

Special Edition 
SEEK

The Third SEEK Conference at ZEW – “Engines for More and Better Jobs in Europe”



ZEW President Clemens Fuest; Frank-Jürgen Weise, Chairman of the Executive Board of the German Federal Employment Agency; and Thomas Kohl, ZEW's Director of Business and Administration (from left).
Foto: ZEW

On 25 April 2013 ZEW President Clemens Fuest opened the third SEEK Conference at ZEW in Mannheim, titled “Engines for More and Better Jobs in Europe”. About 150 economists from all over the world attended the two-day conference, where they discussed current developments in European labour markets.

ZEW President Fuest began his opening remarks by thanking the state of Baden-Württemberg for financing the SEEK research programme. He outlined the programme's mission of illuminating options for action so that policymakers and business leaders can meet the diverse challenges currently facing Europe. In the re-

alm of labour market policies, he indicated that these challenges include counteracting the high rate of youth unemployment, improving the transition process from schools to occupational training and, notwithstanding the economic and sovereign debt crisis, getting a grip on the serious problem of long-term unemployment affecting many European nations.

A European Job Miracle?

As the keynote speakers for the first conference day, Fuest welcomed Frank-Jürgen Weise, the Chairman of the Executive Board of the German Federal Employment Agency; Stefano Scarpetta, the Deputy Director for Employment, Labour, and Social Affairs at the OECD; and Rita Asplund, Research Director at the Research Institute of the Finnish Economy (ETLA) in Helsinki. The first conference day culminated with a panel discussion on the topic of “How to Create a European Job Miracle”, with Josef Ritzen, former Dutch Minister of Education, Culture, and Sciences; Hilmar Schneider, Director of CEPTS/INSTEAD in Luxembourg; and Gerard Pfann, Professor at Maastricht University.

Strengthening Efficiency and Competitiveness in the European Knowledge Economies (SEEK)

ZEW's SEEK research programme promotes international collaboration between researchers in all the sub-disciplines of economics. Financed by the federal state of Baden-Württemberg, it helps to promote cutting-edge economics research in Europe. SEEK supports research projects on the efficiency and competitiveness of knowledge-based national economies in the EU.

It provides support to help the European Commission meet its stated goal of making the EU the most dynamic and competitive knowledge-based economic zone in the world. Since the launch of the SEEK research programme in the second half of 2010, the ZEW has initiated a large number of research projects. Overall, a total of 24 different projects have been funded during the first, second, and

third grant periods. ZEW economists are actively engaged in these projects in close cooperation with internationally renowned researchers. The fourth grant period for projects that will be funded as part of SEEK concluded in April 2013. Support was pledged for eight of the 32 project applications.

You can find additional information at: www.seek.zew.eu

3rd SEEK CONFERENCE

Frank-Jürgen Weise on the Reorganisation of the German Federal Employment Agency

For his opening lecture at the SEEK Conference 2013, Frank-Jürgen Weise, Chairman of the Executive Board of the German Federal Employment Agency, focussed on the reorganisation of the German Federal Employment Agency (BA) in the wake of the Hartz Reforms. As a result of the Hartz Reforms enacted between 2000 and 2005 the number of unemployed individuals in Germany fell from more than five million in 2005 to less than three million by 2012. However, he acknowledged that these positive changes, which foreign observers often characterise as the “German Job Miracle”, were partly achieved through “precarious” employment – chief among them limited-term work contracts and temporary work.

Internal Competition

Nevertheless, Weise suggested that compared to the situation in the year 2000, the German labour market today is in a robust state. A substantial factor responsible for this improvement, he stated, was the reorganisation of the German Federal Employment Agency. Weise explained that in order to transform processes, organisational structures, and boost the motivation of staff, the Agency had been reoriented to conform to best-practice models from companies in the private sector and from successful public-sector agencies in other European nations. Overall, he pointed out, today’s Federal Employment Agency is organised in a much more decentralised way. In addition to its central offices in Nuremberg, there are ten regional directorates and 156 job centres with around 600 branches. To assure transparency, each employee has ongoing access to the entire Agency database. Moreover, Weise explained, the Agency’s management style has undergone major changes compared to past practices. Today, management is driven by concrete goals, which are set for each individual job centre to achieve in its local labour market. This system, Weise said, serves

to induce internal competition between the job centres in order to achieve the best possible placement results. For this purpose, the job centre areas are classified into clusters, which are comparable with respect to labour market structure and economic power, among other criteria. According to Weise, this kind of internal competition helps spur less successful job centres toward improved performance. In addition, he said, the less successful job centres have the chance to learn from those job centres with excellent placement success.

BA’s financial reserves are significantly smaller today, he stated, but the Agency continues to have a firm financial foundation. Financial security has afforded the BA the opportunity to pay greater attention to measures designed to prevent unemployment. As an example, Weise noted that in conjunction with the federal states, the BA has initiated programmes to reduce the number of school dropouts and support the transition process from schools to vocational training.

Weise emphasised that laws by themselves cannot move the labour market in



Frank-Jürgen Weise, Chairman of the Executive Board of the German Federal Employment Agency, described the successful reorganisation of his agency as part of the Hartz Reforms.

Chairman Weise indicated that in recent years, improved placement services have led to a major reduction in the costs of running the German Federal Employment Agency. The BA has used these savings to build up its reserves. Just prior to the financial and economic crisis in 2008, the Agency’s reserves totalled around 18 billion euros. This financial buffer proved very useful during the financial and economic crisis, Weise explained, to help finance short-time work and other measures designed to soften the impact of the crisis on the labour market. Of course, the

a positive direction. Rather, achieving such progress requires the support of a robust organisation that can mediate between legislators, firms, industry and labour representatives, and workers. He strongly advocated that many of the services connected to the labour market should remain the responsibility of public authorities rather than being outsourced to the private sector. Support for this position, said Weise, is that 80 per cent of the costs of running the BA are personnel costs, this is an area where private firms would not have much savings potential.

Stefano Scarpetta on Labour Market Trends in OECD Member Countries

Stefano Scarpetta, Deputy Director of the Directorate for Employment, Labour, and Social Affairs at the OECD, offered conference participants an overview of labour market trends in OECD member states. He indicated that prior to the global financial and economic crisis of 2008,



Stefano Scarpetta, Deputy Director for Employment, Labour, and Social Affairs at the OECD, during his lecture at ZEW.

employment in the OECD countries had reached its highest levels since the end of the Second World War. He recalled that as of 2008, two thirds of the working-age population had jobs, and the average unemployment rate was at a relatively low level of 5.7 per cent. However, even at that time, Scarpetta said, unemployment among young people was already becoming a problem. In 2007, the youth unemployment rate in the OECD nations had already reached 12.6 per cent.

Scarpetta said that the financial and economic crisis led to a rise in unemployment in all OECD countries – however, with significant differences between nations. He also pointed out that different nations in the OECD had adopted different measures for managing increased unemployment. As short-term instruments, they relied particularly on short-time work and limited-term employment,

he said. In addition to these instruments, Scarpetta stated, many OECD nations also made larger financial investments in activation measures than they had before the crisis. This was the case, he said, for Germany, France, and Ireland.

Across the OECD as a whole, Scarpetta continued, the sometimes-weak cyclical recovery that followed the crisis created few new jobs. As a result, the current unemployment rate in the OECD continues to hover around eight per cent. In addition, he indicated that a few nations face the risk that unemployment will become a lasting structural problem. He expressed concern that the long-term unemployed might even lose their ties to the secondary labour market, and thus find themselves completely excluded from

was especially the case in Italy, Spain, and Portugal, but countries, such as the UK and the US, were likewise facing a risk of losing large segments of their younger population from the labour market.

Denmark's Flexicurity as a Role Model

In conclusion, Scarpetta suggested that the OECD nations needed to use the recent crisis as an opportunity to reform their labour market policies. The model for such reforms, he said, could be found in nations such as Denmark, whose labour market was characterised by a system of "flexicurity". The term "flexicurity", he explained, means on the one hand, making it easier for firms to lay off employees. This change, he indicated, would



About 150 guests attended the Third SEEK Conference at ZEW. On the first conference day Stefano Scarpetta offered an overview of labour market trends in OECD member states.

working life. Scarpetta recalled that the high levels of sovereign debt burdening many OECD nations made it even more difficult for them to provide better support for this particularly needy group. Moreover, he suggested that in many countries, it was particularly the younger generation that was at greater risk of being excluded from the labour market. This

give firms more freedom to add new employees knowing that during difficult periods, they could quickly lay off excess personnel at low cost. In compensation, he explained, unemployed persons would obtain greater short-term material support from the government, combined with intensive measures to help them quickly find a new job.

Rita Asplund on the Difficulties of Interpreting Statistical Information Correctly

Rita Asplund, Research Director at the Research Institute of the Finnish Economy (ETLA) in Helsinki, began her lecture by exploring the discrepancies between government statistics on youth unemployment and real youth unemployment rates, citing the example of the Scandinavian nations. Especially in Sweden and Finland, official statistics suggest a low rate of unemployment among adults along with relatively high rates of youth unemployment. However, Asplund demonstrated that such statistics might not necessarily reflect the actual realities. She explained that this discrepancy might result from the fact that these unemployment figures are based on data from Eurostat. Eurostat, in turn, uses data that classifies the entire adult working-age population as being employed or unemployed, even including those adults who have had minimal contact with the labour market. Especially in countries with large numbers of secondary school and college students who have sought part-time or holiday jobs, this classification risks including these young people in one or the other of these categories, even though, in fact, they are not available to the labour market during their training phase, and thus should not be included as part of the labour force. She explained that particularly in the Scandinavian nations, with a high



Rita Asplund, Research Director at the Research Institute of the Finnish Economy (ETLA), shared insights into the difficulties of interpreting statistical data.

proportion of secondary school and college students with side jobs, this tends to result in an overestimation of youth unemployment.

Labour Market Polarisation

Asplund pointed to similar problems that arise in evaluating empirical evidence about the polarisation of the European labour markets. On the one hand, some empirical studies have found evidence of relatively strong job growth at the upper and lower ends of the income scale as compared to the medium-wage area. On the other hand, a number of other studies have suggested a more differentiated picture. According to these studies, she said, such a pattern of polarisation does exist in the UK, but does not affect other nations, such as Sweden, Germany, and France. Data for Europe as a whole taken from Eurofound would indicate that between the end of the 1990s and the pre-crisis year 2007, job growth occurred primarily in the higher wage sector, with lower rates of job growth in both the middle and lower wage sectors. During the recent financial and economic crisis, Eurofound data indicate that jobs

were lost primarily from the medium-wage sector, and this could have contributed to increased polarisation in the European labour markets. For the period since the crisis, however, the Eurofound data suggest very different patterns in different European nations with respect to the addition and loss of jobs. On the whole, Asplund concluded, it made no sense to speak about job polarisation in Europe based on these data.

Finally, Asplund identified several important areas where there is a clear need for further research. She noted that considerable research has already been devoted to the “mismatch problem”, in other words, the persistence of open job positions despite unemployment. Yet, she cautioned that in this area as well, research findings have depended greatly on which underlying data were used in the studies. She urged economists to remedy this deficiency. Asplund also pointed to a number of open questions related to the transition from schools to vocational training. Even though the young generation tends to be better educated than previous generations, the transition from schooling to professional life is becoming more problematic for many young people.



The keynote lectures were followed by lively discussions between referees and guests.

ENGINES FOR MORE AND BETTER JOBS IN EUROPE

How to Create a “European Job Miracle”?

A panel discussion moderated by Holger Bonin, head of ZEW's research department of “Labour Markets, Human Resources, and Social Policy”, debated the provocative question of what it might take to achieve a “European Job Miracle”. Participants in the panel included Josef Ritzen, former President of Maastricht University and ex-Minister for Education, Culture, and Science in the Netherlands; Gerard Pfann, Professor at Maastricht University and at the Centre for Economic Policy Research (CEPR) in London and at the Institute for the Study of Labour (IZA) in Bonn; and Hilmar Schneider, Director of the CEPS/INSTEAD Social Science Research Centre in Luxembourg.

The panel participants compared current labour market conditions in Germany, the Netherlands, and France. Hilmar Schneider emphasised that the reforms undertaken in recent years have led to a comparatively positive situation in the German labour market. Thus, for example, he pointed out that short-term work had helped shorten the recovery period for companies in Germany following the crisis. In addition, he praised the German system of vocational training. He suggested it could serve as a model for many other nations, especially because it enabled employers to count on uniform standards in vocational training programmes. Josef Ritzen pointed out that the Dutch labour



Can we create a “European Job Miracle?” This was the topic of discussion for Gerard Pfann, Hilmar Schneider, Jozef Ritzen, and Holger Bonin (ZEW) (from the left).

market, as well as the German one, was actually quite robust. He stated that the unemployment rate in the Netherlands was the lowest among all the smaller European nations. However, he acknowledged that the Dutch system of vocational training needed to be upgraded. In the area of university education, Ritzen criticised the presence of so many “exotic ‘rare orchid’ disciplines”, in other words, fields with virtually no demand on the labour market. According to Gerard Pfann, the situation in the French labour market

was fraught with more difficulties than in Germany and the Netherlands. He regarded as especially problematic the thickets of bureaucratic regulation protecting workers from dismissal, which are quite difficult to implement in practise. At the conclusion, the experts expressed agreement about the unlikelihood of a unique pathway to a “European Job Miracle”. They conceded that simple nostrums would not work, since labour markets, economic conditions, and path dependencies are so heterogeneous in the nations of Europe.

Conference Dinner at the Ladenburg Auto Museum

At the conclusion of the first day of the conference, there was a conference dinner at the Dr. Carl Benz Auto Museum in Ladenburg. In the halls of the former Benz factory, surrounded by vintage historical automobiles, the conference participants had a chance to review the events of the day in stimulating conversations. Rainer Ziegler, Mayor of the City of Ladenburg, welcomed the attendees and gave a short speech about the city of Ladenburg and the Museum. His remarks were followed by a speech by Peter Friedrich, Baden-Württemberg's Sta-

te Minister for Federal, European, and International Affairs. Minister Friedrich indicated that the labour market was currently very robust in Baden-Württemberg, but that Baden-Württemberg could not prosper without the EU. Minister Friedrich laid great emphasis on the importance of international cooperation in politics, business, and science. Finally, the founder of the Benz Auto Museum, Winfried A. Seidler, took the guests on a journey into the past, speaking about Carl Benz and the earliest days of the automobile.



During the Conference Dinner Minister Friedrich spoke to the guests.

Samuel Bentolila on the Problems with Temporary Employment

Samuel Bentolila, Professor at the Center for Monetary and Financial Studies (CEMFI) in Madrid, gave the opening lecture on the second conference day on “The Trap of Dual Labour Markets”. Bentolila began by reviewing the history of unemployment in Spain. He showed that the unemployment rate had risen to a high level even before the latest financial and economic crisis. It then rose further in the wake of the global crisis, especially because of the collapse of the Spanish real estate bubble in 2008 and 2009, to reach its present level of over 27 per cent. The segment of the population that is particularly affected, is the generation aged between 15 and 25, for whom the current unemployment rate is around 57 per cent.

Bentolila described the Spanish labour market as being unusually sensitive to the nation’s cyclical economic conditions. When there is a drop in the gross domestic product, there is an immediate and significant rise in unemployment. In other European nations, he said, this correlation is less extreme. In addition, the Spanish labour market is characterised by its high proportion of time-limited work contracts. In theory, he explained, fixed-term work contracts have often been praised as flexible labour market ins-



The conference participants listened intently to the lectures.

truments, since they represent a first step on the way to more solid employment. In Spain, however, he indicated that the actual rate of transition from fixed term to normal employment was extremely low.

As to the reason that Spain become so stuck in “the trap” of limited-term em-

ployees in Spain had limited-term work contracts, whereas in France, this figure was only around 15 per cent. While unemployment in France only rose to ten per cent over the course of the global crisis, Bentolila explained, in Spain it climbed all the way to 23 per cent during the same



Samuel Bentolila from the Madrid Center for Monetary and Financial Studies (CEMFI), elucidated the problems resulting from limited-term contract employment in Spain.

ployment, Bentolila cited the large cost differences between dismissing permanent and non-permanent employees. He explained that whereas it costs very little to dismiss a limited-term contract worker, the dismissal of a permanent employee entails major expenses for the firm – largely as a result of severance payments. The greater the spread between these costs, he pointed out, the fewer limited-term jobs are converted into permanent jobs. Thus, the increase in limited-term contractual work tends to lead to increased unemployment during difficult periods in the economic cycle.

Bentolila further supported these findings by comparing the Spanish and French labour markets. It is true that both countries eased the conditions for the use of limited-term jobs in past years. However, he indicated that Spanish firms took significantly greater advantage of this option. As a result, about a third of all em-

period. His estimates suggested that this difference in the development of unemployment rates under otherwise identical conditions was explainable by the comparatively greater gap in dismissal costs between permanent and non-permanent employees in Spain versus France.

Effects of Limited-Term Contracts

Bentolila suggested that increasing wage inequality, falling incentives for personal investment in education, and falling labour productivity are all further negative effects of limited-term contract employment. Given these problems, he urged policymakers in Spain to re-examine the use of contract employment as a policy instrument. He insisted that Spain would be well advised to implement “flexicurity”, a compromise which includes more relaxed dismissal protection plus adequate job security.

Torben M. Andersen on Active and Passive Labour Market Instruments

In his lecture, Aarhus University Professor Torben M. Andersen posed the question, “Can employment be increased only at the cost of more inequality?” Progressive technologisation and globalisation in developed economies have led to an increased demand for highly skilled

workers. On the other hand, the demand for relatively low-skilled workers is falling. As a consequence, Andersen suggested, the wage gap between highly skilled and low-skilled jobs on the labour market will continue to widen and unemployment will rise, specifically in low-qualified sectors. In order to assure social cohesion, Andersen argued that policymakers would need to make efforts to counteract these developments. Essentially, he pointed out, this leaves two options: active or passive labour market instruments. The most effective interventions for actively managing the labour market, he suggested, are in the areas of education and qualification. Passive labour market policy instruments include redistribution options, government transfers, and the social security system.



Torben M. Andersen from Aarhus University expressed his support for greater reliance on active elements in labour market policy without neglecting passive policies.

workers. On the other hand, the demand for relatively low-skilled workers is falling. As a consequence, Andersen suggested, the wage gap between highly skilled and low-skilled jobs on the labour market will continue to widen and unemployment will rise, specifically in low-qualified sectors. In order to assure social cohesion, Andersen argued that policymakers would need to make efforts to counteract these developments. Essentially, he pointed out, this leaves two options: active or passive labour market instruments. The most effective interventions for actively managing the labour market, he suggested, are in the areas of education and qualification. Passive labour market policy instruments include redistribution options, government transfers, and the social security system.

Anderson explained that passive labour market policies that focus on redistribution, transfer payments, and the so-

cial security system lead to a downward shift in the marginal utility of education in society. Passive labour market policies mean that better-trained workers benefit less from their educations, since they have to forego more of their wages in order to finance redistribution.

By contrast, Anderson said, active labour market policies would result in greater benefits for all social classes. This is the case, he explained, because more education allows all persons to achieve a higher level of value or income than before. Anderson described a balanced labour market policy stance as one that integrates active and passive elements. However, he insisted, the focus must be on active policies, since only greater qualification offers segments of society with low levels of educational attainment the chance to succeed in the labour market. By contrast, Anderson said, government hand-outs do not help one to enter the primary labour market.

Anderson argued that the policy debate about improved education should concentrate more on issues of quality. Simply investing more money in schools and universities would not be expedient. Instead, he said, policymakers need to assure that

schools and universities transmit those skills and knowledge to their students that are actually required on the labour market. This leads naturally to the question of how a society can assure the quality of education and training.

Attention to Basic Skills

Anderson warned about the risk that Europe would repeat the “Korean mistake”. According to Anderson, in recent years, Korea specifically promoted tertiary education. As a result, he explained, too many college graduates flooded the labour market. Now, there is significant unemployment among academically trained young persons in Korea, while the economy as a whole lacks well-trained non-academic skilled labour. Anderson suggested that Europe should learn from this experience and pay particular attention to educating those individuals who lack basic skills such as reading, writing, and arithmetic.

Anderson reminded the audience of Europe’s 2020 objectives in the area of education, which include reducing the school dropout rate to fewer than ten per cent and aiming for a 30 per cent rate of college graduation.



Lively discussions took place during the coffee break.

3rd SEEK CONFERENCE – SCIENTIFIC SESSIONS

PARALLEL SESSIONS I

Perspectives for the Youth

Ola Lotherington Vestad (Statistics Norway): “Early Retirement and Youth Employment in Norway”

Achim Schmillen (Institute for Employment Research IAB), **Matthias Umkehrer** (Institute for East and Southeast European Studies): “*The Scars of Youth. Effects of Early-Career Unemployment on Future Unemployment Experiences*”

Benjamin Fuchs (Albert Ludwig University of Freiburg), **Aderonke Osikominu** (University of Zurich, Albert Ludwig University of Freiburg, CESifo, IZA): “*Quality Leisure Time and Youth Development: What Are the Effects of Sports?*”

Innovation and Labour Markets

Claudio Fassinio (University of Turin, BRICK, Collegio Carlo Alberto), **Fabio Montobbio** (University of Turin, BRICK, Bocconi University), **Alessandra Venturini** (Migration Policy Centre – European University Institute, Florence, University of Turin): “*The Impact of Migration, Age and Skills on Innovation in Europe*”

Gavin Murphy (Economic and Social Research Institute, Dublin, Trinity College Dublin), **Iulia Siedschlag** (Economic and Social Research Institute, Dublin, Trinity College Dublin), **John McQuinn** (Economic and Social Research Institute, Dublin, Trinity College Dublin): “*Employment Protection and Innovation Intensity*”

Massimiliano Bratti (University of Milan, CHILD, Turin, IZA, Centro Studi Luca d'Agliano, Milan), **Chiara Conti** (University of Milan): “*Immigration, Population Diversity and Innovation of Italian Regions*”

Job Security Provisions

Mário Centeno (Banco de Portugal, ISEG/Technical University of Lisbon, IZA), **Álvaro A. Novo** (Banco de Portugal, Universidade Lusófona, IZA): “*Paying for Others' Protection: Causal Evidence on Wages in a Two-Tier System*”

Gerard Pfann (Maastricht University/SBE, CEPR, IZA), **Myrthe Frenk** (Maastricht University/SBE): “*Job Security, Severance Pay Exemption and Employer Moral Hazard in Recessions*”

Alexander Hijzen (OECD, IZA), **Leopoldo Mondauto** (Italia Lavoro, IMT Lucca), **Stefano Scarpetta** (OECD, IZA): “*The Perverse Effects of Job-Security Provisions on Job Security: Results from a Regression Discontinuity Design*”

Regional Adjustments

Mai Dao (Research Department, International Monetary Fund), **Davide Furceri** (Research Department, International Monetary Fund), **Prakash Loungani** (Research Department, International Monetary Fund): “*Regional Adjustments and Macroeconomic Implications*”

Nadine Fabritz (Ifo Institute): “*The Impact of Broadband on Economic Activity in Rural Areas: Evidence from German Municipalities*”

Udo Brixy (Institute for Employment Research IAB), **Michaela Fuchs** (Institute for Employment Research IAB): “*How Important Are Regional and Plant Characteristics for Labor Demand? Plant-Level Evidence for Germany*”

PARALLEL SESSIONS II

Fixed Term Contracts

Christian Hopp (Institute for Business Studies, University of Vienna), **Axel Minten** (School of Business and Economics, RWTH Aachen University), **Nevena Toporova** (School of Business and Economics, RWTH Aachen University): “*Temporary Work and Level of Motivation – Impact of Duration and Frequency of Temporary Work Pro-*

jects on Temporary Workers' Level of Motivation”

José I. García-Perez (Universidad Pablo de Olavide, Sevilla), **Ioana Marinescu** (Harris School of Public Policy, University of Chicago), **Judit Vall Castello** (Universitat de Girona, Centre for Research in Economics and Health/Universitat Pompeu Fabra): “*Can Fixed-Term Contracts Put Low Skilled Youth on a Better Career Path? Evidence from Spain*”

Adrian Chadi (IAAEU, University of Trier), **Clemens Hetschko** (Free University of Berlin): “*Flexibilisation Without Hesitation? Temporary Contracts and Workers' Satisfaction*”

Design of Unemployment Insurance

Peter Haan (Free University of Berlin, DIW Berlin), **Victoria Prose** (Department of Economics, Cornell University): “*The Design of Unemployment Transfers: Evidence from a Dynamic Structural Life-Cycle Model*”

Melike Wulfgramm (University of Bremen), **Lukas Fervers** (University of Bremen): “*Unemployment and Subsequent Employment Stability: Does Labour Market Policy Matter?*”

Primož Dolenc (University of Primorska), **Suzana Laporšek** (University of Primorska), **Matija Vodopivec** (International School for Social and Business Studies, Slovenia), **Milan Vodopivec** (International School for Social and Business Studies, Slovenia): “*The Effect of Unemployment Benefit Generosity on Unemployment Duration: Quasi-experimental Evidence from Slovenia*”

Skills Mismatch

Antonio Di Paolo (AQR-IREA, Universitat de Barcelona), **Ferran Mañé** (Universitat Rovira i Virgili): “*Determinants and Consequences of Qualification and Skills Mismatch Among Recent PhD Graduates*”

Ljubica Nedelkoska (Center for International Development at Harvard University), **Frank Neffke** (Center for International Development at Harvard University), **Simon Wiederhold** (Ifo Institute): “*The Impact of Skill Mismatch on Earnings Losses After Job Displacement*”

Stijn Baert (Ghent University), **Bart Cockx** (Ghent University, Université catholique de Louvain, CESifo, IZA), **Dier Verhaest** (Hogeschool-Universiteit Brussel, Ghent University): “*Overeducation at the Start of the Career: Stepping Stone or Trap?*”

Mobile Workers

Ana Fernández-Zubieta (Joint Research Centre/Institute for Prospective Technological Studies, Institute for Advanced Social Studies), **Aldo Geuna** (University of Turin, BRICK, Collegio Carlo Alberto), **Cornelia Lawson** (University of Turin, BRICK, Collegio Carlo Alberto): “*Researchers' Mobility and its Impact on Scientific Productivity*”

Thomas Rhein (Institute for Employment Research IAB), **Parvati Trübswetter** (Institute for Employment Research IAB), **Natascha Nisic** (University of Hamburg): “*Is Occupational Mobility in Germany Hampered by the Dual Vocational System? The Results of a British-German Comparison*”

Panagiotis Nanos (University of Southampton), **Christian Schluter** (Aix-Marseille School of Economics, University of Southampton): “*The Composition of Wage Differentials between Migrants and Natives*”

Social Networks

Matthieu Manant (ADIS, Université Paris-Sud), **Serge Pajak** (ADIS, Université Paris-Sud), **Nicolas Soulié** (ADIS, Université Paris-Sud): “*Do Recruiters 'Like' it? Privacy and Social Networks Site in Hiring: A Randomized Experiment*”

Michael Kummer (ZEW): “*Spillovers in Content Networks. Evidence from Natural Disasters in Wikipedia*”

Bettina Drepper (University of Mannheim, Center for Empirical Economics and Econometrics), **Georgios Efraimidis** (University of Southern Denmark): “*Social Interaction Effects in Duration Models*”

PARALLEL SESSIONS III

Dual Labour Markets

Priscilla Fialho (University College London): “*Sorting into Fixed-Term vs. Permanent Contracts: The Emergence of Dual Labour Markets*”

Cristina Tealdi (IMT Lucca): “*Do Employment Contract Reforms Affect Welfare?*”

Gerard van den Berg (University of Mannheim), **Annette Bergemann** (University of Mannheim), **Arne Uhlenndorff** (University of Mannheim): “*Job Types, Job Mobility, and Reservation Wages of Employed Individuals*”

Strategies for Investment in Human Capital

Sujata Basu (Center for International Trade and Development, School of International Studies, Jawaharlal Nehru University, New Delhi), **Meeta Keswani Mehra** (Center for International Trade and Development, School of International Studies, Jawaharlal Nehru University, New Delhi): “*Endogenous Human Capital Formation, Distance to Frontier and Growth*”

Anika Jansen (German Federal Institute for Vocational Education and Training), **Miriam Strupler Leiser** (University of Bern, Centre for Research in Economics of Education), **Felix Wenzelmann** (German Federal Institute for Vocational Education and Training), **Stefan C. Wolter** (University of Bern, CESifo, IZA): “*The Effect of Labor Market Regulations on Training Behavior and Quality: The German Labor Market Reform as a Natural Experiment*”

Friedhelm Pfeiffer (ZEW, University of Mannheim), **Karsten Reuß** (ZEW): “*Education and the Evolution of Lifetime Income During Demographic Transition*”

Melanie Arntz (ZEW), **Martha Bailey** (University of Michigan), **Christina Gathmann** (University of Heidelberg): “*Explaining the East German Fertility Crisis: Permanent Wage Changes and the Postponement of Birth*”

Labour Market Effects of ICT

Mery Patricia Tamayo (Universidad EAFIT, Universidad Complutense de Madrid/GRIPICO), **Elena Huergo** (Universidad Complutense de Madrid/GRIPICO): “*The Effect of High-Tech Services Offshoring on Skilled Employment: Intra-Firm Evidence*”

Carol Corrado (The Conference Board, New York), **Jonathan Haskel** (Imperial College, CEPR, IZA), **Cecilia Jonasino** (Italian National Institute of Statistics, LUISS University of Rome): “*Knowledge Spillovers, ICT and Productivity Growth*”

Thomas Niebel (ZEW), **Mary O'Mahony** (Birmingham Business School), **Marianne Saam** (ZEW): “*Estimating Intangible Investment Capital by Industry: Growth Accounting*”

Wage Security Provisions

Alexander Muravyev (IZA, St. Petersburg University Graduate School of Management), **Aleksey Oshchepkov** (Center for Labor Market Studies, Higher School of Economics, Moscow): “*Minimum Wages and Labor Market Outcomes: Evidence from the Emerging Economy of Russia*”

Philipp vom Berge (Institute for Employment Research IAB), **Hanna Frings** (Rheinisch-Westfälisches Institut für Wirtschaftsforschung, Ruhr University Bochum), **Alfredo R. Paloyo** (Rheinisch-Westfälisches Institut für Wirtschaftsforschung): “*High-Impact Minimum Wages and Heterogeneous Regions*”

Helge Braun (University of Cologne), **Björn Brügemann** (VU University Amsterdam, Tinbergen Institute), **Klaudia Michalek** (University of Cologne): “*Welfare Effects of Short-Time Compensation*”

Further information: www.seek.zew.de

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