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in Russia and Ukraine**

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The ESCIRRU (Economic and Social Consequences of Industrial Restructuring in Russia and Ukraine) project addressed a broad spectrum of important issues connected to the economic and social consequences of restructuring and conversion in Russian and Ukrainian industry. In particular, the project pursued three main goals: (1) to analyse how the restructuring and civil conversion processes affected the performance of the industrial sector in these emerging market economies, (2) to analyse the socio-economic impact of these processes at the household level, and (3) to increase the data foundations and the research potential of several partner institutions in Russia and the Ukraine.

The ESCIRRU project involved cooperation of eight partners in seven countries - the German Institute for Economic Research (DIW Berlin, Germany), Center for Social and Economic Research (CASE, Poland), Central European University (CEU, Hungary), State University - Higher School of Economics (HSE, Russia), Università di Bologna (DSE-BO, Italy), Kyiv School of Economics at the National University of “Kyiv Mohyla Academy” (EROC, Ukraine), Heriot-Watt University (HWU, the United Kingdom) and the Russian-American Economy and Business Institute at the Urals State University (RAMEC-USU, Russia). The project was managed jointly by the Project Co-ordinator Prof. Tilman Brück, Head of the Department of International Economics at DIW Berlin, and the Project Director Prof. Hartmut Lehmann, who is Professor of Economic Policy at the University of Bologna and who is also a Research Professor at DIW Berlin.

The work of the project was divided into nine workpackages.

- Workpackage 1 dealt with generating micro household and personnel data sets.
- Workpackage 2 investigated the impact of R&D efforts on Russian and Ukrainian economies.
- Workpackage 3 aimed at identifying and analysing the relationship between labour reallocation and productivity growth, focusing on the consequences of technological change, both innovation and adoption of new technologies, for job creation and destruction, and their relationship with productivity growth.
- Workpackage 4 analysed how restructuring enhances more flexible employment relations - with a special sub-module for gender issues; how restructuring affects the skill mix of the work force; and how labour institutions impact upon restructuring.
- Workpackage 5 started a new literature by beginning to analyse internal labour markets in transition economies and compensation policy by firms, focusing on the issues of restructuring and downsizing.
- Workpackage 6 focused on the incidence, the causes and consequences of worker displacement, including labour market segmentation and informal employment.
- Workpackage 7 studied the determinants of poverty in Ukraine and analysed the coping strategies adopted by different socio-economic groups of the population.
- Workpackage 8 focused on the social safety nets in Russia and Ukraine and its relationship with the labour market situation; it also aimed at designing an innovative approach to policy advice in the area of social security and its influence on labour market performance.
- Last but not least, workpackage 9 dealt with the management of the project.

During the 48 months of the implementation of the project (February 1, 2006 - January 31, 2010) an impressive amount of work has been accomplished in all workpackages. While there were some setbacks, especially related to the length of time it took to collect the foreseen data, in the end the project generated unique new data sets and thus far 28 working papers of the ESCIRRU consortium that have been published at www.diw.de/escirru. Since the generated data have not yet been analyzed to the fullest, researchers of the consortium will produce several additional studies that will be made available on the indicated website in 2010 and 2011. In what follows we report on the main results thus far achieved by workpackage.

Workpackage 1: Collection of household and personnel data

The project has generated two large household data sets: the third wave of the Ukrainian Longitudinal Monitoring Survey (ULMS) and supplementary data on worker displacement to the 17th round of the Russian Longitudinal Monitoring Survey (RLMS). The data of the third wave of the ULMS, which was co-financed by the Institute for the Study of Labor (IZA), Bonn, were collected in the field by the Kiev International Institute of Sociology (KIIS) in the months of April to July 2007. Together with the 2003 and 2004 waves the third wave of the ULMS constitutes a very rich panel data set, which allows to analyze workers' behaviour in Ukraine in a dynamic fashion. The individual questionnaires of the ULMS also elicited information on displacement, informal employment relationships and risk attitudes, which made the analytical work in workpackage 6 possible. Responses from the household questionnaires enabled our researchers to undertake poverty analysis in workpackage 6. The supplement on worker displacement, modelled after the U.S. CPS supplement, was used as an additional survey instrument in the field work of the 17th round of the RLMS from October to December 2008. The responses made it possible to estimate displacement rates for Russia for the first time in a solid way and to begin the comparative analysis of worker displacement in Russia and Ukraine.

We also have generated three unique personnel data sets, two from Russian manufacturing firms and one from a Ukrainian manufacturing firm. These personnel data cover most of the transition period and consist of five layers providing information on: (i) demographic characteristics, (ii) previous places of work before joining the firm, (iii) work history in the firm, (iv) wages and compensation, and (v) training history in the firm. Particularly rich is the information on wages and compensation (layer iv) as it entails monthly information on wages and all types of bonuses (including reasons for bonuses) as well as social benefits. Additional information consists in days of absenteeism and hours worked per month, including overtime. Since these data have only recently become available, we will continue the work that we started with a more restrictive data set in workpackage 5 and will, in unprecedented detail, analyze wage and employment policies within firms that undergo severe restructuring.

We also produced a small data set on the post-separation experience of workers who had worked in the Ukrainian firm, from which we have personnel data. We have roughly 700 interviews of such workers, with information that allows us to rigorously establish the costs of workers displacement in Ukraine.

The anonymity of all respondents in the surveys and of all employees in the personnel data has been maintained at all times.

Workpackage 2: Research and development in Russian and Ukrainian industry

Since it was impossible to obtain firm-level data on innovation for Russia, the workpackage focused on Ukraine. There were three important studies produced in this workpackage. The paper “Innovation, Adoption, Ownership, and Productivity: Evidence from Ukraine” by J. David Brown, John S. Earle, Hanna Vakhitova and Vitaliy Zheka (ESCIRRU Working Paper No. 18) being the principal study among them. The paper investigates the determinants of and productivity returns to several types of investment, including non-technological fixed capital investment, research and development, IT software, and IT hardware using a panel of over 40,000 Ukrainian industrial firms in 2000-2007. Foreign-owned firms invest more in non-technological capital and IT than domestic firms, but less in R&D. State-owned firms’ returns to investment are quite low, especially returns to IT. Productivity gains from R&D and non-technology investment are insignificantly different across ownership types, whereas foreign firms achieve much higher returns to IT investment than other firms. The results suggest that foreign firms are able to outperform others via organizational capital that is better able to exploit IT investment. Opening up the economy to foreign direct investment is thus critical for improving Ukrainian innovation activity. The paper by Yevgeniya Shevtsova “International Trade and Productivity: Firm-Level Evidence from Ukraine” (ESCIRRU working paper N. 20) finds that Ukrainian firms choosing to enter export markets are already more productive than non-exporters. Firm productivity increases further after exporting, which is consistent with the hypothesis that firms can learn by exporting. A second paper by Yevgeniya Shevtsova, “Firm-Level Export Dynamics: Structural Analysis” (ESCIRRU working paper N. 21) studies firms’ changes in export intensity and how this relates to productivity. She finds bigger changes in Ukrainian firms’ export volumes than studies have found in other countries.

Workpackage 3: Labour reallocation and creative destruction in the former Soviet Union

The flagship study of this workpackage is the paper by J. David Brown and John S. Earle on “Understanding the Contributions of Reallocation to Productivity Growth: Lessons from a Comparative Firm-Level Analysis” (ESCIRRU working paper N. 9). The authors analyze comprehensive manufacturing firm data to measure the contribution of inter-firm employment reallocation to aggregate productivity growth during the socialist and reform periods in six transition economies. Modifying a standard decomposition technique to better reflect the role of firm entry, they find that reallocation rates and productivity contributions are very low under socialism. After reforms, they rise dramatically, and productivity contributions greatly exceed those observed in market economies. Early in transition, faster reform is associated with larger contributions from reallocation, but later, and on average over the whole transition, this relationship is reversed. Though reallocation rates are larger in faster reforming economies, higher productivity dispersion in slower reformers creates much higher productivity gains for a given volume of reallocation. The results imply that reallocation should be viewed as necessary regular maintenance for a well-functioning economy, and particularly large productivity contributions tend to reflect previous neglect more than current virtue. Researchers in this workpackage have also studied other aspects of labour reallocation. For example, they have studied employment selection and productivity effects associated with privatization and foreign acquisitions. Initial results suggest very small, negative employment effects resulting from privatization in Ukraine, and positive effects in Russia. The Ukrainian results are similar to those for Hungary and Lithuania. In all countries, foreign acquisitions tend to have positive effects.

Workpackage 4: Industrial restructuring and labour market institutions and outcomes in Russia

This workpackage focused on three issues connected to industrial restructuring in Russia, namely: (1) Industrial Restructuring and Flexible Employment Patterns, (2) Industrial Restructuring and Change in the Skill Mix of the Workforce, and (3) Industrial Restructuring and Employment Protection (Legislation and Enforcement). Researchers connected to this workpackage produced many studies. Here we mention the three that are the most pertinent ones. In connection with the last topic Vladimir Gimpelson, Rostislav Kapeliushnikov and Anna Lukiyanova have written the paper “Employment Protection Legislation in Russia: Regional Enforcement and Labour Market Outcomes” (ESCIRRU Working Paper No. 11). Most of the studies exploring EPL effects on labour market performance implicitly assume that EPL compliance is near to complete and therefore all firms bear full adjustment costs incurred by the regulations. This seems to be a very strong assumption for any country but it sounds especially strong and hardly plausible for developing and transition economies. The main idea of this paper is to analyze cross-regional and inter-temporal variation in EPL enforcement and to explore empirically whether it is translated into regional labour market outcomes. The paper employs unique data set based on the State Labour Inspectorate data and the Supreme Court statistics on labour disputes.

The same authors look at the demand for skills in their paper “Stuck Between Surplus and Shortage: Demand for Skills in the Russian Industry” (ESCIRRU Working Paper No. 10). This paper discusses what kinds of firms in the Russian manufacturing sector are not able to optimize their employment and why. Do they suffer from a labor shortage induced by rapid growth, or are they still struggling with employment overhang? What are the occupations and skills in which there is a supposed surplus or shortage? The main conclusion that emerges from this study is that difficulties for firms in maintaining the optimal employment mix are grounded in the institutional environment, which does not allow for a quick reallocation of labour from pockets of inefficiency to pockets with more efficient use. If this conclusion is correct, then any attempts to substitute a complex restructuring of market institutions with detailed governmental intervention into vocational training will bring even more inefficiency and a further deterioration of the competitiveness of Russian industry.

Russian sociologist Yana Roshchina has produced the study “Accessibility of professional education in Russia” (ESCIRRU Working Paper No. 13), where she analyzes intergenerational upward mobility (or the lack thereof) of Russian high school graduates. She finds an unequal access to higher education prior to transition (1960 to 1990) and post transition (1991 to 2000). The determinants of access to higher professional education are, however, different across the two periods. While in communist times parents’ membership in the Communist Party and urban residence were positively associated with entry to higher education, in the post-transition period the driving force has been parents’ human capital and income. These latter determinants seem to lead to the exclusion of children of low and middle income families from higher education, resulting in a more unequal society in the medium run.

Workpackage 5: The firm, internal labour market and displaced workers in economic transition

Since the complete data for this workpackage have very recently come on stream, researchers involved in this workpackage have begun to analyze the data. However, we can report that within the workpackage six papers have already been finalized (ESCIRRU Working Papers No. 1, 4, 6, 14, 15 and 16). Because of a space constraint we report about three of these papers.

The paper by Thomas Dohmen, Hartmut Lehmann and Mark Schaffer ““Wage policies of a Russian Firm and the financial crisis of 1998: Evidence from personnel data – 1997 to 2002” (ESCIRRU Working Paper No. 4) uses a rich personnel data set from a Russian firm for the years 1997 to 2002 to analyze how the financial crisis in 1998 and the resulting change in external labour market conditions affect the wages and the welfare of workers inside a firm. The authors provide evidence that large shocks to external conditions affect the firm’s personnel policies, and show that the burden of the shock is not evenly spread across the workforce. The firm takes advantage of a high-inflationary environment and of a fall in workers’ outside options after the financial crisis and cuts real wages. Earnings are curbed most for those who earned the highest rents, resulting in a strong compression of real wages. The fact that real wages and real compensation levels never recovered to pre-crisis levels even though the firm’s financial situation was better in 2002 than before the crisis and the differential treatment of employee groups within the firm can be taken as evidence that market forces strongly influence the wage policies of our firm. The paper also comes to the conclusion that while the financial crisis of 1998 was short-lived at the macroeconomic level, the costs to the workforce in the firm were large and long-lived.

How did female employees fare in this firm over the years 1998 to 2002? Thomas Dohmen, Hartmut Lehmann and Anzelika Zaiceva look at this question in their paper “The gender earnings gap inside a Russian firm: First evidence from personnel data – 1997 to 2002” (ESCIRRU Working Paper No. 6). The paper studies the size, development and determinants of the gender earnings gap in an internal labor market during late transition. The estimated gender earnings gap at the firm level falls from about 38 percent in 1997 to 18 percent in 2002. Gender earnings differentials are largest for production workers, who constitute the largest employee group in the firm. Various decompositions show that these differentials and their dynamics remain largely unexplained by observable characteristics at the mean and across the wage distribution. Our analysis also reveals that the earnings differentials for production workers largely stem from job assignment, as women are predominately assigned to lower-paid jobs. Earnings gaps within job levels are small and almost fully explained by observed characteristics. The convergence of male and female earnings is largely driven by an increase in the rewards for women, which is most pronounced in the lower part of the distribution.

The apparent segregation of female and male workers found in the above paper is confirmed in the paper by Inna Maltseva and Daria Nesterova “Within-Firm Gender Segregation: Sources and Consequences” (ESCIRRU Working Paper No. 19), which uses a separate personnel data set. They look at gender neutrality or non-neutrality in the hiring process, determining initial job assignments, directions of male and female workers promotions within the firm and their effect on gender segregation; they also trace the effect of occupational segregation on gender wage gaps. Their analysis has led to the following main results. There is a high level of gender segregation within the analyzed firm. Its existence can be explained by both initial job assignments and differences in career paths for male and female workers. There are considerable

diversities in career ladders for men and women: women do not have access to the highest positions by promotion, they can occupy these job places only if they come from the external labor market. Gender segregation has a strong influence on the size of the gender earning gap: women earn less because they are concentrated at low-paid levels. Hence, the gender earning gap arises most probably because of between-levels wage differences, a finding also presented in the paper by Dohmen, Lehmann and Zaiceva.

Workpackage 6: Analysis of workers displacement in Russia and Ukraine using survey data

Researchers connected to this workpackage have written 5 ESCIRRU Working Papers (No. 4, 17, 20, 22 and 24). We discuss those three papers that are most closely tied to the theme of the workpackage.

The first paper, “Informal Employment Relationships and Labor Market Segmentation in Transition Economies: Evidence from Ukraine” by Hartmut Lehmann and Norberto Pignatti (ESCIRRU Working Paper No. 4), is closely tied to the issue of worker displacement, since in Ukraine like in many transition countries many of the displaced workers find it very difficult to regain formal employment. In the absence of generous unemployment provisions many of them need to engage in informal work. The central findings of the study are briefly summarized.

The Ukrainian labor markets seem to be, at least to some extent, segmented. Most workers try to enter formal employment - the predominant employment relationship - and seem to use unemployment as well as informal dependent employment as waiting stages for entry into formal dependent employment. Unlike in developing countries, unemployment appears to be a very important destination state from which workers try to move back to formal dependent employment. There is little evidence for workers locating in different employment states over their working life as suggested, e.g., by William Maloney. Instead, we find that while workers try to enter formal employment at any stage of their working life, some are forced to take up informal salaried jobs in an involuntary fashion, while a minority is engaged voluntarily in informal jobs. The majority of informal salaried employees are involuntarily employed and workers seem to queue for formal salaried jobs.

In contrast, since moving to informal urban self-employment is associated with large gains in terms of earnings, this segment of the Ukrainian labor market seems to confirm the predictions of the “revisionist” school of thought on informality associated with Maloney, according to which informality is willingly sought by some workers with the aim to reach higher utility.

The study “Labour Market Segmentation and Gender Earnings Gap in Ukraine” by Norberto Pignatti (ESCIRRU Working Paper No. 17) explores the gender dimension of labour market segmentation and its effects on the gender earnings gap. This dimension of labour market segmentation is particularly relevant and tied to the issue of worker displacement, as women show a higher probability of being displaced.

In Ukraine, women and men with identical characteristics show different patterns of participation in informal employment. Both men and women show higher propensity to go to the formal sector from the informal one than vice versa. However, this effect is much stronger for women than for men and it seems to depend both on different endowments and on different “behavioural”

patterns. The fact that women show a higher relative propensity to go to the formal sector is surprising, as segmented labour market theories predict a higher concentration of women in the informal sector, both for demand and supply side reasons. So, while our results confirm that gender has an influence on the choice between formality and informality, this influence seems to go in the opposite direction with respect to what was expected.

The analysis of the gender earnings differential leads to a rejection of the hypothesis that Ukrainian women earn less because of horizontal segregation along the formal/informal divide – that is a concentration in the “disadvantaged” informal sector – since the proportion of women in the informal sector is lower than that of men. They seem, instead, to support the hypothesis of vertical segregation, that is, women have less career prospects than men and limited access to better paid occupations within the segment of the labour market they are in. This finding supports the evidence that we presented on the segregation of female employees into low paying jobs within firms (workpackage 5).

The paper “Worker Displacement in Russia and Ukraine: A Comparative Analysis using Micro Data” by Hartmut Lehmann, Alexander Muravyev, Norberto Pignatti and Anzelika Zaiceva (ESCIRRU Working Paper No. 24) analyzes displacement in Russia and Ukraine in a period of growth, covering the years 2003 to 2008 for Russia and the years 2003 to 2006 for Ukraine. The estimates establish that quits dominate separations but that displacement rates are not negligible amounting to between 2.5 and 3 percent of employment in Russia and between 2 and 5 percent in Ukraine. This is the first solid evidence on displacement rates in Russia, which shows that these rates are at the lower end of the range of estimates found for mature capitalist economies.

Regression results demonstrate for Russia that unskilled and less educated workers and workers with short tenure are more affected as are workers in the agricultural sector, while those who are employed in public administration and in health and education have a lower likelihood to be displaced. The Ukrainian estimates show the same patterns apart from the fact that the length of tenure spells has no impact on displacement.

In countries like Russia and Ukraine where unemployment benefits are not generous or non-existent long spells of non-employment can impose large monetary costs on workers. The authors point to these costs by highlighting the fact that there is a very sizable privileged group of displaced workers who find a new job within a very short time while the majority has difficulty in finding new employment. It is this group (larger in Ukraine than in Russia), which is not so rapidly absorbed by the labor market, that should be the target of social policy intervention by the Russian and Ukrainian governments.

Workpackage 7: Poverty and coping strategies in Ukraine

Within the framework of the workpackage 7, the team of researchers, using economic and sociological methods and paying close attention to the gender divide, improved the collection of data, necessary for the analysis of the determinants of poverty in Ukraine, and analysed the coping strategies adopted by different socio-economic groups of the population to deal with the shocks they face in the context of the economic transition. This research has revealed the potential to improve the design of poverty alleviation policies in Ukraine, especially in the areas of industrial restructuring, labour market reform, safety nets, social policies, and gender equality.

The flagship of this workpackage is the paper “Determinants of Poverty during Transition: Household Survey Evidence from Ukraine” by Tilman Brück, Alexander Danzer, Alexander

Muravyev and Natalia Weisshaar. The study analyzes the incidence and correlates of household poverty in times of economic decline and recovery, paying particular attention to specific transmission mechanisms of economic transition to various types of household poverty and inequality. The analysis is based on comparable household survey evidence from Ukraine from 1996 and 2004, two years representative of the contracting and expanding phases of the transition process, respectively. It reveals substantial evidence of some decline in both poverty and inequality over the eight-year period of analysis in Ukraine, especially when measured by income. However, the paper shows the sensitivity of the poverty estimates to the choice of welfare indicator and poverty line.

The transition in Ukraine has seen an increase in socio-economic stratification over time (and across space). The study shows less gender inequality than expected. The poverty risk associated with children is a clear empirical finding and raises an important area for future policy action. The analysis suggests that the new labor markets place a diminishing premium on having experienced the Soviet economy, which may raise the risk of unemployment for older workers in the later phase of transition. The study elucidates that more education has a positive effect on welfare, however with the added twists that returns to education rise over time and that education pays higher returns for the worse-off households. The finding indicates a way for pro-poor growth through investments in human capital.

An important insight of the study is that in the recovery phase of transition, unemployment becomes a risk factor for poverty, just as it is in OECD economies. Households may also better cope with the remaining shocks over the course of transition.

The land access matters for household welfare in both years, especially for poorer people. This result motivates us to study land-based coping strategies of households in transition economies in more detail in future work.

The investigation into spatial differentiation shows that the location of a household matters significantly for its welfare. City dwellers are the winners of the transition process, especially those city dwellers already in the upper end of the welfare distribution. Furthermore, households in the East of the country gain while households in the West lose economically over the course of the transition period. The observed effects of location should be of interest to policy makers as they may signal a lack of national market integration and insufficient labor mobility across the country.

Workpackage 8: Restructuring and social safety nets in Russia and Ukraine

The flagship study of this workpackage is the ESCIRRU Working Paper No. 5, “Social Security, Labour Market and Restructuring: Current Situation and Expected Outcomes of Reforms” by Marek Gora, Grzegorz Kula, Magdalena Rokicka, Oleksandr Rohozynsky, Anna Ruzik. We confine ourselves to the presentation of this study even though the research team connected to this workpackage has produced two other interesting studies (see ESCIRRU Working Papers No. 7,8 and 25).

The cited paper discusses selected demographic, economic and social phenomena in Russia and Ukraine since the beginning of the 1990s, and their impact on social security systems. The main findings were the following. The demographic situation and the labour supply in Russia and

Ukraine were strongly affected by the transition processes. The most important problem is the decreasing size of the population due to low birth rates and short life expectancy, especially among men. Although men are dying relatively young, the share of the elderly in the population is growing, and the aging processes are faster than in the European Union. The number of pensioners is also increasing. In such conditions, social security contributions are not sufficient to finance the benefits, despite that contribution avoidance is decreasing.

In Ukraine, the situation is more difficult than in Russia. In the former country there are proportionally more pensioners and the level of benefits was significantly increased in recent years, at least partially due to political reasons. In Russia, the proportion of pensioners is smaller, benefits are lower, and the government can use incomes from oil and gas to finance the social security system. The situation in both countries forced governments to introduce radical reforms of retirement systems by switching from pay-as-you-go to funded schemes. However, these reforms have no impact on the current situation.

The authors' analysis shows an improving situation in both countries, although conditions in Russia are better than in Ukraine. Positive developments in Ukraine were slowed by the political turmoil of recent years. Still, much remains to be done. The increase in the economically active population is a good thing, but there are no reserves out of which this active population may continue to grow. The retirement reforms are a step in the right direction, although their impact will not be felt for a number of years. Other reforms, with more immediate results, are necessary. Social safety nets should be made more efficient and social benefits should be higher and better targeted, if possible. The whole system of social protection should be less complex and more transparent. Foremost, policies need to be set in place that reverse the population decline in the two countries and increase the number of children.

Workpackage 9: Management activities

As the project involved researchers based in seven countries, management requirements were demanding and were followed on the basis of experienced administrative professional work and infrastructure.

Throughout the duration of the project the team at DIW Berlin maintained the project web-site www.diw.de/escirru. After the close of the project DIW Berlin will continue to maintain the website. The coordinator also maintained an email-based internal project discussion group to aid project communication. The ESCIRRU working paper series was started, with the internal control of paper quality: prior to publication, the submitted papers were circulated to the members of the email-based internal project discussion group for comments and suggestions. 28 working papers have been published during the lifetime of the project. A couple of more studies are expected to be published in 2010-2011. DIW Berlin will continue coordinating the publishing process. Several meetings between the project director and the project coordinator and between the project director and many of the project participants took place and helped to ensure the successful running of the project. DIW Berlin has been involved in dissemination of information and output, including via the press office of the Institute as well as via external publications. The most important milestone of the project dissemination activities was organisation of the final

ESCIRRU conference. It took place on 29-30 October 2009 at State University – Higher School of Economics in Moscow, Russia. The conference brought together over 20 participants from the ESCIRRU consortium to present and discuss the findings of the research in the last year and to review the final projects outcomes and discuss future research. The conference aim was to present the results of the project to a broader audience, including the students and researchers of the Higher School of Economics, policy makers and the general public including journalists.

The publication of the ESCIRRU project will contain the most salient research outcomes and cover the derived key policy implications. Unfortunately, it has proved impossible to publish the book in the course of the lifetime of the project due to late arrival of data and the resulting delays in analysis. However the book proposal has been finalised, including the number and content of the book chapters. The proposal will be submitted for consideration to the Palgrave publishing house. Hartmut Lehman and Tilman Brück act as editors of the planned ESCIRRU publication. The publication will consist of eight chapters. The preliminary publication date of the book is November 2010.

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