CURRICULUM VITAE

I. Basic Information October 2025

1.1.	Name :	Rycx, François
1.2.	Sex :	Male
1.3.	Children:	2 (Elise and Samuel)
1.4.	Place and date of birth :	Ixelles, Brussels, 14/08/1974
1.5.	Nationality :	Belgian
1.6.	Mailing address :	ULB, CP-114/03, 50, Av. F. Roosevelt, B-1050, Brussels
1.7.	E-mail :	Francois.Rycx@ulb.be
	Homepage:	https://francois.rycx.web.ulb.be/
1.8.	Languages :	French, Dutch, English (active and passive knowledge)

II. Professional Experience

Current positions :

2.1. ***Full Professor of Economics*** (professeur ordinaire à temps plein et à titre définitif), Solvay Brussels School of Economics and Managment (SBS-EM), Université Libre de Bruxelles. Since October 2025.

2.2. ***Director of the Centre Emile Bernheim de Recherche Interdisciplinaire en Gestion*** (**CEBRIG**), SBS-EM, Université libre de Bruxelles. Since November 2024. CEBRIG is the 2nd largest research centre at the SBS-EM. It is ranked 6th among all institutions in Belgium registered in IDEAS/RePEc. Since November 2024.

2.3. ***Member of the SBS-EM Faculty Board (Bureau facultaire)***, ULB. Since November 2024 (also from 2011 to 2018).

2.4. ***Member of the Board of the Marie-Christine Adam Fund***, ULB. Since November 2024.

2.5. ***Director of the Doctoral School in Management Sciences*****,** SBS-EM, Université libre de Bruxelles. Since September 2017.

2.6. ***Co-director of the Department of Human Resources, Organization and Labor Economics***, Centre Emile Bernheim de Recherche Interdisciplinaire en Gestion (CEBRIG). Since September 2014.

2.7. ***Research Fellow***, Department of Applied Economics (**DULBEA**), Université Libre de Bruxelles. Since September 1996.

2.8. ***Research Fellow***, Centre Emile Bernheim de Recherche Interdisciplinaire en Gestion (**CEBRIG**), Université Libre de Bruxelles. Since January 2009.

2.9. ***Research Fellow,*** Institut de recherche pour le Développement sociétal et territorial de l'UMONS (**Soci&ter**) [formerly named 'Institut de Recherche en Développement Humain et des Organisations' (humanOrg)], Université de Mons. Since January 2015.

2.10. ***Research Fellow***, Institute for the Study of Labor (**IZA**), Bonn, Germany. Since April 2005. IZA is ranked 18th among all institutions registered in IDEAS/RePEc.

2.11. ***Corresponding Member***, Institut de Recherches Economiques et Sociales (**IRES**), Université catholique de Louvain, Belgium. Since May 2015.

2.12. ***Fellow***, Global Labor Organization (**GLO**), An international network and virtual platform on labor, Essen, Germany. Since June 2017.

2.13. ***Part-time Associate Professor*** (Chargé de cours à temps partiel, 0.10 ETP), Faculté Warocqué d'Economie et de Gestion, Université de Mons (**UMONS**), Belgium. Course taught: "Compléments d'économie" (UW-B3-SCECCGE-016-M, 30 hours). Since September 2022.

2.14. ***Visiting Professor*** (professeur invité, 0.10 ETP), Economics School of Louvain, Université catholique de Louvain (**UCLouvain**), Belgium. Course taught: "Labour Economics and Employment Policies" (LECON2051, 30 hours). Since September 2022.

2.15. ***Co-opted member*** *(Membre coopté),* Central Economic Council - Conseil central de l'économie (**CCE**, Bruxelles). Since October 2020.

2.16. ***Membre*** (suppléant) ***du Conseil du Pôle Charleroi, ULB***. Since September 2022.

2.17. ***Personne de contact*** à la SBS-EM pour la 'Politique de gendre et de diversité' de l'ULB. Since January 2023.

Previous positions:

2.18. ***Professor of Economics*** (professeur à temps plein et à titre définitif), Solvay Brussels School of Economics and Managment (SBS-EM), Université Libre de Bruxelles. October 2012 – October 2025.

2.19. ***Visiting Professor*** (professeur invité, 0.10 ETP), Faculté Warocqué d'Economie et de Gestion, Université de Mons (**UMONS**), Belgium. Course taught: "Compléments d'économie" (UW-B3-SCECCGE-016-M, 30 hours). September 2020 - September 2022.

2.20. ***Visiting Professor*** (professeur invité, 0.10 ETP), Department of Economics, Université catholique de Louvain (**UCLouvain**), Belgium. Course taught: "Travail, chômage et politiques d'emploi" (LECON2051, 30 hours). September 2017 – September 2018. Also September 2018 – September 2019.

2.21. ***Expert***, Organisation for Economic Co-operation and Development (**OECD**, Paris) working group on skills use and skills mismatch (PIAAC Project). February 2015 – December 2019.

2.22. ***Member of Household Finance and Consumption Network*** *(HFCN)*, European Central Bank (**ECB**), Frankfurt, Germany. June 2013 – December 2019.

2.23. ***Secrétaire académique***, Solvay Brussels School of Economics and Management (SBS-EM), Université Libre de Bruxelles. September 2011 – Janvier 2018.

2.24. ***Member of Mission Team and Expert***, Organisation for Economic Co-operation and Development (**OECD**, Paris), for preparation of the 2017 *OECD Economic Survey of Belgium*. Co-author of chapter on Skills and Productivity. June 2016 – March 2017.

2.25. ***Expert***, European Foundation for the Improvement of Living and Working Conditions **(Eurofound**, Dublin), working group on the European Jobs Monitor (EJM). Eurofound is a tripartite European Union agency providing knowledge to assist in the development of better social, employment and work-related policies. May-June 2016.

2.26. ***Visiting Professor*** (professeur invite, 0.10 ETP), Department of Economics, Université catholique de Louvain (**UCL**), Belgium. Course taught: Labour Productivity (LECON2353, 30 hours). September 2014 – September 2015.

2.27. ***Member***, Personnel Economics Working Group (Director: Edward Lazear, Stanford University) of the National Bureau of Economic Research (**NBER**, Cambridge (Ma.), USA). June 2004 – August 2012.

2.28. ***Member of Wage Dynamics Network*** *(WDN)*, European Central Bank (**ECB**), Frankfurt, Germany. May 2015 – September 2019. Also November 2007 – September 2010.

2.29. ***Associate Professor*** (chargé de cours à temps plein et à titre définitif), Université Libre de Bruxelles. February 2003 – September 2012.

2.30. ***Vice President***, Institut des Sciences du Travail, Université Libre de Bruxelles. September 2009 – September 2010.

2.31. ***Visiting Researcher*** at the National Bank of Belgium (**NBB**). Purpose: produce a joint paper with staff members of the research department of the NBB on "Wage Structure Effects of International Trade". Research carried out within the European Central Bank *Wage Dynamics Network*. January 2009 – September 2010.

2.32. ***Visiting Researcher*** at the National Bank of Belgium (**NBB**). Purpose: produce a joint paper with staff members of the research department of the NBB on "Rent-sharing and the Cyclicality of Wage Differentials". Research carried out within the European Central Bank *Wage Dynamics Network*. November 2007 – October 2008.

2.33. ***Assistant Professor*** (Maître de conférence), Université Libre de Bruxelles. From September 2001 to January 2003.

III. Education and Training

3.1. Education

3.1.1. ***Doctorat en sciences économiques*** **(*Ph.D. in Economics),*** score: la plus grande distinction, Université Libre de Bruxelles, 2001.

Title : "Collective Bargaining, Labour Market Performance, Wage Structures and Poverty : An International Perspective".

Members of the Jury : R. Plasman (supervisor, ULB), C. Croux (ULB), C. Lucifora (Università Cattolica de Milano), D. Marsden (London School of Economics), D. Meulders (ULB) and K. Sekkat (ULB).

3.1.2. ***Diplôme d'études approfondies (DEA) en sciences économiques : analyse, études et économétrie (Master in Econometrics)***, score: grande distinction, Université Libre de Bruxelles, 1998.

Thesis of the Master: "Testing between alternative wage-employment bargaining models : an application to the Swedish private sector". Supervisors : R. Plasman and L. Reichlin. Score : grande distinction.

3.1.3. ***Licence en sciences économiques (Master in economics : 4 years***, score: grande distinction, Université Libre de Bruxelles, 1996.

Thesis of the Bachelor : "Résorption du chômage et baisse des cotisations patronales de sécurité sociale. Analyse sur base des études micro et macroéconomiques appliquées aux pays européens". Supervisor: D. Meulders, assessor: G. Spitaels. Score: la plus grande distinction.

3.2. Training

3.2.1. ***EPIC - Advanced Research Training for European Ph.D. Students*****.** Description: training related to three interdisciplinary themes of the targeted socio-economic research (TSER) programme of the European Commission : (i) Innovation in public institutions and services; (ii) Postgraduate educational and research training, the labour market and economic growth and (iii) Inequality and economic growth. These trainings, financed by the European Commission, were organised in Greece jointly by the European University Institute (Florence), the Institute Juan March (Madrid), the Ionian Academy (Greece), the London School of Economics (London) and the Wissenschaftszentrum (Berlin). February 22 – 26, 2001; May 24 – 31, 2000 and October 27 – 3 November, 1999.

3.2.2. ***Summer School in Comparative Industrial Relations***, SINNEA - International, Bologna, Italy. Organised by Professor Marco Biagi. June 23 – July 4, 1997.

IV. Teaching Experience

Current courses at ULB:

4.1. ***Economie du travail*** **-** Theory 24h, ECON-S-2002, BA3, Solvay Brussels School of Economics and Management and MA2 Département des Sciences Sociales et des Sciences du Travail, Université Libre de Bruxelles. Approximately 450 students. Since February 2003.

4.2. ***Séminaire d'économie appliquée*** **-** Theory 24h, ECON-S-306, BA3, Solvay Brussels School of Economics and Management, Université Libre de Bruxelles. Approximately 60 students. Since February 2003.

4.3. ***Economie du travail*** **-** Theory 24h, ECON-D-439, MA1, Département des Sciences Sociales et des Sciences du Travail, Faculté de Philosophie et Sciences Sociales, Université Libre de Bruxelles (Horaire décalé : de 18 à 21h, Charleroi). Approximately 40 students. Since September 2015.

4.4. ***Labour Econometrics Seminar*** **-** Theory 24h, Doctoral School in Management Sciences (SBS-EM, ULg, UMH), Université Libre de Bruxelles. Approximately 10 students. Since September 2023. Course taught jointly with Guillaume Vermeylen (UMONS) and Mélanie Volral (UMONS).

4.5. ***Introduction à l'économie du travail*** – Theory 3h, Certificat interuniversitaire en Sécurité sociale et marché du travail : enjeux, perspectives et évaluation, Centre de Formation continue en Sciences humaines et sociales, Université Libre de Bruxelles. Approximately 30 students. Since September 2023.

Current courses outside ULB (Visiting & Part-time Associate professor):

4.6. ***Compléments d'économie*** **-** Theory 30h, W-B3-SCECCGE-016-M, BA3, Faculté Warocqué d'Economie et de Gestion, Université de Mons (**UMONS)**. Approximately 30 students. As a Visiting professor from September 2020 to September 2022, and since September 2022 as a part-time Associate professor (Chargé de cours à temps partiel, 0.10 ETP).

4.7. ***Labour Economics and Employment Policies*** **-** Theory 30h, LECON2051, MA1, Département d'Economie, Faculté des sciences économiques, sociales, politiques et communication, Université catholique de Louvain (**UCLouvain**). Approximately 30 students. As a Visiting professor (0.10 ETP) since September 2022.

Previous courses at ULB:

4.8. ***Applied Econometrics*** **-** Theory 24h, Doctoral School in Management Sciences (SBS-EM, ULg, UMH), Université Libre de Bruxelles. Approximately 25 students. From September 2002 to September 2022.

4.9. ***The Political Economy of European Integration*** – Theory 18h, Executive Master in European Union Studies (MEUS), Institut des Etudes Européennes (IEE), Université libre de Bruxelles (horaire décalé : de 18 à 21h). Course taught jointly with Naïm Cordemans. Between 6 and 9 hours (out of 18h) per year. Approximately 15 students. From September 2014 to September 2019.

4.10. ***Economie politique générale*** – Theory 48h, ECON-D-439, Département des Sciences Sociales et Sciences du Travail, Faculté des Sciences Sociales et Politiques, Université Libre de Bruxelles (horaire décalé : de 18 à 22h, Charleroi). Approximately 100 students. From September 2001 to September 2015.

4.11. ***Microéconométrie appliquée au marché du travail et exercices*** – Theory 30h, Exercices 30h, ECON 127, cours (hors « charge » taught jointly with R. Plasman, Section des Sciences Economiques (DEA), Université Libre de Bruxelles. Approximately 15 students. From September 2002 to September 2007.

4.12. ***Economie des ressources humaines*** - Theory 15h, ECON 109, Section des Sciences Sociales and Institut des Sciences du Travail, SOCO, Université Libre de Bruxelles. Approximately 60 students. From February 2003 to September 2006.

4.13. ***Relations collectives de travail*** - Theory 15h, SOCO 024, Faculté des Sciences Sociales, Politiques et Economiques / Solvay Business School (SOCO), Université Libre de Bruxelles. Approximately 150 students. From September 2001 to September 2002.

4.14. Teaching assistant (50 %) of K. Sekkat for the ***Séminaire d'analyse économique***, DEA en Sciences Economiques (Theory 30h + Exercices 165h, ECON 009), Section des Sciences Economiques, SOCO, Université Libre de Bruxelles. From September 2001 to September 2002.

4.15. Teaching assistant (50%) of the President of the Section des Sciences Economiques, K. Sekkat, Université Libre de Bruxelles. This involved inter alia being assistant for the seminar of ***Questions approfondies d'économie eurpéenne*** (2ème licence en Sciences Economiques and DEA) organised respectively by A. Varoudakis and A. Sapir. From September 2000 to September 2001.

4.16. Teaching assistant in ***Macroeconomics*** (course taught in 2ème candidature by K. Sekkat), Section des Sciences Economiques, SOCO, Université Libre de Bruxelles. From September 1995 to September 1996.

Previous courses outside ULB (Visiting professor):

4.17. ***Travail, chômage et politiques d'emploi*** – Theory 30h (0.10 ETP), LECON 2051, Department of Economics, MA2, Université catholique de Louvain (**UCLouvain**), Belgium. Approximately 30 students. From September 2017 to September 2018, and from September 2018 to September 2019.

4.18. ***Labour Productivity*** - Theory 30h (0.10 ETP), LECON2353, Department of Economics, MA2, Université catholique de Louvain (**UCLouvain**), Belgium. Approximately 40 students. From September 2014 to September 2015.

V. Scientific Experience

5.1. Synthetic Research Indicators (as of December 2024):

- Total number of points in SBS-EM ranking:[1]

  326 points

- Top publications according to SBS-EM ranking:[2]

  14 top publications, namely 13 articles in top journals and 1 chapter in a book published by the University of Chicago Press (publisher associated with 10 points in SBS-EM ranking)

- Distribution of articles published according to the AJG and CNRS ranking[1]:

AJG ranking	Number of articles published		**CNRS ranking**	Number of articles published
4	11		1	5
3	10		2	19
2	28		3	37
1	17		4	0
Total	66		Total	61

- Number of citations (according to google scholar):

  4,285

- h & i10-indices:

  h-index: 38
  i-10 index: 69

- Number of publications in SSCI-ranked journals, i.e. journals with IFs: **64**

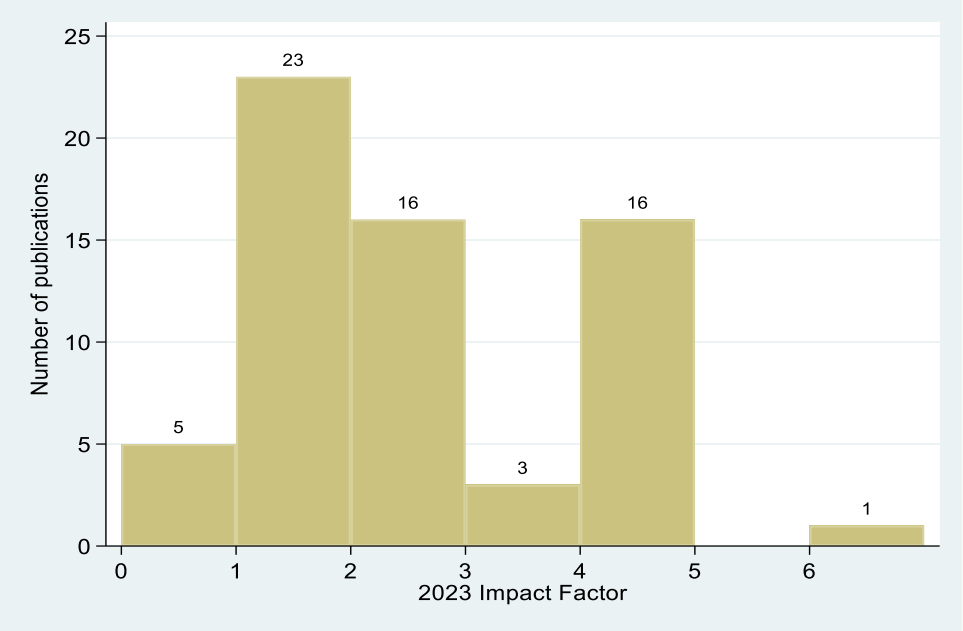
- Sum of impact factors (IF)[3] associated to my publications: **159.8**

[1] Computed on the basis of the Academic Journal Guide (**AJG**) of the Chartered Association of Business Schools in the United Kingdom and the ranking of academic journals of the Centre National de la Recherche Scientifique (**CNRS**) in France at the date of publication of the articles (or, in a few cases – in line with SBS-EM rules – according to most recent rankings if better than at date of publication). The maximum number of points for an article is 10 points. This is the number of points obtained for an article ranked 4* in the AJG ranking and 1[e.g] in the CNRS ranking. According to the same logic, an article published for example in the *British Journal of Industrial Relations* will be awarded 7 points because it is ranked 4 in the AJG ranking (4 points) and 2 in the CNRS ranking (3 points). An article, not included in the CNRS and AJG rankings, but published in a journal with an impact factor, is worth 1 point according to the SBS-EM rules.

[2] A top journal according to the SBS-EM ranking is a publication ranked at least 4 in the AJG and/or 1 in the CNRS classification. It might also be a chapter in a book published by a 'top-ranked' publishing house.

[3] Computed using 2021 impact factors of SSCI-ranked journals.

– Histogram of IFs relative to my publications (as of December 2024):



– IDEAS/RePEc and SSRN rankings (as of December 2024):

- **Among top 3% (**rank 32 out of 1046**) best-ranked economists in Belgium when considering all publication years.**

  Only 4 (non-retired) colleagues at the SBS-EM are better ranked, i.e. M. Dewatripont (rank 3), R. Kollmann (rank 18), B. De Rock (rank 24) and G. Kirchsteiger (rank 26).

- **Among top 3%** (rank 23 out of 1046 authors) best-ranked economists in Belgium **when considering publications over last 10 years.**

  Only 1 (non-retired) colleague at the SBS-EM is better ranked, i.e. B. De Rock (rank 12).

- Among top 3% best-ranked economists in the European Union.

- **Among top 3%** best-ranked economists **in Europe**.

Also (among all 67,469 authors registered in RePEc):

- **Among top 4%** authors according to **h-index**.
- Among top 1% authors according to number of downloads through RePEc Services over the last 12 months.
- Among top 4% authors according to average rank score.
- Among top 6% authors according to number of citations.
- Among top 4% authors according to record of graduates.
- Among top 5% according to breadth of citations across fields.
- Among top 1% authors according to number of journal pages.
- Among top 1% authors according to number of works.

- Among top 4% authors according to number of distinct works, weighted by recursive impact factor.

And finally:

- Among top 10% authors on SSRN according to all-time downloads.

– IZA (Institute of Labor Studies) Discussion Paper (DP) Ranking (as of December 2024):

I published **56 IZA DPs**

Total **number of downloads of my IZA DPs**: **212,303** (since April 2002).

My personal IZA ranking position (top 1%): **125 (among a total of 13,108 IZA DP authors**).

– **(Co-)Supervision of** 19 PhD Students:

- **17 completed dissertations**

  Placements:
  - 1 Full Professor (at UMONS),
  - 1 Professor (at ULB),
  - 4 Associate professors (at UMONS),
  - 1 Chair of Circular economy and urban metabolism (at ULB),
  - 1 Post-doc (at UMONS)
  - 9 Economic analyst positions, respectively at the OECD (1), the European Commission (2), the National Bank of Belgium (2), the Federal Plan Bureau (1), the Central Economic Council (1), the Italian Ministry of Economy and Finance (1), and Engie (1).

- **2 dissertations in progress**

– **Total value of research grants** (obtained since 2011): **more than 3,3 million EUR** (see section 5.2)

5.2. Main Research Contracts

- January 2023 – December 2026: Research Contract with the **Belgian Federal Scientific Policy Office** (BELSPO) on "The **la**bour market disadvantage of citizens with a **mi**gration background: from measuring to **e**xplaining and remedying- LAMIE". Joint project with Stijn Baert (University of Ghent), Ive Marx (University Antwerpen) and Mélanie Volral (University of Mons). Research Programme: "Belgian Research Action through Interdisciplinary Networks, BRAIN-BE 2.0". Budget: **503,004 EUR**.

- October 2023 – October 2024: Research Grant from the **Fondation Bernheim** on "Over-education: Are Second-generation Immigrants Catching Up With Natives?" (with K. Pineda-Hernandez and M. Volral). Budget: 20,000 EUR.

- April 2022 – December 2023: Research Contract with the **Fondation Roi Baudouin** on "Baromètre Personnes issues de l'immigration sur le marché du travail". Joint project with Mélanie Volral (UMONS), Hannah Vermaut (VUB) and Tuba Bircan (VUB). Budget: **150.000 EUR.**

- January 2021 – December 2024: **FRESH Doctoral Grant** (Fonds de la Recherche Scientifique - FNRS) obtained, jointly with Mélanie Volral (UMONS, co-supervisor), for Kevin Hernandez Pineda (PhD candidate). Title of the research project (i.e. dissertation): 'The Labor Market Performance of First- and Second-Generation Immigrants in Belgium: An Empirical Study on Wage Differentials, Educational Mismatch and Rent-Sharing'. Budget: **115,000 EUR**.

- March 2017 – June 2022: Research Contract with the **Belgian Federal Scientific Policy Office** (BELSPO) on "Improving the Labour Market Position of People with a Migration Background – IMMIGBEL/IMMILAB". Joint project with Ive Marx (University Antwerpen) and Karel Neel (University Antwerpen). Research Programme: "Belgian Research Action through Interdisciplinary Networks, BRAIN-be". Budget: **1,120,720 EUR**.

- April 2017 – April 2018: Research Contract with the **Organisation for Economic Co-operation and Development** (OECD, Paris) titled "Productivity and wage effects of firm-level collective agreements: evidence from Belgian linked panel data". Joint project with Isabelle Terraz (Université de Strasbourg). Budget: 5,000 EUR.

- March 2016 – March 2018: Research Contract with the **Belgian Federal Scientific Policy Office** (BELSPO) on "In-work Poverty and Shifts in Work, Income, and Consumption of Households – IPSWICH". Joint project with Maarten Goos (Utrecht University), Béa Cantillon (University Antwerpen), Ive Marx (University Antwerpen) and Guy van Gyes (KUL). Research Programme: "Belgian Research Action through Interdisciplinary Networks, BRAIN-be". Budget: **510,635 EUR**.

- January 2016 – July 2018: Research Contract with the **National Bank of Belgium** titled "Productivity, Wages and Profits: Does Belgian firm's position in the value chain matter?". Joint project with Benoît Mahy (UMONS) and Mélanie Volral (UMONS). Budget: 40,000 EUR.

– November 2015 – July 2017: Research Contract with the National Bank of Belgium titled "Loan-to-Value Ratios, Mortgage Over-indebtedness and Financial Stability" as part of the **European Central Bank** *Household Finance and Consumption Network*. Joint project with Philip du Caju (research department of the NBB) and Ilan Tojerow (ULB). Budget: 40,000 EUR.

- June 2015 – April 2016: Research Contract with the **National Bank of Belgium** titled "Misalignment of Productivity and Wages Across Regions? Evidence from Belgian Matched Panel Data". Joint project with Yves Saks (research department of the NBB) and Ilan Tojerow (ULB). Budget: 30,000 EUR.

- May 2015 – December 2017: Research Contract with National Bank of Belgium as part of the **European Central Bank** *Wage Dynamics Network*. Objective: produce a joint paper with David Cornille (research department of the NBB) and Ilan Tojerow (ULB) on "The Employment Consequences of Credit Constraints". Budget: 15,000 EUR.

- April 2015 – September 2015: Phase 2 of Research Contract with IBGE (Institut Bruxellois de Gestion de l'Environnement) as part of the "Transitioning Towards Urban Resilience and Sustainability" (TURAS) project funded by the **European Commission** (European Union's Seventh Programme for research, technological development and demonstration). Budget: 18,975 EUR.

- September 2012 – August 2016: **IPRA Research Grant** (**IWEPS**, Walloon Region). Funding for a PhD student (Guillaume Vermeylen) for 4 years. The thesis, investigating "The Economic Consequences of Educational Mismatch" (successfully defended in 2016) was co-supervised with Benoît Mahy (Univerity of Mons). Budget: **160,000 EUR**.

- February 2012 – September 2015: Research Contract with the **Belgian Federal Scientific Policy Office** (BELSPO) on "Employment, Wage Discrimination and Poverty, EDIPO". (François Rycx: principal investigator; Joep Konings (KUL) and Vincent Vandenberghe (UCL): investigators). Research Programme "Society and Future". Budget: **476,500 EUR**.

- January 2014 – October 2014: Phase 1 of Research Contract with IBGE (Institut Bruxellois de Gestion de l'Environnement) as part of the "Transitioning Towards Urban Resilience and Sustainability" (TURAS) project funded by the **European Commission** (European Union's Seventh Programme for research, technological development and demonstration). Budget: 37,000 EUR.

- September 2013 – December 2014: Research Contract with the **National Bank of Belgium** titled "Does Education Raise Wages and Productivity Equally? Evidence from Belgian Matched Panel Data". Joint project with Yves Saks (research department of the NBB) and Ilan Tojerow (ULB). Budget: 30,000 EUR.

- June 2013 – June 2014: Research Contract with the National Bank of Belgium titled "What Drives Household Indebtedness?" as part of the **European Central Bank** *Household Finance and Consumption Network*. Joint project with Philip du Caju (research department of the NBB) and Ilan Tojerow (ULB). Budget: 40,000 EUR.

- July 2012 – December 2012: Research Contract with the **European Trade Union Institute** (ETUI) titled "Follow-up study on Minimum wages in Europe". Budget: 49,755 EUR.

- August 2011 – December 2011: Research Contract with the **European Trade Union Institute** (ETUI) titled "Minimum wages in Europe: Who receives them?". Budget: 49,755 EUR.

- January 2009 – December 2010: Research project as part of the **European Central Bank** *Wage Dynamics Network*. Objective: produce a joint paper with Philip du Caju (research department of the NBB) and Ilan Tojerow (ULB) on "Wage Structure Effects of International Trade".

- May 2006 – December 2010: **European Commission** (DG Employment) contract (No. VT/2005/92) titled "Study and Conference on European Labour Market Analysis using Firm-level Panel Data and Linked Employer-Employee Data". Joint research contract with David Marsden (coordinator, LSE), Ana Cardoso (IZA-Bonn), Tor Eriksson (Aarhus School of Business) and Tanvi Desai (LSE).

- January 2009 – December 2009: ***Grant*** (mécénat) of the **National Bank of Belgium** for a research project on "Pay Equity and Firm Performance: Is the Relationship Really Negative?".

- September 2007 – December 2009: "Belgian Gender and Income Analysis" (BGIA), ***AGORA research project*** financed by the **Belgian Federal Science Policy Office** (Belspo). Joint research contract with D. Meulders and R. Plasman.

- August 2004 – February 2009: **National Bureau of Economic Research** (NBER), USA. Project "An International Comparison of the Structure of Wages", conducted by E. Lazear and K. Shaw (NBER and Stanford Graduate School of Business). This project aimed, through the NBER Personnel Economics group, to do comparable analysis of wage structures for nine countries in Europe and for the US (by developing and using very similar employer-employee matched data sets).

- January 2008 – December 2008: ***Grant*** (mécénat) of the **National Bank of Belgium** for a research project on "Are Young and Old Workers Really Harmful for Firm Productivity? Evidence from Belgian Matched Worker-Firm Data".

- November 2007 – October 2008: Research project as part of the **European Central Bank** *Wage Dynamics Network*. Objective: produce a joint paper with Philip du Caju (research department of the NBB) and Ilan Tojerow (ULB) on "Rent-sharing and the Cyclicality of Wage Differentials".

- June 2006 – September 2007: Grant (mécénat) of the **National Bank of Belgium** for a research project on "Rent-sharing and the Bargaining Regime in a Corporatist Country: The Case of Belgium".

- May 2005 – October 2006: Joint research project on “Price and Wage Rigidities in an Open Economy” financed by the **National Bank of Belgium**. Description: the National Bank organizes every two years an international conference, to which research projects are connected appealing to various research teams from the academic world and the NBB research department. The objective of these conferences is to present the results from the research projects and to contribute to their diffusion beyond our borders.

- October 2004 – September 2005: Grant (mécénat) of the **National Bank of Belgium** for a research project on “Industry Wage Differentials and the Gender Wage Gap in EU Countries”.

- January 2000 – December 2004: Targeted Socio-Economic Research (TSER) programme, financed by the **European Commission** and co-ordinated by Prof. D. Marsden (London School of Economics and Centre for Economic Performance). Theme: "Pay inequalities and economic performance". Objective: Investigate the relationship between pay inequalities, organisational change, business and employment performance, focusing the analysis on performance at the detailed industry level.

- January 1999 – December 2002: ***Mini-Arc research programme***, **ULB**. Theme: "Centralisation des négociations salariales, performances économiques et précarité sociale". Supervisor : Prof. R. Plasman.

- September 1996 – December 1999: Inter-university and inter-disciplinary prospective socio-economic research programme, financed by the **Belgian Federal Scientific Policy Office** (BELSPO) and co-ordinated by Prof. A. Martens (KULeuven). Theme: "The challenges of the trade unions at the eve of the 21st century". Partners in the project: Université Libre de Bruxelles (DULBEA, Institut de Sociologie), KULeuven (HIVA), Vrije Universiteit Brussel (IISA). Supervisor : Prof. R. Plasman.

VI. Publications and Scientific Activities

6.1. Publications

6.1.1. Books and Special Issues of Scientific Journals, co-edited (17)

"Immigration et marché du travail", ***Reflets et Perspectives de la vie économique***, special issue, Vol. XL, No. 1, pp. 5-93, 2022 (co-edited with B. Mahy and M. Volral).

"Les chaînes de valeur mondiales", ***Reflets et Perspectives de la vie économique***, double special issue, Vol. LVIII, No. 2-3, pp. 5-141, 2020 (co-edited with E. Dhyne and B. Mahy).

"Productivité et salaires des 'groupes à risque' en Belgique", ***Reflets et Perspectives de la vie économique***, special issue, Vol. LV, No. 4, pp. 5-104, 2016 (co-edited with B. Mahy and V. Vandenberghe).

"(Mis)Alignment of Productivity and Wages: Firm-level Evidence", ***International Journal of Manpower***, special issue, Vol. 37 No 2, pp. 197-392, 2016 (co-edited with J. Konings and V. Vandenberghe).

"Work Organization, Performance and Health", ***International Journal of Manpower***, special issue, Vol. 33, No. 3, pp. 224-339, 2012 (co-edited with G. Citoni and B. Mahy).

Wage Structures, Employment Adjustments and Globalisation. Evidence from Linked and Firm-level Panel Data Sets, **Palgrave Macmillan**, 288p., 2010 (co-edited with D. Marsden).

"Unemployment, Innovation and R&D", ***International Journal of Manpower***, special issue, Vol. 29, No.3, pp. 192-298, 2008 (co-edited with A. Garofalo and C.P. Vinci).

"Pratiques dans les entreprises et marché du travail", ***Reflets et Perspectives de la vie économique***, double special issue, Vol. XLVI, No. 2/3, pp. 3-153, 2007 (co-edited with B. Mahy and R. Plasman).

"Labour Contracts, Wages and Employment", ***International Journal of Manpower***, special issue, Vol. 28, No. 7, pp. 532-650, 2007 (co-edited with C. Altavilla and B. Mahy).

Gender Pay Differentials: Cross-National Evidence from Micro-Data, **Palgrave Macmillan**, 224p., 2006 (co-edited with B. Mahy and R. Plasman).

"HRM and Job Performance Incentives" ***International Journal of Manpower***, double special issue, Vol. 26, No. 7/8, pp. 611-749, 2005 (co-edited with B. Mahy and R. Plasman).

"Labour Market Polarization", ***Brussels Economic Review***, double special issue, Vol. 48, No. 1/2, pp. 3-208, 2005 (co-edited with B. Mahy and R. Plasman).

"Economie de la demande de travail", ***Reflets et Perspectives de la vie économique***, special issue, Vol. XLIII, No. 2, pp. 3-107, 2005 (co-edited with B. Mahy and R. Plasman).

Minimum Wages, Low Pay and Unemployment, **Palgrave Macmillan**, 248p., 2004 (co-edited with D. Meulders and R. Plasman).

"Earnings Inequalities: Gender, Race and Sexual Orientation", ***International Journal of Manpower***, double special issue, Vol. 25, No. 3/4, pp. 239-377, 2004 (co-edited with D. Meulders and R. Plasman).

"Competitive versus Non Competitive Wage Differentials", ***International Journal of Manpower***, special issue, Vol. 24, No. 4, pp. 323-491, 2003 (co-edited with D. Meulders and R. Plasman).

"Gender Wage Gaps: A European Perspective", ***Brussels Economic Review*** special issue, No. 45/2, pp. 2-246, 2002 (co-edited with D. Meulders and R. Plasman).

6.1.2. International Scientific Journals, Refereed (71)[4]

"Moving Up the Social Ladder? Wages of First- and Second-generation Immigrants from Developing Countries", ***Journal of Economic Inequality***, forthcoming (with K. Pineda-Hernandez and M. Volral). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 3.6]

"Immigrant Overeducation Across Generations: The Role of Gender and Part-time Work", ***Oxford Economic Papers***, Vol. 77, No. 2, pp. 445-465, 2025 (with K. Pineda-Hernandez and M. Volral). [SBS-EM ranking: 6 points, AJG 3, CNRS 2, IF: 1.0]

"Labour Market Disadvantages of Citizens with a Migration Background in Belgium: A Systematic Review", ***De Economist***, Vol. 173, No. 1, pp. 121-175, 2025 (with L. Devos, L. Lippens, S. Baert, D. Lens and M. Volral). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.6]

"The Over-education Wage Penalty among PhD Holders: A European Perspective", ***Education Economics***, Vol. 33, No. 1, pp. 53-75, 2025 (with L. Cultrera, G. Santosuosso and G. Vermeylen). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.2]

"Workers' Tenure and Firm Productivity: New Evidence from Matched Employer-employee Data", ***Industrial Relations: A Journal of Economy and Society***, Vol. 62, No. 1, pp. 3-33, 2023 (with N. Gagliardi and E. Grinza). [SBS-EM ranking: 8 points, AJG 4, CNRS 1, IF: 2.3]

The above article received the Top Cited Article 2022 Award from Wiley (among work published in an issue between 1 January 2022 and 31 December 2022)

"Wage Differences According to Workers' Origin: The Role of Working More Upstream", ***LABOUR: Review of Labour Economics and Industrial Relations***, Vol. 37, No. 2, pp. 319-342, 2023 (with V. Fays and B. Mahy). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 0.6]

"Does Over-education Raise Productivity and Wages Equally? The Moderating Role of Workers' Origin and Immigrants' Background", ***Education Economics***, Vol. 31, No. 6, pp. 698-724, 2023 (with V. Jacobs, K. Pineda-Hernandez and M. Volral). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.2]

"A Bigger House at the Cost of an Empty Stomach? The Effect of Households' Indebtedness on Their Consumption: Micro-evidence Using Belgian HFCS Data", ***Review of Economics of the Household***, Vol. 21, No. 1, pp. 291-333,

[4] Rankings, presented between brackets, are based respectively on the Academic Journal Guide (**AJG**) from the Chartered Association of Business Schools (CABS, United Kingdom); the Centre National de la Recherche Scientifique (**CNRS**, France) classification of journals in economics and management; and the SBS-EM list of journals. They refer to the date of publication of the articles (or, in a few cases – in line with SBS-EM rules – on most recent rankings if better than at the date of publication). **IF** provides the 2021 impact factors of SSCI-ranked journals. For more details, see also footnotes 1 to 3.

2023 (with P. du Caju, G. Perilleux and I. Tojerow). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 5.1]
"Wage Effects of Educational Mismatch According to Worker's Origin: The Role of Demographics and Firm Characteristics", ***De Economist***, Vol. 170, No. 4, pp. 459-501, 2022 (with V. Jacobs and M. Volral). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.6]

"Educational and Skills Mismatches: Unravelling Their Effects on Wages Across Europe", ***Education Economics***, Vol. 30, No. 6, pp. 561-573, 2022 (with L. Cultrera, B. Mahy and G. Vermeylen). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.2]

"How Collective Bargaining Shapes Poverty: New Evidence from Developed Countries", ***British Journal of Industrial Relations***, Vol. 60, No. 4, pp. 895-928, 2022 (with K. Pineda-Hernandez and M. Volral). [SBS-EM ranking: 7 points, AJG 4, CNRS 2, IF: 2.6]

"Productivity and Wage Effects of Firm-level Upstreamness: Evidence from Belgian Linked Panel Data", ***The World Economy***, Vol. 45, No. 7, pp. 2222-2250, 2022 (with B. Mahy, G. Vermeylen and M. Volral). [SBS-EM ranking: 5 points, AJG 2, CNRS 2, IF: 2.5]

"A Broken Social Elevator? Employment Outcomes of First- and Second-generation Immigrants in Belgium", ***De Economist***, Vol. 169, No. 3, pp. 319-365, 2021 (with C. Piton). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.6]

The above article had the following media coverage: Le Soir, La Libre Belgique, L'Echo, De Standaard, Bel-RTL, Radio Campus.

"Wage Discrimination Based on the Country of Birth: Do Tenure and Product Market Competition Matter?", ***Applied Economics***, Vol. 53, No. 13, pp. 1551-1571, 2021 (with V. Fays, B. Mahy and M. Volral). [SBS-EM ranking: 5 points, AJG 2, CNRS 2, IF: 2.2].

The above article received the Journée de la Recherche 2018 Prize awarded by the Fédération Wallonie-Bruxelles.

"Upstreamness, Wages and Gender: Equal Benefits for All Workers?", ***British Journal of Industrial Relations***, Special Issue: Global Value Chains and their Employment Relations Consequences, Vol. 59, No. 1, pp. 52-83, 2021 (with N. Gagliardi and B. Mahy). [SBS-EM ranking: 7 points, AJG 4, CNRS 2, IF: 2.6]

The above article received the Top Cited Article 2021-2022 Award from Wiley (among work published in an issue between 1 January 2021 and 15 December 2022)

"Over-education Among Immigrants: The Role of Demographics, Time and Firm Characteristics", ***Applied Economics***, Vol. 53, No. 1, pp.61-78, 2021 (with V. Jacobs, B. Mahy and M. Volral). [SBS-EM ranking: 5 points, AJG 2, CNRS 2, IF: 2.2].

"L'union fait la force? Evidence for Wage Discrimination in Firms with High Diversity", ***Journal of Economic Inequality***, Vol. 18, No. 2, pp. 181-211, 2020 (with E. Grinza and S. Kampelmann). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 2.4]

"The Impact of Sickness Absenteeism on Productivity: New Evidence from Belgian Matched Panel Data", ***Industrial Relations: A Journal of Economy and Society***, Vol. 59, No. 1, pp. 150-194, 2020 (with E. Grinza). [SBS-EM ranking: 8 points, AJG 4, CNRS 1, IF: 2.3]

The above article received the Top Cited Article 2020-2021 Award from Wiley (among work published in an issue between 1 January 2020 and 15 December 2021).

"Over-, Required and Under-education: Consequences on the Bottom Line of Firms", ***LABOUR: Review of Labour Economics and Industrial Relations,*** Vol. 34, No. 1, pp. 80-112, 2020 (with S Kampelmann, B. Mahy and G. Vermeylen). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 0.6]

"Productivity and Wage Effects of Firm-level Collective Agreements: Evidence from Belgian Linked Panel Data", ***British Journal of Industrial Relations***, Vol. 58, No. 4, pp. 936-972, 2020 (with A. Garnero and I. Terraz). [SBS-EM ranking: 7 points, AJG 4, CNRS 2, IF: 2.6]

"Heterogeneous Effects of Credit Constraints on SME's Employment: Evidence from the European Sovereign Debt Crisis", ***Journal of Financial Stability***, Vol. 41, pp. 1-13, 2019 (with D. Cornille and I. Tojerow). [SBS-EM ranking: 5 points, AJG 3, CNRS 3, IF: 5.4]

"The Unemployment Impact of Product and Labour Market Regulation: Evidence from European Countries", ***IZA Journal of Labor Policy***, Vol. 9, No. 1, pp. 1-32, 2019 (with C. Piton). [SBS-EM ranking: 1 point, AJG 1, Citescore: 1.8]

"Misalignment of Productivity and Wages Across Regions", ***Regional Studies***, Vol. 52, No. 12, pp. 1695-1707, 2018 (with S. Kampelmann, Y. Saks and I. Tojerow). [SBS-EM ranking: 7 points, AJG 4, CNRS 2, IF: 4.6]

"Does Education Raise Productivity and Wages Equally? The Moderating Role of Age and Gender", ***IZA Journal of Labor Economics***, Vol. 7, No. 1, pp. 1-37, 2018 (with S. Kampelmann, Y. Saks and I. Tojerow). [SBS-EM ranking: 2 points, AJG 2, Citescore: 2.6]

"Short Notice, Big Difference? The Effect of Temporary Employment on Firm Competitiveness Across Sectors", ***British Journal of Industrial Relations***, Vol. 55, No. 2, pp. 421-449, 2017 (with R. Giuliano, S. Kampelman and B. Mahy). [SBS-EM ranking: 7 points, AJG 4, CNRS 2, IF: 2.6]

"Does Corporate Social Responsibility Make Over-educated Workers More Productive?", ***Applied Economics***, Vol. 49, No. 6, pp. 587-605, 2017 (with R. Giuliano, B. Mahy and G. Vermeylen). [SBS-EM ranking: 5 points, AJG 2, CNRS 2, IF: 2.2]

"Wage Discrimination Against Foreigners: Measurement With Firm-level Productivity Data", ***IZA Journal of Development and Migration****, Vol. 5, No. 15, 24p., 2016 (with S. Kampelmann). [SBS-EM ranking: 2 points, AJG 2, Citescore: 1.4] *Formerly titled *IZA Journal of Migration*.

"Productivity, Wages and Profits Among Belgian Firms: Do Fixed-term Contracts Matter?", ***International Journal of Manpower***, Vol. 37, No 2, pp. 303-322, 2016 (with A. Garnero, B. Mahy and R. Guiliano). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Are Workers Less Absent When Wage Dispersion Is Small?", ***International Journal of Manpower***, Vol. 37, No 2, pp. 197-209, 2016 (with B. Mahy and M. Volral). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"(Mis)Alignment of Productivity and Wages: Firm-level Evidence", ***International Journal of Manpower***, Vol. 37, No 2, 2016 (with J. Konings and V. Vandenberghe). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Sharp Teeth or Empty Mouths? Revisiting the Minimum Wage bite with Sectoral Data", ***British Journal of Industrial Relations***, Vol. 53, No. 4, pp. 760-788, 2015 (with A. Garnero and S. Kampelmann). [SBS-EM ranking: 7 points, AJG 4, CNRS 2, IF: 2.6]

"Minimum Wage Systems and Earnings Inequalities: Does Institutional Diversity Matter?", ***European Journal of Industrial Relations***, Vol. 21, No. 2, pp. 115-130, 2015 (with A. Garnero and S. Kampelmann). [SBS-EM ranking: 5 points, AJG 3, CNRS 3, IF: 2.6]

"Educational Mismatch and Firm Productivity: Do Skills, Technology and Uncertainty Matter?", ***De Economist***, Vol. 163, No. 2, pp. 233-262, 2015 (with B. Mahy and G. Vermeylen). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.6]

"Part-time Work, Wages and Productivity: Evidence from Matched Panel Data", ***ILR Review***, Vol. 67, No. 3, pp. 926-954, 2014 (with A. Garnero and S. Kampelmann). [SBS-EM ranking: 7 points, AJG 3, CNRS 1, IF: 2.8] *Formerly titled *Industrial and Labor Relations Review*.

"The Heterogeneous Effects of Workforce Diversity on Productivity, Wages and Profits", ***Industrial Relations: A Journal of Economy and Society***, Vol. 53, No. 3, pp. 430-477, 2014 (with A. Garnero and S. Kampelmann). [SBS-EM ranking: 8 points, AJG 4, CNRS 1, IF: 2.3]

"Productivity Gains and Spillovers from Offshoring", ***Review of International Economics***, Vol. 22, No. 1, pp. 73-85, 2014 (with B. Michel). [SBS-EM ranking: 6 points, AJG 3, CNRS 2, IF: 1]

"Rent-sharing under Different Bargaining Regimes: Evidence from Linked Employer-employee Data", ***British Journal of Industrial Relations***, Vol. 51, No. 3, pp. 28-58, 2013 (with M. Rusinek). [SBS-EM ranking: 7 points, AJG 4, CNRS 2, IF: 2.6]

"Does Institutional Diversity Account for Pay Rules in Germany and Belgium?", ***Socio-Economic Review***, Vol. 11, No. 1, pp.131-157, 2013 (with S. Kampelmann). [SBS-EM ranking: 5 points, AJG 3, CNRS 3, IF: 3.7]
"The Impact of Educational Mismatch on Firm Productivity: Evidence from Linked Panel Data?", ***Economics of Education Review***, Vol. 31, No. 6, pp. 918-931, 2012 (with S. Kampelmann). [SBS-EM ranking: 5 points, AJG 2, CNRS 2, IF: 2.2]

"Are Occupations Paid What They Are Worth? An Econometric Study into Occupational Wage Inequality and Productivity?", ***De Economist***, Vol. 160, No. 3, pp. 257-287, 2012 (with S. Kampelmann). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.6]

"Does It Pay To Be Productive? The Case of Age Groups", ***International Journal of Manpower***, Vol. 33, No. 3, pp. 264-283, 2012 (with A. Cataldi and S. Kampelmann). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Wage Structure Effects of International Trade in a Small Open Economy: The Case of Belgium", ***Review of World Economics***, Vol. 148, No. 2, pp. 297-331, 2012 (with P. Du Caju and I. Tojerow). [SBS-EM ranking: 5 points, AJG 2, CNRS 2, IF: 1.7]

"Does Offshoring of Materials and Business Services Affect Employment? Evidence from a Small Open Economy", ***Applied Economics***, Vol. 44, No. 2, pp. 229-251, 2012 (with B. Michel). [SBS-EM ranking: 5 points, AJG 2, CNRS 2, IF: 2.2]

"Work Organization, Performance and Health", ***International Journal of Manpower***, Vol. 33, No. 3, pp. 224-232, 2012 (with G. Citoni and B. Mahy). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Wage Differentials Across Sectors in Europe: An East-West Comparison", ***Economics of Transition and Institutional Change***, Vol. 19, No. 4, pp. 749-769, 2011 (with I. Magda, I. Tojerow and D. Valsamis). [SBS-EM ranking: 5 points, AJG 1, CNRS 1, IF: 0.9] *Formerly titled *Economics of Transition*.

"Wage Dispersion and Firm Productivity in Different Working Environments", ***British Journal of Industrial Relations***, Vol.49, No. 3, pp. 460-485, 2011 (with B. Mahy and M. Volral). [SBS-EM ranking: 7 points, AJG 4, CNRS 2, IF: 2.6]

“Inter-Industry Wage Differentials: How Much Does Rent Sharing Matter?”, ***The Manchester School***, Vol. 79, No. 4, pp. 691-717, 2011 (with P. Du Caju and I. Tojerow). Leading article. Also European Central Bank WP, No. 1103. [SBS-EM ranking: 5 points, AJG 3, CNRS 3, IF: 1.1]

"Productivity-Wage Gaps Among Age Groups: Does the ICT Environment Matter?", ***De Economist***, special issue on “Workforce Aging”, Vol.159, No. 2, pp. 193-221, 2011 (with A. Cataldi and S. Kampelmann). [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.6]

"Does Wage Dispersion Make All Firms More Productive?", ***Scottish Journal of Political Economy***, Vol. 58, No. 4, pp. 455-489, 2011 (with B. Mahy and M. Volral). [SBS-EM ranking: 5 points, AJG 2, CNRS 2, IF: 1.1]

“Are Older Workers Harmful for Firm Productivity”, ***De Economist***, Vol. 157, No. 3, pp. 273-292, 2009 (with T. Lallemand). Leading article. [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.6]

"Unemployment, Innovation and R&D", ***International Journal of Manpower***, Vol. 29, No. 3, pp. 192-197, 2008 (with A. Garofalo and C.P. Vinci). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Women and Competition in Elimination Tournaments. Evidence from Professional Tennis Data", ***Journal of Sports Economics***, Vol. 9, No. 1, pp. 3-19, 2008 (with T. Lallemand and R. Plasman). Leading article. [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 1.7]

"The Establishment-Size Wage Premium: Evidence from European Countries", ***Empirica: Journal of European Economics***, Vol. 34, No.5, pp. 427-451, 2007 (with T. Lallemand and R. Plasman). [SBS-EM ranking: 1 point, AJG 1, IF: 1.3]

"Overeducation on the Belgian Labour Market: Evaluation and Analysis of the Explanatory Factors Through Two Types of Approaches", ***Compare: A journal of comparative and international education***, Vol. 37, No. 4, pp. 513-532, 2007 (with G. Karakaya and R. Plasman). [SBS-EM ranking: 1 point, IF: 1.8]

"The Part-Time Wage Penalty in European Countries: How Large Is It for Men?", ***International Journal of Manpower***, Vol. 28, No. 7, pp. 571-603, 2007 (with S. O’Dorchai and R. Plasman). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Inter-Industry Wage Differentials and the Gender Wage Gap: Evidence from European Countries", ***Economic and Social Review***, Vol. 38, No. 1, pp. 135-155, 2007 (with B. Gannon, R. Plasman and I. Tojerow). [SBS-EM ranking: 1 point, AJG 1, IF: 0.9]

"Wages and the Bargaining Regime under Multi-level Bargaining: Belgium, Denmark and Spain", ***European Journal of Industrial Relations***, Vol. 13, No. 2, pp. 161-180, 2007 (with R. Plasman and M. Rusinek). [SBS-EM ranking: 5, AJG 3, CNRS 3, points, IF: 2.6]

"Labour Contracts, Wages and Employment", ***International Journal of Manpower***, Vol. 28, No. 7, pp. 532-538, 2007 (with C. Altavilla and B. Mahy). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Establishment Size and the Dispersion of Wages: Evidence from European Countries", ***Applied Economics Quarterly***, Vol. 52, No. 4, pp. 309-336, 2006 (with T. Lallemand).

"Why Do Large Firms Pay Higher Wages? Evidence from Matched Worker-Firm Data", ***International Journal of Manpower***, Vol. 26, No. 7/8, pp. 705-723, 2005 (with T. Lallemand and R. Plasman). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

The above article received the 2006 Emerald Literati Network Outstanding Paper Award.

"La dispersion salariale stimule-t-elle la performance d'une firme?", ***Problèmes économiques***, La Documentation française, No. 2888 (7 décembre), pp. 29-32, 2005 (with T. Lallemand and R. Plasman).

"HRM and Job Performance Incentives", ***International Journal of Manpower***, Vol. 26, No. 7/8, pp. 613-618, 2005 (with B. Mahy and R. Plasman). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Rent Sharing and the Gender Wage Gap in Belgium", ***International Journal of Manpower***, Vol. 25, No. 3/4, pp. 279-299, 2004 (with I. Tojerow). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Intra-firm Wage Dispersion and Firm Performance: Evidence from Linked Employer-employee Data", ***Kyklos***, Vol. 57, Fasc. 4, p. 533-558, 2004 (with T. Lallemand and R. Plasman). [SBS-EM ranking: 6 points, AJG 3, CNRS 2, IF: 1.9]

"Earnings Inequalities: Gender, Race and Sexual Orientation", ***International Journal of Manpower***, Vol. 25, No. 3/4, pp. 244-250, 2004 (with D. Meulders and R. Plasman). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Industry Wage Differentials and the Bargaining Regime in a Corporatist Country", ***International Journal of Manpower***, Vol. 24, No. 4, pp. 347-366, 2003. [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Competitive versus Non-competitive Wage Differentials", ***International Journal of Manpower***, Vol. 24, No. 4, p. 328-335, 2003 (with D. Meulders and R. Plasman). [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

"Inter-industry Wage Differentials: Evidence from Belgium in a Cross-National Perspective", ***De Economist***, Vol. 150, No. 5, pp. 555-568, 2002. [SBS-EM ranking: 3 points, AJG 1, CNRS 3, IF: 1.6]

"Collective Bargaining and Poverty: A Cross-National Perspective", ***European Journal of Industrial Relations***, Vol. 7, No. 2, pp. 175-202, 2001 (with R. Plasman). [SBS-EM ranking: 5 points, AJG 3, CNRS 3, IF: 2.6]

"The War of Models: Determination of Wages and Employment in Swedish Private Sector", ***Studi Economici***, Vol. 73, No. 1, pp. 5-23, 2001 (with R. Plasman).

"Négociations collectives et performances socio-économiques: une comparaison internationale", ***La Revue de l'IRES*** (France), Vol. 32, No. 1, pp. 5-43, 2000 (with R. Plasman).

6.1.3. National Scientific Journals, Refereed (41)

"L'ascenseur social est-il en panne pour les descendants d'immigrés ?", ***Reflets et Perspectives de la vie économique***, Vol. XL, No. 1, pp. 31-45, 2022 (with C. Piton).

"De la complémentarité-substituabilité entre travailleurs natifs et immigrés", ***Reflets et Perspectives de la vie économique***, Vol. XL, No. 1, pp. 65-75, 2022 (with V. Fays and B. Mahy).

"Immigration et marché du travail - Introduction", ***Reflets et Perspectives de la vie économique***, Vol. XL, No. 1, pp. 5-11, 2022 (with B. Mahy and M. Volral).

"Trade, GVCs and Wage Inequality: Theoretical and Empirical Insights", ***Reflets et Perspectives de la vie économique***, Vol. LVIII, No. 2-3, pp. 115-134, 2020 (with N. Gagliardi and B. Mahy).

"Upstreamness, Wages and Workers' Origin: A Review of the Literature", ***Reflets et Perspectives de la vie économique***, Vol. LVIII, No. 2-3, pp. 105-114, 2020 (with V. Fays and B. Mahy).

"Les chaînes de valeur mondiales", ***Reflets et Perspectives de la vie économique***, Vol. LVIII, No. 2-3, pp. 5-10, 2020 (with E. Dhyne and B. Mahy).

"La position des entreprises dans la chaîne de valeur, productivité, salaires et profits : qu'en dit la littérature ?", ***Reflets et Perspectives de la vie économique***, Vol. LVIII, No. 2-3, pp. 95-104, 2020 (with B. Mahy, G. Vermeylen and M. Volral).

"Le partage de la rente est-il différent selon l'origine du travailleur?", ***Reflets et Perspectives de la vie économique***, Vol. LVIII, No. 2-3, pp. 135-141, 2020 (with M. Volral and A. Waroquier).

"Quels effets les contrats de travail à durée déterminée ont-ils, au plan global et sectoriel, sur la productivité, les salaires et les profits des firmes belges?", ***Dynamiques régionales***, No. 9, pp. 17-36, 2020 (with R Giuliano and B.Mahy).

"Comment l'inégalité salariale intra-firme influence-t-elle la productivité et l'absentéisme pour maladie dans le secteur privé belge?, ***Dynamiques régionales***, No. 9, pp. 73-85, 2020 (with B. Mahy and M. Volral).

"Mismatch éducatif et rentabilité des entreprises: une stratégie gagnante?", ***Dynamiques régionales***, No. 9, pp. 37-56, 2020 (with B. Mahy and G. Vermeylen).

"Migration, discrimination salariale et sur-éducation : quel est l'impact de l'hétérogénéité des travailleurs?", ***Dynamiques régionales***, No. 9, pp. 57-72, 2020 (with V. Fays, V. Jacobs, B. Mahy and M. Volral).

"Does Firms' Position in Global Value Chains Matter for Workers' Wages? An Overview with a Gender Perspective", ***Reflets et Perspectives de la vie économique***, Vol. LVII, No. 4, pp. 55-62, 2019 (with N. Gagliardi and B. Mahy).

"Belemmeren loonkosten de werkgelegenheid voor laaggeschoolden in België?", ***Over.Werk***, No. 1, pp. 84-90, 2018 (with S. Kampelmann, Y. Saks and I. Tojerow).

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6.1.4. Contributions in Books (12)

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6.1.5. Papers: R&R /Submitted / To Be Submitted / In Progress (9)

Revise and resubmit (1)

[1] "The Productivity Impact of Global Warming: Firm-level Evidence for Europe", R&R at ***Management Science*** (with N. Gagliardi and E. Grinza). [SBS-EM ranking: 10 points, AJG 4*, CNRS 1[e,g], IF: 4.6] Featured in the IZA Newsroom (on November 11, 2024).

Under submission (2):

[1] "Do Migrants Displace Native-born Workers on the Labour Market? The Impact of Workers' Origin", submitted in ***De Economist*** (with V. Fays and B. Mahy).

[2] "Overeducation, Overskilling and Job Satisfaction in Europe: The Moderating Role of Labour Contracts", submitted in ***Employee Relations*** (with R. Giuliano, B. Mahy and G. Vermeylen).

To be submitted / In Progress (6):

[1] "Origin-based Wage Gaps: How Much Does Rent-sharing Matter ?" (with K. Pineda-Hernandez and M. Volral).

[2] "Wage Gaps between Natives, First- and Second-generation Immigrants with a Master's Degree: How Much Does the Field of Study Matter? " (with T. Senterre and M. Volral).

[3] "Rent Sharing and Wages: The Role of Workers' Level of Education and Fields of Studies" (with K. Pineda-Hernandez, M. Volral and A. Waroquier).

[4] "Over-education and Foreign-sounding Names and Surnames" (with G. Perilleux and K. Pineda-Hernandez).

[5] "Working-time Reduction and Productivity: Firm-level Evidence from a Belgian Reform" (with A. Garnero, K. Pineda-Hernandez and A. Tondini)

[6] "Collective Bargaining and Firm Productivity in France" (with E. Grinza and I. Terraz).

6.1.6. Permanent Working Papers, unpublished (1)

"Unemployment Risk and Over-indebtedness: A Micro-econometric Perspective", **European Central Bank Working Paper**, No. 1908, Frankfurt, Germany(with P. du Caju and I. Tojerow).

6.1.7. Working Papers (78)

"The Productivity Impact of Global Warming: Firm-level Evidence for Europe", (with N. Gagliardi and E. Grinza), **IZA Discussion Paper**, No. 17241, August 2024. Also LABORatorio R. Revelli Working Paper, No. 193, Collegio Carlo Alberto, Torino, Italy; GLO Discussion Paper, No. 1485, Global Labor Organization (GLO), Essen, Germany; CEBRIG Working Paper, No. 24-013, 2024; and LIDAM Discussion Paper IRES, No. 10, 2024.

"Immigrant Overeducation Across Two Generations: The Role of Gender and Part-time work" (with K. Pineda-Hernandez and M. Volral), **IZA Discussion Paper**, No. 17027, May 2024. Also GLO Discussion Paper, No. 1427, Global Labor Organization (GLO), Essen, Germany; CEBRIG Working Paper, No. 24-010, 2024; and LIDAM Discussion Paper IRES, No. 7, 2024.

"Overeducation, Overskilling and Job Satisfaction in Europe: The Moderating Role of Employment Contracts" (with R. Giuliano, B. Mahy and G. Vermeylen), **IZA Discussion Paper**, No. 16913, April 2024. Also GLO Discussion Paper, No. 1419, Global Labor Organization (GLO), Essen, Germany; CEBRIG Working Paper, No. 24-009, 2024; and LIDAM Discussion Paper IRES, No. 3, 2024.

"Do Migrants Displace Native-born Workers on the Labour Market? The Impact of Workers' Origin" (with V. Fays and B. Mahy), **IZA Discussion Paper**, No. 16887, March 2024. Also GLO Discussion Paper, No. 1420, Global Labor Organization (GLO), Essen, Germany; CEBRIG Working Paper, No. 24-008, 2024; and LIDAM Discussion Paper IRES, No. 4, 2024.

"Labour Market Disadvantages of Citizens with a Migration Background in Belgium: A Systematic Review" (with L. Devos, L. Lippens, S. Baert, D. Lens and M. Volral), **IZA Discussion Paper**, No. 16849, March 2024. Also Working Paper of the Faculty of Economics and Business Administration, Ghent University, No. 24/1083, 2024.

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"The Over-education Wage Penalty Among PhD Holders: A European Perspective" (with G. Satosuosso and G. Vermeylen). **IZA Discussion Paper**, No. 15417, July 2022. Also GLO Discussion Paper, No. 1126, Global Labor Organization (GLO), Essen, Germany; CEBRIG Working Paper, No. 22-008, 2022; and LIDAM Discussion Paper IRES, No. 16, 2022.

"Educational and Skills Mismatches: Unravelling Their Effects on Wages Across Europe" (with L. Cultrera, B. Mahy and G. Vermeylen). **IZA Discussion Paper**, No. 15108, February 2022. Also GLO Discussion Paper, No. 1059, Global Labor Organization (GLO), Essen, Germany; CEBRIG Working Paper, No. 22-004, 2022; and LIDAM Discussion Paper IRES, No. 8, 2022.

"Does Over-education Raise Productivity and Wages Equally? The Moderating Role of Workers' Origin and Immigrants' Background" (with V. Jacobs and M. Volral), IZA Discussion Paper, No. 15074, February 2022. Also **GLO Discussion Paper**, No. 1044, Global Labor Organization (GLO), Essen, Germany; CEBRIG Working Paper, No. 22-003, 2022; and LIDAM Discussion Paper IRES, No. 3, 2022.

"Wage Effects of Educational Mismatch According to Worker's Origin: The Role of Demographics and Firm Characteristics" (with V. Jacobs and M. Volral), IZA Discussion Paper, No. 14813, October 2021. Also GLO Discussion Paper, No. 966, Global Labor Organization (GLO), Essen, Germany; CEBRIG Working Paper, No. 21-018, 2021; and **LIDAM Discussion Paper IRES**, No. 25, 2021.

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"A Bigger House at the Cost of an Empty Fridge? The Effect of Household Indebtedness on Their Consumption", (with P. du Caju, G. Perilleux and I. Tojerow), **National Bank of Belgium Working Paper**, No. 397, March 2021. Also IZA Discussion Paper, No. 14193, March 2021.

"A Broken Social Elevator? Employment Outcomes of First- and Second-generation Immigrants in Belgium" (with C. Piton), **GLO Discussion Paper**, No. 485, Global Labor Organization (GLO), 2021.

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"Productivity and Wage Effects of Firm-level Collective Agreements" (with A. Garnero and I. Terraz), **IZA Discussion Paper**, No. 11568, May 2018.

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"Minimum Wage Systems and Earnings Inequalities: Does Institutional Diversity Matter?", ", **IZA Discussion Paper** No. 8419, Bonn (Germany), August 2014 (with A. Garnero and S. Kampelmann).

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"Who Earns Minimum Wages in Europe? New Empirical Evidence Based on Household Surveys", **CEB Working Paper**, No. 13-002, 2013 (with S. Kampelmann). Also DULBEA Working Paper, No. 13-01.RS, 2013.

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"Does Offshoring of Materials and Business Services Affect Employment? Evidence from a Small Open Economy" **IZA Discussion Paper** No. 4164, Bonn (Germany), May 2009 (with B. Michel). Also DULBEA Working Paper, Research series, N° 09-10.RS, April and CEB Working Paper, No. 09/018, 2009.

"Analyse de la répartition des revenus entre les femmes et les hommes et de la dépendance financière en Belgique sur base des données du SILC-Belge 2006", **DULBEA Working Paper**, Research Report, N°09-09.RR, March 2009 (with Z. Alaoui Amine, K. Fredericq Evangelista, D. Meulders, S. O'Dorchai S. and R. Plasman).

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"Dispersion salariale et productivité dans les grandes enterprises belges: une approche microéconométrique", **Warocqué Working Paper** (Documents d'économie et de gestion), No. 2008/5, Centre de Recherche Warocqué, Université de Mons-Hainaut, June 2008 (with B. Mahy and M. Volral).

"Wage Differentials Across Sectors in Europe: An East-West Comparison", ETUI-REHS Working Paper, No. 2008.05, July 2008 (with I. Tojerow and D. Valsamis). Also DULBEA Working Paper, Research Series, No. 08.17.RS, August 2008 and **IZA Discussion Paper** No. 3830, Bonn (Germany), November 2008.

"L'influence de la dispersion salariale sur la performance des grandes enterprises belges", **DULBEA Working Paper**, Research Series, No. 08-13.RS, May 2008 (with B. Mahy and M. Volral).

"Rent-sharing under Different Bargaining Regimes: Evidence from Linked Employer-employee Data", IZA Discussion Paper No. 3406, Bonn (Germany), March 2008 (with M. Rusinek). Also DULBEA Working Paper, Research Series, No. 08.09.RS, March 2008 and **National Bank of Belgium Working** Paper, Research Series, No. 152, December 2008.

"Loonstructuur in België", **DULBEA Working Paper**, Research Report, No. 08-04.RR, February 2008 (with R. Plasman, M. Rusinek and I. Tojerow).

"La structure des salaires en Belgique", **DULBEA Working Paper**, Research Report, No. 08-01.RR, February 2008 (with R. Plasman, M. Rusinek and I. Tojerow).

"Wage Differentials in Belgium : The Role of Worker and Employer Characteristics", **DULBEA Working Paper**, Research Series, N°07-12.RS, October 2007 (with R. Plasman and I. Tojerow).

"Wage Structure and Firm Productivity in Belgium", **NBER Working Paper** No. 12978, Cambridge (Ma.), March 2007 (with T. Lallemand and R. Plasman).

"The Part-Time Wage Penalty in European Countries: How Large Is It for Men?", **IZA Discussion Paper** No. 2591, Bonn (Germany), January 2007 (with S. O'Dorchai and R. Plasman). Also DULBEA Working Paper, Research Series, N°07-02.RS, January 2007.

"Industry Wage Differentials, Unobserved Ability, and Rent-Sharing: Evidence from Matched Employer-employee Data, 1995-2002", **National Bank of Belgium Working Paper**, Research Series, No. 90, October 2006 (with I. Tojerow and R. Plasman). Also DULBEA Working Paper, Research Series, N°06-14.RS, October 2006 and IZA Discussion Paper No. 2387, Bonn (Germany), October 2006.

"Wages and the Bargaining Regime under Multi-level Bargaining: Belgium, Denmark and Spain", **IZA Discussion Paper** No. 1990, Bonn (Germany), March 2006 (with R. Plasman and M. Rusinek). Also DULBEA Working Paper, Research Series, N°06-1.RS, February 2006.

"Women and Competition in Elimination Tournaments. Evidence from professional Tennis Data", **IZA Discussion Paper** No. 1843, Bonn (Germany), November 2005 (with T. Lallemand and R. Plasman). Also DULBEA Working Paper, Research Series, No. 05-19.RS, November 2005.

"Establishment Size and Wage Dispersion: Evidence from European Countries", **IZA Discussion Paper** No. 1778, Bonn (Germany), September 2005 (with T. Lallemand). Also DULBEA Working Paper, Research Series, N°05-18.RS, September 2005.

"The Wage Penalty Induced by Part-Time Work: The Case of Belgium", **DULBEA Working Paper**, Research Series, N°05-17.RS, September 2005 (with M. Jepsen, S. O'Dorchai, R. Plasman).

"Wage Structure and Firm Productivity in Belgium", **DULBEA Working Paper**, Research Series, N°05-14.RS, May 2005 (with T. Lallemand and R. Plasman).

"The Establishment-Size Wage Premium: Evidence from European Countries", **IZA Discussion Paper** No. 1569, Bonn (Germany), April 2005 (with T. Lallemand and R. Plasman). Also DULBEA Working Paper, Research Series, N°05-07.RS, February 2005 and PiEP Working Paper, London School of Economics, 2005.

"Inter-Industry Wage Differentials and the Gender Wage Gap: Evidence from European Countries", **IZA Discussion Paper** No. 1563, Bonn (Germany), April 2005 (with B. Gannon, R. Plasman and I. Tojerow). Also DULBEA Working Paper, Research Series, N°05-01.RS, February 2005 and PiEP Working Paper, London School of Economics, 2004.

"Why Do Large Firms Pay Higher Wages ? Evidence from Matched Worker-Firm Data", **PiEP Working Paper**, London School of Economics, 2005 (with T. Lallemand and R. Plasman).

"Intra-firm Wage Dispersion and Firm Performance: Evidence from Linked Employer-employee Data", **PiEP Working Paper**, London School of Economics, 2004 (with T. Lallemand and R. Plasman).

"Rent Sharing and the Gender Wage Gap in Belgium", **PiEP Working Paper**, London School of Economics, 2003 (with I. Tojerow).

"Inter-Industry Wage Differentials and the Gender Wage Gap in Belgium: Evidence from Matched Employer-Employee Data", **PiEP Working Paper**, London School of Economics, 2003 (with with I. Tojerow).

"Industry Wage Differentials and the Bargaining Regime in a Corporatist Country", **PiEP Working Paper**, London School of Economics, 2002.

"Inter-Industry Wage Differentials : Evidence from Belgium in a Cross-National Perspective", **PiEP Working Paper**, London School of Economics, 2002.

"Collective Bargaining, Macro-Economic Performance and Poverty in the OECD Countries", **Conference Proceedings** of the Applied Econometrics Association, Helsinki, Finland, 2000 (with R. Plasman).

6.1.8. Research Reports (17) & Policy Brief (2)

"Personnes issues de l'immigration sur le marché du travail belge : une analyse selon le genre", **King Baudouin Foundation** (KBF) report, Brussels, January 2024, 78p. (with T. Bircan, D. Purkayastha, B. Binst, K. Pineda-Hernandez and M. Volral). Also published in Dutch as: "Personen met een migratieachtergrond volgens gender op de arbeidsmarkt in België".

"ZOOM – Les personnes issues de l'immigration sur le marché du travail belge : une analyse selon le genre", **King Baudouin Foundation (KBF) Policy Brief**, January 2024, 4p. (based on the full KBF report cited above).

"Improving the Labour Market Position of People with a Migration Background in Belgium", Report to the **Belgian Science Policy Office** (BELSPO), as part of the IMMILAB project (BR/165/A4/IMMILAB), Brussels, June 2022, 100p. (with Ive Marx and Karel Neels).

"A bigger house at the cost of an empty fridge? The effect of households' indebtedness on their consumption: Micro-evidence using Belgian HFCS data" **SUERF (The European Money and Finance Forum) Policy Brief**, No. 103, Vienna, Austria, June 2021, 7p. (with P. du Caju, G. Perilleux and I. Tojerow).

"Employment, Wage Discrimination and Poverty", Report to the **Belgian Science Policy Office** (BELSPO), Brussels, September 2015, 165p. (with Joep Konings and Vincent Vandenberghe).

"Minimum Wages in Europe: Does the Diversity of Systems Lead To a Diversity of Outcomes? ", **European Trade Union Institute report** (ETUI), No. 128, Brussels, September 2013, 113p. (with A. Garnero and Stephan Kampelmann).

"Who Earns Minimum Wages in Europe? New Empirical Evidence Based on Household Surveys", **European Trade Union Institute report** (ETUI), No. 125, Brussels, June 2012, 61p. (with S. Kampelmann).

"Study and Conference on European Labour Market Analysis using Firm-level Panel Data and Linked Employer-employee Data", Report to the **European Commission** (DG Employment), March 2008, 164p. (with D. Marsden, A.R. Cardoso, T. Eriksson, T. Desai).

"Rent Sharing and Profitability", Report to the **European Commission** (DG Employment), Research Project: Study and Conference on European Labour Market Analysis Using Firm-Level Panel Data and Linked Employer-Employee Data, November 2006, 37p. (with A. Bryson, P. Martins and W. Salverda).

"Etude des relations entre coût salarial et emploi", Report to the **Walloon Region**, Research project : *Relation entre coût salarial et emploi (approche désagrégée)*, March 2002 (with G. Karakaya and R. Plasman).

"Indicators on Gender Pay Equality. The Belgian Presidency's report", Report to the **Belgian Ministry of Labour and Employment**, 2001 (with A. Plasman, R. Plasman and M. Rusinek).

"Inégalité salariale entre les hommes et les femmes: quelques aspects techniques", Report to the **Belgian Ministry of Labour and Employment**, 2001.

"Assessing the implementation of the gender mainstreaming in Luxembourg : monitoring and evaluation of the 1998-2000 National Action Plans", Report to the European Union Experts Group Gender and Employment, **European Commission**, 2000 (with R. Plasman).

"The Gender Equality Deficit and the Need for Action in Luxembourg", Report to the European Union Experts Group Gender and Employment, **European Commission**, 2000 (with R. Plasman).

"Restructuring Public Expenditure: Belgian Country Report", Report to Maxwell Stamp PLC and DG Employment and Social Affairs of the **European Commission**, 2000 (with R. Plasman).

"Collective Bargaining and Socio-Economic Performance: a Review", Report to the **Belgian Science Policy Office** (SSTC/DWTC), Research Project: The Challenges of the Trade Unions at the Eve of the 21st Century, 2000 (with R. Plasman).

"Collective Relations and Tertiarisation of the Economy: Review of the Literature", Report to the **European Commission**, Targeted Socio-Economic Research Project: New Forms of Employment and Working Time in the Service Economy, 1999 (with R. Plasman).

"New Forms of Employment and Working Time in Belgium: Review of the Literature", Report to the **European Commission**, Targeted Socio-Economic Research Project: New Forms of Employment and Working Time in the Service Economy, 1999 (with R. Plasman and M. Stocker).

"Concertation collective, performances macro-économiques et syndicalisme : revue de la littérature", Report to the **Belgian Science Policy Office** (SSTC/DWTC), Research Project: The Challenges of the Trade Unions at the Eve of the 21st Century, 1997 (with R. Plasman).

6.2. Scientific Activities

6.2.1. Presentations at Academic Conferences (93)

"The Productivity Impact of Global Warming: Firm-level Evidence for Europe", WeLar Conference, Brussels, June 12, 2025.

"Moving Up the Social Ladder? Wages of First- and Second-generation Immigrants in Belgium", International Association for Applied Econometrics (IAAE) 2024 Annual Conference, Xiamen, CHINA, June 7-9, 2024.

"Immigrant Overeducation Across Generations: The Role of Gender and Part-time Work", 58th Annual Meeting of the Canadian Economics Association, Toronto, CANADA, May 30- June 1, 2024.

"Do Migrants Displace Native-born Workers on the Labour Market? The Impact of Workers' Origin", Annual Meeting of the Society of Labor Economists Conference (SOLE), Portland, Oregon, USA, May 3-4, 2024.

"Immigrant Overeducation Across Generations: The Role of Gender and Part-time Work", Scottish Economic Society Annual Conference 2024, University of Glasgow, Glasgow, SCOTLAND, April 15-17, 2024.

"Immigrant Overeducation Across Generations: The Role of Gender and Part-time Work", Asian and Australasian Society of Labour Economics 2023 Conference; Taipei, TAIWAN, December 7-9, 2023.

Invited Paper : "How Collective Bargaining Shapes Poverty: New Evidence from Developed Countries", Conference organized by David Card (2021 Nobel Prize laureate, University of California, Berkeley) and Ana R. Cardoso (Nova University Lisbon) on *What Role for Collective Bargaining in the 21st Century?*, University of Lisbon, PORTUGAL, June 26-27, 2023.

"Immigrant Overeducation Across Generations", 36th Annual Conference of the European Society for Population Economics, Serbian Institute of Economic Sciences, Belgrade, SERBIA, June 15-17, 2023.

"Immigrant Overeducation Across Generations", 3rd French Stata Conference, Aix-Marseille Université School of Economics, Marseille, FRANCE, May 15-16, 2023.

"Moving Up the Social Ladder? Wages of First- and Second-generation Immigrants in Belgium", Asian and Australasian Society of Labour Economics (AASLE) 2022 Conference, Tokyo, JAPAN, December 8-10, 2022.

"Native and Migrant Workers' Substitutability-complementarity: What About Second-generation Migrants?", Asian and Australasian Society of Labour Economics (AASLE) 2022 Conference, Tokyo, JAPAN, December 8-10, 2022.

"Moving Up the Social Ladder? Wages of First- and Second-generation Immigrants in Belgium", 17th Warsaw International Economic Meeting, Warsaw, POLAND, June 28-30 2022.

"Moving Up the Social Ladder? Wages of First- and Second-generation Immigrants in Belgium", 56th Annual Meeting of the Canadian Economics Association, Carleton University, Ottawa, CANADA, June 3-4, 2022.

"Wage Differences According to Workers' Origin: The Role of Working More Upstream in GVCs", Society of Labor Economists (SOLE) Annual Conference, Minneapolis, USA, May 6-7, 2022.

"Can You Teach an Old Dog New Tricks? New Evidence on the Impact of Tenure on Firm Productivity", 24th Colloquium on Personnel Economics (COPE), Aarhus University, Aarhus, DENMARK, March 16-18, 2022.

"Educational and Skills Mismatches: Unravelling Their Effects on Wages for Native and Immigrant Workers in Europe", Labor and Employment Relations Association (LERA) Meeting, Boston (Ma.), USA, Online, January 7-9, 2022.

"Native-immigrant wage gaps in GVCs: Is It Worth Moving Upstream", Labor and Employment Relations Association (LERA) Meeting, Boston (Ma.), USA, Online, January 7-9, 2022.

"How Does Collective Bargaining Shape Poverty: Evidence from OECD Countries", Conference of the European Association of Labour Economists (EALE), University of Padua, ITALY, Online, September 16-18, 2021.

"Educational and Skills Mismatches: Unravelling Their Effects on Wages Across Europe", XXIX Meeting of the Economics of Education Association, Zaragoza, SPAIN, Online, July 8-9, 2021.

"First-generation Immigrants' Wage Penalty: Does Rent-sharing Matter?", Conference of the Association Française de Sciences Economiques (AFSE), IESEG School of Management (Lille), FRANCE, Online, June 6-10, 2021.

Invited Paper :"Migration, discrimination salariale et suréducation: l'impact de l'hétérogénéité des travailleurs", 23ème Congrès des économistes L'emploi et ses nouveaux défis, Charleroi, November 21, 2019.

Invited Paper : "La position des entreprises dans la chaîne de valeur influence-t-elle la productivité et les salaires ?", 23ème Congrès des économistes L'emploi et ses nouveaux défis, Charleroi, November 21, 2019.

"Wage Discrimination Against Migrants: How Much Do Country of Birth, Tenure and Product Market Competition Matter?", Annual Conference of the European Association of Labour Economists (EALE), University of Uppsala, SWEDEN, September 19-21, 2019.

"The Impact of Sickness Absenteeism on Productivity: New Evidence from Belgian Matched Panel Data", Società Italiana di Economia e Politica Industriale, XVII Workshop Annuale, Università Roma Tre, Rome, ITALY, January 31, 2019.

"The Native-Immigrant Gap in Educational Mismatch", Journée de la Recherche en Fédération Wallonie-Bruxelles (FW-B), Fédération Wallonie-Bruxelles, Brussels, December 17, 2018

"Wage Discrimination Against Foreigners: How Much Does Product Market Competition Matter?", Journée de la Recherche en Fédération Wallonie-Bruxelles (FW-B), Fédération Wallonie-Bruxelles, Brussels, December 17, 2018

“A Bigger House At the Cost of An Empty Fridge?”, Household Finance and Consumption Network (HFCN) Conference, European Central Bank, Frankfurt, GERMANY, November 20, 2018.

"L'union fait la force? Evidence for Wage Discrimination in Firms with High Diversity", Final Conference of the IPSWICH Project, Belgian Federal Scientific Policy Office (BELSPO), Brussels, September 27, 2018.

“Upstreamness, Social Upgrading and Gender: Equal Benefits for All Workers?”, 31st Cardiff Employment Research Unit Conference on *Global Value Chains and their Employment Relations Consequences*, Cardiff Business School, UNITED KINGDOM, 10-11 May 2018.

“The Employment Consequences of SMEs’ Credit Constraints in the Wake of the Great Recession”, Wage Dynamics Network Conference, European Central Bank, Frankfurt, GERMANY, December 11, 2017.

“Overeducation, Overskilling and Job Satisfaction Across Europe. What Is the Role of Labour Contracts”, Annual Conference of the European Association of Labour Economists (EALE), University of St. Gallen, SWITZERLAND, September 21-23, 2017.

"Short Notice, Big Difference? The Effect of Temporary Employment on Firm Competitiveness Across Sectors", Annual Conference of the European Association of Labour Economists (EALE), Ghent University, BELGIUM, September 15-17, 2016.

"How to Find Your Perfect Match: Educational Norms, Educational Mismatch and Firm Profitability", Annual Conference of the European Association of Labour Economists (EALE), Ghent, BELGIUM, September 15-17, 2016.

"Wage Gaps Are Moving Targets: New Measurements of Wage Discrimination Against Foreigners with Firm-level Data", 4th SOLE/EALE World Conference, Montréal, CANADA, June 26-28, 2015

"Does Education Raise Productivity and Wages Equally? The Moderating Roles of Age, Gender and Industry", 4th SOLE/EALE World Conference, Montréal, CANADA, June 26-28, 2015.

"Rémunération et absentéisme : équité ou tournoi ?", 63rd Annual Meeting of the AFSE (Association française de sciences économiques), Lyon, FRANCE, June 16-18, 2014.

"Part-time Work, Wages and Productivity: Evidence from Belgian Matched Panel Data", 19th Annual Meeting of the Society of Labor Economists (SOLE), Arlington, Virginia, USA, May 2-3, 2014.

“The Effects of Temporary Employment on Wages and Productivity”, 19th Annual Meeting of the Society of Labor Economists (SOLE), Arlington, Virginia, USA, May 2-3, 2014.

“Educational Mismatch and Firm Productivity: Do Skills, Technology and Uncertainty Matter?”, 19th Annual Meeting of the Society of Labor Economists (SOLE), Arlington, Virginia, USA, May 2-3, 2014.

“Sharp Teeth or Empty Mouths? Revisiting the Minimum Wage bite with Sectoral Data”, 19th Annual Meeting of the Society of Labor Economists (SOLE), Arlington, Virginia, USA, May 2-3, 2014.

“Sharp Teeth or Empty Mouths? Revisiting the Minimum Wage bite with Sectoral Data”, 28th AIEL Conference of Labour Economics, Libera Università degli Studi Sociali (LUISS) "Guido Carli", Rome (Italy), 27-28 September 2013.

"Educational Mismatch and Firm Productivity: Does the Working Environment Matter?", 10th annual Conference of the CNRS institute TEPP on “Research on Health and Labour”, Le Mans, France, 26-27 September 2013.

"The Heterogeneous Effects of Workforce Diversity on Productivity, Wages and Profits", 25th annual conference of the European Association of Labour Economists (EALE), Turin, Italy, 19-21 September 2013.

Invited Paper : "The Heterogeneous Effects of Workforce Diversity on Productivity, Wages and Profits", 62nd Annual Meeting of the AFSE (Association française de sciences économiques), Université Aix-Marseille, Aix-en-Provence, France, 24-26 June 2013. (Session devoted to ‘New Finding on Productivity’, chaired by Philippe Askenazy).

"Part-time Work, Wages and Productivity", 24th annual conference of the European Association of Labour Economists (EALE), Bonn, GERMANY, 20-22 September 2012.

"Part-time Work, Wages and Productivity", Conference on International Comparisons of Working Time”, organised by the Industrial & Labor Relations Review (Peter berg, Gerhard Bosh and Jean Charest) at the University of Montreal, CANADA, April 19-20 2012.

"Part-time Work, Wages and Productivity", 17th Annual Meeting of the Society of Labor Economists (SOLE), Chicago, USA, May 4-5, 2012.

"The Impact of Educational Mismatch on Firm Productivity: Direct Evidence from Linked Panel Data?", 16th Annual Meeting of the Society of Labor Economists (SOLE), Vancouver, CANADA, April 29-30, 2011.

"Productivity-Wage Gaps Among Age Groups: Does the Environment Matter?", 16th Annual Meeting of the Society of Labor Economists (SOLE), Vancouver, CANADA, April 29-30, 2011.

"Impact of International Trade on Firm Productivity and Wages: Evidence from Firm Panel Data", 16th Annual Meeting of the Society of Labor Economists (SOLE), Vancouver, CANADA, April 29-30, 2011.

"Are Occupations Paid What They Are Worth? An Econometric Study into Occupational Wage Inequality and Productivity?", 3rd International EALE/SOLE Conference, University College London, UNITED KINGDOM 17-19 June 2010.

"Wage Dispersion Firm Productivity: Do "Tournaments" Dominate "Fairness" and/or "Sabotage" Considerations ?", Applied Econometrics Association Conference on the *Econometrics of Healthy Human Resources*, Università di Roma – La Sapienza, Rome, ITALY, 27-29 May 2010.

"Wage Dispersion and Firm productivity in Different Working Environments", Annual Conference of the European Association of Labour Economists (EALE), Tallinn, ESTONIA, September 10-12, 2009.

"Inter-industry Wage Differentials: How much Does Rent Sharing Matter?", NBER Summer Institute Personnel Economics Workshop, Cambridge (Ma.), Boston, USA, July 23-24, 2009.

"Rent Sharing under Different Bargaining Regimes", 8th IZA/SOLE Translantic Meeting of Labor Economists, Ammersee, GERMANY, May 28-30, 2009.
"Are Young and Old Workers Harmful for Firm Productivity", 14th Annual Meeting of the Society of Labor Economists (SOLE), Boston, USA, May 8-9, 2009.

"Wage Dispersion and Firm Productivity in Different Working Environments", 14th Annual Meeting of the Society of Labor Economists (SOLE), Boston, USA, May 8-9, 2009.

"Rent-Sharing and the Cyclicality of Wage Differentials", 14th Annual Meeting of the Society of Labor Economists (SOLE), Boston, USA, May 8-9, 2009.

"Rent Sharing under Different Bargaining Regimes", Annual Conference of the European Association of Labour Economists (EALE), Amsterdam, THE NETHERLANDS, September 18-20, 2008.

"Inter-Industry Wage Differentials in Europe: An East-West Comparison", Annual Conference of the European Association of Labour Economists (EALE), Amsterdam, THE NETHERLANDS, September 18-20, 2008.
"Rent Sharing under Different Bargaining Regimes", Annual Meeting of the Society of Labor Economists (SOLE), Columbia University, New York, USA, May 8-9, 2008.

"A European Wage Structure, Myth or Reality? A Comparative Analysis of East European Countries", Annual Meeting of the Society of Labor Economists (SOLE), Columbia University, New York, USA, May 8-9, 2008.

"Industry Wage Differentials, Unobserved Ability, and Rent-Sharing: Evidence from Matched Worker-Firm Data, 1995-2002", Conference for the 50th Anniversary of DULBEA, Université Libre de Bruxelles, Brussels, BELGIUM, October 11-12, 2007.

"The Part-Time Wage Penalty in European Countries: How Large Is It for Men?", Conference for the *50th Anniversary of DULBEA*, Université Libre de Bruxelles, Brussels, BELGIUM, October 11-12, 2007.

"Rent-sharing under Different Bargaining Regimes: Evidence from Linked Employer-Employee Data", Conference for the *50th Anniversary of DULBEA*, Université Libre de Bruxelles, Brussels, BELGIUM, October 11-12, 2007.

"Wage Structure and Firm Productivity in Belgium", Conference for the *50th Anniversary of DULBEA*, Université Libre de Bruxelles, Brussels, BELGIUM, October 11-12, 2007.

"Inter-Industry Wage Differentials and International Trade: Evidence from ESES 2002", Conference for the *50th Anniversary of DULBEA*, Université Libre de Bruxelles, Brussels, BELGIUM, October 11-12, 2007.

Invited Paper : "Do Company Level Collective Agreements Increase Rent Sharing ? Evidence from a Corporatist Country using PSM", Conference on *Wage Bargaining, Employment, Monetary and Economic Policies*, Banque de France, Paris, FRANCE, October 9-10, 2007.

"Industry Wage Differentials, Unobserved Ability, and Rent-Sharing: Evidence from Matched Worker-Firm Data, 1995-2002", 19th Annual Conference of the European Association of Labour Economists (EALE), University of Oslo, Oslo, NORWAY, September 20-22, 2007.

"Establishment Size and the Level of Wages in Six European Countries: Evidence from Matched Employer-Employee Data", 88th Conference of the Applied Econometrics Association (AEA) on the Econometrics of Labour Demand, Mons, BELGIUM, October 7-8, 2004.

"Inter-Industry Wage Differentials and the Gender Wage Gap: Evidence from European Countries", 88th Conference of the Applied Econometrics Association

(AEA) on the Econometrics of Labour Demand, Mons, BELGIUM, October 7-8, 2004.

“Intra-firm Wage Dispersion and Firm Productivity in Belgium”, 88th Conference of the Applied Econometrics Association (AEA) on the Econometrics of Labour Demand, Mons, BELGIUM, October 7-8, 2004.

Invited Paper : "Wage Structure and Firm Productivity in Belgium”, NBER Summer Institute Personnel Economics Workshop, Cambridge (Ma.), USA, August 5-6, 2004.

"Inter-industry Wage Differentials and the Gender Wage Gap. Evidence from the ESES for Seven EU Countries", 9th Annual Meeting of the Society of Labor Economists, San Antonio, USA, April 30 - May 1, 2004.

"Intra-firm Wage Dispersion and Firm Performance: Evidence from Linked Employer-employee Data", 9th Annual Meeting of the Society of Labor Economists, San Antonio, USA, April 30 - May 1, 2004.

"Union Wage Gaps in Multilevel Industrial Relations Systems", 9th Annual Meeting of the Society of Labor Economists, San Antonio, USA, April 30 - May 1, 2004.

"Inter-Industry Wage Differentials and the Gender Wage Gap in Belgium”, 8th Annual Meeting of the Society of Labor Economists, Toronto, CANADA, September 26-27, 2003.

"The Evolution of the Gender Wage Gap in the European Union Between 1994 and 1998”, 8th Annual Meeting of the Society of Labor Economists, Toronto, CANADA, September 26-27, 2003.

"Rent-sharing and the Gender Wage Gap. Evidence from Belgian Matched Employer-Employee Data", 15th Annual Conference of the European Association of Labour Economists (EALE), University Pablo de Olavide, Seville, SPAIN, September 18-21.

"Inter-Industry Wage Differentials and the Bargaining Regime in a Corporatist Country: Belgium", 57th European Meeting of the Econometric Society, Venice, ITALY, August 25 - 28, 2002.

"Inter-Industry Wage Differentials and the Gender Wage Gap. Evidence from Belgium and a Comparison with the United States", 79th Conference of the Applied Econometrics Association (AEA), Brussels, BELGIUM, May 28-29, 2002.

"Inter-Industry Wage Differentials and the Bargaining Regime in a Corporatist Country: Belgium", 79th Conference of the Applied Econometrics Association (AEA), Brussels, BELGIUM, May 28-29, 2002.

"Rent-sharing and the Gender Wage Gap. Evidence from Belgian Matched Employer-Employee Data", 79th Conference of the Applied Econometrics Association (AEA), Brussels, BELGIUM, May 28-29, 2002.

"Inter-Industry Wage Differentials and the Bargaining Regime in a Corporatist Country: Belgium", 13th Annual Conference of the European Association of Labour Economists (EALE), University of Jyväskylä, FINLAND, September 13- 16, 2001.

"Décentraliser ou coordonner les négociations salariales pour réduire le chômage", Colloquium *La formation des salaires*, Faculté Warocqué des Sciences Economiques, Université de Mons-Hainaut, BELGIUM, May 9-10, 2001.

"Industry Wage Differentials, Unobserved Ability, and Rent-Sharing: Evidence from Matched Worker-Firm Data, 1995-2002", 4th Conference of the National Bank of Belgium on Price and Wage Rigidities in an Open Economy, Brussels BELGIUM, October 12-13, 2006.

"Collective bargaining, macro-economic performance and poverty in the OECD countries", International Conference on the *Europeanization of Industrial Relations*, European Trade Union Institute, Brussels, BELGIUM, October 19, 2000.

"Collective bargaining, macro-economic performance and poverty in the OECD countries", 72nd Applied Econometrics Association Conference, Helsinki, FINLAND, September 22-23, 2000.

"Collective bargaining, macro-economic performance and poverty in the OECD countries", 1st World Conference EALE/SOLE (European Association of Labour Economists and Society of Labor Economists), Milan, ITALY, June 22-25, 2000.

"Tertiarisation and socio-economic performance of collective bargaining systems: a cross-country perspective", International Conference on *The Economics and Socio-Economics of Services: International Perspectives*, Lille-Roubaix, FRANCE, June 22-23, 2000.

"Collective bargaining, macro-economic performance and poverty in the OECD countries", 4th International Progressive Policy Conference on *Globalisation and the Social Contract*, organised by the Economic Policy Institute (Washington D.C), the European Trade Union Institute (Brussels) and the Hamburg School of Economics and Politics (HWP), Hamburg, GERMANY, March 2-5, 2000.

"Testing between alternative wage-employment bargaining models: an application to the Swedish private sector", 6th Conference of the European Network for Training in Economic Research - Jamboree : *Developments in Policy Analysis of European Integration*, Université Libre de Bruxelles, BELGIUM, January 27-30, 1999.

"Testing between alternative wage-employment bargaining models: an application to the Swedish private sector", 10th Annual Conference of the European Association of Labour Economists, Blankenberge, BELGIUM, September 17-20, 1998.

"Testing between alternative wage-employment bargaining models: an application to the Swedish private sector", 13th Annual Congress of the European Economic Association, Berlin, GERMANY, September 2-5, 1998.

"Négociations salariales et emploi dans le secteur privé suédois. Analyse sur base de données macro-économiques entre 1960 et 1993", Conference of the Applied Econometrics Association, Paris, FRANCE, January 23, 1998.

"Coût relatif et emploi: une synthèse", 12ème Congrès des Economistes Belges de Langue Française, Bruxelles, BELGIUM, November 28-29, 1996.

6.2.2. Presentations at Seminars and Workshops, mainly Academic (104)

"Wage Gaps Between Natives, First- and Second-generation Immigrants with a Master's Degree: How Much Does the Field of Study Matter?", Mardis de la Recherche, Université de Mons, Mons, February 11, 2025.

"Immigrant Over-education Across Two Generations: The Role of Gender and Part-time Work", LAMIE – BELSPO Workshop, Ghent University, Ghent, January 21, 2025.

"Wage Gaps Between Natives, First- and Second-generation Immigrants with a Master's Degree: How Much Does the Field of Study Matter?", TriEcon Workshop on Education Economics, University of Trier, Trier, GERMANY, 5-6 December 2024.

"The Productivity Impact of Global Warming: Firm-level Evidence for Europe", 19th Day of Scientific Collaboration between the Doctoral Schools in Management Science of Université Paris I – Panthéon Sorbonne and ULB, ULB, Brussels, November 14, 2024.

"Wage Gaps Between Natives, First- and Second-generation Immigrants with a Master's Degree: How Much Does the Field of Study Matter?", 19th Day of Scientific Collaboration between the Doctoral Schools in Management Science of Université Paris I – Panthéon Sorbonne and ULB, ULB, Brussels, November 14, 2024.

"The Productivity Impact of Global Warming: Firm-level Evidence for Europe", LABORatorio R. Revelli Labor Seminars Series, Center for Employment Studies, Torino, ITALY, October 16, 2024.

"Labour Market Disadvantages of Citizens with a Migration Background in Belgium: A Systematic Review", Workshop *Migration and the Labour Market in Belgium*, CEBRIG, ULB, Brussels, October 11, 2024.

"Immigrant Over-education Across Two Generations: The Role of Gender and Part-time Work", Workshop *Migration and the Labour Market in Belgium*, CEBRIG, ULB, Brussels, October 11, 2024.

"Wage Gaps Between Natives, First- and Second-generation Immigrants with a Master's Degree: How Much Does the Field of Study Matter?", 31st Annual Workshop Transitions in Youth (TIY), Warsaw, POLAND, 4-6 September 2024.

"Do migrants displace native-born workers on the labour market? The role of workers' origin", Workshop on Labour Economics, IAAEU, University of Trier, GERMANY, April 12-12, 2024.

Invited Paper : "How Collective Bargaining Shapes Poverty: New Evidence from Developed Countries", IAAEU, University of Trier, GERMANY, November 28, 2023.

"The Over-education Wage Penalty among PhD Holders: A European Perspective", Mardis de la Recherche, Université de Mons, Mons, November 14, 2023.

"Immigrant Overeducation Across Generations", 18th Belgian Day for Labour Economists, National Bank of Belgium, Brussels, October 27, 2023.

"The Over-education Wage Penalty among PhD Holders: A European Perspective", 18th Belgian Day for Labour Economists, National Bank of Belgium, Brussels, October 27, 2023.

"Immigrant Overeducation Across Generations", 15th Workshop on Labour Economics, University of Trier and IAAEU, Trier, GERMANY, March 30-31, 2023.

"Substitutability-complementarity between Natives, First- and Second-generation Migrant Workers", Mardis de la Recherche, Université de Mons, Mons, December 13, 2022.

"Native and Migrant Workers' Substitutability-complementarity: What About Second-generation Migrants?", Belgian Day of Labour Economists (BDLE), Federal Plan Bureau, Brussels, October 7, 2022.

"Are Workers' Employment Conditions Determined by Their National Origin?", Final BELSPO Conference "Improving the Labour Market Position of People with a Migration Background", as part of the IMMIBEL project, Résidence Palace, Brussels, June 2, 2022.

"Moving Up the Social Ladder? Intergenerational Earnings Mobility Among Female and Male Immigrants in Belgium", 14th Workshop on Labour Economics, University of Trier, GERMANY, Online, April 7-8, 2022.

Invited Paper : "Moving Up the Social Ladder? Intergenerational Earnings Mobility Among Female and Male Immigrants in Belgium", IRES Lunch Seminar, UCLouvain, Louvain-la-Neuve, March 29, 2022.

"Moving Up the Social Ladder? Intergenerational Earnings Mobility Among Immigrants in Belgium", CEBRIG Brown Bag Seminar, Université Libre de Bruxelles, Brussels, March 24, 2022.

Invited Paper : "Low-skilled Employment in Belgium: Some Food for Thought", Higher Council for Employment Meeting, National Bank of Belgium, Brussels, January 30, 2020.

Invited Paper : "A Bigger House at the Cost of an Empty Fridge? The Effect of Households' Indebtedness on Their Consumption", Internal Seminar, National Bank of Belgium, Brussels, January 20, 2020.

"The Heterogeneous Effects of Workers' Countries of Birth on Over-education", SERV– BELSPO Workshop *How Do Migrants Fare on the Labour Market?*, Flanders' Social and Economic Council (SERV), Brussels, October 10, 2019.

"Wage Discrimination Based on the Country of Birth: Do Tenure and Product Market Competition Matter?", SERV – BELSPO Workshop *How Do Migrants Fare on the Labour Market?*, Flanders' Social and Economic Council (SERV), Brussels, October 10, 2019.

"Upstreamness, Gender and Wages: Equal Benefits for All Workers?", Belgian Day for Labour Economists, Maastricht, NETHERLANDS, May 24, 2019.

"The Heterogeneous Effects of Workers' Country of Birth on Over-education", Belgian Day for Labour Economists, Maastricht, NETHERLANDS, May 24, 2019.

"Wage Discrimination Against Migrants: How Much Do Country of Birth, Tenure and Product Market Competition Matter?", DULBEA Workshop on Migration and the Labour Market, Brussels, April 5, 2019.

"Over-education According to Workers' Country of Birth: The Role of Workers' Characteristics", DULBEA Workshop on Migration and the Labour Market, Brussels, April 5, 2019.

"Wage Discrimination Against Migrants: How Much Do Country of Birth, Tenure and Product Market Competition Matter?", 16ème Journée de collaboration scientifique entre les Ecoles doctorales en gestion de l'Université de Paris I – Panthéon Sorbonne et de l'ULB, Paris I – Panthéon Sorbonne, Paris, FRANCE, March 25, 2019.

"The Native-Immigrant Gap in Educational Mismatch", Workshop of the IMMILAB Research Project, University of Antwerp, Antwerp, October 4, 2018.

"Wage Discrimination Against Foreigners: How Much Does Product Market Competition Matter?", Workshop of the IMMILAB Research Project, University of Antwerp, Antwerp, October 4, 2018.

Invited Paper : "Are Low-educated Workers Too Costly? Evidence in Light of Their Productivity", Internal Seminar, Heriot Watt University, Edinburgh, United Kingdom, March 23, 2018.

Invited Paper : "Does Education Raise Productivity and Wages Equally? The Moderating Roles of Age, Gender and Industry?", 12th Day of Scientific Collaboration Between the Doctoral Schools in Management Science of Université Paris I-Panthéon-Sorbonne and ULB, ULB, Brussels, March 5, 2018.

"Ethnic Diversity and Firm Performance", Internal Seminar (IPSWICH project), KU Leuven, Leuven, January 22, 2018.

Invited Paper : "The Employment Consequences of SMEs Credit Constraints in the Wake of the Great Recession", Internal Seminar, National Bank of Belgium (NBB), Brussels, September 27, 2017.

Wage discrimination against migrants: measurement with firm-level productivity data", Meeting of the IPSWICH Project, Belgian Federal Scientific Policy Office (BELSPO), Brussels, June 19, 2017.

Invited Paper : "Does Education Raise Productivity and Wages Equally? The Moderating Roles of Age, Gender and Industry", Skill Mismatch Workshop, University of Torino, Italy, June 29-30, 2017.

Invited Paper : "Does Education Raise Productivity and Wages Equally? The Moderating Roles of Age, Gender and Industry", Internal Seminar, Faculty of Economics and Business, University of Barcelona, SPAIN, May 19, 2017.

Invited Paper : "Low-educated Workers: Too Costly With Respect To Their Relative Productivity?", Meet2Know Workshop, Statistics Belgium, Brussels, May 2, 2017.

"The Employment Consequences of Credit Constraints: Firm-level Evidence for Belgium", Wage Dynamics Network Workshop, European Central Bank (ECB), Frankfurt, GERMANY, January 16, 2017.

"Les régions: à coût du travail égal, productivité différente?", Workshop *La relation productivité-salaires en 5 questions*, Institut wallon de l'évaluation, de la prospective et de la statistique (IWEPS), Namur, October 18, 2016.

"La dispersion salariale: travailleurs plus productifs et moins absents ?", Workshop *La relation productivité-salaires en 5 questions*, Institut wallon de l'évaluation, de la prospective et de la statistique (IWEPS), Namur, October 18, 2016.

"Les travailleurs peu éduqués : trop coûteux au regard de leur productivité?", Workshop *La relation productivité-salaires en 5 questions*, Institut wallon de l'évaluation, de la prospective et de la statistique (IWEPS), Namur, October 18, 2016.

"Les travailleurs sur-éduqués/sur-qualifiés : quel bénéfice pour les entreprises et les travailleurs ?", Workshop *La relation productivité-salaires en 5 questions*, Institut wallon de l'évaluation, de la prospective et de la statistique (IWEPS), Namur, October 18, 2016.

Invited Paper : "The PIAAC Survey: Defining a Framework Paper & Improving Measures of Skill Use and Mismatch", OECD expert meeting on PIAAC, OECD, Paris, FRANCE, March 14, 2016.

"The Employment Consequences of SME's Credit Constraints: A Micro-econometric Perspective", Wage Dynamics Meeting, European Central Bank, Frankfurt, GERMANY, December 16, 2015.

"(Mis)Alignment of Productivity and Wages: Evidence from LEED", Final Meeting of the EDIPO Project, Belgian Federal Scientific Policy Office (BELSPO), Brussels, June 22, 2015.

Invited Paper : "The PIAAC Survey: Core Research Questions & Potential Improvements", OECD expert meeting on PIAAC, OECD, Paris, June 16, 2015.

Invited Paper : "Does Education Raise Productivity and Wages Equally? The Moderating Roles of Age, Gender and Industry", Internal Seminar, Utrecht University School of Economics, Utrecht, NETHERLANDS, June 10, 2015.

"Does Education Raise Productivity and Wages Equally? The Moderating Roles of Age, Gender and Industry", Belgian Day for Labour Economists, KU Leuven (Campus Brussels), June 4, Brussels, BELGIUM, 2015.

“Does Education Raise Productivity and Wages Equally? The Moderating Roles of Age, Gender and Industry”, LEER Workshop on Education Economics, KU Leuven, April 2-3, 2014.

Invited Paper : “Does Education Raise Productivity and Wages Equally? The Moderating Roles of Age, Gender and Industry”, Internal Seminar, National Bank of BELGIUM, December 12, 2014.

"Unemployment Risk and Financial Vulnerability", Workshop of the Household Finance and Consumption Network, European Central Bank, Frankfurt, GERMANY, November 22, 2014.

Invited Paper : "Educational Mismatch and Firm Productivity: Do Skills, Technology and Uncertainty Matter?", Internal Seminar, University of Perugia (Department of Economics), ITALY, October 22, 2014.

Invited Paper : "Educational Mismatch and Firm Productivity: Do Skills, Technology and Uncertainty Matter?", Workshop on *Firm-Level Analysis of Labour Issues*, Université catholique de Louvain, Louvain-la-Neuve, BELGIUM, May 28, 2014.

Invited Paper : "Educational Mismatch and Firm Productivity: Do Skills, Technology and Uncertainty Matter?", IRES Research Seminar, Université catholique de Louvain, Louvain-la-Neuve, May 15, 2014.

"Educational Mismatch and Firm Productivity: Do Skills, Technology and Uncertainty Matter?", ZEW Workshop *Skill Mismatch: Microeconomic Evidence and Macroeconomic Relevance*, Mannheim, GERMANY, April 10-11, 2014.

Invited Paper : "Part-time Work, Wages and Productivity: Evidence from Belgian Matched Panel Data", 3rd Biannual Assisi Workshop on Economics and Institutions (focus on Inequality, Technology and Institutions in Europe), organized by the University of Perugia, IOS and NIESR, Assisi, ITALY, February 20-21, 2014.

Invited Paper : "Minimum Wage Systems and Earnings Inequalities: Does Institutional Diversity Matter?", 3rd Biannual Assisi Workshop on Economics and Institutions (focus on Inequality, Technology and Institutions in Europe), organized by the University of Perugia, IOS and NIESR, Assisi, ITALY, February 20-21, 2014.

"The Heterogeneous Effects of Workplace Diversity on Productivity and Wages", Belgian Day for Labour Economists, University of Leuven, December 13, BELGIUM, 2012.

"Who Earns Minimum Wages in Europe? New Empirical Evidence Based on Household Surveys", Belgian Day for Labour Economists, University of Leuven, BELGIUM, December 13, 2012.

"The Heterogeneous Effects of Workplace Diversity on Productivity and Wages", Research Seminar in Applied Economics and Management (RSAEM), Solvay Brussels School of Economics and management, Brussels, BELGIUM, June 28, 2012.

"The Heterogeneous Effects of Workplace Diversity on Productivity and Wages", NORFACE-IAB International Conference “Workforce Heterogeneity and Its Impact”, Institute for Employment Research of the Federal Employment Agency (IAB), Nuremberg, GERMANY, December 6-7, 2012.

Invited Paper : "The Impact of Skill Mismatch on Firm Productivity ", International Workshop “Skill Mismatch and Firm Dynamics: Integrating skills with the world of work” (organised by the European Commission (CEDEFOP) & CRESS), London, UNITED KINGDOM, April 27, 2012.

Invited Paper : "Who Earns Minimum Wages in Europe? New Empirical Evidence Based on Household Surveys", Expert Conference "What Do We & What Don’t We Know About Minimum wages in Europe?, European Trade Union Institute, Brussels, BELGIUM, December 12, 2011.

Invited Paper : "The Impact of Educational Mismatch on Firm Productivity: Evidence from Linked Panel Data", Economics Department, Stockholm University, SWEDEN, December 8, 2011.

Invited Paper : "The Impact of Educational Mismatch on Firm Productivity: Evidence from Linked Panel Data", Research Institute of Industrial Economics (IFN), SWEDEN, December 7, 2011.

"Productivity Gains and Spillovers from Offshoring", Belgian Trade Workshop, Université Libre de Bruxelles, BELGIUM, May 6, 2011.

"Workforce Age and the Wage-Productivity Gap", Workshop on Ageing workforces, Université Catholique de Louvain, BELGIUM, September 6, 2010.

"Rent-Sharing and the Cyclicality of Wage Differentials", 9th Belgian Day for Labour Economists, A PAI-IUAP Workshop, Brussels, BELGIUM, June 16, 2009.

"Does Offshoring of Materials and Business services Affect Employment? Evidence from a Small Open Economy", 9th Belgian Day for Labour Economists, A PAI-IUAP Workshop, Brussels, BELGIUM, June 16, 2009.

"Wage Dispersion and Firm productivity in Different Working Environments", 9th Belgian Day for Labour Economists, A PAI-IUAP Workshop, Brussels, BELGIUM, June 16, 2009.

Invited Paper : "Rent Sharing under Different Bargaining Regimes", Internal seminar, University College Dublin, IRELAND, March 27, 2009.

"Should the Setting of Wages in Belgium Be Decentralized ?", Conference on *Rethinking the Foundations of Belgium's Socio-Economic Institutions*, University Foundation, Brussels, BELGIUM, December 11, 2008.

"Rent Sharing under Different Bargaining Regimes", Day for Belgian Labour Economists, Université Catholique de Louvain, BELGIUM, June 13, 2008.

"Rent-sharing under Different Bargaining Regimes: Evidence from Linked Employer-Employee Data", Workshop on *European Labour Market Analysis using Panel and Linked Employer-Employee Data*, organised with David Marsden, Université Libre de Bruxelles, Brussels, BELGIUM, February 8, 2008.

"Rent-Sharing and Profitability: What Do We Know?", Conference on *European Labour Market Analysis using Panel and Linked Employer-Employee Data*, organised by the European Commission (DG Employment), Crown Plaza, Brussels, BELGIUM, February 7, 2008.

"Rent-sharing under Different Bargaining Regimes: Evidence from Linked Employer-Employee Data", Conference on *European Labour Market Analysis using Panel and Linked Employer-Employee Data*, organised by the European Commission (DG Employment), Crown Plaza, Brussels, BELGIUM, February 7, 2008.

"Inter-Industry Wage Differentials and International Trade: Evidence from ESES 2002", Linked Employer-Employee Data (LEED) Project Meeting, London School of Economics, London, UNITED KINGDOM, October 26, 2007.

Invited Paper : "Industry Wage Differentials, Unobserved Ability, and Rent-Sharing: Evidence from Matched Worker-Firm Data, 1995-2002", Presentation at the Conseil Central de l'Economie, Brussels, BELGIUM, October 19, 2007.

"Industry Wage Differentials, Unobserved Ability, and Rent-Sharing: Evidence from Matched Worker-Firm Data, 1995-2002", Conference on *European Labour Market Analysis using Firm-level Panel Data and Linked Employer-Employee Data*, DG Employment, European Commission, Brussels, BELGIUM, May 3-4, 2007.

"Rent-Sharing and Profitability", Internal Seminar, DG Employment, European Commission, Brussels, BELGIUM, November 22, 2006.

Invited Paper : "Inter-Industry Wage Differentials and the Gender Wage Gap: Evidence from European Countries", Labor Seminar, Maastricht University, THE NETHERLANDS, November 22, 2005.

Invited Paper : "Inter-Industry Wage Differentials and the Gender Wage Gap: Evidence from European Countries", *Occasional Seminar: Employment in Europe*, European Commission – DG Employment, Social Affairs and Equal Opportunities, Brussels, BELGIUM, October 7, 2005.

Invited Paper : "Wage Structure and Firm Performance in Belgium", Workshop on *Employment, Productivity and Wage Structures in Europe: New Evidence from Linked Employer-employee Data*, European Commission – DG Employment and Social Affairs, Brussels, BELGIUM, April 7-8, 2005.

Invited Paper : "Intra-firm Wage Dispersion and Firm Productivity in Belgium", Internal Seminar, National Bank of Belgium, Brussels, BELGIUM, October 21, 2004.

Invited Paper : "Rent-sharing and the Gender Wage Gap in Belgium", Internal Seminar, National Bank of Belgium, Brussels, BELGIUM, October 21, 2004.

"Inter-industry Wage Differentials and the Gender Wage Gap. Evidence from the ESES for Seven EU Countries", 5th Day for Belgian Labour Economists, Université de Liège, BELGIUM, May 17, 2004.

"Rent-sharing and the Gender Wage Gap in Belgium", 5th Day for Belgian Labour Economists, Université de Liège, BELGIUM, May 17, 2004.

"Rent-sharing and the Gender Wage Gap. Evidence from Belgian Matched Employer-Employee Data", Pay Inequality and Economic Performance Meeting, Université Libre de Bruxelles, BELGIUM, January 15-16, 2004.

"Intra-firm Wage Dispersion and Firm Performance: Evidence from Linked Employer-employee Data", Pay Inequality and Economic Performance Meeting, Université Libre de Bruxelles, BELGIUM, January 15-16, 2004.

"Intra-firm wage dispersion and firm performance in the Belgian private sector: Evidence from LEE data", Pay Inequality and Economic Performance Meeting, Centre for Economic Performance, London School of Economics, London, UNITED KINGDOM, July 2-3, 2003.

"Rent-sharing and the Gender Wage Gap. Evidence from Belgian Matched Employer-Employee Data", Pay Inequality and Economic Performance Meeting, Centre for Economic Performance, London School of Economics, London, UNITED KINGDOM, June 3, 2002.

"Enjeux socio-economiques des relations collectives de travail", presentation (1/2 day) at the Université de Picardie Jules Verne, as part of Prof. S. Bouquin course on Relations Professionnelles et Gestion des Ressources Humaines, DESS – Conseil en Organisation et Conduite des Innovations Technologiques et Sociales, Amiens, FRANCE, October 25, 2001.

"Inter-Industry Wage Differentials and the Bargaining Regime in a Corporatist Country: Belgium", Day for Belgian Labour Economists, PAI/UIAP Workshop, ECARES, Université Libre de Bruxelles, BELGIUM, June 13, 2001.

"Inter-Industry Wage Differentials and the Bargaining Regime in a Corporatist Country: Belgium", Pay Inequality and Economic Performance Meeting, Centre for Economic Performance, London School of Economics, London, UNITED KINGDOM, May 10-11, 2001.

"Inter-Industry Wage Differentials and the Bargaining Regime in a Corporatist Country: Belgium", Workshop of the European Political-economy Infrastructure Consortium (EPIC), Corfu, GREECE, February 23, 2001.

"Inégalité salariale entre hommes et femmes: quelques aspects techniques", Workshop *The Gender Wage Gap in a European Perspective*, Belgian Federal Ministry of Labour and Employment, Brussels, BELGIUM, February 16, 2001.

"Coordonner ou décentraliser les négociations salariales pour réduire le chômage", Workshop *Le syndicalisme européen*, MBA programme – Solvay Business School, Université Libre de Bruxelles, BELGIUM, February 6, 2001.

"Négociations collectives, performances macro-économiques et pauvreté dans les pays de l'OCDE", Séminaire international sur le syndicalisme et les relations professionnelles, IRES, Paris, FRANCE, December 15, 1999.

"Collectief overleg en socio-economishe performantie in de OESO landen", presentation at the Katholieke Universiteit Leuven, BELGIUM, as part of Prof. A. Martens course on Industrial Relations, November 30, 1999.

"Négociations collectives et performances socio-économiques", presentation at the Section d'Entreprise du PS-ULB, Brussels, BELGIUM, November 23, 1999.

"Collective bargaining and socio-economic performance in the OECD countries", Workshop d'économétrie et de statistique, ECARES and ISRO, Université Libre de Bruxelles, BELGIUM, November 17, 1999.

"Négociations collectives, syndicalisme et performances économiques", Seminar on Employment Policies, Service d'Économie et de Statistique, Région wallonne, BELGIUM, May 7, 1999.

"La concertation collective en Belgique", Seminar *Les politiques du marché du travail*, Accord de coopération Chili-Wallonie, Ministère de la Région wallonne, BELGIUM, December 4, 1998.

6.2.3. Referee Activities for Scientific Journals (51)

British Journal of Industrial Relations (5),
Brussels Economic Review (6),
De Economist (1),
Education Economics (1),
Empirical Economics (1),
European Central Bank, working paper series (1),
European Economic Review (1),
European Journal of Industrial Relations (3),
Industrial and Labor Relations Review (3),
Industrial Relations: A Journal of Economy and Society (4),
Industrial Relations Journal (1),
International Journal of Manpower (5),
Journal of Economic Inequality (1),
Journal of Financial Stability (1).
Journal of Industrial Economics (1),
Journal of Population Economics (1),
Journal of the European Economic Association (1),
Labour Economics (3),
Louvain Economic Review (2),
National Bank of Belgium, working paper series (1)
Revue française d'économie (1).
Research in Labor Economics (2),
Review of Income and Wealth (1),
Scottish Journal of Political Economy (1),
Socio-Economic Review (1),
The Manchester School (1)
The World Economy (1)

6.2.4. Member of selection committees & reference requests in the context of academic recruitments and promotions

Assessment report requested by (and provided to) the Senior Academic Promotions Board as part of Dr. Cristina Tealdi's application for promotion to Full Professor at Heriot Watt University, Edinburgh, Scotland, UK. May 2024.

Member of the selection committee for the recruitment of a professor for the following courses: « Diagnostic et gestion de projets » (SOCA D544) & « Fondements et enjeux socio-économiques dans le non-marchand » (SOCA D541), Département des Sciences sociales et des Sciences du travail, Faculté de Philosophie et Sciences Sociales, ULB. September 2022.

Member of the selection committee for the recruitment of a Professor of Applied Economics at the Centre d'étude de l'emploi et du travail (CEET) of the Conservatoire national des arts et métiers (CNAM), Paris, France. April-May 2021.

6.2.4. Editorial Boards

Member of the Editorial Advisory Board of the ***International Journal of Manpower***. Since January 2008. [SBS-EM ranking: 4 points, AJG 2, CNRS 3, IF: 4.4]

Co-Editor of the ***Brussels Economic Review***, national scientific journal with referee process. January 2011 - June 2017.

Member of the Editorial Board of the ***Brussels Economic Review***. January 2003 – December 2010.

6.2.5. Supervision of PhD Students (20)

- **Ph.D. ongoing (3)**

  - **Alexandre Warocquier:** “Essays in Labour Economics", jointly supervised (co-tutelle) with M. Volral (UMONS).

  - **Thomas Senterre:** “Essays in Labour Economics and Migration”, jointly supervised (co-tutelle) with M. Volral (UMONS).

  - **Rachel Stichelbaut:** “Essays in Labour Economics and Migration”, jointly supervised with M. Delpierre (IWEPS).

- **Ph.D. successfully passed (17)**

  - **Nicola Gagliardi:** "Essays on Wages and Productivity: The Role of GVCs, Tenure and Global Warming", ULB.
    Ph.D. awarded on January 14, 2025.
    Other members of the jury: E. Grinza (University of Torino), B. Mahy (UMONS), I. Tojerow (ULB) and C. Toma (ULB).
    Placement: Economist at the European Commission (DG ECFIN), Belgium.

  - **Kevin Pineda-Hernandez:** "Wages, Over-education and Poverty: The Role of Origin and Institutions”, jointly supervised (co-tutelle) with M. Volral (UMONS).
    Ph.D. awarded on November 9, 2023.
    Other members of the jury: V. Vandenberghe (UCLouvain), V. Verardi (University of Namur), I. Tojerow (ULB) and B. Mahy (UMONS).
    Placement: Post-doc at UMONS, Belgium.

  - **Valentine Fays:** “Immigration and the Labour Market: An Empirical Investigation of Wages, Productivity and Workers’ Substituability”, jointly supervised (co-tutelle) with B. Mahy (Université de Mons).
    Ph.D. awarded on August 30, 2023.
    Other members of the jury: L. Goerke (University of Trier), I. Marx (University of Antwerp), I. Tojerow (ULB) and M. Volral (UMONS).
    Placement: Associate Professor at the University of Mons, Belgium.

- **Céline Piton:** "The Labour Market Performance of Vulnerable Groups: Towards a Better Understanding of the Main Driving Forces", ULB.
  Ph.D. awarded on December 15, 2022.
  Other members of the jury: I. Ruyssen (Ghent University), I. Tojerow (ULB), P. Verwimp (ULB) and M. Volral (UMONS).
  Placement: Economist at the Research Department of the National Bank of Belgium.

- **Valentine Jacobs:** "Essays on the Determinants and Consequences of Over-education According to Workers' Origin", jointly supervised (co-tutelle) with M. Volral (Université de Mons).
  Ph.D. awarded on February 21, 2022.
  Other members of the jury: B. Mahy (UMONS), I. Tojerow (ULB), D. Verhaest (KU Leuven) and G. Vermeylen (UMONS).
  Placement: Economist at the Research Department of the National Bank of Belgium.

- **Guillaume Perilleux:** " Essays on the Well-being, and Time Use of Households and Their Members", jointly supervised with Bram De Rock (ULB) at the ULB.
  Ph.D. awarded on January 20, 2022.
  Other members of the jury: A. Clark (Paris School of Economics), K. Decancq (University of Antwerp), I. Tojerow (ULB) and P. Verwimp (ULB).
  Placement: Associate Professor at the University of Mons, Belgium.

- **Alkistis Zavakou:** "How Institutions Affect the Effectiveness of Labour Market Policies?", jointly supervised with Hans-Peter Blossfeld at the European University Institute, Florence, Italy.
  Ph.D. awarded on February 22, 2019.
  Other members of the jury: A. Hemerijck (European University Institute) and Emmanuel Matsaganis (Università Politecnico di Milano).
  Placement: Economist at the European Commission, Directorate General for Employment, Social Affairs and Inclusion, Belgium.

- **Romina Giuliano:** "Temporary Employment, Firm Performance and Job Satisfaction", jointly supervised with B. Mahy at the University of Mons (Belgium).
  Ph.D. awarded on June 27, 2017.
  Other members of the jury: I. Terraz (Université de Strasbourg, France), M. Jepsen (ETUI and ULB), S. O'Dorchai (IWEPS and ULB), M. Labie (Université de Mons) and M. Volral (UMONS).
  Placement: Associate Professor at the University of Mons, Belgium.

- **Guillaume Vermeylen**: "The Impact of Educational Mismatch on Firm Productivity, Wages and Productivity-Wage Gaps in Different Working Environments", jointly supervised (co-tutelle ULB - Université de Mons) with B. Mahy (UMONS).
  Ph.D. awarded on September 22, 2016.
  Other members of the jury: S. McGuinness (Economic and Social Research Institute, Dublin), S. O'Dorchai (ULB and IWEPS), G. Pagano (Université de Mons), M. Volral (Université de Mons) I. Tojerow (ULB).
  Placement: Associate Professor at the University of Mons, Belgium.

- **Andrea Garnero**: "Institutions and Heterogeneity in the Labour Market", jointly supervised (co-tutelle ULB- Ecole Normale Supérieure, Paris) with Philippe Askenazy (Ecole Normale Supérieure and CNRS).
  Ph.D. awarded on January 16, 2015.
  Other members of the jury: A. Clark (CNRS, Paris School of Economics), M. Jepsen (ETUI), D. Meurs (Université Paris Ouest - Nanterre La Défense), I. Tojerow (ULB).
  Placement: Economist at the OECD, Employment Analysis and Policy Division, Paris.

- **Bernhard Michel**: "Offshoring, Productivity and Employment: A Series of Empirical Essays", ULB.
  Ph.D. awarded on June 19, 2014.
  Other members of the jury: J. Konings (KULeuven), Glenn Rayp (University of Ghent), C. Peeters (ULB), R. Plasman (ULB).
  Placement: Chargé de mission at the Bureau fédéral du Plan, Belgium.

- **Alessandra Cataldi**: "Essays on the Evolution of Productivity and Wages", jointly supervised Marcella Corsi at the University of Rome - La Sapienza (Italy).
  Ph.D. awarded on December 5, 2012.
  Other members of the jury: F. Bettio (University of Sienna), G. Vallanti (University LUISS 'Guido Carli') and S. De Stefanis (University of Milan).
  Placement: Economist at the Departimento del Tresoro, Ministero dell'Economia e dell Finanze, Italy.

- **Stephan Kampelmann**: "The Socio-economics of Pay Rules", PhD jointly supervised with Florence Jany-Catrice at the University of Lille 1 (France).
  PhD awarded on May 20, 2011.
  Other members of the jury: M. Gross (Humboldt Universität Berlin), F. Legendre (Paris-Est-Créteil Val-De-Marne, l'UPEC), D. Marsden (London School of Economics), Sile O'Dorchai (ULB).
  Placement: Chair of circular economy and urban metabolism, Faculty of Architecture La Cambre-Horta, ULB, Belgium.

- **Mélanie Volral**: “Pratiques salariales, formation et performance de productivité et d’emploi dans les enterprises belges: une approche microéconométrique”, PhD jointly supervised with Benoît Mahy at the University of Mons (Belgium).
  PhD awarded on September 17, 2010.
  Other members of the jury: S. Roux (Banque de France), E. Dhyne (National Bank of Belgium and University of Mons), J. Pagano (University of Mons).
  Placement: Full Professor at the University of Mons, Belgium.

- **Michael Rusinek**: “Wages and the Bargaining Regimes in Corporatist Countries: Three Empirical Essays”, PhD jointly supervised with R. Plasman, ULB.
  PhD awarded on June 17, 2009.
  Other members of the jury: C. Dell’Aringa (Catholic University of Milano), H. Simon (University of Alicante, Spain), M. Jepsen (ETUI and ULB), M. Verstraeten (ULB). Placement: Senior economist at the Central Economic Council, Belgium.

- **Ilan Tojerow**: “Industry Wage Differentials, Rent-Sharing and Gender: Three Empirical Essays”, PhD jointly supervised with R. Plasman.
  PhD awarded on April 21, 2008.
  Other members of the jury: S. Roux (Banque de France), B. Mahy (Université de Mons), D. Meulders (ULB) and M. Jepsen (ETUI and ULB).
  Placement: Professor at the ULB, Belgium.

- **Thierry Lallemand**: “Pay Inequality and Economic Performance: Three Empirical Essays”, jointly supervised with R. Plasman, ULB.
  PhD awarded on June 22, 2006.
  Other members of the jury: T. Eriksson (University of Aarhus, Denmark), B. Mahy (Université de Mons) and M. Jepsen (ETUI and ULB).
  Placement: Economic analyst in major private sector company (Engie).

6.2.6. Supervision of postdoctoral researchers (2)

- **Kevin Pineda-Hernandez** (FNRS and UMONS funding), from December 2023 to March 2025.

- **Stephan Kampelmann** (ETUI, EU and Belspo funding), from June 2011 to September 2015.

6.2.6. Member of Dissertation Committees (14)

a) At ULB

- Octave de Brouwer, ULB (PhD awarded in 2023)
- Elisabeth Leduc, ULB (PhD awarded in 2022).
- Sébastien Fontenay, ULB (PhD awarded in 2022).
- Dimitri Léonard, ULB (PhD awarded in 2018).
- Julien Gooris, ULB (PhD awarded in 2013).
- Leila Maron, ULB (PhD awarded in 2010).
- Gilles Mourre, ULB (PhD awarded in 2009).
- Güngör Karakaya, ULB (PhD awarded in 2008).
- Amynah Gangji, ULB (PhD awarded in 2008)
- Salimata Sissoko, ULB (PhD awarded in 2007).
- Sile O'Dorchai, ULB (PhD awarded in 2007).
- Jérôme De Henau, ULB (PhD awarded in 2006).

b) Outside ULB (external examiner)

- Kentaro Asai, Paris School of Economics, Paris, France (PhD awarded in 2024). Supervisor: Thomas Breda (CNRS, Paris School of Economics). Other members of theory (apart from me): Eric Maurin (EHESS), Ana R. Cardoso (IAE Barcelona), Claire Montialoux (CNRS, Sciences Po), Luc Baghel (INRAE)

- Dries Lens, Department of Economics and Management, University of Antwerp, Belgium (PhD awarded in 2022). Supervisor: Ive Marx (University of Antwerp).

- Elena Grinza, Collegio Carlo Alberto - University of Torino, Italy (PhD. awarded in 2016). Supervisor: Francesco Devicienti. Other members of theory (apart from me): Francesco Quatraro (University of Turin) and Vincent Vandenberghe (UCL).

6.2.7. Awards

Award of Top Downloaded Paper in *Industrial Relations* in 2022 for the following article: "Workers' tenure and firm productivity: New evidence from matched employer-employee panel data"(i.e. among top 10% downloads among work published in an issue of *Industrial Relations* between 1st January 2022 and 31st December 2022, up to twelve months after publication).

Award of Top Cited Paper in 2021-2022 from Wiley for the following article: "Upstreamness, Wages and Gender: Equal Benefits for All Workers?", *British Journal of Industrial Relations*, Vol. 59, No. 1, pp. 52-83, 2021 (with N. Gagliardi and B. Mahy).

Award of Top Cited Paper in 2020-2021 from Wiley for the following article: "The Impact of Sickness Absenteeism on Productivity: New Evidence from Belgian Matched Panel Data", *Industrial Relations*, Vol. 59, No. 1, pp. 150-194, 2020 (with E. Grinza).

The following paper (published in *Applied Economics*, Vol. 53, No. 13, pp. 1551-1571, 2021): "Wage Discrimination Based on the Country of Birth: Do Tenure and Product Market Competition Matter?", co-authored with V. Fays, B. Mahy and M. Volral, was awarded the "Journée de la Recherche 2018" prize by the Fédération Wallonie-Bruxelles.

Winner of the 2006 Emerald Literati Network Outstanding Paper Award for the following paper: "Why Do Large Firms Pay Higher Wages? Evidence from Matched Worker-Firm Data", published in *International Journal of Manpower*, Vol. 26, No. 7/8, pp. 705-723, 2005 (with T. Lallemand and R. Plasman).

VII. Other Responsibilities

7.1. Organisation of Conferences and Workshops (23)

19th Day of Scientific Collaboration between the Doctoral Schools in Management Science of Université Paris I – Panthéon Sorbonne and ULB, ULB, Brussels, November 14, 2024.

Workshop 'Migration and the Labour Market', sponsored by the Fondation Bernheim, ULB, Brussels, October 11, 2024. Half a day, 5 presentations, about 50 participants.

PhD Scientific Day: "Breaking ground: celebrating 125 and 120 years of doctoral research excellence", Doctoral School of Management Sciences ULiège, ULB, UMons, Université de Liège, November 17, 2023 (co-organised with Ittoo Ashwin (ULiège) and Mélanie Volral (UMons)).

18ème Journée de collaboration scientifique entre les Ecoles doctorales en gestion de l'Université de Paris I – Panthéon Sorbonne et de l'ULB, Sorbonne, Paris, October 10, 2023 (co-organised with R. Gillet and J.-F. Lemoine (Paris I – Panthéon Sorbonne)).

BELSPO Conference "Improving the Labour Market Position of People with a Migration Background", as part of the IMMIBEL project, Résidence Palace, Brussels, June 2, 2022 (co-organised with I. Marx (University of Antwerp), K. Neels (University of Antwerp)).

17ème Journée de collaboration scientifique entre les Ecoles doctorales en gestion de l'Université de Paris I – Panthéon Sorbonne et de l'ULB, ULB, Belgique, May 17, 2022 (co-organised with R. Gillet and J.-F. Lemoine (Paris I – Panthéon Sorbonne)).

BELSPO – SERV Workshop *How Do Migrants Fare on the Labour Market?*, Flanders' Social and Economic Council (SERV), Brussels, October 10, 2019 (co-organised with I. Marx (University of Antwerp), K. Neels (University of Antwerp) and SERV (Diversity Committee)).

Workshop 'Migration and the Labour Market', Université libre de Bruxelles, Brussels, April 5, 2019 (co-organised with I. Tojerow (ULB)).

16ème Journée de collaboration scientifique entre les Ecoles doctorales en gestion de l'Université de Paris I – Panthéon Sorbonne et de l'ULB, Paris I – Panthéon Sorbonne, Paris, France, March 25-26, 2019 (co-organised with R. Gillet and J.-F. Lemoine (Paris I – Panthéon Sorbonne)).

18th Belgian Day for Labour Economists, Centre Zénobe Gramme, Université libre de Bruxelles, Charleroi, June 7, 2018 (co-organised with I. Tojerow (ULB)).

15th Day of Scientific Collaboration Between the Doctoral Schools in Management Science of Université Paris I-Panthéon-Sorbonne and ULB, ULB, Brussels, March 5, 2018 (co-organised with A. Szafarz (ULB)).

Workshop *La relation productivité-salaires en 5 questions*, Institut wallon de l'évaluation, de la prospective et de la statistique (IWEPS), Namur, October 18, 2016 (co-organised with B. Mahy (UMons), B. Van Haerperen (IWEPS) and S. O'Dorchai (IWEPS)).

Workshop *(Mis)Alignment of Productivity and Wages: Evidence from LEED*, Final Meeting of the EDIPO Project, Belgian Federal Scientific Policy Office (BELSPO), Brussels, June 22, 2015.

Conference *Firm-Level Analysis of Labour Market Issues*, Université Catholique de Louvain (UCL), Louvain-la-Neuve, Belgium, on May 28, 2014 (with J. Konings (KUL) and V. Vandenberghe (UCL) as part of a joint BELSPO research project).

Workshop *Employment, Wage Discrimination and Poverty: Evidence from Firm-Level Panel Data*, Belgian Science Policy Office, January 31, 2013 (co-organised with J. Konings (KUL) and V. Vandenberghe (UCL) as part of a joint BELSPO research project).

Applied Econometrics Association (AEA) Conference on the *Econometrics of Healthy Human Resources*, Università di Roma – La Sapienza, Italy, May 2010 (co-organised with G. Citoni (Univ. di Roma), R. Plasman (ULB) and B. Mahy (UMons)).

9th Belgian Day for Labour Economists, PAI-IUAP Workshop, Université Libre de Bruxelles, Belgium, June 16, 2009 (co-organised with B. Cockx (U Ghent), M. Dejemeppe (UCL) and I. Tojerow (ULB)).

Workshop on *European Labour Market Analysis using Panel and Linked Employer-Employee Data*, Université Libre de Bruxelles, Belgium, February 8, 2008 (co-organised with D. Marsden (LSE)).

88th Applied Econometrics Association (AEA) Conference on the *Econometrics of Labour Demand*, Université de Mons-Hainaut, Belgium, October 7-8, 2004 (co-organised with B. Mahy (UMons) and R. Plasman (ULB)).

Conference on *Pay Inequalities and Economic Performance*, Université Libre de Bruxelles, Brussels, January 15-16, 2004 (co-organised with R. Plasman and D. Meulders).

79th Applied Econometrics Association (AEA) Conference on the *Econometrics of Wages*, Université Libre de Bruxelles, Brussels, May 28-29, 2002 (co-organised with R. Plasman and D. Meulders).

Workshop on the *Gender Wage Gap: a European Perspective*, Belgian Federal Ministry of Labour and Employment, Brussels, Belgium, February 16, 2001 (co-organised with R. Plasman).

International Conference on the *Europeanization of Industrial Relations*, European Trade Union Institute, Brussels, Belgium, October 19, 2000 (co-organised with R. Plasman and T. Beaupain).

7.2. Member of Scientific Committees of Conferences, Research Projects and Socio-economic Institutions

Member of Scientific Committee of the Belgian Day of Labour Economist's Conference, KULeuven (Brussels' Campus), Belgium, May 19, 2025.

Member of Program Committee of the 19th Day of Scientific Collaboration between the Doctoral Schools in Management Science of Université Paris I – Panthéon Sorbonne and ULB, ULB, Brussels, November 14, 2024.

Member of Program Committee of the Workshop 'Migration and the Labour Market', sponsored by the Fondation Bernheim, Université libre de Bruxelles, Brussels, October 11, 2024. Half a day, 5 presentations, about 50 participants.

Member of Program Committee of the 'Colloque International Migrations et Marché du travail', Soci&ter, FWEG, Université de Mons, Belgium, January 24-26, 2024.

Member of Program Committee of the Belgian Day of Labour Economist's Conference, National Bank of Belgium (Bruxelles), Belgium, October 27, 2023.

Guest Reviewer, Colloquium on Personnel Economics (COPE), co-organized by Tor Eriksson and Anders Frederiksen, Aarhus University, Denmark, March 16-18, 2022.

Co-opted member (Membre coopté), Central Economic Council - Conseil central de l'économie (CCE, Bruxelles). Since October 2020.

Member of Program Committee of the Belgian Day of Labour Economist's Conference, Bureau du Plan (Bruxelles), Belgium, 2022.

Member of Program Committee of the Belgian Day of Labour Economist's Conference, KU Leuven, Belgium, 2021.

Member of the Advisory Board of the 2018 annual conference of the European Society of Population Economics (ESPE), University of Antwerp, Belgium, 27-30 June 2018.
Member of Program Committee of the Belgian Day of Labour Economist's Conference, ULB, Belgium, June 7, 2018.

Member of the Advisory Board and Program Committee of the 28th European Association of Labour Economists Conference, Ghent University, Belgium, 15-17 September 2016.

Member of Program Committee of the Belgian Day of Labour Economist's Conference, University of Antwerp, Belgium, 27 May 2016.

Member of the Scientific Committee of the Applied Econometrics Association (AEA) Conference on the *Econometrics of Healthy Human Resources*, Università di Roma – La Sapienza, Italy, May 2010 (co-organised with G. Citoni and R. Plasman).

Member of the Scientific Committee of the *Belgian Day for Labour Economists*, Université Libre de Bruxelles, Belgium, June 16, 2009.

Member of the Scientific Committee (Comité d'accompagnement) of the research project "La formation des salaries en Belgique depuis l'introduction de la norme salariale / De Belgische loonvorming sinds de invoering van de loonnorm" undertaken by HIVA (KU Leuven) for (and funded by) the Federal Public Service Employment, Labour and Social Dialogue and the Conseil Central de l'Economie. January 2009 - December 2009.

Member of the Scientific Committee of the Applied Econometrics Association (AEA) Conference on *Labour Market Policies and Unemployment*, University of Naples, Italy, June 1-2, 2006.

Member of the Scientific Committee of the Applied Econometrics Association (AEA) Conference on the *Econometrics of Labour Demand*, Université de Mons-Hainaut, Belgium, October 7-8, 2004.

Member of the Scientific Committee of the Applied Econometrics Association (AEA) Conference on the *Econometrics of Wages*, Université Libre de Bruxelles, Brussels, May 28-29, 2002.

7.3. Administrative Responsibilities at the ULB

Director of the Centre Emile Bernheim de Recherche Interdisciplinaire en Gestion (CEBRIG), ULB. Since November 2024.

Member of the Board of the Marie-Christine Fund, ULB. Since November 2024.

Member of the Bureau facultaire of the SBS- EM, ULB. Since November 2024. Also from September 2011 to January 2018.

Personne de contact à la SBS-EM pour la Politique de gendre et de diversité de l'ULB. Since January 2023.

Membre (suppléant) du Conseil du Pôle Charleroi, ULB. Since September 2022.

Director of the Doctoral School in Management Sciences, SBS-EM, Université libre de Bruxelles. Since September 2017.

Président de la Commission facultaire des doctorats. Since March 2018.

Membre, Commission de sélection pour le recrutement d'un professeur pour les cours « Diagnostic et gestion de projets » (SOCA D544) & « Fondements et enjeux socio-économiques dans le non-marchand » (SOCA D541), Département des Sciences sociales et des Sciences du travail, Faculté de Philosophie et Sciences Sociales, ULB. September 2022.

Secrétaire académique de la SBS-EM (Solvay Brussels School of Economics and Management), Université Libre de Bruxelles. September 2011 – January 2018.

Président de jurys de mémoires, Section des Sciences Economiques, SBS-EM, Université Libre de Bruxelles. September 2005 – September 2017.

Co-director, Department of Human Resources, Organization and Labor Economics, Centre Emile Bernheim de Recherche Interdisciplinaire en Gestion (CEBRIG), ULB. Since September 2014.

Co-director, ETE team (Economie du Travail et de l'Emploi), Department of Applied Economics (DULBEA), ULB. September 2001 – December 2016.
Représentant du corps académique à la Commission d'évaluation scientifique facultaire, SBS-EM, ULB. December 2011.

Vice-Président de l'Institut des Sciences du Travail, SOCO, Université Libre de Bruxelles. September 2009 – September 2010.

Responsible for the internal research seminar of the DULBEA. April 2005 – September 2012.

Responsible for the DULBEA Working Papers Series. April 2005 – September 2014.

Secrétaire du jury du Département de la SHUM (BA en Sciences Humaines et Sociales), SOCO, Université Libre de Bruxelles. May 2007 – September 2010.

Membre du groupe de travail pour la réforme du Master « approfondi » à la SBS-EM (présidé par Micael Castanheira), Université Libre de Bruxelles. February 2009 – July 2009.

Représentant du corps académique au Bureau de l'Institut des Sciences du Travail, SOCO, Université Libre de Bruxelles. January 2008 – August 2009.
Représentant du corps académique (suppléant de G. Lebeer) au Bureau de l'Institut des Sciences du Travail, SOCO, Université Libre de Bruxelles. January 2006 - December 2007.

Représentant du corps scientifique au Conseil de Section des Sciences Economiques, SOCO, Université Libre de Bruxelles. September 2002 - January 2003.

7.4. Press / Interviews / blogpost

- November 11, 2024: Article published in the *IZA Newsroom* (Website of the IZA, Bonn, Germany) entitled "Rising temperatures hurt Europe's economy: New study highlights the productivity impact of global warming", which summarizes the main findings of a joint IZA Discussion Paper No. 17241 (with N. Gagliardi and E. Grinza).

- March 18, 2024 : Press releases and interviews, in *Het Nieuwsblad*, *Le Soir*, *RTBF (La première),* based on joint IZA Discussion Paper No. 16849 (with L. Devos, L. Lippens, S. Baert, D. Lens and M. Volral) titled "Labour Market Disadvantages of Citizens with a Migration Background in Belgium: A Systematic Review". Also Blog post on UGent@Work.

- February 2023 : Article published in FNRS.news (Le magazine du Fonds de la Recherche Scientifique – FNRS – Quadrimestriel). Article titled : « Les enfants d'immigrés sont-ils mieux rémunérés que leurs parents ? », No 127, p.3.

- March 4, 2023 : Article titled « Les enfants d'immigrés sont-ils mieux payés que leurs parents ? » in *Sudinfo - La Province* about my research findings on immigrants' earnings over two generations in Belgium.

- September 8, 2021 : Article published in *The Conversation* (theconversation.com) intitulé « L'ancienneté professionnelle favorise-t-elle la productivité des entreprises ? ».

- January 2020: National Bank of Belgium Working Paper, titled "A Broken Social Elevator? Employment Outcomes of First- and Second-generation Immigrants in Belgium", the main results of which have been reported and commented in *Le Soir*, *La Libre Belgique*, *L'Echo*, *De Standaard*, *Bel-RTL*, *Radio Campus*.

- December, 2018 : Carte blanche in *De Standaard* titled 'Moet een verpleegster perfect Nederlands spreken' (joint with among others P. Verwimp (ULB)).

- February 2017: Interview/article about my research findings for *From Solvay* (Magazine of the SBS-EM, ULB). Article titled « Educational mismatch and productivity », No. 64, 1er semester, p. 6-8.

- August 2015 : Radio interview on *La Première* (RTBF) about labour market supply policies.
- March 2014 : Article in *Le Monde* about the results of my research on the link between workforce diversity and company performance.

- March 2014 : Article in *La Tribune* (French economic and financial weekly) entitled « Quel est l'impact économique de la diversité dans le firmes? ».

- December 2011 : Interview/article about my research results for the magazine *From Solvay Brussels School of Economics and Management* (ULB). Article titled « L'économie du travail : un domaine en perpétuelle (r)évolution », N°48, 4ème trimestre, p.16-17.

- July 2011 : Radio interview on *La Première* (RTBF) about "The employment chapter of the note of the 'formateur' Elio Di Rupo".

- October 2009 : *RH Tribune* (Belgian-Luxembourg magazine specialised in human resources, www.rhtribune.be). Interview/article on the results of my research on the determinants of company productivity and wages. Article titled « Un salaire variable est-il « efficace » ? », N°134, Octobre 2009, p.48-51.

- July 2009, *Esprit Libre* (Magazine of the ULB), No. 7, p.13 : Interview/article on the occasion of the "Belgian Day for Labour Economists" (which I organised at the ULB on 16 June 2009) on my research work. Article titled « Salaires à l'étude ».

- November 2008 : Radio interview on *Matin Première* (RTBF) on "The impact of the financial crisis on employment in Belgium".

– October 2007 : Radio interview on *Matin Première* (RTBF) on "Inter-industry wage differentials in Belgium".