

Government of Russian Federation

**National Research University
Higher School of Economics**

Department of Sociology

Applied Labour Market Studies: comparative analysis

For sociologists of MA program “Applied methods of social analysis of the markets”
(040100.68 "Прикладные методы социального анализа рынков")

Author of the program

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Head of the department [Radaev Vadim]

Recommended by section of SMC «__»_____ 20 г
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Secretary [Nadezhdina Evgeniya] _____

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This program cannot be used by other departments and chambers of the university as well as by other universities without the permission of the department-author of the program.



1 Field of Application and normative references

The program of the discipline builds up the minimum requirements to the knowledge and skills of a student and determines the content and types of classes and assessment.

The program is designed for teachers of this discipline, learning assistants and students of sociology [040100.68/социология/ "Прикладные методы социального анализа рынков"], who study at the Master program "Applied methods of social analysis of markets" for specializations of economic sociology and methods of sociology.

The program is developed according to:

- Educational standard of NRU HSEB;
- Educational program [040100.68 "Прикладные методы социального анализа рынков"].
- Working learning plan of the university for sociology [040100.68 "Прикладные методы социального анализа рынков"], специализации [040100.68 "Прикладные методы социального анализа рынков"], confirmed in 2013г.

2 The goal of the course

The goal of the discipline “Applied methods of social analysis of markets” are:

- 1) to study the key issues of current labor market studies in comparative perspective and get an overview of major social problems and theories to apply them for solving practical and research questions
- 2) to receive practical skills of conducting focused research in labor studies with the help of quantitative survey methods operating with cross-countries data sets.
- 3) To acquire competences and professional skills to analyze current socio-economic problems in labour market field in cross-countries perspective

The received knowledge and skills would be of high importance and value for those students aimed at entering the international labour market and applying for the job in international research companies such as OECD, World Bank, UNDP, ILO as well as for international social agencies, international foundations, statistical organizations and international marketing companies. It would also be an advantage to participate in this course for those students who want to work with social policy issues and state policy evaluation in future.

3 Competences acquired within the discipline

As the result of this discipline studies a student have to:

- Know core socio-economic problems in the labour field across the world and basic theories to tackle them
- Be able to analyze these issues in comparative perspective by using cross national data sets
- Receive skills of implementing his/her own research on the labour problems with the help of quantitative analysis based on modern econometric techniques and statistical package R

Successful studies of the discipline end up in the following competences:

Competences	Code ФГОС/ НИУ	Descriptors – main indicators of successful coverage of the disci- pline (results indicators)	Forms and methods of studies leading to accumulation of the competences
Ability to use applied meth- ods of comparative analysis in professional activity (<i>par- tially</i>)	OK-11	- applies comparative statistical and econometric analysis for research of social and economic problem in labour field - interpret the results of the com- parative analysis and makes con- clusions	Lectures, practical computer classes, reading, implementing own research



Competences	Code ФГОС/ НИУ	Descriptors – main indicators of successful coverage of the disci- pline (results indicators)	Forms and methods of studies leading to accumulation of the competences
Is able to conduct cross- countries comparative re- search with help of modern methodological techniques (<i>partially</i>)	OK-13	- Uses R for implementing multi- level regression analysis	Practical computer classes, home tasks, work in group
Ability to speak, write, and read in foreign languages (<i>partially</i>)	OK-15	- uses English literature to prepare both for lectures and practical clas- ses (and home tasks) - demonstrates English knowledge for literature search - demonstrates ability to write essay in English - presents home group tasks in Eng- lish	Reading English literature, implementing research in Eng- lish, practical computer classes and writing essay in English
Ability to communicate in foreign language within pro- fessional field	ПК-8	- demonstrates ability to communi- cate with class mates and student in English -demonstrates ability to react to the questions while presenting	Practical computer classes, presenting own research pro- ject
Ability to use methods and theories of social science in consulting and expert activi- ties (<i>partially</i>)	ПК-2	- demonstrates abilities to solve the issues with help of comparative methodological tools (like multi- level modeling and regression anal- ysis) - evaluates the possibilities of solv- ing social and economic labour is- sues by statistical and econometric tools with appropriate data sets	Lectures, practical computer classes, implementation of own research project, essay, home tasks
Ability to formulate research goal, tasks in fundamental and applied studies of soci- ology and solve them with help of contemporary re- search methods	ПК-3	- demonstrates the ability to set up the research goal and implement the research design in labour market studies with help of comparative research methods	Own research project and es- says
Ability to implement re- search activity in the interna- tional environment	СК-8	Demonstrates ability to work in small research groups Shows abilities to communicate with classmates and teacher in class Able to operate with information that he/she got from foreign litera- ture sources and uses it to declare and prove his point of view	Practical computer classes, working in groups, essays
Ability to present results of analysis with help of the ap- propriate methods	ПК-9	While presenting uses the up-to- date technologies Demonstrates his own research re- sults with help of modern present- ing technologies Shows usage of modern presenting techniques of regression analysis results in his research paper	Practical computer classes, own research project
Ability for further long-life self-learning of new methods and new data sets for his/her professional activity (partial)	СК-3	Applies self-studied new methods of social analysis and new cross- countries data sets in his own re- search	Searching for the literatures on own research, reading meth- odological papers, lectures, practical computer classes,



Competences	Code ФГОС/ НИУ	Descriptors – main indicators of successful coverage of the disci- pline (results indicators)	Forms and methods of studies leading to accumulation of the competences
		Is aware of existing methods of comparative analysis and is able to chose the right one to study and apply it for his professional re- search	preparing home tasks, writing research paper
Ability to analyze and verify, assess the volume of infor- mation and add it in case of necessity and work in condi- tions of uncertainty	СК-6	Is able to work with different sources of information: statistical, data sets, literature. Clarifies the lack of information and able to search to fill the gap Declares the reasonable logic ex- planation for adding new knowledge by his research	Practical computer classes, preparing home tasks, essays, writing research paper
Ability to work out the rec- ommendations and sugges- tions to solve social prob- lems and to develop the mechanisms of compromis- ing the interests of different social groups	ПК-5	Identifies the problem Describes the framework of the problem Suggests the ways to solve it by choosing the right methods and ap- propriate techniques Demonstrates the ability to apply the acquired knowledge and skills to work out the recommendations	Writing research paper, work- ing in groups, practical com- puter classes, preparing home tasks
Ability to meet the basis re- quirements to the infor- mation security in profes- sional activities	ПК-10	Demonstrates the ability to meet the requirements for information secu- rity during his own research	Practical computer classes, writing research paper

4 The place of the discipline in the educational structure

The current discipline relates to humanitarian and socio-economical disciplines preparing mas- ters students in sociology

The discipline is an elective course for MA students of sociology (Applied methods of social analysis of the markets).

The course is based on the following previously covered courses:

- Data Analysis
- Statistics
- Economic sociology
- Sociology of labour and employment

To successfully study the course students have to have basic knowledge of:

- Data analysis
- Regression analysis
- Labour economics
- Sociology of labour

The basics of this discipline should be used in the following courses and activities:

- Scientific research seminar
- Master thesis writing
- Public policy analysis



5 Thematic plan of the course

The course is organized in 8 lectures and 8 practical workshops in computer classes. This course gives an overview of 8 major labor sociology/labor economics topics with special focus on comparative perspective. It provides the students particular knowledge of the world tendencies and countries distinctions of the labor markets. Starting from the two basic labour market issues of employment and unemployment the course line includes the sociological discussion of such very urgent and vital questions as female employment, wage discrimination, job satisfaction, labor migration and freelance.

№	Topics	Total hours	Class hours			Self works
			lec- tures	work- shops	Practical sessions	
1	Course outline and main definitions of labor market studies	6	2	-	2	2
2	Job stability, job security, decent and precarious work	8	2	-	2	4
3	Institutional background and labour market policies	8	2	-	2	4
4	Women work and family	8	2	-	2	4
5	Wages, earnings and social structure	8	2	-	2	4
6	Job values and job satisfaction	8	2	-	2	4
7	Mobility and migration	8	2	-	2	4
8	Globalization and work	8	2	-	2	4
	Total number of hours	62	16	-	16	30

6 Forms of control of students’ knowledge

Type of control	Form of control	1 st year				Параметры **
		1	2	3	4	
Current (week)	Home task			2		Each student is expected to write 1-2 paragraphs critical reflection abstract (maximum of 200 words) on core reading papers from 1-2 topics
	Home task			4		Each student is expected to write 1-2 paragraphs critical reflection abstract (maximum of 200 words) on core reading papers from 3-4 topics
	Essay			5		Each student is expected to write 1-2 pages critical reflection abstract on comparative method used in core reading papers from 1-5 topics
Intermediary	Research paper			7		Every student has to write a research paper of 10-15 pages (1.5-spaced) where a student should work out a focused research problem within the framework of the course and relied on the theoretical materials; develop his own empirical model to test and to tackle the raised problem.
	Test			6		Preliminary test for 30 minutes
Final	Exam			8		Final test for 60 min

6.1 Assessment criteria

Students’ final grade in the course will be determined by their compliance with the course requirements and overall performance in the course.

Intended learning outcomes and assessment system

Intended learning outcomes At the end of the course students will be able to:	Class work		Research paper	Written exam
	Activity in class works	Critical reflection essay and home tasks		
% in total mark	15%	25%	35%	25%
summarize the core problem issues in labour market studies under the cross countries comparison perspective		X		X
select the proper tool and data set for the cross-country analysis based on the given theoretical knowledge and conduct a research on labour market issue with the help of quantitative comparative analysis	X		X	X
back up their research question with the appropriate theories and analyze critically and interpret the results from the econometric model, supporting their methodology by the existed literature		X	X	X
write an academic paper on quantitative comparative research implementing their own research with help of R			X	
cite literature correctly and not to plagiarize		X	X	
follow science ethics and not to cheat with the data	X		X	



6.2 Порядок формирования оценок по дисциплине

The final grade consists of:

- (1) Class participation and discussion (15%)
- (2) One page critical reflection essay on methods (15%),
- (3) Two home task on readings (10%)
- (4) The course paper (35%)
- (5) Written final test (25%)

Attendance and Participation: The success of this course depends on students’ commitment to reading and willingness to engage in the class discussions. Hence, attendance and active participation in the course is both expected and required.

Critical Reflection abstracts:

- 1) Home tasks - each student is expected to write 1-2 paragraphs critical reflection abstracts (maximum of 200 words) on 2 core readings from first 4 topics covered by the course. The students may choose which of the seminar’s readings they will reflect on. In these critical reflection abstracts the students are expected not simply to summarize the core paper but to analyze and ask questions to the text and the survey presented in it. These mini-essays could be seen as elaborations of the discussion, questions and list of problem items.
- 2) One page essay - Each student is expected to write 1-2 pages critical reflection abstract on comparative method used in core reading papers from 1-5 topics.

Research Paper: every student has to write a research paper of 10-15 pages (1.5-spaced) where a student should work out a focused research problem within the framework of the course and relied on the theoretical materials; develop his own empirical model to test and to tackle the raised problem. It would be an advantage to give critical overview of the existed related literature, bring in countries’ statistics to support the arguments. The students have to base his/her project paper on one of the data sets that are covered during the computer class seminars. Every computer class workshop students will have 20 minutes to discuss their own empirical projects with teacher. The students have to choose the topic for their course papers from the list given by the teacher or discuss their own variant in advance and take their own topic only after the teacher approves it.

Deadline for the research paper is one week before the written exam.

Written exam: every student has to pass 60-minutes written exam with practical small tasks and test-questions to complete the course successfully.

7 Course content

Lecture 1. Course outline and main definitions

Course outline, objectives requirements, introduction into quantitative analysis of labor studies. Employment: definition, main indicators, types of employment, the problem of defining a-typical forms of employment, multidimensional approach to the identification in the surveys data. Cross-countries comparison of main indicators, dynamics and peculiarities.

Core readings:

1. C. Clogg, S.Eliason, K.Leicht. Analyzing the Labor Force. Concepts, Measures, and Trends. Kluwer/Plenum, 2001

2. Kalleberg A. Nonstandard Employment Relations: Part-time, Temporary and Contract Work. *Annual Review of Sociology*, Vol. 26 (2000), pp. 341-365

Additional readings:

- Employment Outlook (2002) // OECD. Paris: OECD
- Study of Estonia, Romania, and Russia // *Comparative Economic Studies*, 2006, 48 (3), 435-457
- Olsen K. and Kalleberg A. (2004) Non-standard work in two different regimes: Norway and the United States. *Work, employment and society*, Vol. 18(2), pp 321-348.

Practical computer class 1. Introduction to cross-country labour market analysis

Available data sets: cross-countries data sets (WVS, EVS, ESS, World Bank data, ILO data, OECD, National panels, LFS studies): difference between survey data and pulled statistics. The evaluation of simple models for labour market status (probit, multinominal logit with country dummies in STATA). Cross-country survey design and comparative analysis.

Core readings:

1. Salladarre F. and Hlaimi B. (2007) Analysis of the Determinants of Temporary Employment in 19 European Countries, working paper in progress.
2. Davidov, E. & De Beuckelaer, A. (2010) How Harmful are Survey Translations? – A Test with Schwartz’s Human Values Instrument, *International Journal of Public Opinions Research*, in Press

Additional readings:

- J. David Brown, John S. Earle, Vladimir Gimpelson, Rostislav Kapeliushnikov, Hartmut Lehmann, Álmos Telegdy, Irina Vantu, Ruxandra Visan, Alexandru Voicu. Nonstandard Forms and Measures of Employment and Unemployment in Transition: A Comparative
- Angrist, Joshua D., Jörn-Steffen Pischke (2009). *Mostly Harmless Econometrics: An Empiricist’s Companion*. Princeton Univ. Press.
- Scherpenzeel, A.C. & Saris, W. E. (1997). The validity and reliability of survey questions. In *Sociological Methods and Research*, 25, 347-383.

Lecture 2. Job stability, job security, decent and precarious job.

The problem of job stability in the last 30 years: what is going on in the world. Objective and subjective indicators of job stability: tenure, turnover, share of non-permanent employment, subjective assessments. Freelance, teleworking and e-lance. What is decent work and what is precarious job: criteria and measurement. The consequences of the growth of job instability and social policy implications.

Core readings:

1. De Witte H., and Naswall K. ‘Objective’ vs ‘Subjective’ Job Insecurity: Consequences of Temporary Work for Job Satisfaction and Organizational Commitment in Four European Countries. *Economic and Industrial Democracy*, 2003 (SAGE, London, Thousand Oaks and New Delhi), Vol. 24 (2): 149-188
2. Erlinghagen M. and Muhge G. How to measure job stability – A comparison of two measurement concepts. In *Trends in Employment Stability and Labour Market Segmentation*, eds. by Ch. Koehler, Jena, 2006
3. Arne L. Kalleberg. 2009. “Precarious Work, Insecure Workers: Employment Relations in Transition.” *American Sociological Review* 74: 1-22.

Additional readings:

- Cazes S. and Nesporova A. Labour market in transition. Balancing flexibility and security in Central and Eastern Europe, International Labour Office, Geneva, 2003
- Arne L. Kalleberg. *Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s-2000s* (New York: Russell Sage Foundation, 2011)
- Erlinghagen M. The case of West Germany – Flexibility and continuity in the German labour market. In *Trends in Employment Stability and Labour Market Segmentation*, eds. by Ch. Koehler, Jena, 2006
- Francis Green. *Demanding Work: The Paradox of Job Quality in the Affluent Economy*. (Princeton, New Jersey: Princeton University Press, 2006): pp. 126-149.
- Gerlach K. and Stephan G. Individual Tenure and Collective Contracts. IAB Discussion Paper No 10/2005

- Bryson A., Cappellari L., Lucifora C. Do Job Security Guarantees Work? CEP Discussion Paper No 661, November 2004.

Practical computer class 2. Job stability: indicators and determinants.

Evaluation of job stability and cross country analysis. Heckman correction in labour supply models of atypical work: probability of employment type depending on social-demographic factors, family characteristics and labour market (R for multilevel analysis).

Core reading:

1. Neumark D. (2000) Changes in Job Stability and Job Security: a Collective Effort to Untangle, Reconcile, and Interpret the Evidence. National Bureau of Economic Research, W.P. 7472, Cambridge
2. Auer P. and Cazes S. Employment stability in an age of flexibility. Evidence from industrialized countries, International Labour Office, Geneva, 2002.

Additional reading:

- Lehmann H. and Wadsworth J. Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain. IZA Discussion Paper No.90, December 1999
- Sousa-Poza A., Job Stability and Job Security: a Comparative Perspective on Switzerland’s Experience in the 1990s. *European Journal of Industrial Relations* 2004; Vol.10; 31-49
- Mumford K., Smith P. Job Tenure in Britain: Employee Characteristics Versus Workplace Effects. Bonn. Institute for the Study of Labour, Discussion Paper. March 2004, No. 1085, 30 p.
- World Employment Report, 2004-05, ILO interment publications // <http://www.ilo.org/public/english/employment/strat/wer2004.htm>

Lecture 3. Institutional background of the countries, labour market policies

Dual labour market theory, segmentation, labour market legislation. Employment protection legislation and flexibility. Consequences for entering labour market and long-term unemployment.

Core reading:

1. Kalleberg, A. L., & Sørensen, A. B. (1979). THE SOCIOLOGY OF LABOR MARKETS. *Annual Review Of Sociology*, 5(1), 351-385
2. Richard B. Freeman, Labor Market Institutions Around the World, CEP Discussion Paper No 844, January 2008, <http://cep.lse.ac.uk/pubs/download/dp0844.pdf>

Additional reading

- Piore M. (1978) Dualism in the Labour Market: a response to uncertainty and flux. The case of France. // *Revue economique*, Vol.29 #1, pp. 26-48.
- Boeri, T., and K.Terrell (2002) Institutional Determinants of Labor Reallocation in Transition.
- [David Lane](#) and [Martin Myant](#) (eds.). Varieties of Capitalism in Post-Communist Countries. Palgrave Macmillan, 2006. Post-State Socialism: A Diversity of Capitalisms? (*D.Lane*)
- Damian Grimshaw, Kevin Ward, Jill Rubery and Huw Beynon (2001) “Organisations and the Transformation of the Internal Labour Market,” *Work, Employment and Society*, 15 (1), pp 25-54.

Workshop 3. Institutions and their indicators in the data, unemployment measurement

Indicators of the labor market rigidities of, labor legislation as a treatment effect on the growth of atypical work. Assessment of long-term unemployment and job search strategies in cross-national samples (using SPSS, Stata and R for multilevel analysis)

Core reading

1. Lindbeck, A., Snower, D. The Insider-Outsider Theory: a Survey. Bonn. Institute for the Study of Labour. Discussion Paper, July 2002, No. 534, 54 p
2. [V.E. Gimpelson](#), [R.Kapeliushnikov](#), [A.Lukiyanova](#). Employment Protection Legislation in Russia: Regional Enforcement and Labor Market Outcomes // *Comparative Economic Studies*, 2010. № 52. C. 611—636
3. Kahn L. (2007) Employment Protection Reforms, Employment and the Incidence of Temporary Jobs in Europe: 1995-2001. IZA Discussion Paper No.3241.

Additional reading

- Cahuk P. And Postel-Vinay F. (2001) Temporary Jobs, Employment Protection and Labor Market Performance. Bonn. Institute for the Study of Labour. Discussion Paper. February, No. 381, 40 p.
- Lechner M., Wunsch C. Active labour market policy in East Germany: Waiting for the Economy to Take Off. Bonn. Institute for the Study of Labour, Discussion Paper. October 2006, No. 2363, 44 p
- Scarpetta, S. (2000) Assessing the Role of Labour Market Policies and Institutional Settings on Unemployment: A Cross-Country Study. *OECD Economic Studies*. 1996. No. 26, pp 43-98
- Nesporova A. (1999) Employment and Labour Market Policies in Transition Economies. Geneva: ILO.
- MISSOC tables <http://ec.europa.eu/social/main.jsp?catId=815&langId=en>
- <http://www.missoc.org/MISSOC/LINKS/Links.jsp>

Lecture 4. Women, Work and Family

Female participation rate, dynamics in different countries, typical type of female employment in Europe and transition countries. Labor market reentering and work-family conflict for women.

Core reading

1. Rosenfeld, R. A., & Kalleberg, A. L. (1991). Gender Inequality in the Labor Market: A Cross-National Perspective. *Acta Sociologica (Taylor & Francis Ltd)*, 34(3), 207-225
2. Berg, P., Kalleberg, A. L., & Appelbaum, E. (2003). Balancing Work and Family: The Role of High-Commitment Environments. *Industrial Relations*, 42(2), 168-188. doi:10.1111/1468-232X.00286
3. Boeri T., Del-Boca D. and Pissarides Ch. (2005) Women at Work: an Economic Perspective, OXFORD UNIVERSITY PRESS.

Additional reading

- Paul E. Gabriel and Suzanne Schmitz. 2007. “Gender Differences in Occupational Distributions among Workers.” *Monthly Labor Review* (June): 19-24.
- Barbara F. Reskin, "Labor Markets as Queues: A Structural Approach to Changing Occupational Sex Composition," Pp. 170-192 in Joan Huber, ed., *Macro-Micro Linkages in Sociology*
- Trond Petersen, Andrew Penner, Geir Høgsnes (2007). *The Motherhood Wage Penalty: Sorting Versus Differential Pay*. University of California, Berkeley and University of Oslo University of California, Berkeley University of Oslo
- Scott Schieman, Debra Branch McBrier, Karen Van Gundy *Home-to-Work Conflict, Work Qualities, and Emotional Distress* // Sociological Forum, Vol. 18, No. 1 (Mar., 2003), pp. 137-164

Workshop 4. Female employment and its’ determinants

Female employment, family time budget, child care (using R for multilevel analysis) in cross-national perspective. Determinants of labour market status in different countries (with help of probit/logit models in R)

Core reading

1. Jeremy Reynolds *In the Face of Conflict: Work-Life Conflict and Desired Work Hour* // Journal of Marriage and Family. Vol. 67, No. 5 (Dec., 2005), pp. 1313-1331
2. Anderson D., Binder M., Krause K. The Motherhood Wage Penalty Revisited: Experience, Heterogeneity, Work Effort and Work-Schedule Flexibility”. // *Industrial and Labour Relations Review*. 2003. Vol. 56(2)

Additional reading

- Terri A. Scandura, Melenie J. Lankau *Relationships of Gender, Family Responsibility and Flexible Work Hours to Organizational Commitment and Job Satisfaction*. Journal of Organizational Behavior, Vol. 18, No. 4 (Jul., 1997), pp. 377-391
- Albrecht, James, Björklund A., Vroman S. Is There a Glass Ceiling in Sweden? Journal of Labour Economics. 2003. Vol. 21(1)
- Anker R. Theories of Occupational Segregation by Sex: an Overview // *International Labour Review*. 1997. Vol. 136(3)
- Casey, C., Alach, P. (2004) ‘Just a temp?’ Women, Temporary employment and lifestyle // *Work employment and society*, Volume 18(3): 459-480

Lecture 5. Wage, earnings, wage discrimination and social structure

Wages and earnings, income inequalities in the countries. Theory of human capital and the theory of equalizing differences. Differences in wages: objective and subjective. Income inequality and social structure by professional segregation and wage differentiation.

Core reading

1. Rosen S. The theory of Equalizing Differences. Ch. 12 // Handbook of Labour Economics. 1987. Vol. 1.
2. Becker G. Human Capital: A Theoretical and Empirical Analysis, with Special Reference to Education. // Chicago, University of Chicago Press. 1964.
3. B. Hirsch, Wage Gaps Large and Small, IZA [Discussion Paper No. 337](#), February 2008

Additional reading

- Ludwig, V., J. Brüderl. 2011. Is There a Male Marital Wage Premium? Resolving an Enduring Puzzle with Panel Data from Germany and the U.S. Working Paper. University of Mannheim
- Clarke, S. (2002) Labor Market and Institutional Determinants of Wage Differentiation in Russia. Journal of Labor and Industrial Relations. Vol. 55, No 4.
- Francine D. Blau and Lawrence M. Kahn. 2007. “The Gender Pay Gap: Have Women gone as Far as They Can?” *Academy of Management Perspectives*, February 7-23
- Guell M. (2000) Fixed-term Contracts and Unemployment: An Efficiency wage Analysis. Industrial Relations Section Working Paper. No. 433

Workshop 5. Evaluation of wages, inequality and social structure

How we measure wages: hourly wage rate, monthly wage rate, net wages. Evaluation of wage discrimination: correction for educational and skills difference. Comparison of wage indicators. What defines wages? Wages and social inequality, social stratification across countries (using R for multilevel analysis)

Core reading

1. Davies R., Pierre G. The Family Gap in Pay in Europe: A Cross-Country Study. // Labour Economics. 2005. Vol. 12(4)
2. Vladimir Gimpelson, Anna Lukiyanova Are Public Sector Workers Underpaid in Russia? Estimating the Public-Private Wage Gap. IZA paper 2009
3. Hubler D., and Hubler O. Is There a Trade-off Between Job security and wages in Germany and the UK? Bonn. Institute for the Study of Labour, Discussion Paper. August 2006, No. 2241, 31 p.

Additional reading

- Oaxaca R. (1973) Male-Female Wage Differentials in Urban Labour Markets. International Economic Review. #14, 693-709
- Blinder A. (1973) Wage Discrimination: Reduced Form and Structural Variables. Journal of Human Resources. 8, 436-455.
- Psacharopoulos G., Patrinos H. A. Returns to Investment in Education: A Further Update // Economics of Education. 2004. Vol. 12. No 2.
- Ferber M. & Waldfogel J. (1998) The Long-term Consequences of Nontraditional Employment. Monthly Labor Review.
- Aaronson, D., Sullivan, D. The Decline of Job Security in the 1990s: Displacement, Anxiety and Their Effect on Wage Growth. *Economic Perspectives, Federal Reserve Bank of Chicago*, 1998
- Mincer J., Polachek S. Family Investment in Human Capital: Earnings of Women // Journal of Political Economy. 1974. Vol. 82 (2)
- Sobel, Michael E. (2000). Causal Inference in the Social Sciences. Journal of the American Statistical Association 95(450): 647-651.
- Ganzeboom H. B. G. (2009) Multiple Indicators Models for social Background. Paper presented at European Survey Research Association, Warsaw, July 2009

Lecture 6. Job values and job satisfaction

What are the job values? How to compare and interpret the values across countries? How satisfied workers are across the world? What indicators to take into account while measuring job satisfaction?

Core reading

1. Sousa-Poza A., Sousa-Poza A.A. (2000) *Well-being at work: a cross-national analysis of the levels and determinants of job satisfaction*. Journal of Socio-Economics, 29. P. 517–538
2. Bokemeier, J. L. and W. B. Lacy. 1986. *Job Values, Rewards, and Work Conditions as Factors in Job Satisfaction among Men and Women*. Sociological Quarterly 28: 189-204
3. Booth, Alison L. and Jan C. Van Ours (2008) ‘*Job Satisfaction and Family Happiness: The Part-time Work Puzzle*’. The Economic Journal, Journal compilation Royal Economic Society 2008. Published by Blackwell Publishing, 9600 Garsington Road, Oxford OX4 2DQ, UK and 350 Main Street, Malden, MA 02148, USA

Additional reading

- Sloane, P.J. and Williams, H. (2000) *Job satisfaction, comparison earnings and gender*. Labour, 14, 473–502.
- Sousa-Poza, A. and Sousa-Poza, A. (2000) *Taking another look at the gender/job satisfaction paradox*, KYKLOS, 53, 135–52
- Keith A. Bender, Susan M. Donohue, John S. Heywood *Job Satisfaction and Gender Segregation*. Oxford Economic Papers, New Series, Vol. 57, No. 3 (Jul., 2005), pp. 479-496

Workshop 6. Job satisfaction and happiness,

The cross country comparison of job values and job satisfaction. How we measure job satisfaction: structural equation modeling. The impact of job values and job satisfaction on mobility and social-wellbeing (using R)

Core reading

1. Davidov, E. & Datler, G. & Schmidt, P. & Schwartz S. H. (2010) Testing the invariance of values in the Benelux countries with the European Social Survey: Accounting for ordinality. In: E. Davidov/P. Schmidt/J. Billiet (Eds.): *Cross-Cultural Analysis: Methods and Applications* (European Association of Methodology). Taylor and Francis, 2010
2. C. Rampichini, S. Schifini D'Andrea (1998). *A Hierarchical Ordinal Probit Model for the Analysis of Life Satisfaction in Italy*. Social Indicators Research, Vol. 44, No. 1, Studies on the Quality of Life in Italy, pp. 41-69

Additional reading

- Steinmetz, H. & Schmidt P. & Tina-Booh A. & Wieczorek S. & Schwartz S. H. (2009). Testing invariance using multigroup CFA: differences between educational groups in human values measurement, *Quality and Quantity*, 599-616.
- Davidov, E. & Schmidt, P. & Schwartz, S. H. (2008). Bringing values back in: The adequacy of the European Social Survey to measure values in 20 countries. *Public Opinion Quarterly*. 72(3). 420-445.
- Beierlein, C. & Davidov, E. & Schwartz, S. H. & Schmidt, P. & Rammstedt, B. (2012 - erscheint): Testing the discriminant validity of Schwartz' Portrait Value Questionnaire items: a replication and extension of Knoppen and Saris (2009). In: Manuscript in press (*Survey Research Methods*).
- Zick, A. & Wolf, C. & Küpper, B. & Davidov, E. & Schmidt, P. & Heitmeyer W. (2008). The Syndrome of Group-Focused Enmity: The Interrelation of Prejudices Tested with Multiple Cross-Sectional and Panel Data. *Journal of Social Issues*, 64 (2), 363-383.
- Schmidt, P. & Herrmann, J. (2011). *Structural Equation Models in : International Encyclopedia of Political science Methodology*, Sage.
- Schumacker, R. E. & Lomax, R. G. (2010). *A Beginner's Guide to Structural Equation Modelling*. 2nd edition, Erlbaum.

Lecture 7. Mobility and migration

Job matching theory. Type of mobility: labour market status mobility, internal mobility, upward/downward mobility, between firms mobility. What leads to mobility? Panel data and cross country comparison of labour market mobility.

Core reading

1. Kalleberg, Arne L. 2007. *The Mismatched Worker*. New York: W.W. Norton.

2. Booth, A., Francesconi, M., Frank, J. (2000) Temporary Jobs: Who Gets them, What are They Worth, and Do They Lead Anywhere? Working paper.

Additional reading

- Booth, A., Francesconi, M., Frank, J. (2002) Labour as a Buffer: Do Temporary Workers Suffer? Bonn. Institute for the Study of Labour, Discussion Paper, December, No. 673, 26 p
- Peter Cappelli. *The New Deal at Work: Managing the Market-Driven Workplace*. (Boston: Harvard Business School Press, 1999): pp. 18-37
- Cazes S. and Nesporova A. (2001) Towards Excessive Insecurity in Transition Economies? Geneva: International Labour Office, Employment Paper N 23.
- Saskia Sassen: The Mobility of Labor and Capital

Workshop 7. Mobility and migration

Internal/external mobility, tenure, human and social capital accumulation, migration within country and out of the country (using R for multilevel analysis)

Core reading

1. Chalmers, J. and Kalb, G. (2000) Are Causal Jobs a Freeway to Permanent Employment? Australia. Monash University, Department of Econometrics and Business Statistics. Working Paper. No.8
2. Guell, M and Petrolongo, B. (2000) Worker Transition from Temporary to Permanent Employment, Center for Economic Performance, London School of Economics, Discussion Paper, No. 438

Additional reading

- 1) Bergemann A. and Mertens A. Job stability trends, layoffs and transitions to unemployment: an empirical analysis for West Germany. IZA Discussion Paper, October 2004, No. 1368, 50 p.
- 2) Wiens-Tuers B. and Hill E. How Did We Get Here from There? Movement into Temporary Employment. Journal of Economic Issues, Vol. XXXVI No.2, June 2002.

Lecture 8. Globalization, work value changes, freelance, self-realization

What is the globalization process is and how does it relates toward labour market. Do countries differ in modern tendencies? What is common across countries in the new labor markets?

Core reading

1. Auer P. (2005) Protected Mobility for Employment and Decent Work: Labour market security in a globalised world. Employment Strategy Papers ILO, #1
2. Hall A. and Soskice D. An Introduction to Varieties of Capitalism. In *Hall P.A./Soskice D. (eds.): Varieties of Capitalism – The Institutional Foundation of Comparative Advantage*. Oxford:1-68, 2001.

Workshop 8. Globalization and work

Global labour market, cross-country analysis of employment, work conditions and migration perspectives (using R for multilevel analysis). Assessment of the changes in the world on the labour market within the country.

Core reading

1. Winship, Christopher, Stephen L. Morgan (1999). The Estimation of Causal Effects from Observational Data. Annual Review of Sociology 25: 659-706.
2. Gangl, Markus (2010). Causal Inference in Sociological Research. Annual Review of Sociology 36: 21–47.
3. Imbens, Guido W., Jeffrey M. Wooldridge (2009). Recent Developments in the Econometrics of Program Evaluation. Journal of Economic Literature 47: 5–86.

8 Educational technologies

Course IT facilities: all the lecture materials and texts will be available in the LMS, all students will be assigned to it. The course will be placed in LMS and by its means the students will be provided by all the control questions, tests and practical materials in R. Students are expected to log-on to the course web-site on a regular basis because I will often post recommended readings and other resources that students will need for the course.

9 Evaluation means for the currents control

9.1 Topics for research papers

- Youth unemployment in cross-country perspective
- Employment aging in Europe and other parts of the world
- Affixed-term contracts across the globe
- Determinants of self-employment in different countries
- Part-timers and full-timers across Europe
- Main factors of female labour market participation across the world
- Wage differences in age groups across countries
- Return on education in the world
- Institutional background of the courtiers in female employment patterns
- Male wage premium on marriage across countries
- Gender differences in Work values across countries
- Job satisfaction depends on educational level: cross-country evidence
- Job mobility for males and females in the world
- Job quality of migrants in Europe

9.2 Example of test questions

10 Information basis for the course

10.1 Basic text-books

There is no text-book on the course

10.2 Core reading

All the core readings are available in electronic version in the HSE Labruary.

10.3 Additional sources for information and statistics

www.worldbank.org

www.ilo.org

www.oecd.org

10.4 Program packages

The course is based of free of charge program statistical package R

11 Technical support

Each lecture and workshop is supported by Power Point presentations, shown by PP projector

