



I Z A Institute
of Labor Economics

Initiated by Deutsche Post Foundation



International Conference
The Role of the Firm in the Labor Market
March 31 to April 1, 2017

Conference venue: Humboldt University of Berlin, Spandauer Straße 1, 10178 Berlin

Each presentation in the contributed sessions has a time slot of 30 minutes.
The presenter should leave about 5-10 minutes at the end to provide time for discussion.
The contributed sessions are chaired by the last speaker.

FRIDAY (March 31, 2017)									
12:15h	Lunch								
13:15h	Welcome (<i>Room 202</i>), <i>Bernd Fitzenberger, Holger Bonin, Peter Haan</i>								
13:25-14:25h	Sandra Black , Keynote "The U.S. Labor Market: Successes and Challenges Ahead" (Chair: Alexandra Spitz-Oener, <i>Room 202</i>)								
14:25-14:30h	Short Break								
14:30-16:00h	Contributed Session 1								
	<table border="1"> <thead> <tr> <th><i>Room 202</i></th> <th><i>Room 220</i></th> </tr> </thead> <tbody> <tr> <td><i>Which Ladder to Climb? Evidence on wages of workers, jobs, and plants (Moritz Kuhn)</i></td> <td><i>Working from Home and the Quality of Work and Private Life (Susanne Steffes)</i></td> </tr> <tr> <td><i>Compensation inequality within the firm: A field study of a multinational (Chris Riddell)</i></td> <td><i>Globalization, Gender, and the Family (Hale Utar)</i></td> </tr> <tr> <td><i>Big Bosses, Big Promotions and Big Data (Tatu Westling)</i></td> <td><i>Gender Differences in Wages and Training (Arne Warnke)</i></td> </tr> </tbody> </table>	<i>Room 202</i>	<i>Room 220</i>	<i>Which Ladder to Climb? Evidence on wages of workers, jobs, and plants (Moritz Kuhn)</i>	<i>Working from Home and the Quality of Work and Private Life (Susanne Steffes)</i>	<i>Compensation inequality within the firm: A field study of a multinational (Chris Riddell)</i>	<i>Globalization, Gender, and the Family (Hale Utar)</i>	<i>Big Bosses, Big Promotions and Big Data (Tatu Westling)</i>	<i>Gender Differences in Wages and Training (Arne Warnke)</i>
<i>Room 202</i>	<i>Room 220</i>								
<i>Which Ladder to Climb? Evidence on wages of workers, jobs, and plants (Moritz Kuhn)</i>	<i>Working from Home and the Quality of Work and Private Life (Susanne Steffes)</i>								
<i>Compensation inequality within the firm: A field study of a multinational (Chris Riddell)</i>	<i>Globalization, Gender, and the Family (Hale Utar)</i>								
<i>Big Bosses, Big Promotions and Big Data (Tatu Westling)</i>	<i>Gender Differences in Wages and Training (Arne Warnke)</i>								
16:00-16:30h	Coffee Break and Cake								
16:30-18:00h	Contributed Session 2								
	<table border="1"> <thead> <tr> <th><i>Room 202</i></th> <th><i>Room 220</i></th> </tr> </thead> <tbody> <tr> <td><i>The Employment and Productivity Effects of Short-Time Work in Germany (Immo Schott)</i></td> <td><i>Adjust Me if I Can't: The Effect of Firm Incentives on Labor Supply Responses to Taxes (Alisa Tazhitdinova)</i></td> </tr> <tr> <td><i>Apprentice Poaching in Regional Labor Markets (Bastian Stockinger)</i></td> <td><i>Employer Screening, Unemployment Stigma and Optimal Unemployment Insurance (Mario Meier)</i></td> </tr> <tr> <td><i>The Duration and Wage Effects of Long-Term Unemployment Benefits: Evidence from Germany's Hartz IV Reform (Brendan Price)</i></td> <td><i>Sources of Displaced Workers' Long-Term Earnings Losses (Marta Lachowska)</i></td> </tr> </tbody> </table>	<i>Room 202</i>	<i>Room 220</i>	<i>The Employment and Productivity Effects of Short-Time Work in Germany (Immo Schott)</i>	<i>Adjust Me if I Can't: The Effect of Firm Incentives on Labor Supply Responses to Taxes (Alisa Tazhitdinova)</i>	<i>Apprentice Poaching in Regional Labor Markets (Bastian Stockinger)</i>	<i>Employer Screening, Unemployment Stigma and Optimal Unemployment Insurance (Mario Meier)</i>	<i>The Duration and Wage Effects of Long-Term Unemployment Benefits: Evidence from Germany's Hartz IV Reform (Brendan Price)</i>	<i>Sources of Displaced Workers' Long-Term Earnings Losses (Marta Lachowska)</i>
<i>Room 202</i>	<i>Room 220</i>								
<i>The Employment and Productivity Effects of Short-Time Work in Germany (Immo Schott)</i>	<i>Adjust Me if I Can't: The Effect of Firm Incentives on Labor Supply Responses to Taxes (Alisa Tazhitdinova)</i>								
<i>Apprentice Poaching in Regional Labor Markets (Bastian Stockinger)</i>	<i>Employer Screening, Unemployment Stigma and Optimal Unemployment Insurance (Mario Meier)</i>								
<i>The Duration and Wage Effects of Long-Term Unemployment Benefits: Evidence from Germany's Hartz IV Reform (Brendan Price)</i>	<i>Sources of Displaced Workers' Long-Term Earnings Losses (Marta Lachowska)</i>								
18:00-19:15h	Mentoring Workshop for Female Researchers (Sandra Black), <i>Room 202</i>								
19:45h	Conference Dinner (XII Apostel Mitte, Georgenstr. 2, 10117 Berlin)								

SATURDAY (April 1, 2017)									
08:30-09:30h	Keynote Roberto Fernandez , Keynote (Chair: Markus Gangl, Room 202) "Reflections on the Glass Ceiling"								
09:30-09:45h	Coffee Break								
09:45-11:15h	Contributed Session 3								
	<table border="1"> <thead> <tr> <th>Room 202</th> <th>Room 220</th> </tr> </thead> <tbody> <tr> <td><i>Job Mobility Networks and Endogenous Labor Markets (Jan Nimczik)</i></td> <td><i>Who is ahead in the labor queue? (Valentina Di Stasio)</i></td> </tr> <tr> <td><i>Labor Market Sorting in Germany (Bastian Schulz)</i></td> <td><i>Do Internal Labour Markets Protect the Unskilled From Low Payment? (Clemens Ohlert)</i></td> </tr> <tr> <td><i>Bias in Returns to Tenure When Firm Wages and Employment Comove (Andrew Snell)</i></td> <td><i>The Organizational Production of Earnings Inequalities in Germany, 1994-2010 (Donald Tomaskovic-Devey)</i></td> </tr> </tbody> </table>	Room 202	Room 220	<i>Job Mobility Networks and Endogenous Labor Markets (Jan Nimczik)</i>	<i>Who is ahead in the labor queue? (Valentina Di Stasio)</i>	<i>Labor Market Sorting in Germany (Bastian Schulz)</i>	<i>Do Internal Labour Markets Protect the Unskilled From Low Payment? (Clemens Ohlert)</i>	<i>Bias in Returns to Tenure When Firm Wages and Employment Comove (Andrew Snell)</i>	<i>The Organizational Production of Earnings Inequalities in Germany, 1994-2010 (Donald Tomaskovic-Devey)</i>
Room 202	Room 220								
<i>Job Mobility Networks and Endogenous Labor Markets (Jan Nimczik)</i>	<i>Who is ahead in the labor queue? (Valentina Di Stasio)</i>								
<i>Labor Market Sorting in Germany (Bastian Schulz)</i>	<i>Do Internal Labour Markets Protect the Unskilled From Low Payment? (Clemens Ohlert)</i>								
<i>Bias in Returns to Tenure When Firm Wages and Employment Comove (Andrew Snell)</i>	<i>The Organizational Production of Earnings Inequalities in Germany, 1994-2010 (Donald Tomaskovic-Devey)</i>								
11:15-11:30h	Coffee Break and Fruit								
11:30-12:30	Poster Session (8 posters in total, short oral Poster presentations , about 3 minutes each, start at 11:30h, Basement) <i>Papers are listed on page 3</i>								
12:00-13:15	Mentoring Lunch for Female Researchers (Sandra Black)								
12:30-13:15	General Lunch								
13:15-14:45h	Contributed Session 4								
	<table border="1"> <thead> <tr> <th>Room 202</th> <th>Room 220</th> </tr> </thead> <tbody> <tr> <td><i>Long-Term Employment Relations When Agents are Present Biased (Florian Englmaier)</i></td> <td><i>Job Creation and the Role of Dependencies (Paolo Fornaro)</i></td> </tr> <tr> <td><i>Inefficient Incentive Provision in Multitask Jobs (Schacha Kapoor)</i></td> <td><i>Worker-plant matching and ownership change (Ragnhild Balsvik)</i></td> </tr> <tr> <td><i>Incentive Schemes and Helping Behavior - Evidence from the Lab and the Field (Dirk Sliwka)</i></td> <td><i>Globalization and the Evolution of Corporate Governance (Jan Schymik)</i></td> </tr> </tbody> </table>	Room 202	Room 220	<i>Long-Term Employment Relations When Agents are Present Biased (Florian Englmaier)</i>	<i>Job Creation and the Role of Dependencies (Paolo Fornaro)</i>	<i>Inefficient Incentive Provision in Multitask Jobs (Schacha Kapoor)</i>	<i>Worker-plant matching and ownership change (Ragnhild Balsvik)</i>	<i>Incentive Schemes and Helping Behavior - Evidence from the Lab and the Field (Dirk Sliwka)</i>	<i>Globalization and the Evolution of Corporate Governance (Jan Schymik)</i>
Room 202	Room 220								
<i>Long-Term Employment Relations When Agents are Present Biased (Florian Englmaier)</i>	<i>Job Creation and the Role of Dependencies (Paolo Fornaro)</i>								
<i>Inefficient Incentive Provision in Multitask Jobs (Schacha Kapoor)</i>	<i>Worker-plant matching and ownership change (Ragnhild Balsvik)</i>								
<i>Incentive Schemes and Helping Behavior - Evidence from the Lab and the Field (Dirk Sliwka)</i>	<i>Globalization and the Evolution of Corporate Governance (Jan Schymik)</i>								
14:45-15:00h	Coffee Break								
15:00-16:00h	Michael Waldman , Keynote "The Promotion Signaling Hypothesis" (Chair: Dirk Sliwka, Room 202)								
16:00-16:10h	Closing Remarks								

Participant Presentation Schedule

SATURDAY (April 1, 2017)	
11:30-12:30h	Poster Session (<i>Basement</i>)
Presenter	Title
Hendrik Beiler	Do You Dare? The Effect of Economic Conditions on Entrepreneurship among College Graduates
Andrea Colciago	Bridging the gap: Who Creates and Destroys Jobs over the Business Cycle?
Sabine Ebensperger	The value of foreign certificates in the screening and hiring process: A vignette study among German employers
Patrick Kampkötter	Employee Identification and Wages - On the Economics of "Affective Commitment"
Anne Kronberg	Supervisory discretion and the gender pay gap among hired and promoted employees
Stefan Szymanski	Entry, Career Dynamics and Worker Ability in the Labor Market for Talent
Ulrich Zierahn	A Jobless Future? Revisiting the "Risk of Automation".
Thomas Zwick	The retention effect of training – portability, visibility, and credibility