

**The impact of technological and organizational changes on labor flows.
Evidence on French establishments.**

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This paper investigates the effect of organizational and technological changes on job stability of different occupations. We first develop a basic matching model with endogenous job destruction. It predicts that new technologies should stimulate labor flows of low-skilled workers, but innovative work organization has ambiguous consequences. Second, we extensively exploit a unique French data set on a representative sample of French establishments. Empirical results globally corroborate our theoretical predictions. The adoption of information technologies increases flows of manual workers, employees and intermediary occupations. In addition, tayloristic organization reduces flows of employees and manual workers, while most of the new work practices raise employment variation of managers.

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