

LOWER

European Low-Wage Employment Research Network

Accomplishments of the Network 1996-1998

Final Report

April 1999

As an executive summary of the Report we suggest to read:

- **the Introduction,**
- **the concluding Evaluation and Prospects, and**
- **the overview of the activities presented in Table 4.**

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1. Introduction

This is the Final Report reviewing all activities that were undertaken by the European Low-wage Employment Research Network **LoWER** between its start in February 1996 and the expiration of the support from the TSER programme on 31 December 1998.

As the Report will show the Network can say that it has generally fulfilled the aspirations formulated at the start. Editing six books, in addition to the organisation of six conferences and seminars, the Network has been extremely productive and did much better with respect to network output in print than it promised at the start. An exception to the original aims is the hoped-for comprehensive analysis of the data becoming available from the new 1995/96 European Structure of Earnings Survey. At the start, at the Oxford Seminar in July 1996, where the Survey was extensively discussed, particularly the way the outcomes would be presented, the Network was rather optimistic on this. Unfortunately, the data itself became available too late and too incompletely to enable a proper treatment and analysis before the expiration of the TSER support to the Network. Hopefully, this can be done soon in a follow-up to the Network. An accurate and comprehensive benchmarking of the earnings distribution, with particular emphasis on the incidence and composition of low-wage employment and on the level of wage inequality, for all EU Member Countries is a pressing need to enable adequate research and policy making. By contrast, the Network has managed a successful analysis of certain aspects of the way social exclusion relates to low-wage employment. Especially the dynamic aspect, as comprised in the earnings mobility of the low-paid, received all the attention it deserves.

The layout of presenting the results of the network activities in the Report is as follows. First, in chapter 2 on Tasks & Timing, the tasks mentioned in the Work Programme, which acted as

a guideline for the network activities, will be introduced, together with the instruments devised for reaching the aims. Chapter 3 reviews the three main types of activities undertaken:

- the organisation of conferences and seminars,
- the editing of books and reports, and
- the establishment of a research database,

which were deployed to realise the aims. The chapter will also confront this performance with the contractual obligations. Chapter 4 adds to this the information on what has been done to disseminate the network results. Finally, Chapter 5 summarily reflects on the results from a scientific point of view and discusses issues for future research.

The four Annexes to the Report contain the necessary details on the network membership and on the two main types of operations, seminars/conferences and books, and add an overview of the publications in the field realised by the members of the Network during the period 1996-1998.

2. Tasks and Timing

The Network set sail in February 1996 with an overall objective which was specified by means of six tasks and should be realised, basically, by organising a series of seminars and conferences and a research database¹.

The main objective was “to generate improved socio-economic knowledge on low-wage employment as a mechanism of social exclusion with the aim of providing better insights in how to fight the problem”. This should be done in the context of actual European integration and with a focus on the joint problems of low-paid employment and unemployment among the low-skilled, which taken together make out the contribution of low-wage labour markets to social exclusion.

The objective was specified in the following tasks.

Task 1

Conceptual and methodological work to construct and integrate existing data on low-wage employment, to determine the feasibility of common indicators of low-wage employment in relation to social exclusion, and to establish the need for a special European database on low-wage employment and social exclusion.

Task 2

Contribute to innovating the analysis of low-wage employment problems as a two-sided phenomenon – a mechanism of social exclusion and a labour market process at the same time. The analysis would particularly focus on the causes and consequences of developments in low-wage employment at the European level, evidently in their significance for processes of social exclusion. The effects of further economic integration and monetary unification for the

¹ Further details in Work Programme of 9 November 1995

functioning of low-paid services markets, which are often seen as basically nationally oriented, not subject to much international competition, would explicitly be taken into account. Particular attention was to be paid to new and promising theoretical strands of research, such as monopsony-based approaches, with the aim of broadening the debate, to include the role of demand for low-wage labour - away from a fixation on supply-side aspects like the effects of unemployment benefits.

Task 3

The search for competent policy advice on low-wage employment and social exclusion, all participants realising very well that there are no easy answers here. Policy responses differ widely between countries, and increasingly so. Although there is no *a priori* need for unified action at the European level, the seriousness of the problem of social exclusion requires that the possible advantages of concerted action should not be missed.

Task 4

The establishment of a 'light' database on low-wage employment research containing information on on-going research on the subject as well as the activities of the Network, and accessible through the internet to interested third parties for the purpose of scientific research and policy preparation².

Task 5

Involvement at an early stage of organisations that do practical work in the field ('users'), e.g. the London-based Low Pay Unit, with the aim of developing a close co-operation in matters of policy analysis, seeking maximum reinforcement of the Network's contributions on policies to prevent and combat social exclusion.

Task 6

Finally, through the above, drawing in more researchers active in the field, and thereby stimulating the scientific debate on data, analysis and policy with regard to low-wage

² In the original Work Programme this was formulated as establishing a 'Contact on low-wage employment research' operating the above database. Effectively, the Contact was the Network's Website giving access to the database.

employment and social exclusion, particularly in Member countries not yet covered by the Network as such.

Method

Generally speaking, the instruments for reaching the aims were to be the exchange of experience and knowledge, and the development of co-operative research at the EU-level with respect to data, analysis and policy on low-wage employment and social exclusion. The Network intended to achieve this with the help of several instruments: the enabling of mutual visits for research co-operation, the organisation of and attendance to working seminars and conferences, the editing of a Special Report on data, of State-of-the-art reports, and of Papers and Proceedings, and the establishment and operation of a Research Database. The activities would be structured in a programming of three periods subsequently centring on data, analysis, and policy with a sequence of a seminar and a conference on each subject, but the programming by periods implied a difference in emphasis only.

The aim of the seminars was to initiate and stimulate the co-operation of the Network's participants, the goal of the conferences was to present the results of this to a wider audience and also bring in the critical expertise of other scholars. If necessary, technical experts, e.g. from Eurostat, would be invited to assist in the work. Implied in the seminars was the preparation of papers, including draft state-of-the-art reports, before the meeting and their further improvement and revision in close co-operation between the participants, during and after the seminars. The outcomes would be presented at the corresponding conferences, where also invited speakers were invited to comment upon the results and/or present their own views. Attendance to the conferences was open to observers and other interested persons from the scientific and political community. To stimulate further debate on social exclusion and low-wage employment and to keep the European authorities informed, the Network would on each occasion, after the conference publish a state-of-the-art report, while the papers and proceedings of the conferences would be produced professionally.

For the first task in particular, by way of state-of-the-art reporting, a new study of available data on low-wage employment was to be undertaken focusing on:

- its social and demographic concentration: among the low-skilled, age/sex-groups and private households, and its significance in terms of social exclusion: the income of the groups concerned, the duration of their stay on low pay or in unemployment and the turnover of their jobs respectively unemployment (employment and earnings transitions);
- the economic concentration and significance of low-wage employment, in sectors of the economy and in types of jobs (e.g. atypical employment);
- national and European developments in low-wage employment, furthering international comparability being an essential condition and due attention being paid to international linkages (e.g. the effects on low-wage sectors of consumer spending abroad during holidays).

This reporting survey would supply a much-needed update on previous research, and, meet the needs of long-term analysis and forecasts, covering as long a period as possible to provide the basis for a thorough evaluation of the spread of this mechanism of social exclusion. Recommendations should be given to the Commission on establishing a specific European database on low-wage employment in the Report.

The second and third objectives could be achieved through close co-operation between the researchers from different countries and the possible replication of research from one country in another. Work on the causes of low-paid employment would involve the use of statistical and econometric techniques as a means of quantifying the relative importance of different factors. Policy analysis would also be undertaken through the econometric analysis of past experience and using simulation methods to analyse policy change.

Finally, the Network would stimulate making detailed comparisons of relevant national experiences to see what can be concluded about problems and policies of low-wage employment at the European level and also to find schemes for fighting social exclusion that may benefit all Member States.

3. Meeting the tasks

3.1 Network Membership

Annex A.1 presents in detail the evolution of the membership of the Network. LoWER started with nine contractual participants and four so-called ‘observers’ who were personally named as such in the Work Programme. Participants and observers together are treated as ‘members’ of the Network in practice and also in this Report. Observers are persons belonging to institutions who could not participate in the contract for formal reasons. They would be treated as experts to be invited to the seminars and conferences. The presence of observers enabled the Network to cover two additional countries, Germany and Ireland, and also maintain a connection to the original organisers of the Expert Working Party on Low Wages, which in 1991 assisted in preparing the Commission's Opinion on an Equitable Wage. The activities of this Working Party were important steps towards the formation of the LoWER Network, together with the International Conference on the Economic Analysis of Low Pay and the Effects of Minimum Wages held in Arles in Autumn 1993.

Almost at the start, one of the participants had to withdraw for personal reasons. The opportunity was used to extend the coverage of the Network over the EU and invite participants from two more countries, Finland and Spain, without losing the involvement of France. The replacement was easily realised, although it took a full year to get the paper work done between the contractors and the Commission. Soon the number of observers could also be expanded taking in two more countries, Belgium and Portugal. In addition, the Network succeeded in finding one important ‘user’, the well-known Low Pay Unit in the United Kingdom, who agreed to become an observer and thus a full member of the Network. In spite of further action, it has not been possible to find other users although links were established

to various local Low Pay Units in Britain. Finally, an interesting *trait d'union* was established with one of the other networks operating under the TSER programme, on Schooling, Training and Transitions. Youth are a significant target group of both this network and LoWER.

As a consequence of the changes, the Network now counts 23 members representing 19 institutions in 10 EU Member States: Belgium, Finland, France, Germany, Ireland, Italy, Netherlands, Portugal, Spain, United Kingdom. Because of her close links with and frequent visits to researchers in Sweden and Denmark, the Finnish partner effectively represents these two countries too. One of the UK partners is of Greek origin and has sufficiently strong ties to the country – he spent part of the network period on a sabbatical in Athens - to provide a useful link to the Greek data and the relevant research going on in Greece. Consequently, all EU Member Countries are represented on the Network with the exception of Austria (and Luxembourg).

Seven of the 23 persons involved in the Network are female, slightly less than one third of the total number. This is not a particularly bright ratio but it seems quite reasonable given the position of women in economic research generally.

Several member institutions are research institutes which are either independent (ESRI in Ireland, ETLA in Finland) or closely linked to a university (ROA to the University of Maastricht, CEP to the London School of Economics, Centre for Social Policy to the University of Antwerp/UFSIA, and Institute for Employment Research to the University of Warwick). The remainder are universities, usually represented by their Faculty of Economics.

3.2 Seminars and Conferences

Tables 1 and 2 give a quantitative overview of the contributions made to the Network's six events and of the participation respectively. Full details can be found below (Annex A.2).

Some 150 paper presentations, keynote lectures, and plenary presentations were made. Over the years, about one third of all contributions were made by the members of LoWER. With an involvement in 37 of these contributions, there was a considerable presence of female authors

although it is hard to tell whether they were better represented than in comparable activities. These figures comprise 33 oral and 112 written contributions. The offer of papers for presentation in reply to the three calls for papers, was considerably larger and can be estimated at 150. More than half of the papers presented were published in the six books edited by the Network, disregarding the Special Report (see next section).

Table 1 Overview of the Seminars and Conference Production

<i>Occasion</i>	<i>Contributions</i>			<i>Papers</i>	
	<i>Total</i>	<i>Network Members</i>	<i>Female authors</i>	<i>Total</i>	<i>Published</i>
Oxford*	6	1	2	3	1
Bordeaux	29	11	9	26	19
Maastricht	3	1	-	-	-
London	45	12	14	42	10
Milan	25	11	3	13	**13
Groningen	37	14	9	28	20
Total	145	50	37	112	63

* Excluding Special Report

** Summaries only

Table 2 Overview of the Seminars and Conference Attendance

<i>Occasion</i>		<i>Total</i>	<i>Network Members</i>	<i>Female Participants</i>	<i>Countries of Origin</i>	<i>International Organisations</i>	<i>Invited Experts</i>
		Oxford	25	13	8	8	5
Bordeaux	65	16	14	14	3	5	
Maastricht	17	13	5	7	1	3	
London	110	17	28	18	5	4	
Milan	30	17	5	8	2	13	
Groningen	73	17	18	15	3	6	
Total	gross	320		77			42
	net	207	21	44	18	7	39

A substantial number of persons attended the conferences and seminars. Gross attendance amounted to more than 300 persons. Net attendance, after subtraction of people who attended more than once, such as most Network members but also others, was more than 200. 150 attended only one conference but a steady group of more than fifty came several times – this is more than double the network membership. The three seminars were small-scale compared

to the conferences. They were open to Network members and invited experts only whilst at the conferences the far majority of participants came from outside the Network, seven out of eight, in response to a call.

About one fourth of all participants were women. All EU Member Countries were represented at least once, with the exception of Luxembourg. Seven international organisations were represented once or several times: the European Commission, Eurostat, OECD, ILO, World Bank, Luxembourg Income Study (LIS) and the International Social Survey Programme (ISSP).

3.3 Report and Books

On the basis of the information on data and data sources presented and discussed at LoWER's first Oxford seminar three members of the Network wrote the Special Report *Statistical Data available on Low-Wage Employment in the European Union and its Member States* which was offered to the European Commission in April 1997.

The Report recommends against the adoption of a single EU-wide *definition of low pay* for several reasons: (1) the existence of intra-european wage disparities, (2) the notion that social exclusion primarily is a process in national societies, and (3) the needs of research on low pay which is only just starting. However, to stimulate public knowledge about low pay and act as a point of reference, the often-used measure of low pay as being equal to or below the level of two-thirds of median earnings should be introduced in European statistics and studies.

The Special Report also sees a clear need for establishing *a European database on low pay* to allow progress with detailed comparative research into the relationship of low-wage employment with social exclusion. It should preferably, contain microdata on earnings for all Member States including the corresponding information on personal, household and job characteristics. It should also cover establishments with less than ten employees, which constitute a major part of low-wage employment, and the public sector, to improve comparisons of earnings inequality. The coverage of future European Structure of Earnings Surveys (ESES) should be adapted in the same vein.

Finally, a comparative study is advocated of ESES and the European Community Household Panel (ECHP) outcomes for all Member Countries to determine with more precision the shortcomings of the present knowledge on low-wage employment and help attaining a fuller picture.

In addition to the text of the report proper, the Special Report contains two papers, one on methodology and the other on the two most important European data sources entertained by Eurostat (ESES and ECHP), which were presented at the seminar. The first paper was later also published in the book on Earnings Mobility. Finally, an overview of relevant data sources is given for each of the EU countries, except Luxembourg, on the basis of presentations made by Network members at the seminar itself which covered all EU countries except Austria, Germany, Greece and Portugal. For these four countries, however, the editors of the Special Report managed to find other authors after the seminar, who also contributed their knowledge of the data sources to the Report.

Apart from the Special Report, the Network has succeeded in editing a total of six books:

1 *Low Pay and Earnings Mobility in Europe*, edited by Rita Asplund, Peter Sloane and Ioannis Theodossiou, Edward Elgar, published in July 1998.

2 *Low-Wage Employment in Europe*, edited by Stephen Bazen, Mary Gregory and Wiemer Salverda, Edward Elgar, published in December 1998.

3 *Policies for Low-Wage Employment and Social Exclusion in Europe*, edited by Claudio Lucifora and Wiemer Salverda, FrancoAngeli, published in October 1998.

4 *The Overeducated Worker? The Economics of Underutilization of Skills*, edited by Andries De Grip and Lex Borghans, Edward Elgar, to be published in March 2000.

5 *Labour Market Inequalities: Problems and Policies in International Perspective*, edited by Mary Gregory, Wiemer Salverda and Stephen Bazen, Oxford University Press, forthcoming 2000.

6 *Policy Measures For Low-Wage Employment In Europe*, edited by Wiemer Salverda, Brian Nolan and Claudio Lucifora, Edward Elgar, forthcoming 2000.

Three of the books were already published in 1998 and two are in the hands of the publisher at the time of writing. Work on editing the sixth book started after the conference of November 1998 and will still take some time to finish.

Table 3 offers a quantitative overview of the book production, details can be found in Annex A.3. In total, the books comprise 65 chapters, half of which were written by members of LoWER. All Network members but two contributed to at least one chapter or book.

The share of female authors faithfully reflects the female shares in both paper contributions and conference participation. Except for two chapters, all texts have been presented as papers at the conferences and seminars.

Table 3 Overview of the Books and Reports Production

<i>Book</i>	<i>Chapters</i>			<i>Presented at conference or seminar</i>
	<i>Total</i>	<i>Network Members</i>	<i>Female Authors</i>	
<i>Already published</i>				
1 Earnings Mobility	12	6	6	12
2 Low-Wage Employment	8	5	2	8
3 Policies	14	6	2	14
<i>Forthcoming</i>				
4 Overeducated worker	10	3	1	9
5 Inequalities	12	9	2	11
6 Policy Measures	9	3	4	9
Total	65	32	17	63

It was agreed with the European Commission that the books would be considered as the State-of-the-art reports mentioned in the Work Programme. This was the best way to both provide adequate state-of-the-art information and prevent long delays in publishing outcomes once publishers had been found, and the only way to realise both within the time constraints posed by the project duration. Most books are scientific publications but particularly the third book, on Policies, was meant for dissemination to a larger public and will be further discussed in the next chapter.

The first two books contain papers which were presented at the Bordeaux conference of February 1997, whilst the last two are based on the Groningen conference of November 1998. For the London conference in December 1997, by contrast, it was decided to let the authors deal with their contributions themselves, e.g. offering them to scientific journals, and not to assemble a book. The exception to the rule is the analysis of bumping down in the labour market to which special attention was paid at the conference. The papers presented on this subject have had a follow up in the fourth book. For the Groningen conference a number of contributions were invited, mainly from Network members, with the aim to present the most up-to-date overview of the analysis of the problems of low-wage employment, as quickly as possible after the conference. This fifth book is the ultimate state-of-the-art statement given by the Network on the subject of low-wage employment in Europe. The invitations for a consistent set of contributions clearly work. The Groningen conference is also at the base of the sixth book.

3.4 Research Database

After a pilot project in Spring, the Research Database was launched in the summer of 1997 as part of the contractual commitment to the European Commission to give researchers in the field access to information published and/or used by the Network. It provides information not on the data itself but on the results of research into the incidence and evolution of low-wage employment and social exclusion in both Europe and the United States. It differs from the proposed Special Database mentioned in the previous section on which the Network advised, in that the latter would contain the relevant microdata itself and cover the European Union countries only. The database can be accessed through the Website of LoWER at <http://www.eco.rug.nl/lower/html>.

The LoWER Research Database was established to help researchers, but also policy-makers, in the field of low-wage employment find a way through the maze of information targeted on labour-related issues. The amount of information offered is enormous, but finding

publications that specifically address low-wage employment-related issues is rather a complicated matter as most of the existing literature is of a fairly broad nature. Besides, much of the available information is not always up-to-date. Another problem stems from the fact that most information comes from the United States of America while only few relevant European publications seem to be available. It cannot be disputed that quite a few US research institutes come up with interesting publications, hence some of these are represented in this database. But given the ongoing research activities in Europe with regard to low-wage employment, a thorough, up-to-date and accurate overview of European publications is called for. This database aims to meet said needs.

The core of the collection consists of so called “grey” literature i.e. research findings that have not (yet) been published officially in books or journals and which are therefore hard to retrieve. A large proportion of the literature is collected with the help of LoWER’s members and participants who provide us with information on their own research activities. Apart from that, we also receive publications from other relevant research institutes that are subsequently indexed in and made accessible through our database. Online information services prove to be valuable sources too.

So far, the database stores over 1150 records and is still growing. The records are all bibliographical by nature and often contain abstracts. Various types of publications are stored, such as research reports, memorandums, conference papers, conference proceedings, Ph.D. theses, journal articles, chapters in books, expert reports et cetera. About 65 per cent of all publications indexed are considered “grey literature” but we hope to lift that percentage. That should be possible if both the search for relevant literature and the information management are continued and technologically further refined. The latter should facilitate enhancement of the database, including the provision of more and larger records with full-text information, making it also more stable and easing the external access.

3.5 Comparison to Tasks

In the original submission a project duration was demanded of three years but during the contractual negotiations this was reduced to two-and-a-half year, from February 1996 to July 1998. However, it soon became obvious that it was impossible to fit the organisation of so many events in such a short period. First, in a network like LoWER the organisation of the activities depends primarily on the voluntary co-operation of the members of the network who also have many other obligations. Second, the organisation of each new conference could start only after the corresponding seminar had been held. To accommodate this the Network applied for an extension of the project period by five months, until December 1998, without additional demands for funding, and it is grateful to the European Commission for granting the extension.

Comparing network efforts task by task we can say that Task 1 was realised by the Oxford Seminar on data and the publication of the Special Report. It contains the advice to the Commission on the feasibility of common indicators and the need for a European database. Tasks 2 and 3 were honoured in the contents of the five other events and the publication of the corresponding books. A few more words about this can be found in Chapter 5. For Task 4 the Research Database was established in July 1997 and has been operated since. The difficulty to find and hire adequate expertise delayed the start of the Database compared to the original intentions. Task 5 led to the involvement of the Low Pay Unit in the activities of the Network. As a member of LoWER Catherine O'Donnell has fully participated in the discussions and decision-taking on the events and their organisation since. Many active researchers on low pay were attracted to the network activities on low pay (Task 6), mainly through the three conferences. They contributed to their success and often also to the publications.

Table 4 enables a check in more detail of the accomplishments against the Work Programme.

Table 4**Schedule of Network Accomplishments 1996-1998****A Original Work Programme**

<i>Time</i>	<i>Activities</i>
February-April 1996	<ul style="list-style-type: none"> · constituent business meeting · preparation of seminar on Data · production of information on establishment and aims of the Network · start of Research Database
May-June 1996	<ul style="list-style-type: none"> · Seminar on Data · Special Report on Data
July-September 1996	<ul style="list-style-type: none"> · expansion of Research Database · preparation of conference on Data · preparation of seminar on Analysis
October 1996	<ul style="list-style-type: none"> · Conference on Developments in Low-Wage Employment · State-of-the-art Report on Developments in Low-Wage Employment · Editing Papers & Proceedings
December 1996	<ul style="list-style-type: none"> · Seminar on Analysis · preparation of involvement of 'users'
Jan-April 1997	<ul style="list-style-type: none"> · maintenance of Research Database · 1st Progress Report
April 1997	<ul style="list-style-type: none"> · Conference on Analysis of Low-Wage Employment · State-of-the-art Report on Analysis · Editing Papers & Proceedings
August-November 1997	<ul style="list-style-type: none"> · maintenance of research database · preparation of seminar on Policies
December 1997	<ul style="list-style-type: none"> · Seminar on Policies · 2nd Progress Report
January-April 1998	<ul style="list-style-type: none"> · preparation of conference on Policies
April 1998	<ul style="list-style-type: none"> · Conference on Policies for Low-Wage Employment · State-of-the-art Report on Policies · Editing Papers & Proceedings
May-June 1998	<ul style="list-style-type: none"> · maintenance and transference of Research Database · Final Report

B Effective Realisation

<i>Time</i>	<i>Activities</i>
February-June 1996	<ul style="list-style-type: none"> √ constituent business meeting (Paris) √ preparation of Seminar on Data √ production of information on establishment and aims of the Network
July 1996	√ Seminar on Data (Oxford)
August-December 1996	<ul style="list-style-type: none"> √ preparation of Conference on Data √ preparation of Special Report on Data √ first of involvement of 'users' √ 1st LoWER Newsletter
January-February 1997	√ Conference on Developments in Low-Wage Employment (Bordeaux)
February/August 1997	<ul style="list-style-type: none"> √ pilot project Research Database √ preparation of Seminar on Analysis
April 1997	<ul style="list-style-type: none"> √ publication of Special Report on <i>Statistical Data Available on Low-wage Employment in the European Union and its Member States</i> √ 1st Progress Report (1996)
May 1997	<ul style="list-style-type: none"> √ Analysis Seminar (Maastricht) √ preparation of Analysis Conference
September 1997	<ul style="list-style-type: none"> √ internet start of Research Database √ 2nd Progress Report (1997/I) √ 2nd LoWER Newsletter
	<ul style="list-style-type: none"> √ preparation of books 1 and 2, on basis of Bordeaux Conference √ preparation of Policies Seminar
December 1997	√ Conference on Analysis of Low-Wage Employment (London)
February 1998	<ul style="list-style-type: none"> √ 3rd Progress Report (1997/II) √ 3rd LoWER Newsletter
March 1998	√ Seminar on Policies (Milan)
May 1998	√ 4th Newsletter
	<ul style="list-style-type: none"> √ preparation of book 3, on basis of Milan Seminar √ publication of book 1 Earnings Mobility √ preparation Conference on Policies √ 4th Progress Report (1998/I) √ 5th LoWER Newsletter √ maintenance Research Database √ publication of book 2 Policies √ preparation of books 4 Bumping Down
November 1998	√ Conference on Policies for Low-Wage Employment (Groningen)
December 1998	<ul style="list-style-type: none"> √ publication of book 3 Low-Wage Employment √ preparation of books 5 and 6, on basis of Groningen Conference
March 1999	<ul style="list-style-type: none"> √ 6th LoWER Newsletter √ Final Report
Later in 1999	<ul style="list-style-type: none"> • publication of books 4, 5 and 6: Overeducated Worker, Inequalities, and Policy Measures

4. Dissemination

The Network has steadily paid special attention to the dissemination of its results. Four means have been used for this:

- the LoWER Website on the internet,
- the LoWER Newsletter,
- the Research Database,
- the books.

We briefly discuss them one by one.

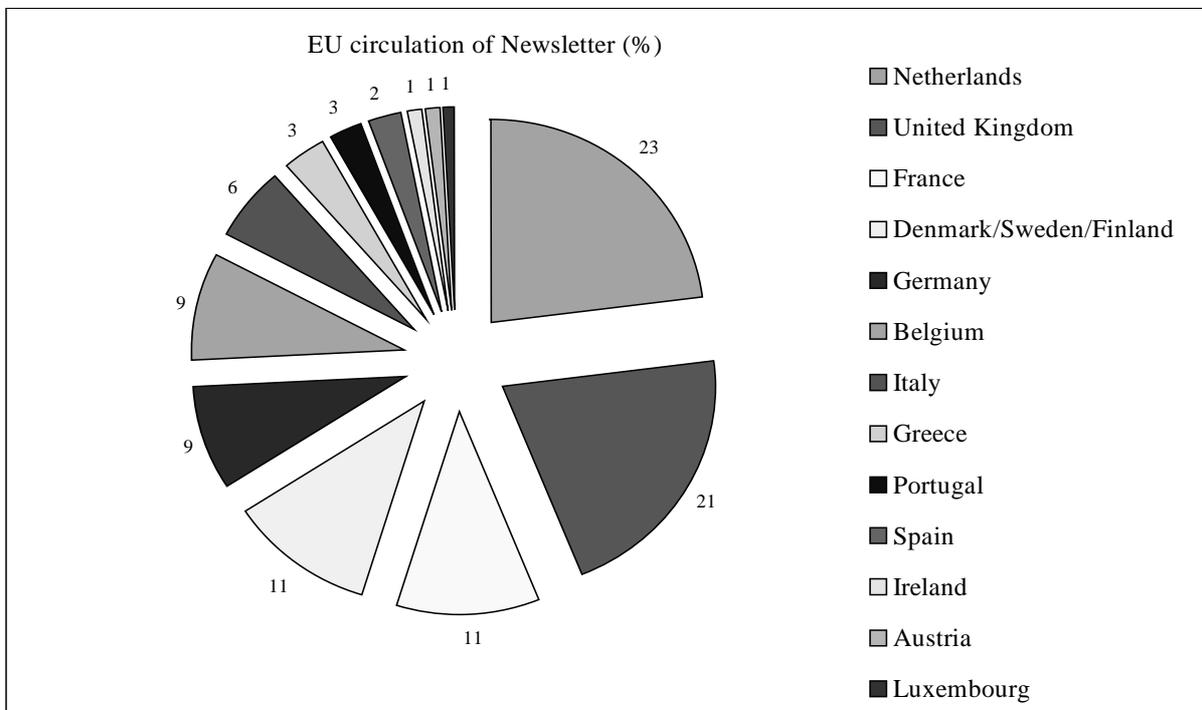
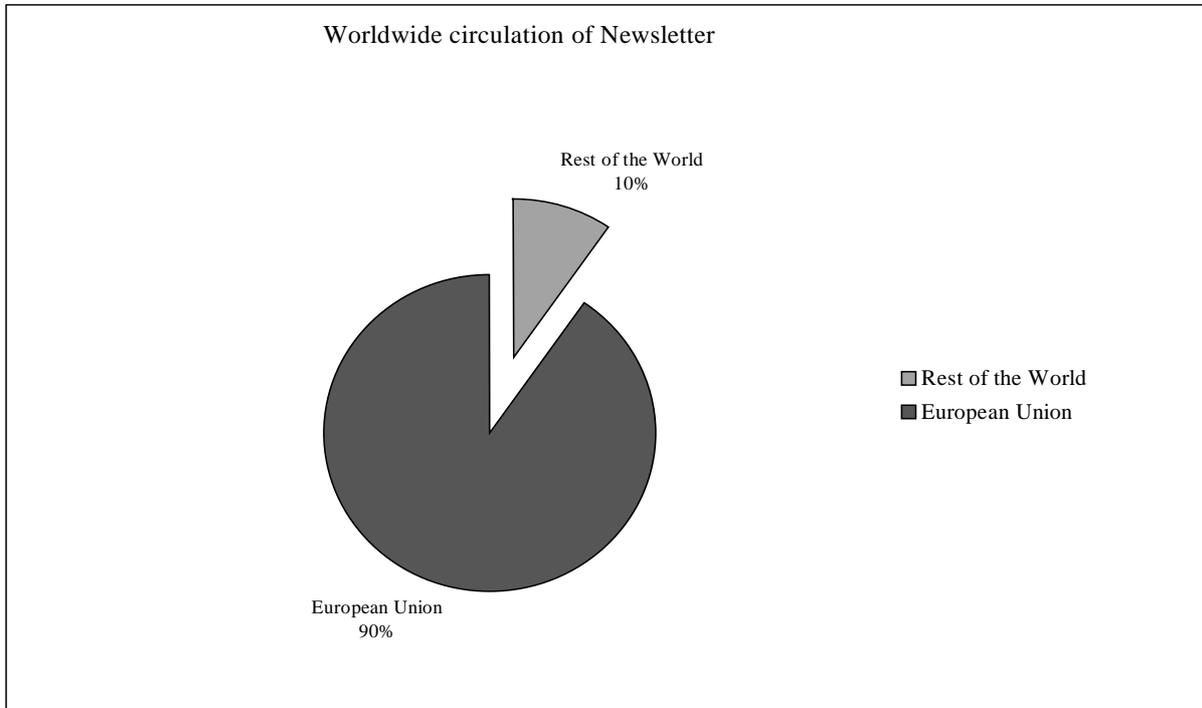
Soon after the start, in Spring 1996, an internet Website was begun. Over its first year it became well established and its basic layout has not changed since Spring 1997. It presents information on the network activities, its publications, and its members to a worldwide audience. It also links to relevant other sites which in turn often link to the LoWER site.

The Network has edited six Newsletters at regular intervals. These announce the activities and report on them. Back issues of the Newsletter can also be found at the Website. Its circulation was built up gradually and now counts close to 400 subscribers. The circulation is satisfying as it includes both policy making staff and scientific researchers. Figure 1 shows some details of the distribution. Ten per cent goes to the rest of the world outside the EU. Within the Union all countries are represented. The Netherlands is overrepresented compared to population. The fact that the Network is co-ordinated from the country may help to explain this, but perhaps more important is the attention being paid to the subject of low-wage employment and unemployment among the low skilled in the Dutch public debate³.

³ Dutch membership of the European Association of Labour Economists is also rather large.

Something similar holds for the UK, which is also overrepresented among the membership of the Network. For the rest there is a reasonable spread of the circulation.

Figure 1 **Newsletter distribution**



The Research Database mentioned above can be accessed through the internet. With regard to the use of information technology it should still be considered a pilot project. This means that for its further expansion to an enlarged number of records and for the technical stability of its access, both hardware and software need a significant improvement.

Naturally, the books edited by the network are the principal vehicle for the dissemination of the results. Neither the Database, nor the Newsletter or the Website has a comparable capability for spreading the results among a wider audience. As the books are mostly geared to a scientific audience the Network has undertaken special action to design one for a wider audience including relevant circles of policy makers. Therefore, the wide range of contributions to the Milan Seminar on Policies was published in a concise form. Summarising the scientific arguments the chapters in the book focused on the implications for policy. In addition, the book comprised the full text of Richard Freeman's keynote lecture at the London conference which dealt with the policy dilemmas concerning low-wage employment. Thanks to the publisher, FrancoAngeli in Milan, the gestation period for the book could be short enabling its distribution, as part of the conference pack, at the Policies Conferences held only eight months after the Seminar.

5. Evaluation and Prospects

It would be inappropriate for LoWER to evaluate its own results. The Network may, however, briefly discuss the significance of the results in comparison to the scientific aspirations fostered at the start of the activities, and indicate what remains to be done in future research. Any evaluation should account for the fact that the Network, unlike a Research Project, does not have a single purpose i.e. a scientifically fully consistent outcome of its activities. The Network was put in place to stir the debate not to amputate it. This should not be taken to imply that any debate should be stimulated – from the very start, there was a clear stress on the *demand* side of low-wage employment.

The LoWER activities have led to a notable mobilisation of European research on low pay and they have successfully stimulated the networking between the researchers. A wide circle of people performing the research themselves and/or interested in the results of the research of others was brought together at the seminars and conferences. Through the effects of dissemination an even wider circle was and is still reached. In the research attention was paid to most of the themes which are often mentioned in relation to the problems of low pay and low skill. However, the demand-side stress explains that relatively little attention was given to the role of benefits and welfare operating on the supply side. These topics have been receiving more than sufficient energy from economic research recently. Still, it has been an adequate part of the activities, with contributions in three of the books.

Network members were actively engaged in the scientific debate as well as the policy debate on the role of the minimum wage. It was a recurrent theme at the conferences and in the books. Inviting him as a keynote speaker to the last conference, the Network honoured Alan Krueger from Princeton University as one of the intellectual fathers of the new and important twist taken by economic research on the effects of the minimum wage. By all means, the three years of network activity were an interesting period as political decisions were being taken to introduce a

statutory minimum wage in the United Kingdom as well as Ireland. Expectations on this held at the start of the network, which (together with the preceding ‘natural experiments’ conducted by the Thatcher government) explain the considerable network membership from the UK, were fulfilled. Particular success was booked on the subject of earnings mobility and also on the effects of bumping down in the labour market. On both, focused state-of-the-art collections were edited. The two phenomena are important links between low pay on the one hand and social exclusion on the other. Earnings mobility is putting the link in a dynamic perspective. The nature of the panel data needed for the research makes it a field of study in which one should proceed with great care as it is easy to conclude to considerable upward mobility when no proper attention is paid to the transitions between ‘low pay’ and ‘no pay’, that is unemployment. The attention given to bumping down corroborates the importance of the wide coverage of subjects relating to low-wage employment, including matters of training and education, among the network membership. In addition, the direct links, at the level of the persons and the households involved, between low pay and poverty were also pursued. Matters of technology and international trade as potential factors reducing low-paid and low-skilled employment were given their due although quantitatively the attention may seem less than in the extensive debate that is being waged among economists, particularly in the United States. The direct connection between low-wage employment and what is called ‘demand’, either theoretically (e.g. monopsony theory) or empirically (e.g. relevant product demand), was also addressed by the activities but less than had been aspired to at first. The build up of a sufficient mass of research appears to be a process that is moving more slowly than was expected. It also seems to need material support to the research that is beyond the capacities of a network.

On policies, many of the contributions are delivering in an indirect way. This is not something to be deplored as scientific research is better not undertaking with the primary aim of drawing specific political conclusions. The research by Card and Krueger on the American minimum wage is a good example. This research did not embrace political advice, nevertheless its influence on policy-making can hardly be underestimated. It contributed to a change of climate away from trench warfare which enabled a much more neutral approach to this particular labour market institution. Direct contributions on policy are limited to the study of the effects of particular measures, already taken or under consideration, targeting low-wage employment and the unemployment of the low-skilled. Here the contributions were sufficiently stimulated by LoWER and can be expected to have a corresponding effect. The abundance of new, changing

and adapted policy measures for the problems at the ‘low end of the labour market’, which are taken in many different forms within individual countries let alone between countries, implies that the research is only beginning.

In the work often a good look was taken at the differences between Europe and the US and, generally, international comparisons prevailed at the conferences and in the books. For example, it is the starting point of all contributions to the fifth book. In spite of this, travelling the road of international comparisons is severely handicapped by the European data situation which is extremely poor compared to the US. The situation was the subject of LoWER’s Special Report but at the end of this Final Report it does no harm to repeat the observation.

What does this imply for future research? Much could be said about this but here the answer should be brief – entire research proposals could be written to answer the question.

From an organisational point of view it certainly was and still is an important step to bring together the researchers in and via a network. However, to make firm progress in the research, with a direct effect for European Union policy-making, solid support for a comprehensive comparison between countries is needed. Topics which need to be addressed are the data situation and a number of aspects of the low-wage employment problem. International comparison should be part and parcel of any of these studies.

- First, a good and detailed benchmarking of low-wage employment and wage inequality in all countries is needed. This can only partly be done with the data available from Eurostat. Additional data are available in many countries and lie there waiting to be found, combined and compared to Eurostat’s data.
- Secondly, demand side studies should be stimulated, particularly of private consumption as the most important type of product demand for low-paid services.
- Thirdly, a more precise international comparison of the mechanisms and effects of bumping down in the labour market are to be welcomed.
- This spills over, fourthly, into the study of the systems of education and training and their need for change, to obtain better outcomes for the low-skilled in the labour market.
- This, again, may also be reflected in the nature of the low-paid jobs themselves. Doubtless, upgrading low-paid, low-skilled jobs and/or making them a better starting point for a lifelong

career in the labour market, especially for women, is a (fifth) perspective worth the effort of continued study.

- The lessons to be learned for other countries from introducing a minimum wage in the UK and Ireland are an evident sixth subject of study.
- Finally, the forthcoming broadening of the Union in an eastward direction will put new and important problems of low pay on the research agenda.

ANNEXES

A.1 LOWER NETWORK MEMBERSHIP

Table A.1 Overview of the Network membership, 1996-1998

Institute and Scientist	Position
<i>Original institutional contractors (1996)</i>	
1 University of Groningen / Faculty of Economics Wiemer SALVERDA	main contractor and project co-ordinator
2 Université Montesquieu, Bordeaux / IERSO, later GRAPE Stephen BAZEN	associate contractor associate co-ordinator
3 Université Aix-Marseille, Aix-en-Provence / Faculté des Sciences Economiques Gilbert BENHAYOUN and Nicolas SKOURIAS soon withdrawn as contractor while Gilbert BENHAYOUN remained	associate contractor observer
4 Università Cattolica, Milano / Istituto di Economia dell'Impresa e del Lavoro Claudio LUCIFORA	associate contractor
5 University of Oxford / Institute of Economics and Statistics Mary GREGORY	associate contractor
6 University of Aberdeen / Faculty of Economics Peter SLOANE and Ioannis THEODOSSIOU	associate contractor
7 University College London / Faculty of Economics Stephen MACHIN	associate contractor
8 London School of Economics/ Centre for Economic Performance Jonathan WADSWORTH	associate contractor
9 University of Maastricht/ Research Centrum Onderwijs-Arbeidsmarkt Lex BORGHANS and Andries DE GRIP	associate contractor
<i>Original personal affiliations as observers, to cover additional EU countries for which no contractor was available (1996)</i>	
10 Ronald SCHETTKAT / Wissenschaftszentrum Berlin later University of Utrecht	observer
11 Véronique SANDOVAL / Unité 'SCIS', DARES, Ministère du Travail, de l'Emploi et de la Formation Professionnelle, later du Travail et de la Solidarité, Paris	observer
12 Antje MERTENS / Department of Economics, Humboldt University, Berlin later at Max Planck Institute for Human Development, Berlin	observer
13 Brian NOLAN / Economic and Social Research Institute, Dublin	observer
<i>New institutional contractors replacing contractor #3(1996/97)</i>	
14 Research Institute for the Finnish Economy ETLA, Helsinki Rita ASPLUND	associate contractor
15 Universidad de Oviedo / Florentino FELGUEROSO, Juan DOLADO (Universidad Carlos III, Madrid) and Juan JIMENO (FEDEA, Madrid)	associate contractor
<i>New observers (personal) covering additional countries (1997)</i>	
16 Ana CARDOSO / Universidade do Minho, Porto	observer
17 Ive MARX / Centre for Social Policy, UFSIA, Antwerp	observer
18 Catherine O'DONNELL / Low Pay Unit, London	observer
<i>New observer (personal) relating to the TSER Thematic Network on Schooling, Training and Transitions (1997)</i>	
19 Abigail MCKNIGHT / Institute for Employment Research, Warwick	observer

A.2 LOWER SEMINARS AND CONFERENCES

A.2.1 Seminar on

DATA ON LOW-WAGE EMPLOYMENT

Oxford University, UK
5-6 July 1996

Organisers

Mary GREGORY, Wiemer SALVERDA, Peter SLOANE, and Ioannis THEODOSSIOU

Participation

25 persons from 8 countries and 5 international organisations, among whom 11 invited experts, 8 women and 13 network members

Programme

Peter SLOANE (University of Aberdeen)

Conceptual Issues in Measurement and International Comparisons of Low-Wage Employment

International Reports

Véronique SANDOVAL (Ministère du Travail et de la Solidarité, Paris)

The CERC Project

Mark KEESE and Paul SWAIM (OECD, Paris)

The OECD Experience

Adriana MATA-GREENWOOD (ILO, Geneva)

The International Labour organisation and the Data

Michael FÖRSTER (LIS, Luxembourg)

The Luxembourg Employment Study

Rolf UHER (ISSP, Cologne)

The International Social Survey Programme

Ana NOBRE and Ruth PASERMAN (Eurostat, Luxembourg)

The Data from the Structure of Earnings Survey and the Household Panel

Country Reports

Stephen BAZEN (Université Montesquieu, Bordeaux)

France

Lex BORGHANS (University of Maastricht) and Wiemer SALVERDA (University of Groningen)

The Netherlands

Claudio LUCIFORA and Federico RAPPELLI (Università Cattolica, Milan)

Italy

Jonathan WADSWORTH (CEP, London), Stephen MACHIN (University College London),
Mary GREGORY (Oxford University) and Ioannis THEODOSSIOU (University of Aberdeen)
United Kingdom

Rita ASPLUND (ETLA, Helsinki)

Scandinavia

Gerry HUGHES (ESRI, Dublin)

Ireland

Ioannis THEODOSSIOU (University of Aberdeen) and Daphne Nicolitsas (Oxford University)

Greece

Florentino FELGUEROSO (Universidad de Oviedo)

Spain

Round Table Discussion

A.2.2 Conference on

DEVELOPMENTS IN LOW-WAGE EMPLOYMENT

Université Montesquieu, Bordeaux, France

31 January-1 February 1997

Organisers

Stephen BAZEN and Wiemer SALVERDA

Participation

65 persons from 14 countries and 3 international organisations, among whom 5 invited experts, 14 women and 16 network members.

Programme

Keynote lectures

- Stephen NICKELL (Oxford University)

Wages and Unemployment among the Unskilled

- François BOURGUIGNON (Ecole Normale Supérieure/Delta, Paris)

Changes in the French Distribution of Income since 1980: Partial Explanations

Plenary session: an overview and important aspects of low pay

- Mark KEESE and Paul SWAIM (OECD)

The Incidence and Dynamics of Low-wage Employment in OECD Countries

- Mahmood ARAI (U. of Stockholm), Rita ASPLUND (ETLA, Helsinki), and Erling BARTH (Institute for Social Research, Oslo)

Low Wages, a Matter for Occupation?

- Ive MARX, Gerre VERBIST (U. of Antwerp)

Low-Wage Employment and Poverty: Curse or Cure?

Parallel Session Presentations

A. LOW-EARNINGS MOBILITY

A.1 IN AND OUT OF UNEMPLOYMENT

- Mark STEWART and Joanna SWAFFIELD (U. of Warwick)

The Dynamics of Low Pay in Britain

- Tor ERIKSSON (Aarhus School of Business)

Earnings Mobility of Finnish Low-paid Workers, 1970-90

- Robert JUKES and Mary GREGORY (U. of London and Oxford U.)

The Impact of Unemployment on Earnings after Re-employment: Low-paid Men in Britain, 1984-1994

A.2 IN AND OUT OF LOW PAY (1)

- Rocus VAN OPSTAL, Rob WAAIJERS and Gerard WIGGERS (Central Planning Bureau, the Netherlands)

Wage Mobility of Low-skilled Workers in the Netherlands

- Claudia VILLOSIO, Bruno CONTINI and Michelangelo FILIPPI (Ricerca & Progetti, and U. of Turin)

Earnings and Mobility in the Italian Economy

- Rita ASPLUND, Paul BINGLEY and Niels WESTERGAERD-NIELSEN (ETLA Helsinki and U. of Aarhus)

Wage Mobility in Denmark and Finland, a Comparative Study for the Years 1980-1994

- Peter SLOANE and Ioannis THEODOSSIOU (U. of Aberdeen)

An Econometric Analysis of Low Pay and Earnings Mobility

A.3 IN AND OUT OF LOW PAY (2)

- Abigail MCKNIGHT (U. of Warwick)

A Study of the Working Lives of Individuals in Low-Wage Employment

- Claudio LUCIFORA (U. Cattolica di Milano)

Winners and Losers, an Analysis of Low-Wage Employment in Italy

B. EVOLUTION OF LOW-WAGE EMPLOYMENT

B.1 SOUTHERN EUROPE

- Michael CHLETOS (KEPE, Athens)

Low-wage Employment, Income Inequalities and Labour Market in Greece

- Marco MANACORDA (LSE)

How did the Distribution of Men's Wages evolve in Italy over the Last Two Decades?

- Juan J. DOLADO, Florentino FELGUEROSO and Juan F. JIMENO (U. Madrid, Alcala and Oviedo)

Low-wage Employment and Minimum Wages: The Case of Spain (this paper was not presented but became available later)

B.2 OTHER EUROPEAN COUNTRIES

- Gerry HUGHES and Brian NOLAN (ESRI, Dublin)

Low Pay, the Earnings Distribution and Poverty in Ireland, 1987-1994

- Andrea BRANDOLINI and Paolo SESTITO (Banca d'Italia, Rome)

Low-paid Workers: Some Figures for Italy 1977-1995

- Ides NICAISE (HIVA, U. of Leuven)

Poverty and Social Barriers in the Labour Market

- Steve BAZEN, Mary GREGORY and Wiemer SALVERDA (U. Bordeaux IV, Oxford U. and U. of Groningen)

The Evolution of Low-paid Employment in Three European Countries: A Comparison of the British, Dutch and French Experiences

B.3 AMERICAN AND FUTURE PROSPECTS

- Markus SCHEUER and Robert J. GITTER (Rheinisch-Westfälisches Institut für Wirtschaftsforschung, Essen, and Ohio Wesleyan U.)

An European View on Low Wage Workers in the United States, Background, Causes and Prospects Among Young Adults

- Lex BORGHANS, Andries DE GRIP and Wendy SMITS (ROA, U. of Maastricht)

Future Developments in Low-Skilled Jobs and the Incidence of Low Wages

- Wiemer SALVERDA (U. of Groningen)
Incidence and Evolution of Low-Wage Employment in the Netherlands and the United States

C. SPECIAL GROUPS

C.1 WOMEN AND YOUTHS

- Didier BALSAN, Saïd HANCHANE and Patrick WERQUIN (GREQAM, U. Aix-Marseille II + III)

Wage and Probability of Employment among Young People; Evidence from French Panel Data

- Wendy SMITS and Ed WILLEMS (ROA, U. of Maastricht)

Low Wages of School-leavers in the Netherlands

C.2 ATYPICAL JOBS, MIGRANTS AND REGIONS

- David BROOKSBANK, D.G. PICKERNELL and L. MORSE (U. of Glamorgan)

Wales: The New Sweatshop of Europe?

- Peter RÜHMANN and Holger BUCH (U. Göttingen)

Atypical Work as a Form of Low-wage Employment in the German Labour Market

- Jan RUTKOWSKI (World Bank Poland)

Trends in Low-Wage Employment in Transitional Economies of Central and Eastern Europe

A.2.3 Seminar on

ANALYSIS OF LOW-WAGE EMPLOYMENT

University of Maastricht, the Netherlands

14 May 1997

Organisers

Andries DE GRIP, Lex BORGHANS and Wiemer SALVERDA

Participation

17 persons from 8 countries and 1 international organisation, among whom 3 invited experts, 5 women and 13 network members.

Programme

Alan MANNING (CEP, London)

Minimum Wages, Wage Inequality and Low Pay

discussants: Stephen BAZEN (U. Montesquieu, Bordeaux)

Juan Dolado (U. Carlos III, Madrid)

Paul GREGG (CEP, London)

Earnings Mobility of the Low-Paid

discussants: Rita ASPLUND (ETLA, Helsinki)

Ioannis THEODOSSIOU (U. of Aberdeen)

Jonathan WADSWORTH (CEP, London)

Households, Low Pay and Poverty

discussants: Mary Gregory (Oxford U.)

Ive Marx (UFSIA, Antwerp)

Round Table Discussion on the Policy Stage of the Network

A.2.4 Conference on

ANALYSIS OF LOW-WAGE EMPLOYMENT

Centre for Economic Performance, London School of Economics, London, UK
12 – 13 December 1997

Organisers

Stephen MACHIN, Jonathan WADSWORTH and Wiemer SALVERDA
assisted by the Centre for Economic Performance of the London School of Economics

Participation

110 persons from 18 countries and 5 international organisations, among whom 4 invited experts, 28 women and 17 network members.

Contributions

Keynote lectures

- Per-Anders EDIN (University of Uppsala)
Unemployment and Wage Inequality in Sweden
- Richard FREEMAN (London School of Economics, Harvard University and NBER)
Low-Wage Employment: Is More or Less Better?

Plenary presentations

- John SCHMITT (Economic Policy Institute, Washington DC)
Three Tests of the Employment Impact of the October 1996 Increase in the US Minimum Wage
- Geoffrey THOMAS (Eurostat, Luxembourg)
First Results of European Statistics on the Structure of Earnings 1995

Parallel Session presentations

A. SHIFTS IN DEMAND AGAINST THE UNSKILLED

A.1 THE ROLE OF TECHNOLOGY

- Bernd FITZENBERGER and Wolfgang FRANZ
Flexibility of Wages Across and Within Skill Groups and the Distribution of Unemployment: An Econometric Analysis for West Germany

- Jonathan E. HASKEL and Matthew J. SLAUGHTER
Does the Sector Bias of Skill-Biased Technological Change Explain Changing Wage Inequality?

- Martin FALK and Bertrand KOEBEL
The Demand for Heterogeneous Labour: Non-Traded versus Traded Goods Sectors

A.2 TRADE AND SKILL STRUCTURE

- Bob ANDERTON and Paul BRENTON
Did Outsourcing to Low-Wage Countries hurt Less-Skilled Workers in the UK?

• Thibaut DESJONQUERES, Stephen MACHIN and John VAN REENEN
Another Nail in the Coffin? Or can the Trade-Based Explanation of Changing Skill Structures be resurrected?

• Stephen BAZEN and Jean-Marie CARDEBAT
The Impact of Trade on Wages and Employment in France

A. 3 SKILL BIASED CHANGES

• Christine GREENHALGH , Mary GREGORY and Ben ZISSIMOS
The Impact of Trade, Technological Change and Final Demand on the Skills Structure of UK Employment

• Arnd KÖLLING
Employment Dynamics by Different Skill Groups: Are There Shifts in Labour Demand Against the Unskilled?

• Marco MANACORDA, Alan MANNING
Just Can't Get Enough: More On Skill-Biased Change and Unemployment

B. EMPLOYER BEHAVIOUR

• Donatella GATTI
Unemployment Gaps, the Nature of Competence and the Mode of Organization of the Firm

• Kjell SALVANES and Svein Erik FORRE
Employment Policies at the Plant Level: Job and Worker Flows for Heterogeneous Labour in Norway

• Ana Rute CARDOSO
Company Wage Policies: Do Employer Wage Effects Account for the Rise in Labour Market Inequality?

C. LOW-WAGE EMPLOYMENT AND PART-TIME WORK

• Pierre CONCIALDI and Sophie PONTHEUX
Low-Wage Employment in France and Some Elements of Comparison with the US (1983-1997)

• Susan HARKNESS
The Dynamics of Part-Time Work in Britain

• Inmaculada CEBRIAN and Gloria MORENO
Women and Part-Time Employment: An Analysis of Their Incomes

D. INTERNATIONAL COMPARISONS

• Andrew GLYN
Low Pay and the Volume of Work

• Ive MARX and Gerre VERBIST
Low-Wage Work, the Household Income Package and Poverty: A Cross-Country Analysis

• Wiemer SALVERDA
Low Wages, Industrial Structure and Product Demand: The Case of Dutch and American Retailing

E. FLEXIBILITY OF LOW-WAGE EMPLOYMENT

• Ronald DEKKER, Ruud J.A. MUFFELS and Elena G.F. STANCANELLI
Modelling Transitions from Flexible into Permanent Jobs and vice versa: The Impact of the Wage Level. An Empirical Study based on Dutch Panel Data

- Barbara PETRONGOLO
Re-Employment Probabilities and Returns to Matching
- Pasi HOLM, Juha RANTALA and Tomi KYYYRA
The Effects of Income on Labour Market Transitions
- Bruno CONTINI, M. FILIPPI, Lia PACELLI and Claudia VILLOSIO
Working Careers of Skilled vs. Unskilled Workers

F. BUMPING DOWN IN THE LABOUR MARKET

F.1 DEMAND FOR SKILLS

- Marco MANACORDA and Peter ROBINSON
Qualifications and the Labour Market in Britain: 1984-94 Skill-Biased Change in the Demand for Labour or Credentialism?
- Francis GREEN, David ASHTON, Brendan BURCHELL, Bryn DAVIES and Alan FELSTEAD
An Analysis of Changing Work Skills in Britain
- Rita ASPLUND and Reija LILJA
Occupational Downgrading: A Problem of the Finnish Labour Market?
- Thomas ZWICK
Over-Qualification makes Low-Wage Employment Attractive

F.2 OVEREDUCATION

- Lex BORGHANS and Andries DE GRIP
Low Wages, Skills, and the Utilisation of Skills
- Joan MUYSKEN and Bas TER WEEL
Does Overeducation reduce Unemployment?
- Harminder BATTU and Peter J. SLOANE
Overeducation and Crowding Out in Britain

F.3 JOB COMPETITION

- Dr. Ides NICAISE
The Struggle for Jobs and the Downward Pressure on Wages
- Pieter A. GAUTIER, Gerard J. VAN DEN BERG, Jan C. van OURS, Geert RIDDER
Do High Unemployment Rates for Low-Skilled Workers Imply that They Are Being Crowded Out?
- Albert HOEK and Loek GROOT
Job Competition in the Dutch Labour Market

G. INEQUALITY

- Lorenzo CAPPELLARI
The Covariance Structure of Italian Male Wages, 1974-1988
- Etienne WASMER
Can Labour Supply Explain the Rise in Unemployment and Inter-Group Wage Inequality in the OECD?
- Alan BARRETT, Tim CALLAN and Brian NOLAN
The Earnings Distribution and Returns to Education in Ireland, 1987-1994

H. JOB INSECURITY

- Peter JENSEN and Mette VERNER
Do Low-Wage Individuals Experience More Unemployment?

- Jonathan WADSWORTH, Paul GREGG and Genevieve KNIGHT
Heaven Knows I'm Miserable Now: Job Insecurity in the British Labour Market
- Michael BURDA and Antje MERTENS
The Costs of Worker Displacement in Germany

I. INSTITUTIONS AND LOW-WAGE EMPLOYMENT

- John M. ABOWD, Francis KRAMARZ, Thomas LEMIEUX, David N. MARGOLIS
Minimum Wages and Youth Employment in France and the United States
- Anni WEILER
Collective Bargaining and Low Pay in a High-Wage Country: The German Experience
- Vani K. BOROOAH and Frank P. FORSYTHE
The Implications of a National Minimum Wage for Average Hourly Earnings in the UK and its Regions: An Analysis by Industrial Sector Using Labour Force Survey Data

A.2.5 Seminar on

POLICIES FOR LOW WAGE EMPLOYMENT AND SOCIAL EXCLUSION

Università Cattolica del Sacro Cuore, Milan, Italy
20-21 March 1998

Organisers

Claudio LUCIFORA and Wiemer SALVERDA

Participation

30 persons from 8 countries and 2 international organisations, among whom 13 invited experts, 5 women and 17 network members.

Programme

Plenary session presentations

A. DEREGULATION AND FLEXIBILISATION OF LABOUR MARKETS

A.1 CREATING FLEXIBLE LABOUR MARKETS

- Stephen NICKELL (Oxford University)

Labour Market Institutions and Economic Performance

A.2 REGULATING WAGES: THE MINIMUM WAGE

- Mark KEESE (OECD)

Do Minimum Wages Work?

- Stephen BAZEN (Université Bordeaux IV)

Minimum Wages and Low Wage Employment

- Christopher FLINN (New York University)

Minimum Wage Effects on Labor Market Outcomes: Theory and Evidence for Heterogenous Populations

- Coen TEULINGS (Ministry of Social Affairs/University of Amsterdam)

The Contribution of Minimum Wages to Increasing Wage Inequality: A Semiparametric Approach

A.3 DUAL LABOUR MARKETS

- Tito BOERI (IGIER - Università Bocconi) (with Piero Tedeschi, Università di Padova)

Dual Labour Markets and Unemployment Duration

A.4 GENDER AND PAY STRUCTURES: THE NEW CODE OF PRACTICE ON EQUAL PAY

- Heather JOSHI (S.S.R.U., City University) (with Shirley Dex, University of Cambridge)

Gender and Pay: The Impact of Legislation in Britain

B. THE ROLE OF DEMAND AND LOW PAY

B.1 THE ROLE OF DEMAND FOR LOW-PAID SERVICES

- Wiemer SALVERDA (University of Groningen)

Role of Demand for Low-Paid Services

B.2 FIRM WAGE POLICIES

- Ana Rute CARDOSO (Universidade do Minho)
Are Wages for Different Occupations within the Firm Positively Correlated?

C. TAX - BENEFIT AND SOCIAL WELFARE REFORM AND LOW-PAY

- Abigail McKNIGHT (IER, University of Warwick)
Social Insurance, Low Pay and Long Term Disadvantage
- Paolo SESTITO (European Commission, DGII) (with Marco Buti and Lucio R. Pench, European Commission)
European Unemployment: Contending Theories and Institutional Complexities
- Julian McCRAE (IFS, London)
The Experience of In-Work Benefits in the U.K.

D. TRAINING AND EDUCATION: BUMPING DOWN AND THE EFFECTIVENESS OF TRAINING AND EDUCATION

- Lex BORGHANS, Andries DE GRIP (ROA, Maastricht) and Peter SLOANE (University of Aberdeen)
Underutilisation of skills, bumping down and low wages
- Steve MACHIN (CEP-LSE & University College London)
Bumping Down: A Critique

E. GENERAL DISCUSSION

E.1 INTRODUCTION BY THE RAPPORTEURS OF THE FOUR SESSIONS

- Brian NOLAN (ESRI, Dublin)
- Mary GREGORY (University of Oxford)
- Catherine O'DONNELL (Low Pay Unit, London)
- Giorgio BRUNELLO (Università di Udine)

E.2 ROUND TABLE DISCUSSION

- Claudio Lucifora
- Carlo DELL'ARINGA (Università Cattolica-ARAN)
- Michel DOLLÉ (CSERC - France)
- Georg FISCHER (European Commission, DG V)
- Viktor STEINER (ZEW-Germany)
- Coen TEULINGS (Ministry of Social Affairs/University of Amsterdam)
- Wiemer SALVERDA (LoWER Coordinator, University of Groningen)

E.3 GENERAL DISCUSSION

A.2.6 Conference on

POLICIES FOR LOW-WAGE EMPLOYMENT AND SOCIAL EXCLUSION IN EUROPE

Rijksuniversiteit Groningen, the Netherlands
19 - 21 November 1998

Organisers

Catherine O'DONNELL, Claudio LUCIFORA, Brian NOLAN and Wiemer SALVERDA

Participation

73 persons from 15 countries and 3 international organisations, among whom 6 invited experts, 18 women and 17 network members.

Programme

Keynote lectures

- Francis KRAMARZ

Head of the Research Department, Centre de Recherche en Economie et Statistique, CREST-INSEE

Interventions in the French Low-wage Labour Markets

- Alan KRUEGER

Bendheim Professor of Economics and Public Affairs and Director, Survey Research Center, Princeton University

The U.S. Wage Structure, Employment and the Minimum Wage

Plenary session presentations

1. AN OVERVIEW OF THE WORK DONE BY LoWER AND ITS MEMBERS

- Wiemer SALVERDA University of Groningen

General Overview

- Stephen BAZEN Université Montesquieu, Bordeaux

Minimum Wages

- Mary GREGORY St Hilda's College, Oxford University

Trade and Technology

- Ioannis THEODOSSIOU University of Aberdeen

Earnings Mobility

2. POLICY MEASURES FOR THE LOW-WAGE LABOUR MARKET AND SOCIAL EXCLUSION

Contributions

- Bill CALLAGHAN, Member Low Pay Commission UK, Chief Economist TUC
- Ronald GERRITSE, Secretary-General Ministry of Social Affairs and Employment
- John MORLEY, advisor to Allan Larsson, Director-General DG V European Commission
- Peter SCHERER, Head of Social Policy Division, DEELSA, OECD

Panel discussion

- with the four speakers from politics and the two keynote speakers
- Chair: Wiemer Salverda (co-ordinator LoWER)

Parallel Session Presentations

A. BUMPING DOWN IN THE LABOUR MARKET

- Dirk SCHEELE, Scientific Council for Government Policy, The Hague
The Unskilled Employment Problem: Lacking Productivity or Supply Abundance?
- Muriel DEJEMEPPE and Bart COCKX, IRES, Université Catholique de Louvain
Skill Mismatch or Crowding Out in Belgium
- Andries DE GRIP and Lex BORGHANS, ROA, University of Maastricht
Skills and Low Pay: Upgrading or Bumping Down?

B. TRADE AND TECHNOLOGY, THE TURNOVER OF FIRMS

- Viktor STEINER and Robert MOHR, ZEW Mannheim and University of Texas, Austin
Industrial Change, Stability of Relative Earnings, and Substitution of Unskilled Labour in West Germany
- Pedro PORTUGAL, Paulo GUIMARÃES, Banco de Portugal and Universidade do Minho
The Influence of Minimum Wages and the Local Labour Market Conditions on the Entry and Exit of Plants.
- Jonathan E. HASKEL and Matthew J. SLAUGHTER
Trade, Technology and UK Wage Inequality

C POLICY MEASURES REGARDING TAXATION, SUBSIDIES, BASIC INCOME, AND FEMALE PARTICIPATION

- Cathal O'DONOGHUE and FRANCESCA UTILI, University of Cambridge, University of Rome
Micro-Level Impacts of Low-Wage Policies in Europe
- Loek GROOT, University of Utrecht
Trade Unions' Response to Present and Basic Income Social Security
- Lans BOVENBERG, Johan GRAAFLAND, and Ruud DE MOOIJ, Central Planning Bureau, The Hague
Tax Reform and the Dutch Labour Market: An Applied General Equilibrium Approach
- Peter MÜHLAU and Wiemer SALVERDA, University of Groningen
Employment and Earnings Effects of Low-Wage Subsidies: The Example of 'SPAK' in the Netherlands
- Marco DOUDEIJNS, Marcel EINERHAND and Arthur VAN DE MEERENDONK, OECD and Ministry of Social Affairs and Employment, The Hague
Financial Incentives to Take up Low-Paid Work: An International Comparison of the Role of Tax and Benefit Systems
- Bruno VAN DER LINDEN, FNRE & IRES, Université Catholique de Louvain
Fighting Unemployment without Worsening Poverty : Basic Income versus Reductions of Social Security Contributions ?

- Bart COCKX and Geert RIDDER, IRES/Université Catholique de Louvain and the John Hopkins University

Social Employment of Welfare Recipients in Belgium: An Evaluation

- Rita ASPLUND and Inga PERSSON, ETLA Helsinki and Lund University

Low Pay - The Plague of Women

D POVERTY, INCLUDING PENSION RIGHTS FOR LOW-WAGE WORKERS

- Markus JANTTI, Tor ERIKSSON, Aabo Akademi University, Turku, and Aarhus School of Business

Earnings Mobility, Persistent Low Pay and Their Co-variates: Finland 1970-92

- Gerard HUGHES and Brian NOLAN, ESRI, Dublin

Competitive and Segmented Labour Markets and Exclusion from Retirement Income

- Abigail MCKNIGHT, Institute for Employment Research, Warwick University

The Effect of Parental Income on the Transition from School to Work

- Ive MARX and Brian NOLAN, Centre for Social Policy, UFSIA, Antwerp and ESRI, Dublin

Low Pay and Household Poverty

E INSTITUTIONS IN AN INTERNATIONALLY COMPARATIVE PERSPECTIVE, INCLUDING MINIMUM WAGES

- Mette C. DEDING, CLS, University of Aarhus

Low-wage Employment, Unemployment and Inequality in an International Perspective

- Bruno CRÉPON, Christian GIANELLI and Eric MAURIN, INSEE

Wages and Labour Market Inequalities in France 1970-1993: An Application of Quantile Regression Technique

- Andrew GLYN and Wiemer SALVERDA, Oxford University and University of Groningen

Employment Inequalities: The Position of the Less Qualified Internationally Compared

- Sonja MUNZ and Kurt VOGLER-LUDWIG, IFO Institute for Economic Research, Munich

The Impact of Minimum Wage Regulations in Germany

- Peter SLOANE, Ioannis THEODOSSIOU, University of Aberdeen

Low-Wage Employment and the National Minimum Wage in the UK

- Claudio LUCIFORA, Università Cattolica, Milano

Labour Market Institutions and Low Pay Employment

F EMPLOYMENT IN SERVICES

- Claudia WEINKOPF, Wissenschaftszentrum Nordrhein-Westfalen, Gelsenkirchen

Strategies to Promote Regular Employment in Services to Private Households, Current Experience and Policy Recommendations

- Donna BROWN, STEVEN MCINTOSH, University of London and London School of Economics

Service Sector Employment in the Retail and Hospitality Trade

- Richard FREEMAN and Ronald SCHETTKAT, Harvard University/NBER/LSE and University of Utrecht

The Service Sector and Low Pay

A.3 CONTENTS OF THE SPECIAL REPORT AND THE BOOKS BY LoWER

A3.1 Special Report *STATISTICAL DATA AVAILABLE ON LOW-WAGE EMPLOYMENT IN THE EUROPEAN UNION AND ITS MEMBER STATES*

Editors: Mary GREGORY, St Hilda's College, Oxford University; Wiemer SALVERDA, University of Groningen; Ioannis THEODOSSIOU, University of Aberdeen

Published by the Network, 126 pages, April 1997

Executive Summary

1. *Introduction*

2. *Set-up of the survey*

3. *Concepts and measurement of low pay*

4. *E.U. Member States' data on employment and earnings*

4.A Household surveys

4.B Surveys of Employers

4.C Administrative records

5. *European Union data*

5.A ESES coverage

5.B ESES accessibility

6. *Recommendations*

ANNEX I

Peter SLOANE, University of Aberdeen

Conceptual issues in the measurement of low pay and international comparisons of low-wage employment

ANNEX II

Ana NOBRE and Ruth PASERMAN, Eurostat, Low-wage data in the European Union

ANNEX III

National data sources in EU Member States: 14 national reports contributed by

- Rita ASPLUND, Research Institute of the Finnish Economy ETLA, Helsinki
- Stephen BAZEN, Université Montesquieu, Bordeaux
- Lex BORGHANS, University of Maastricht
- Florentino FELGUEROSO, Universidad de Oviedo
- Mary GREGORY, St Hilda's College, Oxford University
- Alois GUGER, Austrian Institute of Economic Research, Vienna
- Gerry HUGHES, Economic and Social Research Institute, Dublin
- Claudio LUCIFORA, Università Cattolica, Milano
- Stephen MACHIN, University College London
- Ive MARX, Centre for Social Policy, University of Antwerp
- Brian NOLAN, Economic and Social Research Institute, Dublin
- Daphne NICOLITSAS, University of Oxford
- Federico RAPPELLI, Università Cattolica, Milano
- Helmut RUDOLPH, Institut für Arbeitsmarkt- und Berufsforschung, Nürnberg
- Wiemer SALVERDA, Faculty of Economics, University of Groningen
- Peter SLOANE, University of Aberdeen
- Ioannis THEODOSSIOU, Faculty of Economics, University of Aberdeen
- Jose A. CABRAL VIEIRA, University of the Azores/Tinbergen Institute, Amsterdam
- Jonathan WADSWORTH, Centre for Economic Performance, London

A.3.2 LOW PAY AND EARNINGS MOBILITY IN EUROPE

Editors Rita ASPLUND (ETLA, Helsinki FI), Peter SLOANE and Ioannis THEODOSSIOU (University of Aberdeen UK)
Edward Elgar, Cheltenham; 286 p. Published in July 1998

Foreword by the Editors

INTRODUCTION: LOW PAY AND EARNINGS MOBILITY

- Peter SLOANE and Ioannis THEODOSSIOU (UK/GR)
Methodological and Econometric Issues in the Measurement of Low Pay and Earnings Mobility

PART ONE LOW-PAID EMPLOYMENT: THE LONG-RUN HORIZON

- Bruno CONTINI, Michelangelo FILIPPI and Claudia VILLOSIO (IT)
Earnings Mobility in the Italian Economy
- Tor ERIKSSON (FI)
Long-Term Earnings Mobility of Low-Paid Workers in Finland
- Abigail MCKNIGHT (UK)
Low-Wage Mobility in a Working-Life Perspective

PART TWO LOW-PAID EMPLOYMENT: THE SHORT-RUN HORIZON

- Rita ASPLUND, Paul BINGLEY and Niels WESTERGÅRD-NIELSEN (FI/DK)
Wage Mobility for Low-Wage Earners in Denmark and Finland
- Peter SLOANE and Ioannis THEODOSSIOU (UK/GR)
An Econometric Analysis of Low Pay and Earnings Mobility in Britain
- Mark STEWART and Joanna SWAFFIELD (UK)
The Earnings Mobility of Low-Paid Workers in Britain

PART THREE LOW-PAID EMPLOYMENT: SOME FURTHER PERSPECTIVES

- Mahmood ARAI, Rita ASPLUND and Erling BARTH (SW/FI/NO)
Low Pay, A Matter of Occupation
- Mary GREGORY and Robert JUKES (UK)
The Effects of Unemployment on Future Earnings: Low-Paid Men in Britain 1984–94
- Claudio LUCIFORA (IT)
Working Poor? An Analysis of Low-Wage Employment in Italy
- Rocus van OPSTAL, Rob WAAIJERS and Gerard WIGGERS (NL)
Wage Growth of Low- and High-Skilled Workers in the Netherlands

PART FOUR LOW-PAID EMPLOYMENT IN THE OECD COUNTRIES: AN INTERNATIONAL COMPARISON

- Mark KEESE, Agnès PUYSMOYEN and Paul SWAIM (OECD)
The Incidence and Dynamics of Low-Paid Employment in OECD Countries

A.3.3 LOW-WAGE EMPLOYMENT IN EUROPE

Editors Stephen BAZEN (Université Montesquieu, Bordeaux FR), Mary GREGORY (Oxford University UK), Wiemer SALVERDA (Rijksuniversiteit Groningen NL)
Edward Elgar, Cheltenham; 200 p. Published in December 1998

Editors' Introduction

PART ONE INTERNATIONAL COMPARISONS

- Stephen BAZEN, Mary GREGORY and Wiemer SALVERDA (FR/UK/NL)
The Evolution of Low-paid Employment in Europe: A Comparison of France, Great Britain and the Netherlands
- Wiemer SALVERDA (NL)
Incidence and Evolution of Low-wage Employment in the Netherlands and the United States
- Ive MARX and Gerre VERBIST (BE)
Low-wage Employment and Poverty: A Cross-Country Perspective

PART TWO INDIVIDUAL COUNTRY EXPERIENCES

- Brian NOLAN (IRL)
Low Pay, the Earnings Distribution and Poverty in Ireland 1987-1994
- Holger BUCH and Peter RÜHMANN (DE)
A-typical Work as a Form of Low-wage Employment in the German Labour Market
- Juan DOLADO, Florentino FELGUEROSO, Juan JIMENO (ES)
The Effects of Minimum Wages: Evidence From Spain

PART THREE LOW PAY AMONG SCHOOL-LEAVERS

- Didier BALSAN, Saïd HANCHANE and Patrick WERQUIN (FR)
Sub-Minimum-Wage Employment, Earnings Profiles and Wage Mobility in the Low-Skill Youth Labour Market: Evidence from French Panel Data
- Wendy SMITS and Ed WILLEMS (NL)
Low Wages of School-leavers of Vocational Education in the Netherlands

A.3.4 POLICIES FOR LOW-WAGE EMPLOYMENT AND SOCIAL EXCLUSION IN EUROPE

Editors Claudio LUCIFORA (Università Cattolica, Milano IT) and Wiemer SALVERDA (Rijksuniversiteit Groningen NL)

FrancoAngeli, Milan; 169 p. Published in October 1998

Editors' Introduction

PART ONE LOW WAGE EMPLOYMENT AN OVERVIEW OF THE ISSUES

- Richard FREEMAN (USA/UK)

Low-wage Employment: Is More or Less Better?

PART TWO MINIMUM WAGES: CAUSES AND CONSEQUENCES

- Mark KEESE (OECD)

Are Statutory Minimum Wages an Endangered Species?

- Stephen BAZEN (FR)

Minimum Wages and Low Wage Employment

- Coen TEULINGS (NL)

The Contribution of Minimum Wages to Increasing Wage Inequality

PART THREE LABOUR MARKET INSTITUTIONS, UNEMPLOYMENT AND THE ROLE OF DEMAND

- Stephen NICKELL (UK)

Labour Market Institutions and Economic Performance

- M. BUTI, L.R. PENCH and Paolo SESTITO (European Commission, DGII)

European Unemployment: Contending Theories and Institutional Complexities, A Summary of the Policy Arguments

- Lex BORGHANS, Andries DE GRIP (NL) and Peter SLOANE (UK)

Underutilisation of Skills, Bumping Down and Low Wages

- Carlo DELL'ARINGA and Claudio LUCIFORA (IT)

Labour Market Flexibility, Wage Dispersion and Unemployment: What Policies for Europe?

- Wiemer SALVERDA (NL)

Role of Demand for Low-Paid Services

PART FOUR WELFARE REFORMS, GENDER EQUITY AND POVERTY

- Tito BOERI and Piero TEDESCHI (IT)

Long-Run Unemployment in a Dual Economy

- Brian NOLAN (IRL)

Low Pay, Poverty and Policy

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Gender Equity and Low Pay: A Note based on Britain

- Chris GILES and Julian McCRAE (UK)

Reforms to In-Work Benefits in the U.K.

- Abigail McKNIGHT (UK)

Social Insurance, Low Pay and Long Term Disadvantage

A.3.5 THE OVEREDUCATED WORKER? THE ECONOMICS OF UNDERUTILIZATION OF SKILLS

Editors Andries DE GRIP and Lex BORGHANS, University of Maastricht
Edward Elgar, Cheltenham; about 200 p. To be published March 2000.

Editors' Introduction

PART ONE UNDERUTILIZATION OR UPGRADING?

- Edward WOOLFF (USA)

New Technologies and the Demand for Skills

- Rita ASPLUND and Reija LILJA (FI)

Occupational Downgrading: A Problem of the Finnish Labour Market?

- Francis GREEN, David ASHTON, Brendan BURCHELL, Bryn DAVIES and Alan FELSTEAD (UK),

An Analysis of Changing Work Skills in Britain

PART TWO CAUSES OF BUMPING DOWN

- Joan MUYSKEN and Bas TER WEEL (NL)

Does Overeducation Reduce Unemployment?

- Thomas ZWICK (DE/NL)

Over-Qualification Makes Low-Wage Employment Attractive

- Harminder BATTU and Peter J. SLOANE (UK)

Overeducation and Crowding Out in Britain

- Ides NICAISE (BE)

The Struggle for Jobs and the Downward Pressure on Wages

PART THREE CONSEQUENCES OF UNDERUTILIZATION AND BUMPING DOWN

- Lex BORGHANS, Allard BRUINSHOOFD and Andries DE GRIP (NL)

Low Wages, Skills and the Utilization of Skills

- Pieter GAUTIER, Gerard VAN DEN BERG, Jan van OURS and Geert RIDDER (NL)

Do High Unemployment Rates for Low-Skilled Workers Imply that They Are Being Crowded Out?

- Loek GROOT (NL)

Job Competition in the Dutch Labour Market

A.3.6 LABOUR MARKET INEQUALITIES: PROBLEMS AND POLICIES IN INTERNATIONAL PERSPECTIVE

Editors Mary GREGORY, Wiemer SALVERDA, Stephen BAZEN
Oxford University Press. To be published 2000.

Editors' Introduction

- Claudio LUCIFORA (IT)

Wage Inequalities and Low Pay: The Role of Labour Market Institutions

- Andrew GLYN and Wiemer SALVERDA (UK/NL)

Employment Inequalities

- Rita ASPLUND and Inga PERSSON (FI/SW)

Low Pay – A Special Affliction of Women

- Peter SLOANE and Ioannis THEODOSSIOU (UK/GR)

Earnings Mobility of the Low-Paid

- Brian NOLAN and Ive MARX (IRL/BE)

Low Pay and Household Poverty

- Steve BAZEN (FR)

Minimum Wages and Low-Wage Employment

- Francis KRAMARZ (FR)

The French Experience of Youth Employment Programmes and Payroll Tax Exemptions

- Richard FREEMAN and Ronald SCHETTKAT (USA/NL)

Low Wage Services: Interpreting the US-German Difference

- Mary GREGORY and Steve MACHIN (UK)

The Downside of Trade or Technological Change? Explaining the Deteriorating Employment and Wage Position of the Low-Skilled

- Lex BORGHANS AND Andries DE GRIP(NL)

Skills and Low Pay: Upgrading or Over-education?

A.3.7 POLICY MEASURES FOR LOW-WAGE EMPLOYMENT IN EUROPE

Editors Wiemer SALVERDA (NL), Brian NOLAN (IRL) and Claudio LUCIFORA (IT)
Edward Elgar. To be published 2000.

Editors' Introduction

PART ONE TAXES, BENEFITS AND SUBSIDIES

- Cathal O'DONOGHUE (UK) and Francesca UTILI (IT)

Micro-Level Impacts of Low Wage Policies in Europe

- Marco DOUDEIJNS, Marcel EINERHAND and Arthur VAN DE MEERENDONK (OECD/NL)

Financial Incentives to Take up Low-Paid Work: An International Comparison of the Role of Tax and Benefit Systems

- Peter MÜHLAU and Wiemer SALVERDA (NL)

Employment Effects of Low-Wage Subsidies: The Case of 'SPAK' in the Netherlands

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Fighting Unemployment without Worsening Poverty: Basic Income versus Reductions of Social Security Contributions

PART TWO LONG-RUN POLICY ISSUES OF LOW PAY

- Gerard HUGHES and Brian NOLAN (IRL)

Competitive and Segmented Labour Markets and Exclusion from Retirement Income

- Abigail MCKNIGHT (UK)

From Childhood Poverty to Labour Market Disadvantage: Changes in the Intergenerational Transmission of Social Exclusion

PART THREE THE DEMAND FOR LOW-PAID LABOUR

- Viktor STEINER and Robert MOHR (DE/USA)

Industrial Change, Stability of Relative Earnings, and Substitution of Unskilled Labour in West Germany

- Jonathan E. HASKEL and Matthew J. SLAUGHTER (UK/USA)

Recent Findings on Trade, Technology and Wage Inequality

- Claudia WEINKOPF (DE)

Strategies to Promote Regular Employment in Services to Private Households, Current Experience and Policy Recommendations

- Donna BROWN, Steven MCINTOSH (UK)

A Look at Job Satisfaction and Labour Turnover in the Retail and Hotel Sectors

A.4 OVERVIEW OF PUBLICATIONS BY LOWER MEMBERS

Note: except Report and Books mentioned in Annex 2 and papers mentioned in Annex 3

Rita Asplund, Helsinki

forthcoming

“Employment and Unemployment in Finnish Manufacturing 1985-95: Is Technological Progress the Cause or the Cure?” (co-author: Reija Lilja), in Vartia, P. & Ylä-Anttila, P. (eds), *Teknologia ja työ (Technology and Jobs)*. (in Finnish)

Wage Differentials in the Nordic Labour Markets. Report from the DGV-OECD seminar "Wages and Employment" held in Brussels in December 1997

1998

Are Computer Skills Rewarded in the Labour Market? - Evidence for Finland. SNF Yearbook 1998, Bergen.

Editor of the seminar report *Flexibility in the Nordic Labour Markets*, Nordic Council of Ministers, TemaNord 1998:586.

Measuring wage effects of plant size (co-authors: K. Albaek, M. Arai, E. Barth, E. Strojger Madsen), *Labour Economics* (5)4.

Labour Market Transitions in Finland, Does background matter? (co-author: Reija Lilja). ETLA The Research Institute of the Finnish Economy, Discussion papers No. 660, Helsinki.

Wages and Unemployment in the Nordic Countries: Is there a Connection?, *Ekonomiska Samfundets Tidskrift* (The Journal of the Economic Society of Finland), 3:1998. (in Swedish)

Private- vs. Public-Sector Returns to Human Capital in Finland. *Journal of Human Resource Accounting*, Vol. 3, No. 1.

The Gender Wage Gap in Finnish Industry in 1980-94, in I. Persson. & C. Jonung (eds), *Women's Work and Wages*, Routledge.

Earnings Mobility in Finland. ETLA The Research Institute of the Finnish Economy, Discussion papers No. 635, Helsinki. Expert Report to the governmental committee Työmarkkinat 2000 (Labour Market 2000). (in Finnish)

Adult Vocational Education and Training in Finland. Expert Report to ECOTEC Research & Consulting Ltd, Birmingham, UK.

1997

Wage Flexibility in Finnish Industry - Utopia or Reality?) *Ekonomiska Samfundets Tidskrift* (The Journal of the Economic Society of Finland), 1:1997. (in Swedish)

1996

The Profitability of Education from an Individual Point of View, in Lilja, R. & Mäkilä, A. (eds.), *Koulutuksen talous Nyky-Suomessa*. ETLA The Research Institute of the Finnish Economy, Series B 124, Helsinki.

Wage Mobility in Finnish Industry in 1980-1994 (co-author: Paul Bingley). ETLA The Research Institute of the Finnish Economy, B 123, Helsinki.

Wage Mobility in Denmark and Finland: A Comparative Analysis for the Years 1980-1994 (co-authors: P. Bingley, N. Westergård-Nielsen). Invited paper presented at the conference on Comparaisons Internationales de Salaires held in Paris 1-2.2.1996. Seminar Report published by INSEE and Ministère du travail et des affaires sociales, Paris.

Labour Force Response to Technological Change: An Analysis of Finnish Manufacturing in 1980-1994 (co-author: Synnöve Vuori). ETLA, The Research Institute of the Finnish Economy, Series B 118, Helsinki.

Employer Size-Wage Differentials in the Nordic Countries (co-authors: K. Albaek, M. Arai, E. Barth, E. Strojger Madsen). Centre for Labour Market and Social Research, Working Paper 96-03, Århus.

- Is Human Capital a Profitable Investment?), in *Report 6: Utmaningar för den offentliga sektorn* (Challenges of the Public Sector), The Nordic Economic Research Council, Uppsala. (in Swedish)
- Wage Distribution across Individuals, (co-authors: E. Barth, C. le Grand, A. Mastekaasa, N. Westergaard-Nielsen) in Wadensjo, E. (ed.), *The Nordic Labour Markets in the 1990's*. North-Holland, Amsterdam.
- The Male-Female Wage Gap in the Nordic Countries, (co-authors: E. Barth, N. Smith, E. Wadensjo) in Wadensjo, E. (ed.), *The Nordic Labour Markets in the 1990's*. North-Holland, Amsterdam.
- "Inter-Industry Wage Differentials in the Nordic Countries" (co-authors: K. Albaek, M. Arai, E. Barth, E. Strojer Madsen) in Wadensjo, E. (ed.), *The Nordic Labour Markets in the 1990's*. North-Holland, Amsterdam.

Stephen Bazen, Bordeaux

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- with V. Marimoutou, *Looking for a needle in a haystack ? A re-examination of the time series relationship between teenage employment and minimum wages in the United States*, Document de Travail LARE-CNRS No. 97/12
- L'impact de la negociation collective sur le pourcentage de salariés remunerés au salaire minimum*, Final Report to the Ministere du Travail, Paris, July.
- Is there a negative effect of minimum wages on youth employment in France?* IERSO, Universite Montesquieu, Bordeaux and CER, Universite d'Aix-Marseille III
- with Gilbert Benhayoun, *Les bas salaires en Europe*, PUF, Paris, 1996

Lex Borghans, Maastricht

1998

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- with Andries de Grip, Scholing kan knelpunten wegnemen, *Zeggenschap*, Vol. 9, 20-24

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- with A.de Grip, J.A.M. Heijke, De arbeidsmarkt voor schoolverlaters tot 2002, *Economisch-statistische berichten*, Vol. 82, 808-810
- with A.De Grip, W. Smits, Flexibiliteit op de arbeidsmarkt van technisch opgeleiden, *Maandschrift economie*, Vol. 61, 125-142
- with L. Groot, Het belangenconflict tussen sportbonden en kampioenen, *Economisch-statistische berichten*, Vol. 82, 231-232
- with M. Wieling, Aansluitingsproblemen en aanpassingsprocessen op de arbeidsmarkt, *Maandschrift economie*, Vol. 61, 57-64
- with A.de Grip, Numerus fixus en de arbeidsmarkt, *Economisch-statistische berichten*, Vol. 82, 111-113

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