



Econometrics of Healthy Human Resources



Friday, May 28

09.00 – 10.30 Opening session: [Room Bianchi Bandinelli]

Welcome speech

Keynote speech: **Tor ERIKSSON**

Aarhus School of Business - DK

Healthy Personnel Policies

11.00 – 12.00 Two parallel sessions

Session 1a: Education and Health [Room 8b]
Chairman: **N. Datta Gupta**

Some Students are Bigger than Others, Some Students' Peers are Bigger than Others Students' Peers

Joan GIL, Toni MORA

Univ. of Barcelona; International U. of Catalonia - ES

Healthy School Meals and Educational Outcomes

Jonathan JAMES, Michèle BELOT; Univ. of Essex - UK

Estimating the Causal Effect of Education on Disability Exploiting a Danish Compulsory Schooling Reform

Nabanita DATTA GUPTA

Aarhus School of Business, Aarhus University - DK

Session 1b: Pay and Performance [Room 8c]
Chairman: **F. Rycx**

Absenteeism and Workplace Earnings Dispersion

Kjersti Misje NILSEN

Institute for Social Research - NO

Sickness Absence, Performance Pay and Teams

Harald DALE-OLSEN

Institute for Social Research NO

Wage Dispersion and Firm Productivity: Tournaments, Fairness or Sabotage?

Mélanie VOLRAL, Benoît MAHY, François RYCX

Université de Mons - Centre de Recherche Warocqué;

Université Libre de Bruxelles – DULBEA -BE

13.30 – 14.30 Two parallel sessions

Session 2a: Job Satisfaction [Room 8b]
Chairman: **G. Citoni**

Job Satisfaction and Labour Market Participation of Older Workers in Europe

Catherine POLLAK, (CES) Univ. Paris 1 -FR

The Job satisfaction-Productivity Nexus: A Study Using

Matched Survey and Register Data

Petri BÖCKERMAN, Pekka ILMAKUNNAS

Labour Institute for Economic Research, Helsinki School of Economics and HECER - FI

Dissatisfying Jobs: Effects on Health and on Happiness

Guido CITONI; University "La Sapienza", Rome - IT

Session 2b: Work Organization and Performance [Room 8c]
Chairman: **P. Askenazy**

Incentives to Cooperate in Teams

Marisa RATTO; Centre d'Etudes de l'Emploi (CEE) - FR

Workplace Designs, Work Practices Complementarities and the Impact of Key Competencies

Riccardo LEONI; Dept. of Economics, U. of Bergamo - IT

Works Councils and Productivity in France

Philippe ASKENAZY, David FAIRRISS

Paris school of economics - FR, UC riverside -US

15.00 – 16.00 Two parallel sessions

Session 3a: Health Out and After Work [Room 8b]
Chairman: **I. Theodossiou**

Sickness Absence: a Pan-European Study

Ilias LIVANOS, Alexandros ZANGELIDIS

University of Warwick; University of Aberdeen - UK

The Pecuniary and Non-Pecuniary Costs of Job

Displacement. The Risky Job of Getting Back to Work

Francesco SERTI, Tiziano RAZZOLINI, Roberto LEOMBRUNI

University of Siena - IT

Your Job or Your Life? The Uncertain Relationship of the Unemployment Rate and Mortality

Ioannis THEODOSSIOU, Keith A. BENDER

University of Aberdeen - UK

Session 3b: HRM and Productivity [Room 8c]
Chairman: **P. Ilmakunnas**

Human Resource Management Practices and Firm Performance

Mikko MÄKINEN, Derek C. JONES, Panu KALMI,

Takao KATO; Dept. of Economics Hamilton College,

Helsinki School of Economics, Colgate University- FI

Age-Specific Production Systems and Employment Duration

Jan FRIES, Christian GÖBEL, Bernhard BOOCKMANN

ZEW Mannheim - DE

Creative Destruction and Employee Well-Being

Petri BÖCKERMAN, Pekka ILMAKUNNAS, Edvard

JOHANSSON; Labour Institute for Economic Research,

Helsinki School of Economics and HECER - FI

16.45 – 18.00 Single session [Room Bianchi Bandinelli]

Session 4: Health, Behaviors and Employment
Chairman: **M. Hammarstedt**

Institutional Rules, Labour Demand and Disability Programme Participation

Ossi KORKEAMÄKI, Tomi KYRÄ

Government Institute for Economic Research – FI

The Causal Effect of Health on Income: Quasi-Experimental Evidence from Commuting Accidents

Martina ZWEIMÜLLER

University of Linz-Department of Economics - AT

Mobbing and Health: an Empirical Analysis for Spain

M. Angeles CARNERO, Blanca MARTÍNEZ, Rocío

SÁNCHEZ-MANGAS; U. Alicante, U. Complutense de

Madrid, U. Autónoma de Madrid - ES

Inter and Intra-Household Earnings Differentials among

Homo- and Heterosexual Couples

Lina ANDERSSON, Ali AHMED, Mats HAMMARSTEDT

Linneaus University - DE

20.00 Reception & Official Dinner

Rome General Draft

Friday, May 28

8.30 – 09.00 Coffee & Registration

09.00 – 10.30 Opening session:

10.30 – 11.00 Coffee Break

11.00 – 12.00 Two parallel sessions

Session 1a: Education and Health

Session 1b: Pay and Performance

12.00 – 13.30 Lunch

13.30 – 14.30 Two parallel sessions

Session 2a: Job Satisfaction

Session 2b: Work Organization and Performance

14.30 – 15.00 Coffee Break

15.00 – 16.00 Two parallel sessions

Session 3a: Health Out and After Work

Session 3b: HRM and Productivity

16.00 – 16.45 Coffee Break

16.45 – 18.00 Single session

Session 4: Health, Behaviors and Employment

20.00 Reception & Official Dinner

Saturday, May 29

09.00 – 10.00 Two parallel sessions

Session 5a: Unhealthy Habits

Session 5b: Health & Socio-Economic Consequences

10.00 – 11.00 Poster session & Coffee Break

11 presentations Chairman **F. RYCX**

11.00 – 12.00 Two parallel sessions

Session 6a: Gender, Health and Labour

Session 6b: Ethnic Discrimination

12.00 – 13.30 Lunch

13.30 – 14.30 Two parallel sessions

Session 7a: Health Policies

Session 7b: Segregation and employment

14.30 – 14.45 Coffee Break

14.45 – 15.45 Two parallel sessions

Session 8a: Human Capital, Wages and Productivity

Session 8b: Work trajectories

Closing of the conference, Last Drink

Poster Session

Chairman: **F. Rycx**

Why have Permanent Workers Grown Dissatisfied with their Job?

Annalisa CRISTINI, **Federica ORIGO**; Univ. of Bergamo - IT

Longer-Term Impact of Pre-Primary Education on Subsequent School Attendance and Accumulated Years of Education

Fernando BORRAZ, Alejandro CID
Universidad de Montevideo – UY

Dynamic Modeling of Fertility and Labor Market Participation of Married or Cohabiting Women

Cyriaque EDON, Thierry KAMIONKA
CNRS & CREST, U. C. Louvain & IRES - BE

Revisiting the Income-Health Nexus: The Importance of Choosing the "Right" Indicator

Joachim FRICK, **Nicolas ZIEBARTH**
Socio-Economic Panel Study (SOEP), DIW Berlin - DE

Determinants of a Hospital Attendance- An Empirical Analysis of Influencing Factors

Rosemarie GUELKER, RWI Essen - DE

Healthcare Demand in Turkey: Evidence from ARDL Model
Qadeer KARAGOZ, Karaelmas University - TR

Does it Pay to Be Healthy? The Economic Returns to Health in Russia

Oksana KUZMICH; Sergey ROSHCHIN
Higher School of Economics - RU

Individual Evaluation Interview as a Practice for Subjective Evaluation of Performance

Michal W. URDANIĆIA, Marc-Arthur DiAYE, Nathalie GREENAN; Centre d'études de l'emploi - FR

Job Security as an Endogenous Job Characteristic

Thomas WAGNER; **Elke J. JAHN**
University of Applied Sciences Nuernberg - DE





Econometrics of Healthy Human Resources



Saturday, May 29

9.00 – 10.00 Two parallel sessions

Session 5a: Unhealthy Habits
Chairman: **S. Boes**

[Room 8b]

*Employment, Wages, and Alcohol in Russia:
Simultaneous Estimates*

Kim VITALY, State Univ. Higher School of Eco. - RU

*The Effect of Comprehensive Smoking Bans in European
Workplaces*

Federica ORIGO, Claudio LUCIFORA

Università di Bergamo, Università Cattolica, IZA - IT

Convex Treatment Response and Treatment Selection

Stephan BOES, Univ. Zurich, Socio-economic Institute - CH

Session 5b: Health & Socio-Economic Consequences
Chairman: **D. Meulders**

[Room 8c]

*Long Run Relation between Health Expenditure and GDP: a
Panel Analysis*

Engin ERGODAN, Canakkale onsekizmart University - TR

*The Return on Investments into Health in Modern Russia:
Microeconomic Analysis*

Yana ROSCHINA, State Univ. - Higher School of Eco. - RU

Impact of Breast Cancer on Employment

**Danièle MEULDERS, Birgit CARLY, Fabienne LIEBENS, Sile
O'DORCHAI**; DULBEA-ULB - BE

10.00– 11.00 Poster session & Coffee Break

[Room Biblioteca Barone - Centro di Documentazione Europea
Altiero Spinelli (near room 8b et 8c)]

Chairman: **R. Plasman**

11.00 – 12.00 Two parallel sessions

Session 6a: Gender, Health and Labour

[Room 8b]

Chairman: **M. Picchio**

*The Impact of Health Changes on Labor Supply: Evidence
from Merged Data on Individual Objective Medical
Diagnosis Codes and Early Retirement Behavior*

Malene KALLESTRUP LAMB, Bent Jesper CHRISTENSEN
School of Eco. and Management, Aarhus University - DK

*Pay and organization gender gaps in the Finnish private
sector in 2001–2009*

Tatu WESTLING, University of Helsinki - FI

*Gender Wage Gap: A Semi-parametric Approach with
Sample Selection Correction*

Matteo PICCHIO, Chiara MUSSIDA

Tilburg University, The Netherlands – NL

Session 6b: Ethnic Discrimination

[Room 8c]

Chairman: **J. Varejao**

*Does the Causal Effect of Health on Employment Differ for
Immigrants and Natives?*

Vibeke JAKOBSEN, Mona LARSEN

SFI The Danish National Centre for Social Research - DK

*Profits or Prejudice? Testing for Discrimination in the
Norwegian Labor Market*

Pål SCHØNE, Marianne RØED

Institute for Social Research - NL

*Workplace Diversity - The Integration of Migrant Workers
at the Firm-level*

Jose VAREJAO; Pilar GONZALEZ, University of Porto - PT

13.30 – 14.30 Two parallel sessions

Session 7a: Health Institutions & Policies

[Room 8b]

Chairman: **C. Gathmann**

*The Effects of Expanding the Generosity of the Statutory
Sickness Insurance System*

Nicolas R. ZIEBARTH, Martin KARLSSON

Socio-Economic Panel Study (SOEP), TU Darmstadt,
German Inst. for Economic Research (DIW Berlin) - DE

Mental Health and Working Conditions in European countries

Elena COTTINI, Claudio LUCIFORA

Università Cattolica Milan and CCP - IT

*The Gorbachev Anti-Alcohol Campaign and Russia's
Mortality Crisis*

Christina GATHMANN, Grant MILLER

University of Mannheim, Stanford University - DE

Session 7b: Segregation and Employment

Chairman: **M. Beblo**

[Room 8c]

Age Segregation and Hiring of Older Employees

Pekka ILMAKUNNAS, Seija ILMAKUNNAS

Aalto University, School of Economics, Government
Institute for Economic Research (VATT) - FI

*Disability and Labour Force Participation in Greece: A
microeconomic analysis*

Nikolaos C. KANELLOPOULOS

Centre for Planning and Economic Research - GR

Systematic Segregation within German Establishments

Miriam BEBLO, Elke WOLF

Berlin School of Economics and Law, University of Applied
Sciences Munich - DE

14.45 – 15.45 Two parallel sessions

Session 8a: Human capital, Wages and Productivity

Chairman: **C. Andini**

[Room 8b]

*Nursing Workforce Skill Mix and the Competitiveness of
Qualified Nurses Pay: a Local Labour Market Analysis*

Jean-Baptiste COMBES, Bob ELLIOTT, Diane SKÅTUN

Health Economics Research Unit, Univ. of Aberdeen - Uk

*Tenure Wage Gap: Gender Disparities in Returns to Tenure
and Experience*

Robert ORLOWSKI, Univ. of Erlangen-Nuremberg - DE

*How Fast Do Wages Adjust to Human-Capital Productivity?
Dynamic Panel-Data Evidence from Europe and the United States*

Corrado ANDINI; Universidade da Madeira - PT

Session 8b: Work trajectories

Chairman: **B. Mahy**

[Room 8c]

*Looking Beyond the Bridge - How Temporary Agency Work
Affects Outcomes for the Unemployed*

Elke JAHN, Michael ROSHOLM

Aarhus School of Business - DK

Too Rich to Do the Dirty Work? Job Quality, Search and Wealth

Luke Timothy HAYWOOD

Paris School of Economics; Univ. Paris 1 - FR

The Use of Fixed Term Contracts and Labour

Emmanuel DHYNE, Benoît MAHY

Banque Nationale de Belgique, Univ. de Mons - BE

Closing of the conference, Last Drink



Those people don't have the possibility to come to Roma, but you can find their full paper available on our website. All people of this group are participating at this VIRTUAL Session.

All other participants without a full paper, available on our website, are withdrawn from this final program.

Parental Income and the Dynamics of Health Inequality in Early Childhood Evidence from the United Kingdom
Eberhard KRUK; MEA, University of Mannheim - DE

Long-Term Impact of Health and Nutrition Status on Education Outcomes for Children in Rural Tanzania
Lucia LUZI; Ca' Foscari University of Venice - IT

The Value of Rude Health': Employees' Well Being, Absence and Workplace Performance
David MARSDEN; Simone MORICONI
London School of Economics and Political Sciences - UK

Variety of Performance Pay and Firm Performance: Effect of Financial Incentives on Worker Absence and Productivity
Konstantinos POULIAKAS; Nikos THEODOROPOULOS
University of Aberdeen - UK , University of Cyprus – CY

Human Resources in Health in Africa: Needs-Based Measures for the Health Workforce
Brent FULTON, Richard SCHEFFLER
University of California, Berkeley - US

They Tried to Make Me Go to Rehab but My Boss Said 'No': The Effect of Self-Assessed Job Security on the Demand for Medical Rehab
Arndt REICHERT, Boris AUGURZKY, Harald TAUCHMANN
RWI ESSEN -DE

How the Minimum Wage Affects the Firms Behavior in terms of Selectivity and Job Specialization ?
Samir AMINE; Université du Québec en Outaouais - CA

Employment Behavior of Young Mothers during and after Maternity Leave: Evidence based on Company Data
Suzanne STEFFES, Bernd FITZENBERGER, Anthony STRITTMATTER, Albert-Ludwigs U. Freiburg, Centre for European Economic Research - DE

The Height Production Function from Birth to Early Adulthood
Elisabetta DECAO; University of Rome, TorVergata - IT

Which Personnel Measures are Effective in Increasing Productivity of Older Workers?
Christian GÖBEL, Thomas ZWICK
ZEW, Centre for European Economic Research - DE

Occupational Injuries and Successful Returns to Work. An Assessment Based on a New Italian Dataset
Lia PACELLI, Monica GALLIZI, Roberto LEOMBRUNI
Univ. Torino, University of Massachusetts Lowell - IT

Why Do Unionized Workers have more Nonfatal Occupational Injuries?
Alejandro DONADO; University of Wuerzburg - DE

Who is Responsible for your Health: It's you, your Doctor or New Technologies?
Francesco D'AMICO, Vincenzo ATELLA
Faculty of Economics – Univ. Tor Vergata di Roma - IT

Disentangling True Determinants of Drug Therapy Effectiveness: A Double Fixed Effect Approach
Federico BELOTTI, Domenico DEPALO, Vincenzo ATELLA
U. Rome Tor Vergata, Bank of Italy - IT

What is the Leading Shock in Health Care Sector in Korea?: A VECM Approach
Eun-Hae SHIN, Jae-Young LIM; Korea University - KR

Coverage And Equity Through COBRA Health Insurance Subsidies
HSU John, HUANG J, FUNG V, BRAND R, BERTKO J, NEWHOUSE J
Mongan Institute for Health Policy; Massachusetts General Hospital; Harvard Medical School - US

Maternal Life Satisfaction and Child Outcomes: Are they Related?
Eva M. BERGER, Katharina SPIESS
German Inst. for Economic Research (DIW Berlin) - DE

Labour Market Assimilation and OverEducation: The Case of Immigrant Workers in Italy
Laura PAGANI, Carlo DELL'ARINGA
Università di Milano Bicocca, Università Cattolica di Milano – IT

The Effect of National Health Insurance on the Mortality and Quality of Life of the Elderly in Taiwan
Shao-Hsun KENG, Sheng-Jang SHEU
Dept. of Applied Economics; National University of Kaohsiung - TH

Disability Status and Older People's Receipt of Disability Benefit in British Population Surveys: A Latent Variable Structural Equation Approach
Marcello MORCIANO, Francesca ZANTOMIO, Ruth HANCOCK, Steve PUDNEY; Institute for Social and Economic Research, U. of Essex; Health Economics Group, U. of East Anglia - UK

Does Employee Body Weight Affect Employers' Behavior?
Lene KROMANN; S E M, Aarhus University - DA

Working Poor Trajectories
Joel HELLIER; EQUIPPE, Univ. of Lille 1 - FR

Impact of Income Inequality on Health: Does Environment Quality Matter?
Alassane DRABO; CERDI - Université d'auvergne - FR

When will they Ever Learn?: the Great Indian Experience of Universal Immunisation Programme
Nilanjan PATRA; Jawaharlal Nehru University - IN

Health Care Professional Shortages and Skill-Mix Options Using Community Health Workers: New Estimates for 2015
Brent FULTON, Richard SCHEFFLER
University of California, Berkeley - US

The Simultaneous Impact of Patient's and Doctor's Financial Incentives: The Case of Dental Diagnostics in NHS Scotland
Stefan LISTL; U. Mannheim, & U. Heidelberg, - DE

Chronic Diseases and Labor Market Outcomes in Egypt
Lorenzo ROCCO; University of Padova - IT

Using Multiple Sources of Information to Estimate the Health Workforce in India.

Krishna D. RAO, Neha KUMRA, Aarushi BHATNAGAR, T SUNDARARAMAN, Garima GUPTA, Kamlesh JAIN
Public Health Foundation of India - IN

Educational Systems, Intergenerational Mobility and Social Segmentation
Nathalie CHUSSEAU, Joël HELLIER
EQUIPPE - U.Lille 1 ; LEMNA - U. Nantes - FR

Effort and Incentives in Nonprofit and Profit Organizations
Mathieu NARCY, Joseph LANFRANCHI
U. Paris 12 Val de Marne, U. Panthéon Assas - FR

Spillovers of Health Education at School on Parents's Health Lifestyles
Lucila BERNIELL, Dolores de la MATA, Nieves VALDÉS
Dept. of Economics, Univ. Carlos III de Madrid - ES

The Side-Effects of Selective non-Steroid anti-Inflammatory Drugs: An Instrumental Variable Analysis
Neil DAVIES; University of Bristol - UK

Average and Distributional Effects of the American Folic Acid Fortification: an Evaluation in a Quasi-Experimental Framework
Elena FUMAGALLI; U. of East Anglia, Norwich - UK

Pay-for-Performance and Healthcare Disparities
James P. SCANLAN; Attorney at Law - US

Economic Growth and the Health care Services in India: A few Questions on Equity
Swadhin MONDAL, Barun KANJILAL
Indian Institute of Health Management Research - IN

The Intertemporal Impact of Non-adherence on Separately Billable Medicare Allowable Payments in Medicare Hemodialysis Patients
Chien-Chia CHUANG; University of Michigan - US

An Empirical Analysis of TFP Gains in the Agricultural Crop- Sub-Sector of Balochistan Using Malmquist Index Approach
Adiaq KIANI; Federal Urdu Univ. Islamabad - PK

Effects of Welfare Reform in the U.S. on Educational Acquisition of Adult Women
Dhaval M DAVE; Nancy E REICHMAN, Hope CORMAN
Rider U. & NBER, Bentley U., RWJ Medical School & Princeton U. - US

The Economics of Collective Reputation: Minimum Quality Standards, Vertical Differentiation and Optimal Group Size
Stefano CASTRIOTA, Marco DELMASTRO;
Univ. di Trento and Euricse - IT

Le passage par un stage (SIVP) et son impact sur l'insertion professionnelle des diplômés du supérieur en Tunisie
Mohamed KRIAA, Amira SRIHA BEL HADJ YOUSSEF
Institut Supérieur de Gestion de Tunis – TN