Concave but Not Fixed
Francis Kramarz, **Marie-Laure Michaud** (University Paris I, France)

Whodunit? The (not quite so) Mysterious Passing Away of Multi-employer Collective Bargaining in Britain
Stefan Zagelmeyer (University of Erlangen-Nürnberg, Germany)

The Effect of Targeted Individualized Instruction to Disadvantaged Students on Schooling Achievements
Analia Schlosser (The Hebrew University, Jerusalem, Israel, Israel)

Lectures (17.-19.April)
Gerard Pfann (Maastricht University, Netherlands and IZA)

Poster Session II

Why Is the Employment Protection Stricter in Europe than in the US?
Michèle Belot (Tilburg University, Netherlands)

Immigrants and Income Mobility in Denmark: Is Self-employment Just Means to an End?
Kræn Blume (Aarhus School of Business, Denmark)

Job Penalty after Motherhood: a Spanish Case in a European Context
Maria Gutiérrez-Domenèch (London School of Economics, UK)

A Time Varying Natural Rate of Unemployment for Germany
Camille Logeay, **Rainer Schulz** (DIW - German Institute for Economic Research, Berlin, Germany)

Unemployment Insurance and Job Reallocation
Franck Malherbet, **Mustafa Ulus** (CREST-INSEE, Paris, France)

Unobservable Factors and Panel Data Sets: An Investigation in the Labor Market
Eleonora Patacchini (University of Southampton, UK)

Job-Search Methods and Labor Market Transitions
Silke Woltermann (University of Göttingen, Germany)

Poster Session III

Immigration Policy in a Small Trade Distorted Economy: Insurance and Efficiency
Gabriel J. Felbermayr (European University Institute, Florence, Italy)

An Analysis of the Wage Penalty Associated with Temporary Help Service Employment in Germany
Michael Kvasnicka, Axel Werwatz (Humboldt University, Berlin, Germany)

Sources of Human Capital: A European Analysis
Christoph Michael Meng (University of Maastricht, Netherlands)

Employer-Signalling and Recruitment Success
Corinna Schmidtke, Uschi Backes-Gellner (University of Cologne, Germany)

Social Mobility and Educational Financing
Ahmed Tritah (University of Toulouse, France)

Performance Measurement and Determinants of Inefficiency of Regional Employment Offices: A Non-parametric Frontier Analysis for Switzerland
Anatoli Vassiliev (University of Geneva, Switzerland)

4. Chair: **Stefan Zagelmeyer** (University of Erlangen-Nürnberg, Germany)

Employer Size, Mobility and Wage Differentials
Chiara Criscuolo, Christian Dustmann (University College London, UK)
Discussants: **Marie-Laure Michaud** (University Paris I, France), **Satu Nurmi** (Helsinki School of Economics, Finland)

5. Chair: **Julius Spatz** (Kiel Institute of World Economics, Germany)

Education, Employment and Non-employment Rates by Age in a Matching Model of Unemployment
Olivier Charlot (Université de la Méditerranée, Marseille, France)
Discussants: **Michèle Belot** (Tilburg University, Netherlands), **Franck Malherbet** (CREST-INSEE, Paris, France)

6th European Summer School in Labor Economics

At the 6th IZA Summer School in Labor Economics (April 7-13, 2003), Jeffrey A. Smith (University of Maryland and IZA) lectured on the "Evaluation of Active Labor Market Programs." Using practical examples, this lecture covered the newest statistical developments in the evaluation of labor market policies. The lecture of Christopher A. Pissarides (London School of Economics und IZA) on "The Search and Matching Approach to the Analysis of Labor Markets" discussed the role of frictions in economic analysis by focusing on equilibrium search and matching models, as applied to labor markets. The participating graduate students presented their own research covering a wide range of topics in the field, including among others the evaluation of active labor market policies in various countries, labor supply, gender differences, and the interaction between human capital and labor market success.

Place:

Buch am Ammersee

Date:

April 7-13, 2003

Host:

IZA

Organization:

Thomas Bauer (IZA)

Program

Lecture (April, 7 - 9)
Christopher A. Pissarides (London School of Economics, London, Uk)

Poster Session I

Do training programs get the unemployed back to work?: A look at the Spanish experience
Alfonso Arellano (University Carlos III, Madrid, Spain)

Worker flows in five OECD countries
Ronald Bachmann (Humboldt-University, Berlin, Germany)

Skills acquisition and innovation process: An econometric approach applied to the Defence Industrial Base
Sylvain Daffix (University of Lyon II, France)

Transition dynamics in a matching model with imperfect competition
Anna Katharina Greulich (University of Bonn, Germany)

Start-ups out of unemployment - Critical success factors and program evaluation
Dirk Oberschachtsiek (University of Lüneburg, Germany)

The impacts of relative wages and unemployment levels on the queues for public sector jobs
Julien Pouget (CREST-INSEE, Paris, France)

The exhaustion of unemployment insurance in Belgium: Does it enhance the transition to jobs?
Jean Ries (Catholic University of Louvain, Belgium)

Optimal wage-experience contracts in search equilibrium
Carlos Carillo Tudela (University of Essex, Colchester, UK)

1. Chair: **Sher Verick** (IZA)

Information treatment, coordination and wage inequality
Salima Benhamou (University of Paris I, France)
Discussants: **Celine Choulet** (University of Paris I, France), **Max Gruetter** (University of Zurich, Switzerland)

2. Chair: **Carlos Carrillo Tudela** (University of Essex, Colchester, UK)

Tax progression and human capital in a matching framework
Mathias Hungerbuehler (Catholic University of Louvain, Belgium)
Discussants: **Andrey Launov** (University of Munich, Germany), **Giovanni Sulis** (University of Essex, Colchester, UK)

3. Chair: **Axel Heitmüller** (Heriot-Watt University, Edinburgh, UK)

Low-skilled unemployment, embodied technical progress and capital skill complementary
Eva Moreno-Galbis (Catholic University of Louvain, Belgium)
Discussants: **Ronald Bachmann** (Humboldt-University, Berlin, Germany), **Anna Katharina Greulich** (University of Bonn, Germany)

Poster Session II

U.S. border enforcement and the inflow-outflow of mexican illegal migration
Manuela Angelucci (University College London, UK)

Nutrition and income: evidence from an experiment in a developing country
Habiba Djebbari (University of Maryland, College Park, USA)

Does sick absence increase the risk of unemployment?
Patrick Hesselius (Uppsala University, Sweden)

An experimental analysis of the effect of a change of the post employment wage policy on retirement age
Mona Larsen (Danish National Institute of Social Research, Copenhagen, Denmark)

Wage dispersion and equilibrium search models: Some evidence from Italy
Giovanni Sulis (University of Essex, Colchester, UK)

Non-convexities and firm-level expansion of capital stock
Sher Verick (IZA)

4. Chair: **Margo Alofs** (University of Antwerp, Belgium)

The behavioral effects of minimum wages
Christian Zehnder (University of Zurich, Switzerland)
Discussants: **Silke Anger** (Humboldt-University, Berlin, Germany), **Patrick Hesselius** (Uppsala University, Sweden)

Poster Session III

Family background and enrolled field at the undergraduate level in the UK
Massimiliano Bratti (University of Ancona, Italy)

Evaluation of in-work benefits and tax credits
Mike Brewer (University College London, UK)

Public employment and labour market performance: the effect of the centralization in wage setting
Celine Choulet (University of Paris I, France)

Labor market institutions and trends in earnings instability: Evidence from Sweden 1960-2000 with an international comparison
Magnus Gustavsson (Uppsala University, Sweden)

A life-cycle model of retirement, savings, and portfolio allocation
Daver Kahvecioglu (University of North Carolina, Chapel Hill, USA)

Study of the Austrian labour market dynamics through a model of search equilibrium
Andrey Launov (University of Munich, Germany)

Poster Session IV

Migration policy, irregular migration and social security
Margo Alofs (University of Antwerp, Belgium)

Overtime work in Germany: Differences between East and West
Silke Anger (Humboldt-University, Berlin, Germany)

Labour market reforms and career profiles of young workers in Italy
Francesca Cornaglia (University of Torino, Italy)

Inter-industry wage differentials in Austria: Evidence from matched firm-worker data
Max Gruetter (University of Zurich, Switzerland)

Job mobility in Britain: Are the Scots different? Evidence from the BHPS
Axel Heitmüller (Heriot-Watt University, Edinburgh, UK)

Does the presence of children lower wages for women?
Marianne Simonsen (University of Aarhus, Denmark)

The impact of classroom training programs on individual unemployment rates in Denmark
Lars Skipper (University of Aarhus, Denmark)

5. Chair: **Julien Pouget** (CREST-INSEE, Paris, France)

A joint labor supply model for older couples
Pierre-Carl Michaud (Tilburg University, Netherlands)
Discussants: **Mike Brewer** (University College London, UK), **Daver Kahvecioglu** (University of North Carolina, Chapel Hill, USA)

6. Chair: **Marianne Simonsen** (University of Aarhus, Denmark)

Minimum wage and occupational mobility
Fabio Soares (University College London, UK)
Discussants: **Habiba Djebbari** (University of Maryland, College Park, USA), **Jean Ries** (Catholic University of Louvain, Belgium)

7. Chair: **Dirk Oberschachtsiek** (University of Lueneburg, Germany)

Early career income and the quality of schooling in West Germany
Hans J. Baumgartner (DIW - German Institute for Economic Research, Berlin, Germany) Discussants: **Francesca Cornaglia** (University of Torino, Italy), **Magnus Gustavsson** (Uppsala University, Sweden)

8. Chair: **Mona Larsen** (Danish National Institute of Social Research, Copenhagen, Denmark)

The demand for women and workplace organisation changes. The role of the demand for skills
Theodora Xenogiani (London School of Economics, UK)
Discussants: **Massimiliano Bratti** (University of Ancona, Italy), **Sylvain Daffix** (University of Lyon II, France)

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7th European Summer School in Labor Economics

The 7th European Summer School in Labor Economics (April 19-25, 2004) was attended by 37 students. Sixteen nationalities were represented, creating a productive international environment.

Lecturers for this Summer School were Armin Falk (IZA and University of Bonn) and Christian Belzil (CNRS-GATE, IZA and Concordia University). Falk's lectures concentrated on "Behavioral Economics," whereas Belzil taught on "Empirical Labor Market Models with Dynamic Self-Selection: Applications to Wage Regression Functions, Human Capital Accumulation Models and Personnel Economics." Peter Jensen, member of the IZA Summer School Advisory Committee in representation of the European Society for Population Economics, participated in the event.

Each student presented their work, either giving a talk or hosting a poster session. Twelve papers were presented in formal sessions, with each paper presentation being chaired by one student and discussed by two others. As such, those students not giving a formal presentation were asked to either chair or discuss a paper. In a final session on "How to improve presentations: video-based feedback," a selection of moments was presented and discussed.

Place:

Buch am Ammersee

Date:

April 18- 24, 2004

Host:

IZA

Organization:

Ana Rute Cardoso

Program

Lecturers (18 -21)

„Behavioral Labor Economics“
Armin Falk (IZA)

Lecturers (21-24)

„Empirical Labor Market Models with Dynamic Self-Selection: Applications to Wage Regression Functions, Human Capital Accumulation Models and Personnel Economics“
Christian Belzil (GATE - Institute of Economic Theory and Analysis, Lyon, France and IZA)

Poster Session I

„Returns from employment selection during crisis-ridden transition“
Dimova, Ralitza (Catholic University of Leuven, Belgium)

„Peer group effects and optimal educational policies“
Hidalgo, Marisa (University of Alicante, Spain)

„The impact of training on earnings differences between participant groups and training forms“
Kuckulenz, Anja (University of Mannheim, Germany)

„Family structures effects on secondary school choice in Germany“
Mahler, Philippe (University of Zurich, Switzerland)

„Selection tournaments, sabotage, and participation“
Münster, Johannes (Free University of Berlin, Germany)

„Confronting objections to performance pay: An analysis of the incentives-job satisfaction relationship after controlling for endogeneity“
Pouliakas, Konstantinos (University of Aberdeen, UK)

„Migration into OECD countries 1989-2000“
Pytlikova, Mariola (Aarhus School of Economics, Denmark)

„Job Search : between Insurance and Incentive“
Tanguy, Solenne (University of Paris I, France)

„Employment of mothers after childbirth: a French-German comparison“
Weber, Andrea (University of Mannheim, Germany)

1. Chair: **Sissoko, Salimata** (University of Brussels, Belgium)

„Why are similar workers paid differently? The role of social networks“
Fontaine, François (University of Paris I, France)
Discussants: **Touahri, David** (University Aix-Marseille II, France), **Uhlendorff, Arne** (Free University of Berlin, Germany)

2. Chair: **Zoubanov, Nikolai** (Birmingham University, UK)

„Labor markets and social networks: the case of Italian young workers with tertiary education“
Labini, Mauro Sylos (St. Anna School of Advanced Studies, Pisa, Italy)
Discussants: **Meyer, Anna** (Lund University, Sweden), **Tanguy, Solenne** (University of Paris I, France)

3. Chair: **Bolvig, Iben** (Aarhus School of Business, Denmark)

„Gender differences in the effects of personality on earnings“
Mueller, Gerrit (Erasmus University, Rotterdam, Netherlands)
Discussants: **Cattaneo, Alejandra** (University of Zurich, Switzerland)
Münster, Johannes (Free University of Berlin, Germany)

Poster Session II

„Evaluating the effects of labour market reforms „at the margin“ on unemployment and employment stability: the Spanish case“
Arellano, Alfonso (University Carlos III, Madrid, Spain)

„Student loan repayment obligations and enrolment decisions at German Universities - evidence from a ‚Natural Experiment‘“
Baumgartner, Hans J. (Free University of Berlin, Germany)

„On wage evolution and separation rates in a stochastic productivity model“
Buhai, Sebastian (Erasmus University Rotterdam, Netherlands)

„The (causal?) effect of working in the public sector on wages when education and sector choices are endogenous: some evidence for Italy“
Ghinetti, Paolo (University of Pavia, Italy)

„Absenteeism and overtime work - signalling devices for temporary workers?“
Meyer, Anna (Lund University, Sweden)

„Revisiting the gender wage gap in an international perspective“
Sissoko, Salimata (University of Brussels, Belgium)

„The effect of unemployment insurance on unemployment duration and the quality of the job match"
Tatsiramos, Konstantinos (European University Institute, Florence, Italy)

„Human capital accumulation over the life cycle under multiple sources of uncertainty"
Touahri, David (University Aix-Marseille II, France)

4. Chair: **Dimova, Ralitza** (Catholic University of Leuven, Belgium)

„How much to pay in cash? Retention of key employee via stock option grants"
Gurtovoy, Ruslan (University of Dortmund, Germany)
Discussants**: Hidalgo, Marisa** (University of Alicante, Spain), **Pouliakas, Konstantinos** (University of Aberdeen, UK)

5. Chair: **Pytlikova, Mariola** (Aarhus School of Economics, Denmark)

„Estimating the effects of income and job insecurity on performance in a depressed economy: a microeconometric study of the Ukrainian labour market"
Makovec, Mattia (Bocconi University, Milan, Italy)
Discussants: **Arellano, Alfonso** (University Carlos III, Madrid, Spain**), Burgert, Derik** (University of Lueneburg, Germany)

6. Chair: **Baumgartner, Hans J.** (Free University of Berlin, Germany)

„Subsidized employment for young long-term unemployed workers - an evaluation"
Göbel, Christian (Catholic University of Louvain, Belgium)
Discussants**: Brunet, Carole** (University of Lyon), **Tatsiramos, Konstantinos** (European University Institute, Florence, Italy)

Poster Session III

„PISA: what makes the difference?"
Ammermüller, Andreas (University of Maastricht, Netherlands)

„Wage mobility among low wage workers - the importance of firm characteristics"
Bolvig, Iben (Aarhus School of Business, Denmark)

„Do unemployed homeowners search for long term contracts?“
Brunet, Carole (University of Lyon, France)

„The impact of German job protection legislation on job creation in small enterprise: an application of the regression discontinuity design“
Burgert, Derik (University of Lueneburg, Germany)

„Earning differentials between German and French speakers in Switzerland“
Cattaneo, Alejandra (University of Zurich, Switzerland)

„Instrument Choice and the Returns to Education New Evidence from Vietnam“
d'Hombres, Beatrice (Université d'Auvergne, Clermont-Ferrand, France)

„The transition from welfare to work and the role of potential employment income“
Uhlendorff, Arne (Free University of Berlin, Germany)

„Assessing determinants of migration in the European Union: an empirical inquiry“
Zoubanov, Nikolai (Birmingham University, UK)

7. Chair: **Ghinetti, Paolo** (University of Pavia, Italy)

„The return to seniority for Danish males“
Bagger, Jesper (University of Aarhus, Denmark)
Discussants: **Buhai, Sebastian** (Erasmus University Rotterdam, Netherlands), **d'Hombres, Beatrice** (University of Auvergne, Clermont-Ferrand, France)

8. Chair: **d'Hombres, Beatrice** (University of Auvergne, Clermont-Ferrand, France)

„Job mobility and wages with worker and firm heterogeneity“
Beffy, Magali (University Paris I, France)
Discussants: **Ammermüller, Andreas** (University of Maastricht, Netherlands) **Bolvig, Iben** (Aarhus School of Business, Denmark)

9. Chair: **Brunet, Carole** (University of Lyon, France)

„Training and career paths“
Melero, Eduardo (University Pompeu Fabra, Barcelona, Spain)
Discussants: **Baumgartner, Hans J.** (Free University of Berlin, Germany), **Kuckulenz, Anja** (University of Mannheim, Germany)

10. Chair: **Burgert, Derik** (University of Lueneburg, Germany)

„The educational attainment of second-generation immigrants: evidence for four cohorts of Canadian males“
Kucera, Miroslav (Concordia University, Montreal, Canada)
Discussants: **Mahler, Philippe** (University of Zurich, Switzerland), **Pytlikova, Mariola** (Aarhus School of Economics, Denmark)

11. Chair: **Cattaneo, Alejandra** (University of Zurich, Switzerland)

„Gender wage gap and segregation during transition: the case of Hungary“
Csillag, Marton (Midi Pyrénées School of Economics, Toulouse, France)
Discussants: **Dimova, Ralitza** (Catholic University of Leuven, Belgium), **Sissoko, Salimata** (University of Brussels, Belgium)

12. Chair: **Touahri, David** (University Aix-Marseille II, France)

„The Impact of child care costs on mothers‘ labor supply: an empirical analysis for Germany“
Wrohlich, Katharina (Free University of Berlin, Germany)
Discussants: **Weber, Andrea** (University of Mannheim, Germany), **Ghinetti, Paolo** (University of Pavia, Italy)

8th European Summer School in Labor Economics

The 8th IZA European Summer School in Labor Economics (April 18-24, 2005) was attended by 36 students from seventeen different countries.

Francis Vella (European University Institute) and Patricia Apps (University of Sydney, Australia) were the lecturers in this edition of the Summer School. Vella's lectures concentrated on "Semiparametric Estimation of Micro Econometric Models," whereas Apps taught on "Modeling the Labor Supply Decisions of Multi-person Households."

Each student presented their work by either giving a talk or hosting a poster session. Those students not giving a formal presentation were asked to either chair or discuss a paper. In a final session, Jean-luc Doumont, an expert in professional communication, provided advice on "How to Make the Most of Your Presentation."

Claudio Lucifora, member of the IZA Summer School Advisory Committee in representation of the European Association of Labour Economists, and Rudolf Winter-Ebmer, also a member of the Advisory Committee, representing the Centre for Economic Policy Research, participated in the event.

Place:

Buch am Ammersee

Date:

April 18- 24, 2005

Host:

IZA

Organization:

Ana Rute Cardoso

Program

Lectures (April 18-23)

"Modeling the Labor Supply of Multiperson Households"
Patricia Apps (University of Sydney, Australia)

"Semiparametric Estimation of Micro Econometric Models"
Frank Vella (European University Institute, Florence, Italy)

Poster Session I

"Early Retirement Behavior in the Netherlands: Evidence from a Policy Reform"
Ronald Paul Wolthoff (Free University Amsterdam, Netherlands), with **Rob Euwals**, **Daniel van Vuuren**

"A Comparison of Single and Cohabiting Mothers' Utilization of the Temporary Parental Leave Insurance"
Anna Meyer (Lund University, Sweden)

"The Evolution of Inequity in the Access to Health Care in Spain: 1987-2001"
Pilar Garcia-Gomez (University Pompeu Fabra, Barcelona, Spain), with **Angel López Nicolás**

"Estimating the Effect of Policy Changes on Participation in Social Programs with an Application to the Medicaid Expansion"
Serkan Ozbeklik (Ohio State University, Columbus, USA), with **John C. Ham**, **Lara Shore-Sheppard**

"Determinants of Unemployment Duration in Ukraine"
Olga Kupets (National Academy of Sciences, Kiev, Ukraine)

"Optimal Incentive Mix: The Dual Role of Layoffs in Firms"
Anders Frederiksen (Aarhus School of Business, Denmark), with **Elod Takats**

1. Chair: **Ronald Paul Wolthoff** (Tinbergen Institute)

„Estimating Labour Supply Functions Under Rationing"
Victoria Prowse (Nuffield College, Oxford, UK and IZA)
Discussant: **Reto Nyffeler** (University of Bern, Switzerland)

2. Chair: **Andrea Maria Weber** (Darmstadt University of Technology, Germany)

„Estimation and Testing of Household Labour Supply Models: Evidence from Spain"
Laura Crespo (University of Alicante, Spain)
Discussant: **Thomas Siedler** (University of Essex, Colchester, UK)

3. Chair: **Giuseppe Migali (**University of Warwick, Coventry, UK)

„Computing The Ability Bias of The College Premium: an Application of Linear Mixed Models with Regime Switching“
Fabrice Murtin (CREST-INSEE, Paris, France)
Discussant: **Martin Nordin** (Lund University, Sweden)

4. Chair: **Wolfgang Lechthaler** (University of St. Gallen, Switzerland)

„The Pervasive Absence of Compensating Differentials“
Grégory Jolivet (CREST-INSEE, Paris, France and IZA), with **Stéphane Bonhomme**
Discussant: **Laura Arranz-Aperte** (Swedish School of Economics, Helsinki, Finland)

Poster Session II

“Urbanization Externalities, Market Potential and Spatial Sorting of Skills“
Paolo Naticchioni (Catholic University of Louvain, Belgium), with **Giordano Mion**

“Is Wage-rigidity Necessarily a Bad Thing? Effects on Wage Formation, Wage Compression and Firm Training“
Wolfgang Lechthaler (University of St. Gallen, Switzerland)

“The Geography of the Family Re-examined“
Thomas Siedler (University of Essex, Colchester, UK), with **Helmut Rainer**

“Jobs as Lancaster Goods: Facets of Job Satisfaction and Overall Job Satisfaction“
Efrossyni Vasileiou (Panthéon-Assas Paris II University, Paris, France), with **Ali Skalli**, **Ioannis Theodossiou**

„Do Government Sponsored Vocational Training Programs Help the Unemployed Find Jobs? Evidence from Russia“
Anton Nivorozhkin (Göteborg University, Sweden)

„Subjective Evaluations of Wage Inequality and Preferences for Redistribution“
Andreas Kuhn (University of Zurich, Switzerland)

5. Chair: **Edlira Narazani** (University of Torino, Italy)

„Skill Wage Premia, Employment, and Cohort Effects in a Model of German Labor Demand“
Karsten Kohn (University of Frankfurt, Germany and IZA), with **Bernd Fitzenberger**
Discussant: **Samuel Mühlemann** (University of Bern, Switzerland)

„Unemployment Versus Inactivity: An Analysis of the Earnings and Labor Force Status of Prime Age Men in France, the UK, and the US at the Turn of the Century“
Alena Bicakova (John Hopkins University, Baltimore, USA)
Discussant: **Sara Borelli** (University of Illinois, Chicago, USA)

„Women's Labour Supply after Childbirth: An Empirical Analysis for Switzerland“
Dragana Djurdjevic (Darmstadt University of Technology, Germany)
Discussant: **Karin Städtner** (University of Vienna, Austria)

„Individual Satisfaction within European Families: Determinants and Interrelations“
Maria Navarro Paniagua (University of Zaragoza, Spain), with **Inmaculada Garcia**, **Jose Alberto Molina**
Discussant: **Pernilla Andersson** (Stockholm University, Sweden)

Poster Session III:

“Interrelationships Between Labor and Capital Adjustment Decisions“
Edlira Narazani (University of Torino, Italy)

“Profit Sharing And Firm Turnover: Does Profit Sharing Induce Employment Stability?“
Laura Arranz Aperte (Swedish School of Economics, Helsinki, Finland)

“(Re-) Entry into the Labor Force after First Childbirth -An Analysis for Austria“
Karin Städtner (University of Vienna, Austria)

“Health and Happiness: Well-being among the Self-Employed“
Pernilla Andersson (Stockholm University, Sweden)

“Analysis of Two Higher Education Funding Systems under Uncertainty“
Giuseppe Migali (University of Warwick, Coventry, UK)

“The Savings Behavior of Temporary and Permanent Migrants in Germany“
Mathias Sinning (RWI Essen, Germany), with **Thomas K. Bauer**

9. Chair: **Anton Nivorozhkin** (Göteborg University, Sweden)

„Heterogeneous Human Capital and Migration: Who Migrates from Mexico to the US?“
Vincenzo Caponi (University of Western Ontario, Canada and IZA)
Discussant: **Paolo Naticchioni** (Catholic University of Louvain, Belgium)

„The Fallacy of the Good Samaritan: Volunteering as a Weird Way of Making Money“
Martin Halla (University of Linz, Austria and IZA), with **Franz Hackl**, **Gerald J. Pruckner**
Discussant: **Andreas Kuhn** (University of Zurich, Switzerland)

„Self-selection and the returns to migration: What can be learned from German unification ‚experiment‘“
Anzelika Zaiceva (European University Institute, Florence, Italy)
Discussant: **Mathias Sinning** (RWI Essen, Germany)

„Unhappy at Home: Should you Blame your Partner‘s Job? An Empirical Study of Happiness Transmission“
Makram Larguem (University of Paris I, France)
Discussant: **Efrossyni Vasileiou** (Panthéon-Assas Paris II University, Paris, France)

Poster Session IV

“A Structural Model of Demand for Apprentices“
Samuel Mühlemann (University of Bern, Switzerland), with **Jürg Schweri**, **Rainer Winkelmann**, **Stefan C. Wolter**

“Ability and Rates of Return to Schooling - Making Use of the Swedish Enlistment Battery Test“
Martin Nordin (Lund University, Sweden)

„Different Modeling Strategies for Discrete Choice Models of Labor Supply: Estimates for Switzerland“
Reto Nyffeler (University of Bern, Switzerland)

“The Flower of Paradise: Substitute or Income Effect?“
Sara Borelli (University of Illinois, Chicago, USA)

“Age of School Entry and Educational Attainment - Evidence from Germany Based on Exogenous Variation in Month of Birth“
Andrea Maria Weber (Darmstadt University of Technology, Germany), with **Patrick Puhani**

“Agricultural Production and Conflict Refugee Status: Quasi-Experimental Evidence from a Policy Intervention Programme in Rwanda“
Florence Kondylis (University of London, UK)

“Making the Most of Your Presentation”
Jean-luc Doumont

Deutsche Post
Managementzentrum Buch am Ammersee

Academic Supervision

Habilitations

Supervisor: Klaus F. Zimmermann

Thomas K. Bauer (2003):
Labor Market Effects of Flexible Workplace Systems: Evidence from Germany, Bonn.

Dissertations

Supervisor: **Klaus F. Zimmermann**

René Fahr (2003):
Occupational Mobility and Occupational Matching: Some Implications for Career Choice and Labor Market Policy, Bonn.

Fickinger, Nico (2004):
Der verschenkte Konsens. Das Bündnis für Arbeit, Ausbildung und Wettbewerbsfähigkeit 1998-2002: Motivation, Rahmenbedingungen und Erfolge, Berlin (Wiesbaden: VS Verlag, 2005).

Lilo Locher (2002):
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IZA Scholarship Program

IZA is continuously expanding its activities supporting new scientific blood in the area of labor economics. In addition to integrating young scientists as IZA Research Associates and IZA Research Affiliates, IZA is also engaged in post graduate education within the framework of the Bonn Graduate School of Economics. Graduate School students who are particularly qualified may conduct their research at IZA in the position of Residential Affiliates. Moreover, IZA has implemented a scholarship program of its own. In the course of this targeted support program IZA awards several doctoral scholarships concerning various issues of labor economics. Papers in the areas of (1) labor market policy, (2) migration and (3) behavioral economics receive preferential treatment. Those who provide evidence of academic achievements far above the required average and/or who receive offers from IZA because of particular suitability of certain scientific research may receive a scholarship. Apart from that the general regulations of the doctoral system of the respective university apply. The IZA scholarship program is generally open to all suitable applicants irrespective of their nationality. The dissertation must be supervised by a full professor of a German or foreign university or by an IZA employee who is entitled to do so. Every scholarship holder is tutored by an IZA researcher. A well-equipped workplace is usually provided. Moreover, the entire infrastructure of IZA including all internal facilities and scientific networks may be accessed. The scholarship holder will directly participate in the work at IZA. This is not only due to the selection of the research topic but also to inclusion into current research projects and other activities at IZA. Every scholarship holder is allocated to one IZA Research Area. Scholarships are usually granted for one year and can be extended up to two times to a total maximum duration of three years. The exact conditions of scholarship allocation are governed by the "guidelines for the scholarship program at the Institute for the Study of Labor". This initiative tops off IZA's comprehensive offers to support young scientists in labor economics.

IZA in Policy Debate

According to its mission statement, IZA actively participates in labor market policy debates on the national, European and international levels. IZA Director Klaus F. Zimmermann is a highly reputed advisor to policymakers, the German government, and the European Commission. IZA Director of Labor Policy Hilmar Schneider also features strongly in the public debate on labor market issues. IZA offers a broad range of advisory services to policymakers and business leaders, but also interferes directly in decision-making processes when deemed necessary, for instance through public appeals or media appearances. All these initiatives aim at fostering sustainable labor market reforms.

The network of IZA Policy Fellows complements the academic network of Research Fellows. It consists of influential decision-makers from the business world, politics, media, and society. This network enables IZA to tailor its advisory activities to the most topical issues in labor market policy and to communicate the research results to the public.

As an independent research institute, IZA also serves a forum for prolific discussion, for instance through its "IZA Tower Talk" series, which was established in 2003 with support from Deutsche Post World Net and the Bonn newspaper General-Anzeiger. IZA Tower Talks take place at the Post Tower and feature renowned speakers from politics, business and academia, who present and discuss their opinions on various issues of labor economics or policies.

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Courage to Reform! Renowned Economists Appeal to German Political Decision Makers

Den Reformaufbruch wagen!

Aufruf von 250 Ökonomen an die politischen Entscheidungsträger

Deutschland steht vor einer entscheidenden Weichenstellung. Die dramatisch hohe Arbeitslosigkeit und die Finanzkrise der sozialen Sicherungssysteme erfordern eine fundamentale Neuorientierung der Wirtschafts-, Arbeitsmarkt- und Sozialpolitik. Nur so lassen sich die gesellschaftlichen und wirtschaftlichen Herausforderungen meistern, die technischer Fortschritt, Globalisierung und demographischer Wandel mit sich bringen.

In dieser Situation muss die Politik endlich ihre Fähigkeit zu substanziellen Reformen unter Beweis stellen. Weitere Zögern oder Zugeständnisse an die Besitzstandswahrer in den einzelnen Interessengruppen führen Deutschland nur noch tiefer in die Sackgasse ökonomischer Stillstands. Wenn jetzt nicht konsequent gehandelt wird, dann droht der Anschluss an die in anderen Ländern längst begonnenen Anpassungsprozesse endgültig verloren zu gehen.

Die Einleitung von Reformen dient auch der sozialen Gerechtigkeit. Wer auf Zeit spielt oder die nötigen Veränderungen behindert, verhaut Arbeitslosen die Rückkehr in Beschäftigung und riskiert den Kollaps der sozialen Sicherungssysteme. Betroffen wären davon gerade diejenigen, die der Solidarität durch die Gesellschaft bedürfen. Darüber hinaus gefährdet die Fortsetzung einer Politik der Unentschlossenheit die Zukunftsperspektiven nachwachsender Generationen.

Die Beratschlagt zur Veränderung ist in der Gesellschaft spürbar. Jedoch ist politische Führungsstärke erforderlich, um die Reformkräfte zu bündeln und die überfälligen Modernisierungen gegen den Widerstand der Besitzerstände durchzusetzen. Die Rückkehr zu Wachstum und Vollbeschäftigung und die Herstellung von Nachhaltigkeit in der sozialen Sicherung sind möglich, wenn jetzt rasch und unbeirrbar Kurs auf die dazu notwendigen Reformen genommen wird.

Fehlanzeige auf dem Arbeitsmarkt beseitigen

Die geplante Begrenzung der maximalen Bezugsdauer von Arbeitslosengeld auf 18 Monate, die Zusammenlegung von Arbeitslosen- und Sozialhilfe auf dem Niveau der Sozialhilfe und die Leistungskürzung bei Ablehnung einer zumutbaren Beschäftigung sind Voraussetzungen dafür, dass einfache Tätigkeiten attraktiver werden und es sich für Arbeitslose wieder lohnt, eine Arbeit aufzunehmen. Das Zeitbudget dafür, ihre Einkommen durch Erwerbsarbeit zu verbessern und so ein ausgedrochenes Segment des Arbeitsmarktes neu zu belieben. Die Reform des Kündigungsschutzes trägt dazu bei, Einstellungshemmnisse bei den Unternehmen abzubauen. Es ist falsch, zu behaupten, die Leidtragenden solcher Veränderungen seien die Arbeitslosen. Leidtragende sind über die nationalen Grenzen zeigt, dass die in Deutschland alarmierend hohe Arbeitslosigkeit von Arbeitern und Geringqualifizierten kaum heterogenen folgt, sondern das Ergebnis von Fehlanreizen ist. Sie gilt es zu beseitigen, damit auch in Deutschland verbesserte Beschäftigungschancen für alle Problemgruppen des Arbeitsmarktes entstehen können.

Mehr Generationengerechtigkeit bewirken

Leitgedanke einer nachhaltigen Rentenpolitik muss die Generationengerechtigkeit sein. Die Abschaffung von Frühverrentungen, die Anhebung des Renteneintrittsalters erweisen kein umfassendes Reformkonzept wie die Ausweitung kapitalgedeckter Systeme. Sie dafür, dass einfache Tätigkeiten attraktiver werden und es sich für Arbeitslose wieder lohnt, eine Arbeit aufzunehmen. Das Zeitbudget dafür, ihre Einkommen durch Erwerbsarbeit zu verbessern und so ein ausgedrochenes Segment des Arbeitsmarktes neu zu belieben. Die Reform des Kündigungsschutzes trägt dazu bei. Einstellungshemmnisse bei den Unternehmen abzubauen. Es ist falsch, zu behaupten, die Leidtragenden solcher Veränderungen seien die Arbeitslosen. Leidtragende sind über die nationalen Grenzen zeigt, dass die in Deutschland alarmierend hohe Arbeitslosigkeit von Arbeitern und Geringqualifizierten kaum heterogenen folgt, sondern das Ergebnis von Fehlanreizen ist. Sie gilt es zu beseitigen, damit auch in Deutschland verbesserte Beschäftigungschancen für alle Problemgruppen des Arbeitsmarktes entstehen können.

Monopole im Gesundheitswesen aufbrechen

Zur Bewältigung der Kostenexplosion im Gesundheitswesen ist die Einführung des Leistungsentstehenden Prämiensystems unabdingbar. Es ist ein so unabdingbar wie das Aufbrechen gewachsenen/schaffender Strukturen die bislang einer deutlichen Kostensenkung auf der Angebotsseite im Wege stehen. Das muss mit einer höheren Mitbestimmen treten, die die Finanzierung der Krankenversicherung durch eine alternative Kostenbeteiligung der Patienten, die Abkopplung der Beiträge von den Arbeitsentkommen oder eine Auswahl der Versicherungsarten ermöglichen. Hinzu kommen müssen Kosten dämpfende Maßnahmen durch die Erleichterung von Kassenfusionen und die Auflösung des Kontrahierungsmonopols der Kassenärztlichen Vereinigungen. Der drohende neuerliche Anstieg der Krankenkassenbeiträge verlangt auch hier rasches Handeln.

Zuwanderung ökonomisch regeln

Das an politischem Zwecl geschaffte Zuwanderungsgesetz muss in einem zweiten Anlauf dringend verbessert werden. Der dass notwendige inhaltliche Kompromiss muss zum Zwl haben, eine stärker am Ökonomischen Kriterien orientierte Zuwanderung nach Deutschland zu etablieren. Deutschland benötigt aus demographischer und volkswirtschaftlicher Sicht ein Instrumentarium, das eine gezielte Auswahl von Zuwanderern und zugleich eine flexible Gestaltung der Zuzugsrahmen gestattet.

Makroökonomischen Flankenschutz schaffen

Die Umsetzung strukturieller Reformen in einer konjunkturellen Schwächephase ist nicht einfach. Um kurzfristige Anpassungsprobleme abzufedern, kann auf zusätzliche makroökonomische Impulse nicht verzichtet werden. Eine Doppelstrategie aus strukturellen Reformen und makroökonomischen Impulsen erleichtert die sozialpolitischen Modernisierungsanstrengungen. Eine Verstärkung von Investitionsanreizen und der Mittel für die Bildung von Humankapital ist dabei vorrangig. Durch Rückführung der konsumtiven Staatsausgaben und der Steuer- und Sozialabgaben, umfassenden mittelfristigen Subventionsabbau lassen sich die Ressourcen freisetzen, die den Staatshaushalten neue Gestaltungsspielräume eröffnen. Die Finanzierung zusätzlicher öffentlicher Nettoinvestitionen ist angesichts der gesamtwirtschaftlichen Lage vertretbar, solange dies die automatischen Stabilisatoren wirken lässt, kein neuer Konjunkturprogramm begründet und die mittelfristige, nachhaltige Sicherung der Staatshaushaltes durch Sparen und Subventionsabbau absehbar bleibt.

Die von der Bundesregierung beabsichtigten wirtschafts-, arbeitsmarkt- und sozialpolitischen Korrekturen markieren einen Kurswechsel hin zu mehr Arbeitsmarktflexibilität und mehr Entscheidungsfreiheit des Einzelnen. Es wird folgenschwer, würden die in der „Agenda 2010" im Sinne eines ersten Reformschritts eingeleiteten Korrekturen wieseinden Ansätze nicht mit der nötigen Entschlossenheit umgesetzt oder im parteipolitischen Hin und Her der Meinungsbildnerschaft in der Reformpolitik zerreiben.

Die Unterzeichner dieses Aufrufs appellieren an die politischen Entscheidungsträger, die Tarifpartner und alle anderen gesellschaftlichen Gruppen, den jetzt endlich sichtbar gewordenen Mut zur Reform nicht durch kurzsichtige partei- und interessenpolitische Einwägungen zu gefährden. Die Reformkonzepte der Opposition sind in vielen nahezu deckungsgleich mit der „Agenda 2010". Eine breite politische Mehrheit für die Reformvorschläge der Bundesregierung ist erkennbar. Mehr denn je ist nun verantwortungsbewusstes Handeln der Politik erforderlich. Das gebietet auch den Verzicht auf taktische Manöver in Bundestag und Bundesrat, die zu neuerlichen Rückschlägen für den Modernisierungsprozess führen würden. Vom Gelingen des jetzt anstehenden Reformaufbruchs werden die Zukunftsaussichten Deutschlands entscheidend abhängen.

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The willingness to support change is visible everywhere in German society. However, marshaling the forces of reform and pushing through overdue modernization against the resistance of obstinate critics requires political leadership.

If our country firmly and irreversibly sets its sights on the necessary reforms, it will be possible to return to growth and full employment, and to render our social security systems sustainable in the long run.

Removing Disincentives in the Labor Market

The planned limitation of the maximum unemployment benefit duration, the merging of unemployment and social welfare assistance on the level of the latter, and a reduction of transfer payments in case of refusal to accept reasonable employment are preconditions to make low-paid jobs more attractive and to render employment financially worthwhile for the unemployed. The aim is to augment the income of the unemployed through gainful employment, thus reinvigorating a dried-up segment of the labor market. Reform of lay-off regulations plays its part in diminishing hiring restraints on employers. It is a misperception that the socially-disadvantaged would be the ones to suffer from these changes. A glance across our national borders proves that high unemployment among the elderly and the low-skilled does not follow any law of nature but is an effect of a counterproductive incentive structure. These disincentives need to be abolished in order to provide substantially-improved employment perspectives for all disadvantaged groups in the German labor market.

Restoring Intergenerational Fairness

The guiding idea behind a national pension system ought to be the concept of intergenerational fairness. Abolishing early retirement incentives and raising the retirement age cannot substitute for a sweeping reform such as the expansion of funded systems in favor of pay-as-you-go schemes. Nonetheless, these are necessary steps to secure the long-term sustainability of our social security systems and to relieve future generations. They are essential in the light of profound demographic changes that render the experience and productivity of the elderly ever more important.

As a supplement, more flexible payment schemes are warranted in order to counter the entrepreneurial risks that arise from hiring elderly workers.

Breaking Monopolies in the Health Sector

In order to gain control over the rampant cost inflation in the health sector, enhanced competition between health insurance providers will be crucial. While this would reduce costs on the supply side, patients will also need to bear a larger share of treatment costs. Secure funding for public health insurance will also require the separation of health

insurance contributions from working income, or a broader pool of contributors. Further measures include cost-reducing mergers among health insurance providers and the abolition of the contracting monopoly of medical associations. With the next increase in health insurance premiums already looming, we must act now to reform the system.

Regulating Immigration Based on Economic Needs

The proposed immigration law for Germany became a victim of partisan politics. Successfully passing a revised version will be essential. The necessary compromise on its contents ought to establish an immigration strategy for Germany that is more clearly founded on economic interests. From a demographic and economic viewpoint, the country needs an instrument that allows for a selection of desperately needed immigrants while at the same time ensuring flexibility with regard to overall immigration numbers.

Creating Macroeconomic Backup

The implementation of structural reforms in the midst of an economic downturn is no easy task. Additional macroeconomic stimulus will be crucial to cushion short-term adjustment difficulties. A two-pronged approach combining structural reforms and macroeconomic stimulus can facilitate socio-political modernization efforts. Increased investments in infrastructure and human capital formation are therefore paramount. By reducing consumptive public expenditures and scaling back subsidies, resources can be freed up to give federal budget planners more room to maneuver. A path of temporarily accumulating additional debt seems warranted with regard to the overall economic outlook as long as (1) the automatic stabilizers are allowed to function, (2) it does not result in a new federal program to stimulate the economy, and (3) the efforts at balancing the federal budget over the medium term via spending cuts and subsidy reductions continue. The intended economic, labor market and social policy adjustments of the German government signify a change of course towards enhanced labor market efficiency and more individual decision-making autonomy. If there is too much hesitation in implementing the "Agenda 2010", which is certainly a first step in the right direction, the consequences will be grave. Nor must the reform proposals fall victim to political quarreling over which political party should be at the helm of the reform movement in Germany.

The signatories to this appeal urge the political decision makers as well as employer associations, trade unions, and all other elements of society not to jeopardize the new courage to reform by short-sighted partisan politics or vested interests. The reform concepts of the parliamentary opposition are in many respects identical with the "Agenda 2010". A broad majority for the reform proposals of the German government is discernable.

Now more than ever, those in power must act responsibly. There is no more room for tactical maneuvering in both chambers of parliament, which would inevitably lead to further setbacks in the process of modernization in Germany. Nothing less than the future prospects of this nation will depend on the successful outcome of the current reform process.

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IZA Policy Fellows

IZA has established an exclusive circle of "Policy Fellows," with which the institute cooperates in a unique way. This network of influential representatives from business, politics, society and the media complements the academic network of IZA Research Fellows. By cooperating actively with these decision-makers beyond purely scientific matters, IZA aims at satisfying the increasing demand for policy advice and improving the communication of these services to the public. IZA is the first German research institute to implement this innovative approach to an enhanced intellectual exchange between academic research and political practice. The inaugural meeting of this network was held in Berlin April 28-29, 2005. An opening speech by Josef Ackermann, CEO of Deutsche Bank Group, was followed by a lively discussion on the future potential of the IZA Policy Fellows. The network is coordinated by Florian Gerster (IZA Director for Policy Fellows, former State Minister). IZA Director Klaus F. Zimmermann regards this new IZA initiative as "an important step towards a successful process of labor market policy reform that accounts for both economic and social criteria."

IZA Policy Fellows

Stefan Articus	German Association of Cities
Norbert Bensel	Deutsche Bahn AG
Friedrich Buttler	International Labour Organization
Kurt Demmer	IKB Deutsche Industriebank AG
Achim Dercks	DIHK Berlin
Michael Domitra	Friedrich-Ebert-Foundation
Christiane Ebel-Gabriel	German Rector's Conference
Günter Ederer	Economic publicist, TV-author and film producer
Nico Fickinger	Editorial Department for Economy, FAZ
Georg Fischer	European Commission
Olaf Gersemann	Financial Times Germany
Florian Gerster	IZA
Stanislawa Golinowska	Institute of Public Health, University of Krakau
Katrin Göring-Eckardt	Alliance 90/The Greens
Johann Hahlen	Federal Statistical Office Germany
Norbert Hoekstra	Federal Ministry of Finance
Karen Horn	Editorial Department for Economy, FAZ
Cherno Jobatey	ZDF-Morgenmagazin
Christoph Kannengießer	Konrad-Adenauer-Foundation

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Heinz Klinkhammer	Deutsche Telekom AG
Dieter Lenzen	Free Universität Berlin
Miriam Meckel	State Chancellery of NRW, Germany
Friedrich Merz	CDU/CSU-faction
Horst Neumann	Audi AG
Dirk Niebel	FDP-fraction
Nikolaus Piper	Editorial Department for Economy, Süddeutsche Zeitung
Detlef W. Prinz	Prinz Media
Klaus Regling	European Commission
Thomas Rommerskirchen	Media publishing house Rommerskirchen GmbH
Ulrich Roppel	Bundesknappschaft
Bert Rürup	Technische Universität Darmstadt
Annette Schavan	Federal Minister for Education and Research
Walter Scheurle	Deutsche Post AG
Hanns-Eberhard Schleyer	German Confederation Of Skilled Crafts
Hubertus Schmoldt	Mining, Chemical and Energy Industrial Union, Germany
Wilhelm Schäffer	Ministry of Economy and Labor of the State of NRW, Germany
Dieter Stein	Ray & Berndtson Unternehmensberatung GmbH
Thomas Straubhaar	HWWA-Institute for Economic Research, Hamburg
Heinrich Tiemann	Federal Ministry of Health and Social Security, Germany
Norbert Walter	Deutsche Bank Group
Claus Wisser	WISAG Service Holding GmbH & Co. KG
Monika Wulf-Mathies	Deutsche Post AG
Walter Wüllenweber	Der Spiegel
Christian Zahn	Federal administration of ver.di

IZA

Tower **Talk**

IZA Tower Talk

With support from Deutsche Post World Net, IZA established a new event series in January 2003. The "IZA Tower Talks" tackle current issues and challenges in labor market policy. These events take place in the new corporate headquarters of Deutsche Post World Net, the "Post Tower" in Bonn.

The topics of the events are as attractive as the venue: High-ranking experts from politics, business and academia present their views on labor market policy issues and engage in controversial debates. The events are moderated by Hilmar Schneider, IZA Director of Labor Policy.

As an independent research institute, IZA not only offers scientifically founded policy advice but also takes this opportunity to provide a forum for constructive debates on labor market policy. The objective of this new event series is to stimulate the process of designing and implementing the necessary labor market reforms.

The IZA Tower Talks are aimed at a select audience consisting of local and regional decision-makers from all areas of society.

11/24/2005	**Axel A. Weber** (President of the German Bundesbank)
08/23/2005	**Marieluise Beck** (Federal Government Commissioner for Migration, Refugees and Integration)
06/07/2005	**Herbert Henzler** (McKinsey & Company Germany)
01/12/2005	**Peer Steinbrück** (Minister President, North-Rhine Westphalia)
10/12/2004	**Hans D. Barbier** (Chairman, Ludwig-Erhard Foundation; former Chief Economics Editor, FAZ Newspaper)
08/19/2004	**Guido Westerwelle** (Chairman, Free Democratic Party)
06/23/2004	**Norbert Walter** (Chief Economist, Deutsche Bank)
03/16/2004	**Friedrich Merz** (CDU)
01/21/2004	**Bert Rürup** (Darmstadt University of Technology)
07/10/2003	**Thea Dückert** (Green Party)
01/29/2003	**Florian Gerster** (Federal Employment Services, Nuremberg)

"Modern Employment Services - Implementation and Need for Further Reforms"

Date:

January 29, 2003

Invited Speaker:

Florian Gerster (Federal Employment Services, Nuremberg)

According to Florian Gerster, head of the Federal Employment Services (Bundesanstalt für Arbeit), high labor costs are the main cause of ever-increasing unemployment in Germany. This is why Germany, compared to other countries, fails to create jobs even in times of economic growth. Gerster regards the reduction of labor costs as the central issue of German labor market reform.

Florian Gerster was the first guest of the new IZA Tower Talk event series, which takes place in the new "Post Tower" of Deutsche Post World Net - a venue that symbolizes the forward-looking, dynamic economic environment of the Bonn metro area.

In front of 200 invited guests, Gerster explained the future reform steps of the German job centers. The new structure of the Federal Employment Services is expected to be in place by the end of 2004. According to Gerster, more efficient job placement and more effective labor market policies will help reduce unemployment over the medium term.

"How to Create Fairer Access to the Labor Market"

Date:

July 10, 2003

Invited Speaker:

Thea Dückert, MP (Green Party)

On July 10, 2003, IZA welcomed Dr. Thea Dückert, MP as guest speaker at the 2nd IZA Tower Talk. Dückert is vice chair and labor market expert of the Green Party parliamentary faction in the German Bundestag. In her speech she analyzed the vast need for reform in Germany. According to Dückert, the labor market reform efforts combined in the concept presented by the Hartz Commission and in the Agenda 2010 merely "mark the beginning of more comprehensive measures yet to come."

She rebutted the accusation by unions that the proposed reforms would negatively affect certain groups in society while favoring others such as civil servants. "The German people comprehend faster than their politicians," she said. "They know that it will take fundamental reforms of the labor market and the social security system to ensure the future functioning of our welfare state." Dückert also rejected the argument that the Green Party gets crushed between the two major parties as their positions are increasingly converging: "The reform proposal by the German government has an unmistakably Green touch to it." Dückert named the redesign of the German crafts code as one example of abolishing obsolete privileges and employment impediments. The merging of unemployment assistance and social welfare benefits is supposed to create more flexibility. This reform would not only lead to a slimmer bureaucratic apparatus but also reduce the discrimination of welfare recipients. It would furthermore relieve the budgets of the municipalities, which would no longer be responsible for this new form of unemployment assistance.

The labor market expert of the Green Party also emphasized the need to restructure the intergenerational contract more thoroughly than what has been discussed so far. To avoid placing an ever greater financial burden on labor, the current generation of retirees would also have to contribute their fair share. According to Dückert, the spiral of pension contribution hikes, which is accompanied by decreasing prospects of adequate old-age income security, needs to be stopped: "This is a misguided interpretation of solidarity." She also demanded that the "horrible practice of early retirement" be abandoned since the resulting vacancies often remain unfilled. With respect to demographic change, she called for a "culture of senior citizens' work." The Green Party politician also advocated a form of health insurance that involves all groups of society while substantially reducing the financial burden on each individual.

"The Future of Social Security"

Date:

January 21, 2004

Invited Speaker:

Bert Rürup (Darmstadt University of Technology)

Bert Rürup, economics professor and head of the German government commission for "sustainability in financing the social security systems," spoke at the IZA Tower Talk on January 21, 2004, and engaged in a lively discussion with Hilmar Schneider, IZA Director of Labor Policy.

Rürup warned against misguided plans to reform the German social security system. Neither the recently proposed "citizen's insurance," which would force public servants and the self-employed into the mandatory pension scheme, nor tax-financed base pensions are viable concepts to deal with the pension financing problems, said Rürup. Instead of radical changes in the system, he called for a sustainable reform of the current pay-as-you-go scheme to curb the contribution hike while gradually raising the retirement age to 67. Rürup criticized the lack of courage on the part of German policymakers, whose recently passed reform package left the retirement age unaffected, thus limiting the potential effects of the pension reform. "There is no such thing as a secure pension," said Rürup. People should be made aware that their public pensions will no longer allow them to maintain their standard of living, and that they will need a supplementary privately funded pension plan.

Rürup also criticized the recent efforts to reform the German health system. Although he found no empirical evidence of a "cost explosion" in the health sector, health costs should no longer be tied to labor costs as this would slow down growth. He therefore strongly favored the introduction of "health premiums" to be paid by each individual independent of income. Additional reforms, which according to Rürup will become inevitable in a few years, should allow the health sector to grow and thus to stimulate employment.

"Agenda for Reform 2004"

Date:

March 16, 2004

Invited Speaker:

Friedrich Merz, MP (CDU)

On March 16, 2004, the successful "IZA Tower Talk" event series featured Friedrich Merz, vice chair of the CDU/CSU parliamentary faction in the German Bundestag. In his speech, which dealt with the economic and labor market crisis in Germany, he outlined key elements of his "Agenda 2004". Many Germans fail to realize how deeply Germany is mired in crisis, Merz contended. EU accession will cause more firms and jobs to move east. According to Merz, the "bubble" created by Germany's "prosperity illusion" is bound to burst, which may even lead to political instability. He called for foresighted policymaking and more fundamental reforms. With respect to the labor market, the fallacy of working time reduction should be abandoned. At the same time, outdated collective bargaining regulations should be revised to leave more room for firm-specific agreements. The labor market and financial policy expert of the Christian Democratic Union also warned that the increasing tax rate competition within the EU will force Germany to implement further tax reforms.

Merz, Schneider During the subsequent discussion with Hilmar Schneider, IZA Director of Labor Policy, Merz harshly criticized the "organized irresponsibility" at the Federal Employment Services (Bundesagentur für Arbeit), which he called "hardly reformable" under its current structure. He agreed with Schneider that policymakers seem to fail at communicating the necessity and long-term purpose of the current reform efforts to the public, but he also called for more political involvement on the part of Germany's citizens.

"We Must Work More! Incentives for a Higher Participation Rate in Germany"

Date:

June 23, 2004

Invited Speaker:

Norbert Walter (Chief Economist, Deutsche Bank)

On June 23, 2004, IZA organized the fifth event in its regular Tower Talk series, which takes place at the corporate headquarters of Deutsche Post World Net. Guest speaker was Prof. Norbert Walter, Chief Economist of Deutsche Bank and a frequent commentator on economic questions in Germany. With a poignant plea for Germany's willingness to embark on reforms, he explained to more than 250 invited guests the radical measures and attitude changes he deems necessary for a successful reconstruction of Germany's economy and social security system.

To overcome the growing shortage of young workers, it would be worthwhile to promote a higher birthrate. However, the demographic effect of such a policy would only start to show in about 20 years. Immigration could also alleviate but not solve the problem. According to Walter, we must therefore "pull out all stops" to increase the labor force participation rate in Germany. He argued in favor of raising the retirement age and extending weekly working hours. At the same time, we should better integrate women in the labor market and improve the service sector in general. Those who fail to realize these necessities "are making a big mistake."

The labor market needs younger, more innovative workers. According to Walter, this requires an extensive modernization of the entire educational sector, including earlier school enrollment, more teaching of foreign languages, admission tests for secondary schools and universities, earlier graduation from the school system, and a tuition-based incentive structure for university education.

A higher participation rate can also be achieved through the abolition of the minimum wage and further reforms of the tax and transfer system. In this context, Walter argued for a strictly performance-based remuneration scheme to replace the principle of seniority that Germany still adheres to. In the ensuing discussion with Hilmar Schneider, IZA Director of Labor Policy, Norbert Walter pointed out that the window of opportunity for change will close in five to ten years. This is why the elites should set a good example. They should exert a positive influence on policymakers and, in contrast to many business leaders, base their ideas and actions on long-term considerations. Walter did not deny that this process is uncomfortable and difficult to get across to the people: "When communication is poor, nobody will listen."

"Wealth Depends on Readiness for Change"

Date:

August 19, 2004

Invited Speaker:

Guido Westerwelle, MP (Chairman, Free Democratic Party)

A record number of invited guests witnessed the 6th IZA Tower Talk on August 19, 2004 at the Post Tower, headquarters of IZA's sponsor Deutsche Post World Net in Bonn. Guido Westerwelle, Chairman of the Liberal Democratic Party (FDP), talked about the economic and social impact of EU accession and globalization, focusing on the resulting need for policy reforms. His speech and the subsequent discussion with Hilmar Schneider, IZA Director of Labor Policy, was entitled "Prosperity through Change."

Germany's future economic success will hinge on people's mental readiness for change, Westerwelle contended. Facing the urgent need for reform, Germans should recognize the benefits of change rather than fearing the potential risks. He warned that the desperate attempt to fend off political, economic and social modernization carried a higher risk than change itself, and that Germany's declining competitiveness called for the rapid implementation of reforms over the next years.

The FDP politician proposed a four-point plan to initiate the modernization process, including (1) a fundamentally revised and simplified tax system to provide new work and investment incentives and to discourage shadow economic activities, (2) the redesign of German labor law to create more flexibility, reduce employment protection, and give priority to firm-level over collective bargaining agreements, (3) intelligent structures to create more individual responsibility in the social security systems, and (4) new education and research policies leading to enhanced autonomy and competition among educational institutions.

Westerwelle also demanded that the welfare state be reorganized to better reflect the basic principles of individual accomplishment, return on investment, and actual need. He stressed that "every right implies a duty, and every freedom implies a responsibility." In the subsequent discussion, Westerwelle leveled harsh criticism at the labor unions for their "less than constructive" role in the reform process.

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"Work as a Symbol of a Rediscovered Image of Citizenship"

Date:

October 12, 2004

Invited Speaker:

Hans D. Barbier (Chairman, Ludwig-Erhard Foundation; former Chief Economics Editor, FAZ Newspaper)

Now head of the Ludwig Erhard Foundation, the former economics editor of the FAZ newspaper remains as poignant a commentator as ever: "Germans don't work enough," claimed Hans Barbier at the 7th IZA Tower Talk, which took place at the Post Tower in Bonn on October 12, 2004. He deplored the long series of fundamental flaws in German labor and social policy, which have lowered people's appreciation of the value of work in our modern welfare society.

Barbier demanded that the upcoming labor market reforms should raise the value of work again by providing effective incentive mechanisms. A society of free citizens acting upon their individual initiative must fulfill its responsibility to support those in need, he said. But it should not de facto subsidize those who occupy a "grey area between unemployment insurance and welfare receipt," those who choose – in a perfectly rational way, given the current system – not to work even though they could.

According to Barbier, the "Hartz IV" reforms, which bundle unemployment and welfare benefits together, finally aim at correcting the major flaw in economic policymaking. In order to be effective, however, the reforms should include stricter requirements for accepting less attractive jobs. Otherwise "this country may not recover for a long time," Barbier warned. In order to increase cost-consciousness, he suggested that the old unemployment insurance system be replaced over the medium term with a mandatory insurance against basic risks, complemented by an additional private insurance. This view was shared by Hilmar Schneider, IZA Director of Labor Policy, who also agreed with Barbier that the misguided trend towards early retirement must be reversed. Meanwhile, demographic change requires a substantial redesign of old-age insurance and healthcare. "We have to learn again how to save for retirement", argued Barbier in favor of a capital-funded pension scheme. At the same time he called for the introduction of flat-rate "health premiums" in combination with tax-financed subsidies for the disadvantaged. "In reality our system of "solidarity" has long lost touch with the meaning of solidarity," Barbier contended. Only if work played a prominent role in rediscovering the notion of citizenry, social solidarity would get a fresh chance in Germany. In this regard, Barbier called on the elites to set a good example.

"Welfare State vs. Bazaar Economy: The Future of Social Labor Market Policy in Germany"

Date:

January 12, 2005

Invited Speaker:

Peer Steinbrück (Minister President, North-Rhine Westphalia)

At the IZA Tower Talk on January 12, 2005, the North-rhine-Westphalian Minister President Peer Steinbrück gave a speech on the topic "Between welfare state and bazaar economy: The future of social labor market policy in Germany."

He underscored the need to vigorously pursue the "Hartz" reforms, calling them the most far-reaching labor market and social policy reforms in post-war Germany. But he also warned not to expect short-term employment effects from these programs. Steinbrück harshly criticized the tendency of the German public to resort to the "vale of tears" and called for more optimism in modernizing society and economy. He praised the recent achievements in such fields as tax reform, which he deemed successful, even in an international comparison, although he referred to the 1990s as a "lost decade."

Educational policy is at the core of Steinbrück's reform proposals. The goal should be to lower the average age of job market entrants and to improve the job prospects of low-skilled workers through education and training. At the same time, Germany should counter the demographic decline by tapping unused human capital potential, such as the group of high-skilled young mothers, through better child-care facilities. Steinbrück was avidly opposed to the "bazaar economy" theory, which holds that Germany suffers from globalization as the country's export balance increasingly contains assembled products for which parts were previously imported from low-wage countries. He pointed at Germany's distinctly positive trade balance with Eastern Europe. According to Steinbrück, there is no reason to be pessimistic as Germany stands to profit from a more intensive division of labor, particularly with the new EU member countries.

In the subsequent discussion with Hilmar Schneider, IZA Director of Labor Policy, Steinbrück rejected the call for additional tax breaks. Instead he pleaded for using a larger share of tax revenues to pay for social security in order to take some of the financial burden off the labor market. The Minister President explicitly lauded the IZA research activities and the institute's contribution to the scientific evaluation of the "Hartz" reforms.

"Long-Term Prospects of the German Economy"

Date:

June 07, 2005

Invited Speaker:

Herbert Henzler, (McKinsey & Company Germany)

The renowned political advisor and former head of McKinsey Germany, Herbert Henzler, was the invited speaker at the IZA Tower Talk on June 7, 2005. His presentation dealt with the long-term prospects of the German economy, which Henzler sees as threatened by the still widespread illusion about Germany's actual position in global competition. The creeping loss of market power in such growth industries as pharmaceuticals and telecommunications reveals, according to Henzler, that the title of "world champion in exports" hardly reflects reality.

At the same time, public awareness of how strongly Germany's economic prospects are influenced by exogenous factors is still underdeveloped, claimed Henzler. The international integration of the world's financial markets cannot be slowed down, nor can Germany forever evade the need for deregulation in the face of growing global competition. Given the rapid progress in information and production technology, today's firms must continually assert their productivity advantages as they disappear ever more quickly. This exposes Germany to a constant pressure to perform.

In this context, Henzler criticized the insufficiently developed entrepreneurial culture in Germany. He warned that the share of entrepreneurs in the workforce has continuously fallen for the past 25 years while the share of government employees has risen over the same period. Apparently, many people are "avidly opposed" to the idea of entrepreneurship. Henzler attributed this attitude in part to the German system of higher education, which seems largely disconnected from entrepreneurial practice.

Henzler's concrete proposal consisted of five key components: (1) a fundamental reorganization of the German social security system, (2) increased productivity growth, e.g. through investment in information technology, (3) a more favorable business environment through an improved image of entrepreneurship and the removal of bureaucratic obstacles, (4) a massive promotion of technological innovation, and (5) a program to boost education, including preschools as well as universities. In conclusion Henzler warned, "As a player in the global game, we are not yet confined to the bench, but we are no longer in the starting lineup."

"Integration Policy Means Modernization Policy"

Date:

August 23, 2005

Invited Speaker:

Marieluise Beck (Federal Government Commissioner for Migration, Refugees and Integration)

At the 10th IZA Tower Talk on August 23, 2005, the Federal Government Commissioner for Migration, Refugees and Integration, Marieluise Beck, MP (Green Party) delivered a speech on the topic "Integration Policy Is Modernization Policy." She emphasized the need to eliminate the historically developed shortfalls of German immigration and integration policies. In view of the impending demographic changes, Germany ought to have a substantial self-interest in improving its ways to control immigration and, most importantly, in realizing a long-term integration policy. Beck attributed a central role to the education system, which should enable young immigrants "to catch up on education und training." In order to remove the serious disadvantages still experienced by immigrants, pre-school education and improved language acquisition should receive a larger weight. So far, Germany has negligently failed to utilize the full potential of young immigrants. In this context, the migration commissioner criticized the deficits of the immigration law finally enacted in the beginning of 2005. Apart from the short-sighted rejection of a "point system" to select immigrants and the high entry barriers for foreign investors and entrepreneurs, Beck deplored the work permit regulations for foreign students living in Germany: Employers are only allowed to hire foreign university graduates in the absence of native job applicants.

Beck applauded the growing interest among immigrants in Germany to participate in the language and integration courses that have been established in accordance with the new immigration law. This great response proves all those wrong who accuse immigrants of lacking the willingness to learn German, she said. Beck warned, however, that many years of hard work will be necessary to make up for the omissions of the past. The success of an improved integration policy will ultimately hinge on its ability to overcome the prejudices that still exist among the native population. In light of these prejudices, Hilmar Schneider, IZA Director of Labor Policy, called for a stronger focus on economic aspects in shaping immigration policy and convincing the native population of the need for immigration. After all, only an enhanced public awareness of the social benefits of controlled immigration and consistent integration will generate widespread acceptance of immigration. Commissioner Beck agreed that the issue of immigration "must be placed at the center of society."

"Globalization - Opportunities and Risks"

Date:

November 24, 2005

Invited Speaker:

Axel A. Weber (President of the German Bundesbank)

Axel Weber, President of the German Bundesbank, was the invited guest speaker at the IZA Tower Talk on November 24, 2005. In his speech on the opportunities and risks of globalization, he emphasized the urgent need for reforms of the German labor market. The former economics professor at the universities of Bonn and Cologne warned not to make the globalization phenomenon a "scapegoat for homemade problems." Based on a number of economic facts, he concluded that Germany is clearly among the beneficiaries of international economic integration. Since the actual victims are much rather found in Africa, which has been largely excluded from the benefits of globalization, Weber called for a comprehensive removal of trade barriers for these countries.

For Germany, in contrast, globalization is like a vitamin treatment for the ailing welfare state and the labor market, Weber explained. "We need a whole pillbox to cure these patients," he said. While the right prescriptions are readily available, policymakers are still reluctant to administer the much-needed medicine. In order to solve the structural problems of the welfare state, health insurance and long-term care insurance should be disconnected from labor costs, collective bargaining regulations and layoff protection should become more flexible, and public subsidies should be shifted from declining to aspiring industries, particularly the service sector. The time for reforms is running out, Weber warned, as demographic change would severely aggravate the problems from 2010 on.

In the following debate Hilmar Schneider, IZA Director of Labor Policy, agreed with Weber that it must be doubted whether the new federal government will have the strength to implement effective reforms against the expected public opposition. While the Grand Coalition offers an opportunity to overcome the political standstill, the diverging ideologies and interests of the involved parties could just as well stand in the way of a far-reaching reform strategy.

IZA in the Press and Public

In the course of the report period, IZA activities received considerable coverage in the press. While at first the foundation of IZA and its main research areas were at the center of attention, the focus of interviews soon shifted to IZA's contribution to the "Future of Labor" and the institute's position on current labor market issues. IZA analyses and research findings have been presented in Germany's major daily newspapers. In addition to press statements that are directly submitted to the media, IZA Director Klaus F. Zimmermann has been a frequent guest commentator in newspapers and magazines.

IZA's bilingual homepage is visited frequently. It provides all relevant information concerning the institute, its staff, its research program and present research findings. Corresponding to the internationality of IZA activities, the Internet audience is also very international. Numerous readers from Germany and abroad request IZA's free publications, in particular current discussion papers.

IZA's public relations activities are part of its objective to make research findings and labor policy concepts accessible to a wider public. This task requires regular contact with media representatives, preparation of interviews, placement of commentaries, and adequate editing of scientific results for the press, as well as organizing public events and handling all kinds of requests.

In 1999, IZA responded to the general demand for information by extending its range of services. The newsletter "IZA Compact," published in German and English, provides facts and opinions on labor market research and policy. "IZA Compact" is well-received and distributed worldwide. It is also accessible on the institute's homepage. In addition, IZA distributes an electronic email newsletter with important information on IZA events.

A Chronology of Selected Press Clippings and Interviews

2005	587
2004	609
2003	630
2002	647

Media Coverage

as of: 12/31/2005.

A Chronology of Selected Press Clippings and Interviews

2005

"Weiterbildung nur bedingt tauglich", in: Handelsblatt, Dec. 29, 2005

"Weg mit der Strafsteuer auf Arbeitsplätze", in: Lübecker Nachrichten, Dec. 28, 2005
(interview with **Klaus F. Zimmermann**)

"Die neuen Gastarbeiter", in: Handelsblatt, Dec. 28, 2005
(with statement by **Hilmar Schneider**)

"Kleine Geschenke erhöhen die Spenden", in: Saarbrücker Zeitung, Dec. 28, 2005
(report about IZA Discussion Paper No. 1148: Falk (2004), Charitable Giving as a Gift Exchange: Evidence from a Field Experiment)

"Germany´s labour reforms begin to work", in: Financial Times, Dec. 22, 2005
(with statement by **Hilmar Schneider**)

"Think Tanks: Clevere Netzwerker", in: Handelsblatt, Dec. 21, 2005
(report about IZA)

"Die Deutschen sind mutiger als ihr Ruf", in: Krankenkassen-News, Dec. 20, 2005
(report about IZA Discussion Paper No. 1730: Dohmen/Falk/Huffman/Sunde/Schupp/Wagner (2005), Individual Risk Attitudes: New Evidence from a Large, Representative, Experimentally-Validated Survey)

"Deutsche sind mutiger als ihr Ruf", in: Krankenkassen-News, Dec. 20, 2005
(report about Armin Falk's and Thomas Dohmen's study: Performance Pay and Multi-dimensional Sorting: Productivity, Preferences and Gender (DP No. 2001))

"Ältere sind die Verlierer auf dem Arbeitsmarkt", in: Rothenburger Rundschau, Dec. 16, 2005
(with statement by **Werner Eichhorst**)

"Wie du mir, so ich dir: Kleine Geschenke machen andere spendabel", in: Tagesspiegel, Dec. 15, 2005
(report about IZA Discussion Paper No. 1148: Falk (2004), Charitable Giving as a Gift Exchange: Evidence from a Field Experiment)

"Contra / Soll der Staat Kombilöhne finanzieren? Nein, dieses Instrument kostet viel und bringt wenig", in: Rheinischer Merkur, Dec. 15, 2005
(with guest article by von **Hilmar Schneider**)

"Große Menschen lieben das Risiko: Neue Studie: Frauen sind vorsichtiger als Männer", in: Rhein-Zeitung, Dec. 15, 2005
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„Europa wächst ökonomisch zusammen", in: Handelsblatt, Dec. 12, 2005
(with statement by **Klaus F. Zimmermann**)

„Ältere Menschen sind die Verlierer: Kirchennaher Verein sagt seine Preisverleihung ab", in: Kreiszeitung Syke, Dec. 12, 2005

„Zwei Jahre zittern: Der Streit um die Formelf, weniger Kündigungsschutz = mehr Arbeitsplätze", in: Die Zeit, Dec. 02, 2005
(with a reference to Holger Bonin's study: Lockerung des Kündigungsschutzes: Ein Weg zu mehr Beschäftigung? (IZA DP 1106))

„Kalt erwischt", in: WirtschaftsWoche 48/2005, Dec. 01, 2005
(with statement by **Klaus F. Zimmermann**)

"Für mehr Arbeit müssen die Lohnnebenkosten sinken", in: VDI Nachrichten, Dec. 01, 2005 (interview with **Klaus F. Zimmermann**)

"Höhere Tabaksteuern: Raucher ziehen stärker an Zigaretten", in: Spiegel Online, Nov. 24, 2005 (report about IZA Discussion Paper. No. 1849)

"Geschenke steigern die Spendenbereitschaft", in: psychologie-heute.de, Nov. 23, 2005 (report about IZA Discussion Paper. No.1148)

"Deutschland: ‚Mit 67 Jahren in die Pension ist zu früh", in: Die Presse (Österreich), Nov. 23, 2005 (with statement by **Klaus F. Zimmermann**)

"Les impôts relancent 800'000 contribuables", in: Le Temps, Nov. 22, 2005 (report about IZA Discussion Paper. No.1816)

"Studie: Kleine Geschenke erhöhen Spendenwahrscheinlichkeit", in: uni-protocol.de, Nov. 22, 2005 (report about IZA Discussion Paper. No.1148)

"Auf dem Weg in die Altersarmut", in: Märkische Allgemeine Zeitung, Nov. 16, 2005 (with statement by **Hilmar Schneider**)

"Kritik am Regierungsprogramm", in: Handelsblatt, Nov. 14, 2005 (with statement by **Klaus F. Zimmermann**)

"Mutige Erhöhung des Rentenalters", in: Berliner Zeitung, Nov. 14, 2005 (interview with **Klaus F. Zimmermann**)

"Koalitionsvereinbarungen sind nicht der große Wurf", in: Osnabrücker Sonntagszeitung, Nov. 13, 2005 (with statement by **Klaus F. Zimmermann**)

"Gewerkschaft gegen Pläne zum Kündigungsschutz", in: Berliner Zeitung, Nov. 11, 2005 (with statement by **Hilmar Schneider**)

"Bitte mehr Reformeifer!", in: Börsenblatt, Nov. 7/8, 2005 (with statement by **Klaus F. Zimmermann**)

"Ein Herz für Schwarzarbeiter: Weltweit beklagen Politiker die Schattenwirtschaft, aber nur ein Mann liefert die passenden Zahlen dazu. Wie Friedrich Schneider ein statistisches Monopol aufbaute", in: Die Zeit, Nov. 03, 2005 (with statement by **Klaus F. Zimmermann**)

"In zwei Schritten auf 20 Prozent", in: Der Tagesspiegel, Oct. 30, 2005 (with guest article by **Klaus F. Zimmermann**)

"Große Opposition gegen die Pläne der großen Koalition", in: Der Tagesspiegel, Oct. 30, 2005 (with statement by **Klaus F. Zimmermann**)

"Sachverstand", in: Welt am Sonntag, Oct. 30, 2005 (report about the award ceremony of the IZA Prize in Labor Economics 2005 to Mortensen and Pissarides)

"Bald wollen auch die Chinesen Miele-Waschmaschinen", in: General-Anzeiger, Oct. 26,. 2005 (report about the IZA-Prize in Labor Economics and interview with the Laureates Mortensen und Pissarides)

"But for workers, clouds are gathering", in: International Herald Tribune, Oct. 26, 2005 (with statement by **Klaus F. Zimmermann**)

"No Risk, no Fun?", in: sz-online.de, Oct. 25, 2005 (report about IZA Discussion Paper. No.1730)

"Vom Elend der Basarökonomie", in: Welt am Sonntag, Oct. 23, 2005 (with guest article by **Klaus F. Zimmermann**)

"Reforms will go on: Germans did not vote fort he ,nanny state", in: The Atlantic Times Business, Octobre 2005 (with guest article by **Klaus F. Zimmermann**)

"Opel: Stellenabbau auf Kosten der Allgemeinheit?", in: wdr.de, Oct. 14, 2005 (with statement by **Hilmar Schneider**)

"Volkswirte: Große Koalition wird kein Reformmotor", in: Berliner Morgenpost, Oct. 12, 2005 (with statement by **Klaus F. Zimmermann**)

‚Das ist grundfalsch und verrückt': Wirtschafts- und Arbeitsminister Clement kritisiert Zerschlagung seines Ministeriums, in: Welt, Oct. 12, 2005 (with statement by **Klaus F. Zimmermann**)

"Ökonomen kritisieren Split der Ministerien", in: Financial Times Deutschland, Oct. 12, 2005 (with statement by **Klaus F. Zimmermann**)

"Wirtschaft fordert Taten statt politischen Tauziehens", in: Handelsblatt, Oct. 12, 2005 (with statement by **Klaus F. Zimmermann**)

"Trennung des Superministeriums ‚mittlere Katastrophe", in: FAZ, Oct. 11, 2005 (with statement by **Klaus F. Zimmermann**)

"Wirtschaft hofft auf einen Aufbruch", in: Süddeutsche Zeitung, Oct. 11, 2005 (with statement by **Klaus F. Zimmermann**)

"Koalition weckt gemischte Gefühle im In- und Ausland", in: Financial Times Deutschland, Oct. 11, 2005 (with statement by **Klaus F. Zimmermann**)

"Kehraus in Nürnberg: Die Sparpläne der Bundesagentur sind ein Anfang – Forschern und Arbeitgebern reicht das nicht", in: Der Tagesspiegel, Oct. 09, 2005 (with statement by **Hilmar Schneider**)

"Mehr Geld nötig für Zukunftsinvestitionen", in: Osnabrücker Zeitung, Oct. 08, 2005 (interview with **Klaus F. Zimmermann**)

"Große Koalition", in: ZDF, heute journal, Oct. 07, 2005 (interview with **Klaus F. Zimmermann**)

"Alternde Gesellschaft bedroht den Wohlstand", in: Der Tagesspiegel, Oct. 05, 2005 (with statement by **Klaus F. Zimmermann**)

"Ein Professor, der seine Grenzen kennt", in: Berliner Morgenpost, Oct. 02/03, 2005 (interview with **Klaus F. Zimmermann**)

"Müssen wir uns daran gewöhnen, daß die Löhne nur noch sinken?", in: Bild, Sept. 29, 2005 (with statement by **Klaus F. Zimmermann**)

"IZA-Preis an Mortensen und Pissarides", in: FAZ, Sept. 28, 2005 (report about the awarding of the IZA Prize in Labor Economics 2005 to Mortensen and Pissarides)

"IZA-Preis geht an zwei angelsächsische Forscher", in: Handelsblatt, Sept. 28, 2005 (report about the awarding of the IZA Prize in Labor Economics 2005 to Mortensen and Pissarides)

"Dale Mortensen und Christopher Pissarides", in: Süddeutsche Zeitung, Sept. 28, 2005 (report about the awarding of the IZA Prize in Labor Economics 2005 to Mortensen and Pissarides)

"Das gute Bild wird zerstört", in: Euro am Sonntag, Sept. 25, 2005 (interview with **Klaus F. Zimmermann**)

"Ökonomen plädieren für große Koalition", in: Der Tagesspiegel, Sept. 22, 2005 (with statement by **Klaus F. Zimmermann**)

"Wirtschaftsforscher finden Große Koalition gut", in: N24, Sept. 21, 2005 (with statement by **Klaus F. Zimmermann**)

"Wirtschaft fürchtet Mikado-Effekt: Nach der Wahl geht in Deutschland die Angst vor dem Stillstand um", in: St. Galler Tagblatt, Sept. 20, 2005 (with statement by **Klaus F. Zimmermann**)

"Agenda 2005: Was denken Wirtschaftsexperten über das Wahlergebnis? Die Welt fragt prominente Ökonomen", in: Die Welt, Sept. 20, 2005 (with statement by **Klaus F. Zimmermann**)

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"Regierungsbildung: Große Koalition oder italienische Verhältnisse", in: Manager-Magazin, Sept. 20, 2005 (interview with **Klaus F. Zimmermann**)

"Bundestagswahl", in: n-tv, Wirtschaft und Politik, Sept. 20, 2005 (studio talk with **Klaus F. Zimmermann**)

"Risikobereite Menschen sind zufriedener", in: General-Anzeiger, Sept. 20, 2005 (report about IZA Discussion Paper. No.1730)
"Wirtschaft setzt auf große Koalition", in: Hamburger Abendblatt, Sept. 19, 2005 (with statement by **Klaus F. Zimmermann**)

"Wirtschaft fürchtet lang andauernde Unsicherheit", in: ZDF heute, Sept. 19, 2005 (with statement by **Klaus F. Zimmermann**)

"Réactions des économistes aux élections allemands", in: Libération, Sept. 18, 2005 (with statement by **Klaus F. Zimmermann**)

"Mixed results mean businesses face a more uncertain world", in: International Herald Tribune, Sept. 18, 2005 (with statement by **Klaus F. Zimmermann**)

"Dem Mutigen gehört die Welt: Forscher haben die Risikobereitschaft der Deutschen untersucht", in: Süddeutsche Zeitung, Sept. 16, 2005 (report about IZA Discussion Paper. No.1730)

"Risikobereite Menschen sind zufriedener", in: Augsburger Allgemeine, Sept. 15, 2005 (report about IZA Discussion Paper. No.1730)

"Großstudie bestätigt Vorurteile: Männer gehen mehr Risiken ein als Frauen", in: Salzburger Nachrichten, Sept. 15, 2005 (report about IZA Discussion Paper. No.1730)
"Psychologie Rrrisiko!", in: Bayrischer Rundfunk Online, Sept. 15, 2005 (report about IZA Discussion Paper. No.1730)

"Studie: Risikobereite Menschen sind zufriedener", in: Die Welt, Sept. 15, 2005 (report about IZA Discussion Paper. No.1730)

"Island ist unternehmerfreundlicher als Deutschland", in: Die Welt, Sept. 14, 2005 (with statement by **Klaus F. Zimmermann**)

"Auch der Sozialstaat braucht Wettbewerb", in: Hamburger Abendblatt, Sept. 08, 2005 (with guest article by **Klaus F. Zimmermann**)

"Rente: Raus mit der Wahrheit", in: Manager Magazin, Sept. 07, 2005 (with statement by **Klaus F. Zimmermann**)

"Niedrige Löhne, geringe Arbeitsanreize", in: Frankfurter Allgemeine Zeitung, Sept. 05, 2005 (with statement by **Hilmar Schneider**)

"Studie: Bei Arbeitslosigkeit gedeiht Rechtsextremismus", in: UmweltDialog, Sept. 05, 2005 (report about IZA Discussion Paper. No.1540)

"Klare Worte, schwammige Konzepte", in: Tagesschau.de, Sept. 04, 2005 (with statement by **Hilmar Schneider**)

"Korruption ohne Konsequenzen", in: Die Welt Sept. 03, 2005 (with statement by **Armin Falk**)

"Ein Steuermann für die Zeitreise", in: Jungle World, Aug. 31, 2005 (with statement by **Klaus F. Zimmermann**)

"Wirtschaftsforscher loben Hartz-Reformen", in: Handelsblatt, Aug. 26, 2005 (with statement by **Klaus F. Zimmermann**)

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"Arbeiten bis siebzig: Ohne mutige Reformen kollabiert die gesetzliche Kasse", in: Süddeutsche Zeitung, Aug. 18, 2005 (with guest article by **Klaus F. Zimmermann** and **Holger Bonin**)

"Institut fordert Ende der Lohnzurückhaltung", in: Netzzeitung, Aug. 17, 2005 (with statement by **Hilmar Schneider**)

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IZA Infrastructure

IZA's infrastructure provides a wide range of information services to the public, policymakers and the media. It also allows IZA network members to use a variety of online services.

The IZA homepage is constantly updated and expanded, making it a veritable online portal for topics in labor economics. It contains, for instance, detailed information on research activities, publications, and IZA events, but also a schedule of international conferences and other relevant sources of information for researchers in this field.

IZA's international data service center is a unique service for researchers who seek access to important data sets. Among the center's various features is an IZA-developed online tool for controlled remote data processing.

This vast technical infrastructure is complemented by a specialized in-house library.

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Data Service Center and Offers for Remote Access Provided by IZA 673

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IZA Further Expands Its Web Resources in Labor Economics

The IZA online information services are gaining popularity, not just among economists, but increasingly among journalists, political institutions and the interested public. The institute's homepage contains all available IZA publications and provides download links or bibliographic references. More than 2,000 IZA Discussion Papers are now available online. A comprehensive search engine helps the user to find papers easily. Standard features of the IZA website include information on more than 600 IZA Research Fellows and their research focus, a permanently updated "Who´s Who in Labor Economics" database, a substantial collection of thematic links, as well as an overview of international events in labor economics and related fields of research. Processing this information is an essential part of IZA's mission to provide access to labor market research and its findings through a central internet gateway. IZA Research Fellows have the opportunity to use a complete virtual workplace environment that is accessible through a separate network. The IZA website currently offers a total of about 10,000 pages. The constantly increasing number of daily page hits and downloads documents the growing interest in these services.

New: Facts and Figures

In March 2004, IZA has added important new functions to its web presentation. In response to the strong demand for up-to-date statistics, a special category with "Facts and Figures" now provides information on relevant labor market questions in the form of commented figures. They include national and international economic indicators as well as a survey of forecasts by German economic research institutes. The content is constantly updated and expanded. IZA thus provides a single gateway for the informed public to access important data and statistics. Available in both English and German, the site is targeted not only at economists, but also at students, teachers, professors, and economic journalists, who are looking for information on specific topics to underscore their arguments. We welcome any comments or suggestions to expand our "Facts and Figures" section. (www.iza.org/en/webcontent/charts)

New: "Who´s Who in Labor Economics" with Additional Features

The "IZA Who is Who in Labor Economics" now features more than 600 economists worldwide. The database is searchable by name, institution, research interests, and publications. All labor economists are encouraged to register for this directory. Upon approval, they are authorized to manage their own profile online. This function ensures that the information is updated more regularly. Networking today plays a larger role in academic science than ever before. The "Who is Who" helps labor economists to find partners for joint research projects, and it provides non-scientists with information on available experts in certain fields of labor economics. (www.iza.org/whoiswho)

New: IZA Literature Database on Migration

As part of its research program, IZA is actively involved in various studies in the field of migration. Since 2003, IZA has collected bibliographic references of migration literature in a database that soon became the largest of its kind worldwide. This database is constantly updated and, in contrast to other well-known literature databases, it includes recent working papers. Thousands of searchable references make online literature queries on this topic a lot easier. Additional bibliographic databases on other labor market topics are also planned. (www.iza.org/migration)

Technical Improvements

A series of technical improvements has increased the accessibility of the IZA website to 99.7 %. Content and layout are presented in a way that ensures an adequate performance, even with a slow internet connection. More emphasis is placed on the quality of information and services than on the latest technical gadgets. The functionality of the improved IZA search engine guarantees precision in searching and a transparent display of the results. Authors of IZA Discussion Papers can submit their work online for publication in the series. Moreover, anyone interested in IZA publications and activities may register online for the IZA Newsletter and for regular email notifications of new IZA Discussion Papers. With its functionality and information density, the IZA website represents an online gateway to labor economics that is almost unparalleled.

IZA Website Vists

as of: 12/31/2005.

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Projects
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JoSuA

Web Submit New Job

Once a project and a corresponding dataset are selected, you can upload a new job or type the analysis specifications in the text field and
submission template. Once you are logged in at JoSuA, you are already recognized. After you have submitted the job, its status will be v
the list of all jobs.

project: Impact of immigration

data file: MICROCENSUS: Microcensus 2002

package: stata

Job Code:

Enter job code or upload local ascii file

local file: Browse...

upload file

job code:

```
#delimit ;

clear;

set mem 1000m   ;/* if the data files are larger, this number has to be increase
global S "/"    ;       /* / for unix \ for dos */

***;

use     $tmp${S}tn_abm.dta;
rename  col1    fnr     ;
rename  col2    pnr     ;
rename  col3    aabmtq1 ;
rename  col4    aabmdq1 ;
```

comment:

Data Service Center and Offers for Remote Access Provided by IZA

Aims

IZA designed a large virtual data service center within the scope of a project supported by the Federal Ministry for Education and Science. This data service center enables one to specifically search for data sets relevant to labor economics; it will be constantly expanded. Documentations formerly only available in German were translated into English. Apart from this service, which can be accessed freely, authorized scientists are able to analyze selected data sets using a controlled system for remote access. The IZA data service center provides the documentation of relevant data sets for labor economists using international standards. It was developed to help making German data sets available for labor economists abroad.

Board of Information

Special attention was paid to the role of the data service center as a board of information for labor economics. The spectrum of services covers the following:

- Interested researchers and scientists receive support while searching for data and using them
- The agency of information helps to access the scientific use files and the on-site files of the official statistics.
- The requirements to access the German data sets are explained and contact with data producers in Germany is facilitated.

Meta-Data: DDI-Documentation standard of the studies

The international approved standard of documentation ensures highly valuable information for the documented studies. Beyond this the IZA data service center offers two additional documentation services:

- German documentations of data are translated into English
- An integrated thesaurus (HASSET) makes all contents and all variables accessible.

Thesaurus-Search with Correspondence of Variables

The search for keywords using a standardized thesaurus allows the accumulation of comprehensive correspondence of variables for specified search criteria. Time-overlapping correspondence of variables will be inserted step after step.

Controlled Remote Data Processing: Terms of Use

The IZA data service center offers authorized scientists the possibility of controlled remote processing of data. The following terms of use apply:

- Controlled Remote Data Processing precludes direct data access.
- Use is restricted to scientists who work for academic institutions or non-profit organizations.
- In order to use data via controlled remote processing, all interested scientists have to submit a temporary limited application to IZA.

JOSUA (Job Submission Application)

The controlled remote data processing is run by capable software, which allows working efficiently. The most important features of JOSUA are:

- JOSUA does not allow direct access to individual data.
- Individual data are not being transferred by JOSUA.
- JOSUA allows a professional analysis management, using an enciphered web-interface.
- JOSUA permits interaction with other scientists.
- JOSUA checks analysis codes and the results, using a „human interface“.
- JOSUA may be used 24 hours a day.
- JOSUA runs on every operating system.

Data Access at IZA:

Within the Guest Researchers Program help is offered in case of organizational questions concerning use and data access:

- The data service center organizes the obligation process through the scientific data centers of the states and the federation.
- IZA scientists are available to exchange experiences.
- Fast and secure data-handling is provided during the stay at IZA.

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The IZA Library

The Library of IZA provides an excellent tool for research with its vast collection of publications regarding labor markets. Academic employees of IZA, research fellows, research affiliates and guest scholars of IZA can access a large selection of national and international professional articles as well as the relevant data sets. As a reference library the IZA Library can be used by external users as well. At the end of 2005 the library had more than 3500 monographs and more than 2500 catalogued professional articles. In addition, the library regularly receives 70 of the most important journals and accesses all of the important Discussion Paper Series worldwide via electronic means.

The service offered by the IZA Library goes far beyond the "classic" services offered by a specialized library: in addition to obtaining and cataloguing literature and supporting interested scientists with their literature research, other demanding tasks have arisen. The librarian of IZA creates and maintains extensive literature databases of selected research areas - the IZA Migration Literature Database is one of the largest available databases of its kind with more than 10000 items. Additionally, the library collects and documents information regarding relevant scientific or political problems, evaluates media articles and analyzes electronic sources of information.

With a very flexible structure and the scope of its available literature the IZA Library creates an excellent foundation for the research and advisory tasks of IZA.

IZA Personnel

The IZA team reflects the strong ambitions and international orientation of our institute.

As many as ten different nationalities are represented among our permanent employees. Our research staff is a productive blend of established labor economists and promising young academics.

IZA also takes pride in its rapidly growing network of research fellows and affiliates from major research institutions around the world. Through our visitors program, many of them pay us regular visits in Bonn, where they collaborate with our researchers on individual projects and participate in our seminars and workshops.

IZA Staff	**681**
Organigramm	**684**
IZA Alumni	**685**
IZA Research Fellows	**687**
IZA Research Affiliates	**711**

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As of 11/30/2005

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- Dr. Holger Bonin
- Ana Rute Cardoso, Ph.D.
- Amelie Constant, Ph.D.
- Dr. Thomas Dohmen
- David Huffman, Ph.D.
- Wolfram Kempe
- Winfried Koeniger, Ph.D.
- Dr. Martin Schellhorn
- Dr. Uwe Sunde
- Alexandru Voicu, Ph.D.

Visiting Research Fellows
- Frédéric Docquier, Ph.D.
- Prof. David A. Jaeger, Ph.D.

Resident Research Affiliates
- Georgios Tassoukis
- Sher Verick

Service Areas

Management Assistance
- Gabriele Herbrig, *Assistant to the Director*
- Lydia Simons, *Management Assistant*
- Nicole Buch, *Secretary*

Administration and Organization
- Dr. Michael Vogler, *Research Management*
- Ulrike Maurer, *Project and Event Management*

Communication und Information
- Holger Hinte, *Head of Public Relations*
- Mark Fallak, *Information Management*
- Margard Ody, *Library, Documentation*

Data Service Center
- Georgios Tassoukis, *Database Management*
- Wolfram Kempe, *Research Associate*

IT
- Stephan Hennig, *Head of IT*
- Dr. Nikolaos Askitas, *Unix Service*
- Steffen Helbing, *Web Development*
- Markus Rickermann, *Windows Service*

IZA Alumni

The following is a list of former IZA researchers who have made valuable contributions to the IZA research activities. Most of them have continued their career in academia while maintaining close ties to IZA as Research Fellows. This information refers to their period of employment at IZA and their first employer following IZA.

As of 09/22/2005

Thomas Bauer (09/98 - 09/03)
Ruhr University Bochum, Germany

Hielke Buddelmeyer (09/00 - 08/03)
Melbourne Institute of Applied Economic and Social Research, Australia

Damon Clark (10/01 - 08/02)
University of California, Berkeley, USA

Rob Euwals (04/99 - 01/02)
CPB Netherlands Bureau for Economic Policy Analysis, Netherlands

René Fahr (10/00 - 10/03)
University of Cologne, Germany

Xiaodong Gong (09/00 - 11/01)
Australian National University, Canberra, Australia

Gulcin Gumus (09/02 - 06/04)
University of Miami, USA

Marcus Hagedorn (01/00 - 12/02)
University of Pennsylvania, USA

Jörgen Hansen (07/99 - 07/00)
Concordia University, Canada

Ashok Kaul (01/00 - 12/02)
Universitat Pompeu Fabra, Barcelona, Spain

Wolfram Kempe (01/02 - 08/05)
Deutsche Bundesbank, Frankfurt, Germany

Astrid Kunze (04/00 - 11/02)
Norwegian School of Economics and Business Administration, Bergen, Norway

Marco Leonardi (09/02 - 12/03)
University of Milan, Italy

Lilo Locher (07/00 - 09/02)
Monopolkommission, Bonn, Germany

Magnus Lofstrom (07/99 - 12/00)
University of California at Irvine

Martin Schellhorn (03/02 - 04/05)
GSF - National Research Center for Environment and Health

Wendelin Schnedler (09/00 - 09/02)
CMPO, University of Bristol, UK

Anja Thalmaier (04/98 - 08/00)
Bavarian Ministry of Labor, Munich, Germany

Sher Verick (11/01 - 10/04)
Melbourne Institute of Applied Economic and Social Research

Alexandru Voicu (10/01 - 07/05)
CUNY - College of Staten Island, New York, USA

Melanie Ward (01/99 - 10/01)
European Central Bank, Frankfurt, Germany

Rainer Winkelmann (01/99 - 10/01)
University of Zurich, Switzerland

IZA Research Fellows

IZA's dynamic international network of Research Fellows is an important backbone of the institute's activities. Currently 556 renowned labor economists from all parts of the world cooperate with IZA by participating in individual projects and events. The IZA Discussion Paper Series provides an important outlet for their work. All Fellows are initially appointed for a period of three years with the possibility of renewal. Junior researchers and Ph.D. students have the opportunity to become part of the IZA network as Research Affiliates.

as of: 12/12/2005

Aaberge, Rolf (Statistics Norway, Oslo, Norway)

Abbring, Jaap H. (Free University of Amsterdam, Netherlands)

Abowd, John M. (Cornell University, Ithaca, USA)

Acquisti, Alessandro (Carnegie Mellon University, Pittsburgh, USA)

Addison, John T. (University of South Carolina, Columbia, USA)

Adsera, Alicia (University of Illinois, Chicago, USA)

Agell, Jonas (Stockholm University, Sweden)

Akerlof, George A. (University of California, Berkeley, USA)

Albrecht, James (Georgetown University, Washington DC, USA)

Algan, Yann (University of Marne-la-Vallée, France)

Altonji, Joseph (Yale University, New Haven, USA)

Amuedo-Dorantes, Catalina (San Diego State University, USA)

Andersen, Torben (University of Aarhus, Denmark)

Andrén, Thomas (Göteborg University, Sweden)

Angrist, Joshua (MIT, Cambridge, USA)

Antecol, Heather (Claremont McKenna College, USA)

Apps, Patricia (University of Sydney, Australia)

Arulampalam, Wiji (University of WaRWI,ck, Coventry, UK)

IZA Research Fellows

as of: 12/31/2005.

Ashenfelter, Orley (Princeton University, USA)

Askenazy, Philippe (PSE, Paris, France)

Augurzky, Boris (RWI, Essen, Germany)

Baker, George P. (Harvard Business School, Cambridge, USA)

Baltagi, Badi H. (Texas A&M University, College Station, USA)

Bandyopadhyay, Subhayu (West Virginia University, Morgantown, USA)

Barankay, Iwan (University of Essex, Colchester, UK)

Barlevy, Gadi (Federal Reserve Bank of Chicago, USA)

Barrett, Alan (ESRI - Economic and Social Research Institute, Dublin, Ireland)

Barth, Erling (Institute for Social Research, Oslo, Norway)

Bauer, Thomas (University of Bochum, Germany)

Becker, Gary S. (University of Chicago, USA)

Becker, Sascha O. (University of Munich, Germany)

Beissinger, Thomas (University of Regensburg, Germany)

Belke, Ansgar (University of Hohenheim, Germany)

Bell, Linda A. (Haverford College, USA)

Beller, Andrea H. (University of Illinois, Urbana-Champaign, USA)

Bellmann, Lutz (IAB, Nürnberg, Germany)

Belzil, Christian (CNRS, Paris, France / GATE, Lyon, France)

Ben-Zion, Uri (Ben Gurion University, Be'er Sheva, Israel)

Benabou, Roland (Princeton University, USA)

Bengtsson, Tommy (Lund University, Sweden)

Bergemann, Annette (Free University of Amsterdam, Netherlands)

Bertocchi, Graziella (University of Modena and Reggio Emilia, Modena, Italy)

Bertrand, Marianne (University of Chicago, USA)

Bewley, Truman (Yale University, New Haven, USA)

Bhattacharyya, Dilip (University of Leicester, UK)

Bhaumik, Sumon (Brunel University, West London, UK)

Biewen, Martin (University of Frankfurt, Germany)

Billger, Sherrilyn M. (Illinois State University, Normal, USA)

Bitler, Marianne (Public Policy Institute of California, San Francisco, USA)

Björklund, Anders (SOFI, Stockholm University, Sweden)

Black, Sandra E. (University of California, Los Angeles, USA)

Blanchard, Olivier (MIT, Cambridge, USA)

Blanchflower, David G. (Dartmouth College, Hanover, USA)

Blau, Francine D. (Cornell University, Ithaca, USA)

Blau, David M. (University of North Carolina, Chapel Hill, USA)

Blien, Uwe (IAB, Nürnberg, Germany)

Blundell, Richard (University College London, UK)

Boeri, Tito (Bocconi University, Milan, Italy)

Bognanno, Michael (Temple University, Philadelphia, USA)

Boone, Jan (Tilburg University, Netherlands)

Booth, Alison L. (Australian National University, Canberra, Australia)

Borghans, Lex (University of Maastricht, Netherlands)

Borjas, George (Harvard University, Cambridge, USA)

Bover, Olympia (Bank of Spain, Madrid, Spain)

Brainerd, Elizabeth (Williams College, Williamstown, USA)

Breitung, Jörg (University of Bonn, Germany)

Brown, J. David (Heriot-Watt University, Edinburgh, UK)

Brunello, Giorgio (University of Padova, Italy)

Brück, Tilman (DIW, Berlin, Germany)

Brücker, Herbert (DIW, Berlin, Germany)

Brännäs, Kurt (Umeå University, Sweden)

Buddelmeyer, Hielke (Melbourne Institute of Applied Economic and Social Research, Parkville, Australia)

Burda, Michael C. (Humboldt University, Berlin, Germany)

Burgess, Simon (University of Bristol, UK)

Burks, Stephen V. (University of Minnesota, Morris, USA)

Böheim, René (University of Linz, Austria)

Cahuc, Pierre (University of Paris 1, France)

Caliendo, Marco (DIW, Berlin, Germany)

Campos, Nauro (Brunel University, West London, UK)

Cappellari, Lorenzo (University Cattolica del Sacro Cuore, Milan, Italy)

Card, David (University of California, Berkeley, USA)

Carneiro, Pedro (University College London, UK)

Carpenter, Jeffrey P. (Middlebury College, USA)

Cascio, Elizabeth U. (University of California, Davis, USA)

Chandra, Amitabh (Dartmouth College, Hanover, USA)

Checchi, Daniele (University of Milan, Italy)

Chevalier, Arnaud (University of Kent, UK)

Chiswick, Barry R. (University of Illinois, Chicago, USA)

Chiswick, Carmel U. (University of Illinois, Chicago, USA)

Christev, Atanas (Heriot-Watt University, Edinburgh, UK)

Ciccone, Antonio (University Pompeu Fabra, Barcelona, Spain)

Cigno, Alessandro (University of Florence, Italy)

Clark, Damon (University of California, Berkeley, USA)

Clark, Andrew (PSE, Paris, France)

Clark, Ken (University of Manchester, UK)

Cobb-Clark, Deborah (Australian National University, Canberra, Australia)

Cockx, Bart Leo Wim (Catholic University of Leuven, Belgium)

Cohen, Daniel (University of Paris 1, France)

Collier, IRWI,n (Free University of Berlin, Germany)

Commander, Simon (London Business School, UK)

Contini, Bruno (LABORatorio R. Revelli, Moncalieri, Italy)

Corak, Miles (Statistics Canada, Ottawa, Canada)

Cornelius, Wayne A. (University of California, San Diego, USA)

Corneo, Giacomo (Free University of Berlin, Germany)

Cortes, Kalena E. (Princeton University, USA)

Coupé, Tom (National University of Kiev-Mohyla Academy, Kiev, Ukraine)

Crépon, Bruno (CREST-INSEE, Paris, France)

Currie, Janet (University of California, Los Angeles, USA)

Danziger, Leif (Ben Gurion University, Be'er Sheva, Israel)

Datta Gupta, Nabanita (SFI - Danish National Institute of Social Research, Copenhagen, Denmark)

de Coulon, Augustin (Queen Mary, University of London, UK)

de la Rica, Sara (University of the Basque Country, Bilbao, Spain)

Del Boca, Daniela (University of Turin, Italy)

Del Bono, Emilia (University of Oxford, UK)

Denton, Frank (McMaster University, Hamilton, Canada)

Devereux, Paul (University of California, Los Angeles, USA)

DeVoretz, Don J. (Simon Fraser University, Burnaby, Canada)

Diaz-Serrano, Luis (National University of Ireland, Maynooth, Ireland)

Dietz, Barbara (East European Institute, Munich, Germany)

Djebbari, Habiba (University Laval, Québec City, Canada)

Docquier, Frédéric (University of Lille 2, France)

Dolado, Juan José (University Carlos III, Madrid, Spain)

Dolton, Peter (University of Newcastle upon Tyne, UK)

Donni, Olivier (University of Cergy-Pontoise, France)

Dostie, Benoit (HEC, Montreal, Canada)

Dreger, Christian (IWH Halle, Germany)

Drinkwater, Stephen (University of Surrey, Guildford, UK)

Duclos, Jean-Yves (University Laval, Québec City, Canada)

Duleep, Harriet (Urban Institute, Washington DC, USA)

Dustmann, Christian (University College London, UK)

Eamets, Raul (University of Tartu, Estonia)

Earle, John S. (Upjohn Institute for Employment Research, Kalamazoo, USA)

Easterlin, Richard A. (University of Southern California, Los Angeles, USA)

Eckstein, Zvi (Tel Aviv University, Israel)

Edlund, Lena (Columbia University, New York, USA)

Ehrenberg, Ronald G. (Cornell University, Ithaca, USA)

Eicher, Theo (University of Washington, Seattle, USA)

Entorf, Horst (Darmstadt University of Technology, Germany)

Epstein, Gil S. (Bar-Ilan University, Ramat-Gan, Israel)

Ermisch, John (University of Essex, Colchester, UK)

Estrin, Saul (London Business School, UK)

Euwals, Rob (CPB Netherlands Bureau for Economic Policy Analysis, Den Haag, Netherlands)

Even, William E. (University of Miami, Coral Gables, USA)

Fabbri, Francesca (University of Munich, Germany)

Fahr, René (University of Cologne, Germany)

Faini, Riccardo (University of Rome Tor Vergata, Italy)

Fairlie, Robert W. (University of California, Santa Cruz, USA)

Falkinger, Josef (University of Zurich, Switzerland)

Fehr, Ernst (University of Zurich, Switzerland)

Fertig, Michael (RWI, Essen, Germany)

Filer, Randall K. (Hunter College/CUNY, New York, USA)

Filippin, Antonio (University of Milan, Italy)

Fitzenberger, Bernd (University of Frankfurt, Germany)

FitzRoy, Felix (University of St. Andrews, UK)

Fix, Michael (Urban Institute, Washington DC, USA)

Flinn, Christopher (New York University, USA)

Flood, Lennart (Göteborg University, Sweden)

Foley, Mark C. (University of North Carolina, Chapel Hill, USA)

Fougère, Denis (CREST-INSEE, Paris, France)

Francesconi, Marco (University of Essex, Colchester, UK)

Fredriksson, Peter (Uppsala University, Sweden)

Frick, Joachim R. (DIW, Berlin, Germany)

Friebel, Guido (University of Toulouse I, France)

Frölich, Markus (University of St. Gallen, Switzerland)

Fuess, Jr., Scott M. (University of Nebraska, Lincoln, USA)

Galdón-Sánchez, José Enrique (Public University of Navarre, Pamplona, Spain)

Galindo-Rueda, Fernando (London School of Economics, UK)

Gang, Ira N. (Rutgers University, New Brunswick, USA)

Garibaldi, Pietro (Bocconi University, Milan, Italy)

Gatti, Donatella (University of Lyon 2, France)

Gautier, Pieter (Tinbergen Institute, Amsterdam, Netherlands)

Gerfin, Michael (University of Bern, Switzerland)

Gersbach, Hans (University of Heidelberg, Germany)

Giannelli, Gianna C. (University of Florence, Italy)

Gibbons, Robert (MIT, Cambridge, USA)

Gibbs, Michael (University of Chicago, USA)

Gimpelson, Vladimir (CLMS - Moscow Higher School of Economics, Russia)

Gneezy, Uri (University of Chicago, USA)

Goerke, Laszlo (University of Mainz, Germany)

Gong, Xiaodong (Australian National University, Canberra, Australia)

Gonzalez, Libertad (University Pompeu Fabra, Barcelona, Spain)

Gonzalez, Arturo (Public Policy Institute of California, San Francisco, USA)

Góra, Marek (Warsaw School of Economics, Poland)

Gottfries, Nils (Uppsala University, Sweden)

Gottschalk, Peter T. (Boston College, USA)

Gould, Eric D. (Hebrew University, Jerusalem, Israel)

Gradstein, Mark (Ben Gurion University, Be'er Sheva, Israel)

Gregory, Bob (Australian National University, Canberra, Australia)

Grogger, Jeff (University of Chicago, USA)

Grossmann, Volker (University of Zurich, Switzerland)

Grund, Christian (University of Bonn, Germany)

Guadalupe, Maria (Columbia University, New York, USA)

Gumus, Gulcin (University of Miami, Coral Gables, USA)

Gustafsson, Björn (Göteborg University, Sweden)

Güell, Maia (University Pompeu Fabra, Barcelona, Spain)

Gächter, Simon (University of Nottingham, UK)

Görg, Holger (University of Nottingham, UK)

Götte, Lorenz (University of Zurich, Switzerland)

Habermalz, Steffen (University of Nebraska, Kearney, USA)

Haefke, Christian (University Pompeu Fabra, Barcelona, Spain)

Hagedorn, Marcus (University of Pennsylvania, Philadelphia, USA)

Hairault, Jean-Olivier (University of Paris 1, France)

Haisken-DeNew, John P. (RWI, Essen, Germany)

Haldrup, Niels (University of Aarhus, Denmark)

Haltiwanger, John C. (University of Maryland, College Park, USA)

Ham, John C. (Ohio State University, Columbus, USA)

Hamermesh, Daniel S. (University of Texas, Austin, USA)

Hamilton, Barton H. (Washington University, St. Louis, USA)

Hansen, Jörgen (Concordia University, Montreal, Canada)

Hanson, Gordon H. (University of California, San Diego USA)

Haouas, Ilham (TEAM - University of Paris I, France)

Harmon, Colm (University College Dublin, Ireland)

Hart, Robert A. (University of Stirling, UK)

Hartog, Joop (University of Amsterdam, Netherlands)

Hashimoto, Masanori (Ohio State University, Columbus, USA)

Haskel, Jonathan (Queen Mary, University of London, UK)

Hassink, Wolter (Utrecht University, Netherlands)

Hassler, John (Stockholm University, Sweden)

Hatton, Timothy J. (Australian National University, Canberra, Australia)

Haveman, Robert (University of Wisconsin, Madison, USA)

Hazarika, Gautam (University of Texas, Brownsville, USA)

Heckman, James J. (University of Chicago, USA)

Heitmueller, Axel (London Business School, UK)

Heshmati, Almas (Seoul National University, South Korea)

Higuchi, Yoshio (Keio University, Tokyo, Japan)

Hildenbrand, Werner (University of Bonn, Germany)

Hirsch, Barry T. (Trinity University, San Antonio, USA)

Holzmann, Robert (World Bank, Washington DC, USA)

Hoynes, Hilary W. (University of California, Davis, USA)

Hu, Luojia (Northwestern University, Evanston, USA)

Huck, Steffen (University College London, UK)

Hujer, Reinhard (University of Frankfurt, Germany)

Hunt, Jennifer (McGill University, Montreal, Canada)

Hutchens, Robert M. (Cornell University, Ithaca, USA)

Hvide, Hans K. (Norwegian School of Economics and Business Administration, Bergen, Norway)

Hübler, Olaf (University of Hannover, Germany)

Hyson, Rosemary T. (Mercer Human Resource Consulting)

Ichino, Andrea (European University Institute, Florence, Italy)

Immervoll, HeRWI,g (OECD, Paris, France)

Irlenbusch, Bernd (London School of Economics, UK)

Iyigun, Murat (University of Colorado, Boulder, USA)

Jackman, Richard (London School of Economics, UK)

Jaeger, David A. (College of William and Mary, Williamsburg, USA)

Jahn, Elke J. (IAB, Nürnberg, Germany)

Jansen, Marcel (University Carlos III, Madrid, Spain)

Jasso, Guillermina (New York University, USA)

Jenkins, Stephen P. (University of Essex, Colchester, UK)

Jensen, Peter (Aarhus School of Business, Denmark)

Jimeno, Juan F. (FEDEA, Madrid, Spain)

Jolliffe, Dean (U.S. Department of Agriculture)

Jousten, Alain (CREPP - University of Liège, Belgium)

Juhn, Chinhui (University of Houston, USA)

Junankar, Pramod N. (Raja) (University of Western Sydney, Penrith South DC, Australia)

Jurajda, Stepán (CERGE - Charles University, Prague, Czech Republic)

Kaas, Leo (University of Konstanz, Germany)

Kahn, Lawrence M. (Cornell University, Ithaca, USA)

Kalwij, Adriaan (Tilburg University, Netherlands)

Kapteyn, Arie (RAND Corporation, Santa Monica, USA)

Karanassou, Marika (University of London, UK)

Kato, Takao (Colgate University, Hamilton, USA)

Katseli, Louka T. (University of Athens, Greece)

Kaul, Ashok (University Pompeu Fabra, Barcelona, Spain)

Kempe, Wolfram (Deutsche Bundesbank, Germany)

Kimmel, Jean (Western Michigan University, Kalamazoo, USA)

Klasen, Stephan (University of Göttingen, Germany)

Klevmarken, Anders (Uppsala University, Sweden)

Kluve, Jochen (RWI, Essen, Germany)

Klös, Hans-Peter (Cologne Institute for Business Research, Germany)

Koebel, Bertrand (Louis Pasteur University, Strasbourg, France)

Kollo, Janos (Hungarian Academy of Sciences, Budapest, Hungary)

Konings, Jozef (LICOS - Centre for Transition Economics, Leuven, Belgium)

Konrad, Kai A. (WZB, Berlin, Germany)

Konstantopoulos, Spyros (Northwestern University, Evanston, USA)

Kooreman, Peter (University of Groningen, Netherlands)

Kosfeld, Michael (University of Zurich, Switzerland)

Koskela, Erkki (University of Helsinki, Finland)

Kossoudji, Sherrie (University of Michigan, Ann Arbor, USA)

Kraft, Kornelius (University of Dortmund, Germany)

Kramarz, Francis (CREST-INSEE, Paris, France)

Kriechel, Ben (University of Maastricht, Netherlands)

Krueger, Alan B. (Princeton University, USA)

Kräkel, Matthias (University of Bonn, Germany)

Kugler, Adriana (University of Houston, USA)

Kuhn, Peter (University of California, Santa Barbara, USA)

Kunze, Astrid (Norwegian School of Economics and Business Administration, Bergen, Norway)

Kübler, Dorothea (Technical University of Berlin, Germany)

Königstein, Manfred (University of Erfurt, Germany)

Lacroix, Guy (University Laval, Québec City, Canada)

Lalive, Rafael (University of Zurich, Switzerland)

LaLonde, Robert (Harris School, University of Chicago, USA)

Laroque, Guy (CREST-INSEE, Paris, France)

Launov, Andrey (University of Würzburg, Germany)

Layard, Richard (London School of Economics, UK)

Lazear, Edward (Stanford University, USA)

Lechner, Michael (University of St. Gallen, Switzerland)

Lehmann, Hartmut (University of Bologna, Italy)

Lehmann, Etienne (ERMES - University of Paris 2, France)

Lehrer, Evelyn L. (University of Illinois, Chicago, USA)

Leonardi, Marco (University of Milan, Italy)

Lerman, Robert I. (Urban Institute, Washington DC, USA)

Li, Shi (Chinese Academy of Social Sciences, Beijing, China)

Liedtke, Patrick M. (Geneva Association, Switzerland)

Lindahl, Mikael (SOFI, Stockholm University, Sweden)

Lindeboom, Maarten (Free University of Amsterdam, Netherlands)

List, John A. (University of Maryland, College Park, USA)

Ljungqvist, Lars (Stockholm School of Economics, Sweden)

Locher, Lilo (Federal Monopoly Commission, Bonn, Germany)

Loewenstein, George (Carnegie Mellon University, Pittsburgh, USA)

Lofstrom, Magnus (University of Texas, Dallas, USA)

Longhi, Simonetta (ISER - University of Essex, Colchester, UK)

Lucifora, Claudio (University Cattolica del Sacro Cuore, Milan, Italy)

Lundberg, Shelly (University of Washington, Seattle, USA)

Lynch, Lisa M. (Tufts University, Medford, USA)

Machin, Stephen (University College London, UK)

MacLeod, W. Bentley (University of Southern California, Los Angeles, USA)

Macpherson, David A. (Florida State University, Tallahassee, USA)

Macunovich, Diane (University of Redlands, USA)

Magnac, Thierry (University of Toulouse I, France)

Makepeace, Gerry (Cardiff University, UK)

Malcomson, James (University of Oxford, UK)

Malherbet, Franck (University of Cergy-Pontoise, France)

Malmendier, Ulrike (Stanford University, USA)

Manovskii, Iourii (University of Pennsylvania, Philadelphia, USA)

Manski, Charles F. (Northwestern University, Evanston, USA)

Manzini, Paola (University of London, UK)

Marceau, Nicolas (University of Québec, Montréal, Canada)

Margolis, David N. (TEAM, University of Paris I, France)

Marschke, Gerald (State University of New York, Albany, USA)

Martin, John P. (OECD, Paris, France)

Martins, Pedro S. (Queen Mary, University of London, UK)

Matouschek, Niko (Northwestern University, Evanston, USA)

Maurin, Eric (CREST-INSEE, Paris, France)

Mavromaras, Kostas G. (University of Aberdeen, UK)

Mayda, Anna Maria (Georgetown University, Washington DC, USA)

McCormick, Barry (Department of Health, London, UK)

McNally, Sandra (London School of Economics, UK)

Meckl, Jürgen (University of Giessen, Germany)

Meghir, Costas (University College London, UK)

Merz, Monika (University of Bonn, Germany)

Merz, Joachim (University of Lüneburg, Germany)

Messina, Julián (European Central Bank, Frankfurt, Germany)

Michaud, Pierre-Carl (RAND Corporation, Santa Monica, USA)

Micklewright, John (University of Southampton, UK)

Miller, Paul W. (University of Western Australia, Crawley, Australia)

Modesto, Leonor (University Catolica Portuguesa, Lisbon, Portugal)

Mogensen, Gunnar Viby (University of Copenhagen, Denmark)

Moldovanu, Benny (University of Bonn, Germany)

Moretti, Enrico (University of California, Berkeley, USA)

Mortensen, Dale T. (Northwestern University, Evanston, USA)

Muehlheusser, Gerd (University of Bern, Switzerland)

Mueser, Peter R. (University of Missouri-Columbia, Columbia, USA)

Mumford, Karen A. (University of York, UK)

Mustard, David B. (University of Georgia, Athens, USA)

Myers, Caitlin K. (Middlebury College, USA)

Neal, Derek (University of Chicago, USA)

Nerlove, Marc L. (University of Maryland, College Park, USA)

Neuman, Shoshana (Bar-Ilan University, Ramat-Gan, Israel)

Neumark, David (Public Policy Institute of California, San Francisco, USA)

Newell, Andrew T. (University of Sussex, Brighton, UK)

Nickell, Stephen J. (London School of Economics, UK)

Nielsen, Helena Skyt (University of Aarhus, Denmark)

Nilsen, Øivind Anti (Norwegian School of Economics and Business Administration, Bergen, Norway)

Nopo, Hugo (Middlebury College, USA)

Nunziata, Luca (Nuffield College, Oxford, UK)

O'Donoghue, Cathal (National University of Ireland, Galway, Ireland)

Oaxaca, Ronald L. (University of Arizona, Tucson, USA)

Orazem, Peter F. (Iowa State University, Ames, USA)

Orszag, Michael (Watson Wyatt LLP)

Ortega, Javier (University of Toulouse, France)

Oswald, Andrew J. (University of Warwick, Coventry, UK)

Pagés, Carmen (World Bank, Washington DC, USA)

Palme, Mårten (Stockholm University, Sweden)

Palokangas, Tapio K. (University of Helsinki, Finland)

Pannenberg, Markus (Bielefeld University of Applied Sciences, Germany)

Parker, Simon C. (University of Durham, UK)

Paserman, Daniele (Hebrew University, Jerusalem, Israel)

Pastore, Francesco (University of Naples II, Italy)

Pedersen, Peder J. (University of Aarhus, Denmark)

Pencavel, John (Stanford University, USA)

Pereira, Pedro T. (University of Madeira, Portugal)

Pesaran, Hashem (University of Cambridge, UK)

Petrongolo, Barbara (London School of Economics, UK)

Pfann, Gerard A. (University of Maastricht, Netherlands)

Pfeiffer, Friedhelm (ZEW - Centre for European Economic Research, Mannheim, Germany)

Pflüger, Michael P. (Darmstadt University of Technology, Germany)

Phelps, Edmund S. (Columbia University, New York, USA)

Piracha, Matloob (University of Kent, UK)

Pischke, Jörn-Steffen (London School of Economics, UK)

Pissarides, Christopher A. (London School of Economics, UK)

Plug, Erik (University of Amsterdam, Netherlands)

Polachek, Solomon (Binghamton University, New York, USA)

Portugal, Pedro (Bank of Portugal, Lisbon, Portugal)

Postel-Vinay, Fabien (PSE, Paris, France)

Poutvaara, Panu (University of Helsinki, Finland)

Prasad, Eswar (International Monetary Fund, Washington DC, USA)

Puhani, Patrick A. (Darmstadt University of Technology, Germany)

Raffelhüschen, Bernd (University of Freiburg, Germany)

Ramos, Xavi (University Autònoma de Barcelona, Spain)

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