PRELIMINARY PROGRAMME / PROGRAMME PRELIMINAIRE

Scientific Committee
Danièle MEULDERS (DULBEA – ETE) & Rita ASPLUNG (ETLA)
Franck BOURNOIS (Paris 2), Giorgio BRUNELLO (PADOUVA), Peter DOLTON (NEWCASTLE), Tor ERIKSSON (Aarhus),
Yves FLUCKIGER (Geneva), David MARSDEN (LSE), Robert PLASMAN (Dulbea-ETE), Henri SERBAT (Aea), Peter
SLOANE (Aberdeen), Marie Claire VILLEVAL (Lyon)

Keynote Speaker / Conférence magistrale : Bengt Holmström
Internal Labor Markets

SESSION 1 – Institutions and Regulation of Employment Relationships
Institutions et régulation des relations d’emploi

BRYSON A. (Policy Studies Institute, London); “The Impact of Union and Non-Union « Voice » on Employee Attitudes
to Management and their Working Environment”
CAPPELARI L. (U. Cattolica Milano), LUCIFORA C. (U. Cattolica Piacenza, FEEM), PICCIRILLI G. (U. Cattolica
Milano); “Union Activism, Workers’Satisfaction and Organisational Change”
PACELLI L. (U. College and U. Turin); “Are Institutional Constraints binding on Human Resources Management at the
Firm Level ? The Case of « On the Job training » in Italy”
PLASMAN R. (DULBEA), RYCKX F. (DULBEA); “Collective Bargaining, Macroeconomic Performance and Poverty in
the OECD Countries”

SESSION 2 – Determinants of Compensation, Internal Market
Déterminants des rémunérations, Marché interne

BINGLEY P. (CLS), WESTERGARD-NIELSEN N. (CLS); “The Relationships Between Plant Tenure, Pay and Worker
Flows”
ERIKSSON T. (Aarhus School of Business), WERWATZ A. (Humboldt U.); ”The Workings of Internal Labour
Markets—Panel Evidence”
ILMAKUNNAS P. (Helsinki School of Economics), MALIRANTA M. (Research Institute of the Finnish Economy
and Statistics Finland), VAINIOMÄKI J. (U. of Tampere); “The Roles of Employer and Employee Characteristics for
Plant Productivity”
TREBLE J. (U. Wales), van GAMEREN E. (U. Amsterdam), BRIDGES S. (U. Newcastle), BARMBY T. (U.
Newcastle); “The Internal Economics of the Firm : Further Evidence from Personnel Data”
SESSION 3 – Pay Differences Within and Between Firms, Education and Training

Différences entre et au sein des entreprises, Éducation et formation

BAUER T.K. (IZA), HAIKEN-DENIEU J.P. (DIW, GSOEP); “Employer Learning and the Returns to Schooling”
SLOANE P.J. (U. Aberdeen), THEODOSSIOU I (U. Aberdeen); “Which Are the Low Wage Establishments?”
BARTH E. (Institute for Social Research, Oslo); “External Effects of Education, Evidence from the Wage Structure”

SESSION 4 – Forms of Compensation; Pay, Promotions and Hierarchies

Forme des compensations; Salaires, promotions et hiérarchies

INGLEY P. (CLS Aarhus), ERIKSSON T. (Aarhus School of Business); “Tournaments in the Compensation Structure and the Performance of Danish Firms”
DUPUY K. (ERMES), LANFRANCHI J. (ERMES); “Relative or Absolute Performance? French Plants’ Choice of bonus Scheme”
SUSSMAN Z. (Academic College of Tel-Aviv-Yaffo), ZAKAI D. (Bank of Israel); “From Promoting the Worthy to Promoting All: The Public Sector in Israel 1975-1999”

SESSION 5 - Human Resources Management (HRM) Policies

Politiques de Gestion des Ressources Humaines (GRH)

ASPLUND R. (ETLA); “Do the unemployed match the human resource demands of high-tech firms?”
LIMA F. (U. Lisboa); “Internal Labor Markets: A Case Study from an Institutional Survey”
ORTIN P. (U. Autonomia Barcelona) SALAS V. (U. Saragoza); “Learning About Managers’ Abilities: Implications for Compensation Policies”
RIS C. (GATE); “Incentives and Labour Organization: An Earnings Frontier Approach of Ivorian Employees”

SESSION 6 - Worker Turnover

Mobilité de la main d’œuvre

CONTINI B. (U. Turin), VILLOSIDIO C. (R&R Ricerca e Progetti, Turin); “Wage Dynamics and Labour Mobility in Italy”
DUPRAY A. (LEST-CEREQ), HANCHANE S. 5CEREQ-IDEP); “The Impact of Employer-Provided Training on Wages and Mobility at the Beginning of Working Life”
DEBRAND T. (ERMES); “Worker Turnover and Gross Job Flows: Evidence from a Panel of French Firms”
MICRONNET N. (IREDU, LATEC), PICHERY M-C. (LATEC); “Embauche des jeunes et emplois stables, discrimination et origine familiale. Young People and stable Employment, discrimination and Family Origin”
SESSION 7 - Pay and Firm Performance

Salaires et performances des entreprises

GOMEZ R. (LSE); “The Effect of Salary compensation on Individual and Organizational Performance”
KUBO K. (LSE); “The Effect of Directors’ Pay Policy on Company Performance in Large Company in the UK and Japan”
MARS_DEN D. (LSE); “Incentives Versus Performance Measurement: How Performance Pay Motivates Some and Demotivates Others”
REYNAUD B. (CNRS-CEPREMAP); “New Evidences on the Practices of Wage Bill Evolution in France”

SESSION 8 – Working Hours and Job Amenities

Réduction et aménagement du temps de travail

BUNEL M. (GATE); “The Trade Off between Part Time and Collective Working Time Reduction”
GUSTAFSSON S. (U. Amsterdam), KENJOH E. (U. Amsterdam), WETZELS C. (U. Amsterdam); “Maternity and Non-standard Work Arrangements. Panel Study Analyses Comparing Germany, Britain, Netherlands and Sweden”
JEPSSEN M. (DULBEA), MEULDERS D. (DULBEA), PLASMAN R. (DULBEA); “Effect of Part-Time on Earned Income for Women, in France and Denmark”
KALWIJ A.S. (U. Oxford), GREGORY M. (U. Oxford); “Overtime Hours in Great Britain over the Period 1975-1999: a Panel Data Analysis”
RAMIREZ J. (U. Genève); “The Effect of Firm-specific Compensation on Wages and Hours: Evidence from the Swiss Wage Structure Survey”

POSTER SESSION

CRUDELI L. (U. Ferrara); “Targets and Tools in Flexible Wages: An Overview of Performance-related Pay Schemes”
FALTER J-M. (U. Geneva), FERRO LUZZI G. (U. Geneva); “Public-Private Sector Wage Differentials in Switzerland”
GUIDETTI G. (U. di Ferrara); “Skill Formation, Internal Labour Markets and Payment Systems. An Institutionalist Perspective”
ILMAKUNNAS P. (Helsinki School of Economics), MALIRANTA M. (Research Institute of the Finnish Economy and Statistics Finland); “Turnover of Jobs and Workers in Recession and Recovery: The Finnish Experience”
MASCLET D. (U. Lyon 2); “Incitation à l’effort et pression des pairs”
VAN OMMEREN J. (Cranfield School of Management); “Compensation Practice Variations and Culture”
WENDELL BRATHWAIT_T. (U. Coventry); “The Socio-Legal framework for Employer-employee Relations: A Comparative Perspective”