

Monday 7th September 2020

15:00 - 16:00 (UK time).

Title: "Internal Labor Markets: A Worker Flow Approach".

Keynote Speaker: Professor Andrea Weber (Central European University).

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Co-authors: Ingrid Huitfeldt, Andreas Kostol, Jan Nimczik

Abstract: This paper provides a new method to study how workers' career and wage profiles are shaped by internal labor markets (ILM) and job hierarchies in firms. Our paper tackles the conceptual challenge of organizing jobs within firms into hierarchy levels by proposing a data-driven ranking method based on observed worker flows between occupations within firms. We apply our method to linked employer-employee data from Norway that records fine-grade occupational codes and tracks contract changes within firms. Our findings confirm existing evidence that is primarily based on case studies or single firms. We expand on this by documenting substantial heterogeneity in the structure and hierarchy of ILMs across a broad range of large firms. Our findings on wage and promotion dynamics in ILMs are consistent with models of careers in organizations.

Tuesday 8th September 2020

15:00 - 16:00 (UK time).

Title: "Experimental estimates of the education production function: sensitive periods and dynamic complementarity".

Keynote Speaker: Professor Pedro Carneiro (University College London)

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Co-authors: Norbert Schady and Yyannu Cruz-Aguayo.

Abstract: This paper presents experimental estimates of the production function of math and language achievement from kindergarten through 5th grade. The inputs we consider are classroom quality in each grade. We use data from a large cohort of elementary school students in Ecuador, who were randomly assigned to different classrooms at the start of each academic year. We find that the immediate and future impacts of kindergarten classroom quality are larger than the impacts of classroom quality in any other grade. We also find that classroom quality is highly substitutable across grades.