

Labour Market Transitions: Challenges for Public Policies and Research

Session Summary

Session 1: Apprenticeship | Chair: Dr Malte Sandner

The first session of the EU-conference concerned the subject of “Apprenticeship”. In the first presentation, Clément Brébion (on-site) presented his results on “unexpected effect of subsidies to apprenticeship contracts on firms’ training behaviour”. By evaluating a French reform, he could show that there is a significantly negative elasticity of the number of apprentices hired to training costs. Focussing especially young jobseekers Judit Krekó (on-site) elaborated on the effects of a hiring subsidy in Hungary, which increased employment probability. Stefan Speckesser (online) and Brigitter Schels (on-site) who focused their research on adolescents delivered further insights: The effects of improving non-cognitive skills of adolescents on labour market outcomes and compromises of adolescents in the transition from school to vocational training

The unexpected effect of subsidies to apprenticeship contracts on firms’ training behaviour

The author studies the effects of subsidies to apprenticeship contracts on firms’ propensity to train and retention of apprentices upon graduation in their training firm. A French reform entitled regions to change the amount and criteria of a large subsidy targeting employers of apprentices. Evaluation of the data suggest a significantly negative elasticity of the number of apprentices hired to training costs. This impact mostly stems from training firms, which take on more apprentices instead of new firms entering the system. The results suggest that training firms may respond to a rise in subsidies by training over their needs in skills. The author also finds that a drop in the cost of apprenticeships decreases training firms’ likelihood to retain apprentices upon graduation.

Can a Short-term Job Trial Programme Kick-Start Young Jobseekers’ Career?

The paper evaluates a hiring subsidy for young jobseekers in Hungary. The estimates indicate that the 90-day job trial improves employment probability 6 months after the programme compared to the public work programme significantly, by 7.6% points. However, Individuals participating in job trials are probably the most employable young jobseekers: they have higher level of education, live in more developed regions, spent less time in NEET status, and have more work experience than members of the control groups. This raises the danger that the programme does not reach those who need help the most.

The long-term impact of improving non-cognitive skills of adolescents: Evidence from an English remediation programme

In this paper, the researchers estimate the long-term labour market effects of Entry to Employment (E2E), an intervention designed to improve the non-cognitive skills of low-achieving adolescents in England. Using an instrumental variable approach, they find that E2E courses increased earnings for participants by £9,000 around ten to twelve years after participation, primarily by improving the employment rate of participants. Results from placebo tests indicate that the findings are unlikely to be affected by unobserved heterogeneity.

Compromising in the transition from school to vocational training: social differences in the (mis)match between adolescents’ occupational aspirations and decisions

Preliminary results show that 25 per cent of our sample successfully realized their occupational aspirations when entering VET. For the remaining adolescents, four distinct compromise types were identified: Most of them, about 46%, make compromises towards occupations with broadly similar status dimensions, and only small losses in wage and access to large firms; about 20 % make a moderate downgrading in prestige, qualification structure, and working hours; about 13% strongly downgrade in all status dimensions; about 21 % moderately upgrade. Our results do not show social differences in the likelihood that adolescents enter a training position in their aspired occupation. If adolescents do not realize occupational aspirations, those from higher social backgrounds are more likely to be in the upgrade cluster; those from lower backgrounds in the strong downgrade cluster.

Session 2: (Un)Employment | Chair: Dr Malte Sandner

Contributions of the second session on Monday were related to “(Un)Employment” topics.

The first contribution concerned mass layoffs: Indirect local spill over effects significantly attenuate the direct impacts of mass layoffs on municipal-level employment. Philipp vom Berge (online) further outlined that eighteen percent of the one-year direct employment loss due to a mass layoff event is absorbed within the same municipality and indirect effects are especially pronounced very close to the mass layoff site. Filippo Gioachin (online) afterwards showed how he contributes to the understanding of inequalities among classes and particularly economic insecurity by describing different life course trajectories. Further he and his co-author plan to detect earning scars after career interruptions. Lastly, Martina Bazzoli (online) presented her research on vocational training courses for unemployed people in the region of Trento. She outlined that the programme only had short-term effects: There is a positive impact of the programme on the probability of being employed one year later but this effect disappears after 18 months.

Effects of Mass Layoffs on Local Employment – Evidence from Geo-Referenced Data

The authors analyze the net effects of mass layoffs on local employment. They find that indirect local spillover effects significantly attenuate mass layoffs' direct impacts on municipal-level employment. Eighteen percent of the one-year direct employment loss due to a mass layoff event is absorbed within the same municipality. Indirect effects are especially pronounced very close to the mass layoff site; the majority of the absorption is concentrated within a 1,000-meter radius. There is little evidence of effects on employment beyond the affected municipality.

The stratification of economic insecurity after a career interruption over individuals' life courses

This paper contributes to the understanding of social inequalities, and particularly economic insecurity, by converging the stratification literature within the studies of individual life-courses.

The authors analyse inequalities among classes first describing different life course trajectories through a growth curve analysis, and different risks of job loss according to workers' characteristics. Finally, they apply an event study approach to shed light on the stratified impact of a career interruption in the following ten years after a career interruption. The focus is primarily on detecting earnings scar, as well as the cumulation of disadvantages with the activation of other labour market risks (i.e. precarious labour market re-entry).

The effectiveness of training programmes for the unemployed

This paper complements the empirical literature on the impact evaluation of training courses. The researchers focus on long vocational training courses for unemployed people implemented in the province of Trento in 2013 and 2014. We find a positive impact on the probability of being employed one year after the programme, but this effect disappears after 18 months. Therefore, there is an effect only in the short period.

Session 3 Education | Chair: Dr Malte Sandner

Several contributions were made on the topic of "Education": Jakob Schwerter (on-site) could show with his research that there is a wage premium, especially for women, for degrees from top universities in Germany. International students at German universities seem to pay with lower shares of achieved credit points if they transit to student employment. However, Theresa Thies (on-site) outlined that employed international students have on average better semester grades than non-employed students. Kendall Kennedy (on-site) reported effects of the US "no pass, no drive" policies. The policies increase black teen part-time employment by 4.6 percentage points. The increase is induced by a short-term reduction in part-time employment for young adults in high school dropouts and a long term reduction in part-time employment for young adult high school graduates. Beatrix Eugsters (on-site) research concerns the effects of segregation in school. She showed that being exposed to an expansion of segregation increases actual segregation by 6 ppt or more than 50%. This leads in turn to a strong reduction in earnings for the affected individuals, partially compensated by an increase in disability benefits but not unemployment benefits.

Impact of universities in a flat hierarchy: Do degrees from top universities lead to a higher wage?

The researcher investigates whether there is a wage premium for graduates from high quality, elite, or more selective universities in Germany. He uses the University Ranking of the Quacquarelli Symonds and a revealed preference and acceptance ranking to measure the quality of a university. Both rankings show a wage premium in IV regression in-between five and 13 percent. This effect is specially prevalent for women.

International Students at German universities: The transition to student employment and its effect on study achievement and study progress

The study shows, using the first four semesters of a longitudinal study of international students in Germany, that employed international students have, on average, better semester grades than non-employed students. When estimating the within-student-effect, it is demonstrated that the transition to first student employment and different employment dimensions does not cause a change in semester grades. However, a transition to employment and higher employment intensities decrease the share of achieved credit points (ECTS).

No Pass, No Drive Policies Reduce Black-White Teen Employment Gaps

This paper studies the effects of No Pass, No Drive policies on black-white employment differentials in teen labor markets. The researchers find that these policies increase black teen part-time employment by 4.6 percentage points. This increase in black teen part-time employment does not come at the expense of white teen employment, but rather from a short-term reduction in part-time employment for young adult high school dropouts, and a long term reduction in part-time employment for young adult high school graduates.

Segregation in Schools

To find out if segregation in schools hinders inclusion in the labor market, the researchers follow children through their school and early labor market career to study the long-term effect of segregation on earnings and the receipt of unemployment and disability benefits. Being exposed to an expansion of segregation increases actual segregation by 6 ppt or more than 50%. This leads in turn to a strong reduction in earnings for the affected individuals, partially compensated by an increase in disability benefits but not unemployment benefits.

Session 4: Job-Search and Wages | Chair: Dr Ute Leber

In session 4, Job-Search and Wages were discussed. When it comes to Online Job Search, internet availability moderately increases the stability of new matches but has no impact on wages, as could be shown by Laura Pohlen (on-site). She further highlighted that that online recruiting not only raises the number of applicants and the share of unsuitable candidates per vacancy, but also induces employers to post more vacancies. Philipp Kugler (on-site) answered the question whether nurses really do not care about wages: He showed that the expected wage of a nurse is systematically underestimated by those who do not become a nurse. He concludes that increasing the wage and informing on the wage might be successful strategies to make nursing more attractive compared to other occupations.

Does Online Search Improve the Match Quality of New Hires?

Results of this study show that internet availability moderately increases the stability of new matches but has no impact on wages. The study explicitly compares match outcomes of online and non-online recruits. Further results show that online recruiting not only raises the number of applicants and the share of unsuitable candidates per vacancy, but also induces employers to post more vacancies.

Do nurses really not care about wages? Evidence from career choice

The researcher shows that the expected wage plays a positive and statistically significant role in the decision to become a nurse. Further, nurses give as much weight to economic factors as others. I find evidence that the expected wage of a nurse is systematically underestimated by those who do not become a nurse. Hence, nursing is less competitive in career decisions compared to other occupations. Both increasing the wage and informing on the wage might be successful strategies to make nursing more attractive compared to other occupations.

Session 5: Institutions & Employment | Chair: Dr Alexander Patzina

Three presentations were held in the fifth session on the topic "Institutions & Employment". Agatha Simon (on-site) evaluated the potential effect of a common unemployment benefit scheme for the Economic and Monetary Union (EMU-UI) in terms of income protection of worker and suggests that such a scheme would reduce the gap in terms of coverage rate and increase net replacement rates especially for atypical workers. In France there was a reform that softened the minimum employment record condition to qualify for unemployment benefits. Evaluating this reform, Laura Khoury (on-site) found that there are large negative impacts of UI benefits receipt on employment probability. In the last presentation of the session, Ignat Stepanok (on-site) showed that intellectual property rights protection leads to a higher relative unemployment rate of migrants.

The income protection role of an unemployment insurance for the EMU: the case of atypical workers

The researchers simulate a transition from work to unemployment for all workers, as well as atypical workers. The results show that there is a sizable gap in terms of coverage between countries due to the heterogeneity of eligibility conditions. They find that coverage rates of national systems are particularly low among atypical workers. They suggest the introduction of a common unemployment benefit scheme for the Economic and Monetary Union.

Entitled to leave: the Impact of Unemployment Insurance Eligibility on Employment Duration and Job Quality

In this paper, the authors provide a comprehensive evaluation of a reform that softened the minimum employment record condition to qualify for UI benefits in France after 2009. The findings point to a large negative impact of UI benefits receipt on employment probability up to 21 months after meeting the eligibility criterion, which is not counterbalanced by an increase in job quality.

International Trade, Intellectual Property Rights and the (Un)employment of Migrants

The authors study the effect of trade liberalization and intellectual property rights (IPR) protection on the unemployment rate of migrants relative to non-migrants. The results do not rely on assumptions about network effects, the probability to find a job for a migrant is independent of the size of the migrant diaspora. IPR protection leads to a higher relative unemployment rate of migrants regardless of the size of migration. They empirically test and confirm the theoretical predictions on trade liberalization and IPR protection using data for 20 OECD countries over the period 2000-2014.

Session 6: Social Mobility & Poverty | Chair: Dr Alexander Patzina

In Session 6 the participants presented their research related to Mobility and Poverty.

Miriam Grønning (on-site) discussed how level differences of vocational education and training programmes affect status mobility in early careers. She could show that practical education prevents vocational education and training diploma holders from downward status mobility at labour market entry. Jan-Luca Henning (on-site) addressed intergenerational mobility, he modelled education choice as a function of parental bequests and future wages. The model predicts that larger regions demand more capital and thus experience stronger labor market polarization. This leads to lower rates of upward intergenerational mobility for children from low-income parents. The session was finished with a contribution by Martin Friedrich (on-site) who studied the role of job insecurity for material deprivation.

The impact of vocational specificity of training occupations on status mobility during the early career

This paper addresses the mechanisms leading to vertical status mobility during the early career. It compares the level of vocational specificity of vocational education and training (VET) programmes and examines how these differences affect VET diploma holders' status mobility in their early careers, a topic that has hitherto received little attention. The results show that practical education prevents VET diploma holders from downward mobility at labour market entry. In the longer run, general education is decisive for upward mobility. The session was finished with a contribution by Martin Friedrich who studied the role of job insecurity for material deprivation.

Labour Market Polarization and Intergenerational Mobility: Theory and Evidence

In this paper the researcher investigates the causal relationship between labor market polarization and intergenerational mobility, two of the most important features of advanced labor markets in recent decades. He models education choice as a function of parental bequests and future wages. The model predicts that larger regions demand more capital and thus experience stronger labor market polarization. This leads to lower rates of upward

intergenerational mobility for children from low-income parents. He takes the predictions of the model to the data for the United States. Empirical analyses support the predictions of the model.

Job insecurity and material deprivation

The researchers study the role of job insecurity for material deprivation. Their contribution is to isolate the role of insecurity per se from the effect of low income that may be correlated with precarious employment. They find, for instance, that job insecurity matters much more for material deprivation at the lower end of the income distribution. They conclude from the preliminary results of their study that workers on a low labour income suffer from cumulative social disadvantage if their job is also insecure. These workers may require enhanced social protection to compensate the increased material deprivation resulting from the precariousness of their jobs.

Session 7: Skills, Occupational Mobility & Technical Change | Chair: Prof Dr Silke Anger

Further, several contributions were made on the topic of “Skills, Occupational Mobility & Technical Change”. Bernhard Schmidpeter (on-site) provided insights on automation, offshoring and the role of public policies. He concluded that risk of automation is reducing the job finding probability. Using survival analysis methods Martin Kroczeck (on-site) showed that nurses in the social sector and nurses working with a small employer leave their occupation more often than their respective counterparts. Dominik Becker (on-site) spoke about the effects of vertical and horizontal occupational mobility on subjective well-being. Among other results, he found that once occupational mobility along the horizontal axis has been controlled for, the effect of individual vertical mobility on individual subjective well-being becomes positive or more strongly positive. In the last presentation of the session, Harald Pfeifer (on-site) introduced his study on recruiters’ selection. He found that all ‘Big Five’ personality traits positively affect the probability that the job applicant will be hired.

Automation, Offshoring, and the Role of Public Policies

Using almost two decades of administrative data for Austria, the authors find that risk of automation is reducing the job finding probability. They show that this development is associated with increasing re-employment wages and job stability. The findings imply a trade-off between quantity and quality in these jobs. Provided training is beneficial in counteracting the negative impact of the risk of automation on the job-ending rate but they find mixed effects in terms of post-unemployment wages.

Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages

To study the policy implications of these findings, the author uses a general equilibrium two sector on-the-job search model simulating the effect of cross-sectoral job mobility/skill transferability on industrial concentration of employment and on the distribution of wages and wage-productivity gaps across and within industries. The model confirms the empirical observation that an increase in between-sector job mobility rates for workers in the less productive sector not only increases wages in that sector but in all sectors. It additionally decreases both aggregate wage inequality and the wage-productivity gaps in all industries.

When Do Nurses Leave Their Profession? Duration of Employment in Occupations Under Skill Shortage

The author uses survival analysis methods to identify factors associated with nurses’ decision to leave their occupation. Young nurses, nurses in the social sector and nurses working with a small employer leave their occupation more often than their respective counterparts. Furthermore, nurses leave more often where regional outside options are better, and previously unemployed nurses as well as nurses who reenter nursing from a different occupation have a higher probability of leaving the occupation, whereas nurses who have just finished vocational training have a lower propensity to leave.

Effects of vertical and horizontal occupational mobility on subjective well-being

The authors hypothesize that (1) once occupational mobility along the horizontal axis has been controlled for, the effect of individual vertical mobility (measured on a linear scale) on individual subjective well-being becomes positive or more strongly positive; (2) mobility in either direction along a horizontal dimension exerts a negative effect on subjective well-being, and (3) interaction effects between vertical and horizontal occupational mobility are negative. Preliminary results have provided some support for all three hypotheses.

Do Recruiters Select Skilled Workers with Different Personality Traits for Different Tasks? A Discrete Choice Experiment in Firms

In this study, the authors explore whether firms recruit workers with different non-cognitive skills for different tasks. They find that all 'Big Five' personality traits positively affect the probability that the job applicant will be hired. Among these five traits, conscientiousness and agreeableness have the strongest effects, whereas four traits – openness to experience, conscientiousness, agreeableness and emotional stability – are higher valued than having above average competences.

Session 8: Poverty in the EU | Chair: Dr Basha Vicari

Session 8 concerned Poverty in the EU and was opened by Jonathan Latner (on-site) who's research focuses on poverty exit. He found that moving into a permanent contract increases the probability of a transitory poverty exit, but has no effect on a permanent exit from poverty, relative to remaining employed with a temporary contract. The second presentation by Stefani Scherer (on-site) addressed dynamics of in-work poverty in EU. She highlighted that she could not find evidence for genuine state dependence – which comes with important implications to combat poverty in terms of activation policies, rather than through transfers.

Escaping poverty in Europe: Good jobs, good contracts, or good economies?

The authors examine the relationship between employment contract (temporary vs. permanent) and poverty exit. The results suggest that moving into a permanent contract increases the probability of a transitory poverty exit, but has no effect on a permanent exit from poverty, relative to remaining employed with a temporary contract. Changes in country-level, economic conditions are a more important determinant of poverty exit than individual-level changes in employment and family life.

Dynamics of in-work poverty in EU with an investigation of true state dependency

First, the authors provide an analysis of the risk and the persistence of in-work poverty for different social groups and household employment patterns and discuss potential implications for social stratification dynamics. Second, they look into the (causal) dynamics of poverty and test for the presence of genuine state dependence (GSD) and the role of unobserved heterogeneity in shaping the accumulation of economic disadvantages over time. Third, they adopt a comparative perspective across countries (and time periods) analysing how different institutional features affect exposure to and dynamics of economic disadvantages. They find no evidence for GSD, which comes with important implications to combat poverty in terms of activation policies, rather than through transfers.

Session 9: Retirement 1 | Chair: Dr Basha Vicari

Three studies on retirement were presented in Session 9. First, Thomas Zwick (on-site) commented the effects of a pension reform that increased the early retirement age of women: The relative employment increase of about 25% in the age group 60-63 after the reform is the same for women in low and in high demand jobs. Second, Hamed Moghadam (online) presented his findings on spouses' retirement, which are based on data from the German Socio-Economic Panel. He found the effect of wives' retirement on husbands' retirement to be between 10 and 27 percentage points when women's normal retirement age is at 60 years of age. Third, Svenja Miltner (onsite) presented her finding that time-preferences do not affect the age at which an individual retires, whereas a higher degree of impatience leads to a reduction in hours supplied to the labour market in the years before retirement, namely phasing into retirement.

Employees in demanding jobs do not need early retirement programs designed for them

The authors exploit a pension reform that increased the early retirement age of women from 60 to 63 years in Germany. They use a large administrative social security data set and exploit the quasi-natural experiment by using linear regression discontinuity models. They find that the relative employment increase of about 25% in the age group 60-63 after the reform is the same for women in low and in high demand jobs. In addition, there were no substitution

effects into the bridge options unemployment and partial retirement, into the disability or work inability pension or inactivity.

The Effect of Wives' Retirement on Husbands' Labour Supply: Implicitly Testing the Exclusion Restriction with a Changing Threshold Regression Discontinuity Design

Using a double regression discontinuity design on data from the German Socio-Economic Panel, the authors find the effect of wives' retirement on husbands' retirement to be between 10 and 27 percentage points when women's normal retirement age is at 60 years of age.

Should I Stay or Should I go? Time-Preferences and Paths Into Retirement

This study examines the link between time-preferences and retirement entry. For the case of Germany, they find that time-preferences do not affect the age at which an individual retires, whereas a higher degree of impatience leads to a reduction in hours supplied to the labour market in the years before retirement, namely phasing into retirement.

Session 10: Parenthood | Chair: Dr Lisa Leschnig

In the tenth session topics on parenthood were discussed. The average duration of employment interruptions increased for high-income mothers after a parental leave reform in Germany as shown by Aline Zucco (online). She further outlined that this effect cannot be explained by changes in working hours, observed characteristics, changes in employer stability or fertility patterns and that she could not find any beneficial labor market effects of this parental leave reform. Mathias Collischon (on-site) presented his finding that mothers who take up Minijob employment after a first birth are significantly less likely to be regularly employed and earn significantly lower wages even 8 years after the birth. Turning to gender wage gaps, Anna Zamberlan (on-site) concluded from her research that there might be various mechanisms underneath the observed wage gaps and that discrimination is only one of the elements contributing to them. Hyejin Ku (on-site) evaluated a policy reform in Norway that exogenously assigned new fathers to 4 weeks of fully paid paternity leave. She reported that when the policy pushes a larger share of his competitors to take leave, the focal father enjoys a better post-child earnings trajectory than would otherwise have been the case.

Parental Leave Reform and Long-run Earnings of Mothers

Using administrative social security data, the authors confirm previous findings and show that the average duration of employment interruptions increased for high-income mothers. Nevertheless, they find a positive long-run effect on earnings for mothers in this group. This effect cannot be explained by changes in working hours, observed characteristics, changes in employer stability or fertility patterns. Descriptive evidence suggests that the stronger involvement of fathers, incentivized by the "daddy months", could have facilitated mothers' re-entry into the labor market and thereby increased earnings. For mothers with low prior-to-birth earnings, however, we do not find any beneficial labor market effects of this parental leave reform.

A "potential motherhood" penalty? A longitudinal investigation of labour market discrimination in Britain and Germany

Preliminary results suggest that different wage returns to observable and unobservable variables significantly contribute to explain changes over time in observed gaps. Nevertheless, wage gaps between men and women, potential and non-potential parents, and women at risk versus men not at risk of parenthood show very different trends over time. These trends also appear to be explained by peculiar combinations of endowment and coefficient effects.

Long-run effects of wage subsidies on maternal labour market outcomes

The authors compare employment choices (taking up a subsidized Minijob after first birth) to similar but unsubsidized, i.e., regular employment. The results indicate that mothers who take up Minijob employment after a first birth are significantly less likely to be regularly employed and earn significantly lower wages even 8 years after the birth. The high rate of Minijob employment among first time mothers after the birth drives a substantial share of the child penalty of German mothers.

Competition and Career Advancement: The Hidden Costs of Paid Leave

For the analysis the authors use a policy reform in Norway that exogenously assigned new fathers to 4 weeks of fully paid paternity leave. Focusing on the effect of the reform on the focal father's competitors rather than on himself, we provide strong support for the competition effect over the skill loss effect. In particular, when the policy pushes a larger share of his competitors to take leave, the focal father enjoys a better post-child earnings trajectory than would otherwise have been the case.

Session 11: Migration | Chair: Dr Lisa Leschnig

Session 11 contained three presentations on migration. Fabio Berton (online) showed, instead of being substitutes as often assumed in the debate, native and migrant workers are complements: the arrival of migrants, indeed, enhances net employment flows of domestic workers by 3 to 5 percentage points, with a stronger effect upon the middle-aged and low educated. Further, migrants impact the destination countries' workers protection mainly through the "epidemiological" channel, that is the level of workers protection standards experienced in their country of origin as was shown by Adam Levai (online). He points out that the effects are particularly strong on the rights of unionisation and on the protection of more flexible employment forms. Finally Yuliya Kosyakova (on-site) introduced her study in which she aims to analyze differences in educational investment decisions and draw causal conclusions why immigrants refrain from investing and identify conditions that make investments more likely.

Strangers in the night. Should we really be scared by migrant workers?

The paper aims to assess the causal impact of foreign labor supply shocks to net employment changes and to workforce composition. The authors find that, instead of being substitutes as often assumed in the debate, native and migrant workers are complements: the arrival of migrants, indeed, enhances net employment flows of domestic workers by 3 to 5 percentage points, with a stronger effect upon the middle-aged and low educated.

To work or to study? Immigrants' educational investments after migration and its social selectivity – evidence from a choice experiment among adult refugees in Germany

The authors' analytical strategy involves a Choice Experiment. With this design, they are able to analyze differences in educational investment decisions and can draw causal conclusions why immigrants refrain from investing and identify conditions that make investments more likely.

The Impact of Immigration on Workers Protection

The researchers find that migrants impact the destination countries' workers protection mainly through the "epidemiological" channel, that is the level of workers protection standards experienced in their country of origin. They provide evidence that the effects are particularly strong on the rights of unionisation and on the protection of more flexible employment forms. This paper points out immigrants participation to unions as one of the potential mechanisms.

Session 12: Retirement 2 | Chair: Dr Lisa Leschnig

The last session dealt with retirement issues. Transition to retirement exerts a positive effect on the self-perceived well-being for women in all the career pathways, as shown by Elisa Tambellin (online). Further, there will soon be evidence on the impact of the 2008 alimony reform in Germany. Stefanie Heyne (on-site) presented her study which will measure the effect of child birth on the division of paid and unpaid labour among married and cohabiting couples to investigate how mothers' and fathers' relative share of paid work, childcare and household work differs in the pre- and post-reform period.

Women and retirement transition: changes in psychological well-being before and after the exit from the labour market according to different working histories

The authors results show that the transition to retirement exerts a positive effect on the self-perceived well-being for women in all the career pathways.

The division of paid and unpaid labour in the shadow of divorce: The impact of the 2008 alimony reform in Germany

This study is the first to examine whether the recent alimony reform in Germany has altered the previously observed re-traditionalization of the division of labour among couples after childbirth. It contributes by testing widely applied bargaining approaches in the context of an alimony reform and, thus, extends the literature on the gendered division of unpaid and paid labour as well as on the impact of employment oriented family policy reforms.