

# CURRICULUM VITAE

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## I. Basic Information

September 2009

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1.2. Sex: Male  
1.3. Place and date of birth: Etterbeek, Brussels, 26/05/1977  
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## II. Education

- 2.1. *Ph.D. in Economics*,  
Université Libre de Bruxelles, Belgium, 2008.

*Title:* “Industry Wage Differentials, Rent Sharing and Gender: Three Empirical Essays.”

*Members of Jury:* Prof. F. Rycx (supervisor, ULB), Prof. R. Plasman (supervisor, ULB), Prof. S. Roux (Université Paris XII and ENSEA), Prof. Benoît Mahy (UMH), Prof. M. Jepsen (ULB) and Prof. D. Meulders (ULB).

- 2.2. *Master (DEA) in European Economic Integration*,  
University of Sussex, UK, 2001.

*Thesis of the Master:* “EMU and Labour Markets: A reciprocal Impact”

*Supervisor:* Prof. Peter Holmes.

- 2.3. *Bachelor’s degree in Economics & Political Sciences*,  
Hebrew University of Jerusalem, Israel, 2000.

*Thesis of the Bachelor:* “The European Monetary Union, an OCAs Theory Perspective of the Competition Policy”.

*Supervisor:* Prof. Allan Drazen

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### III. Professional Experience

- 3.1. *Visiting Scholar (Fulbright and BAEF Fellow)* at the Center for Labor Economics (CLE), University of California, Berkeley.  
**September 2009 - August 2010.**
- 3.2. *FNRS Research Associate* (Post-Doctoral Researcher – Belgian National Fund for Scientific Research), Solvay Brussels School in Economics and Management (Department of Applied Economics), Université Libre de Bruxelles.  
**October 2009 - September 2012.**
- 3.3. *Visiting Assistant Professor* at the Department of Economics, Université Catholique de Louvain (UCL, part-time).  
**October 2008 - September 2009.**
- 3.4. *Visiting Researcher* at National Bank of Israel (Research Department), Jerusalem, Israel.  
**February 2009.**
- 3.5. *Visiting Researcher* at the Royal University of Law and Economics (French Cooperation, Economic Department), Phnom Penh, Cambodia.  
**June 2008 – September 2008.**
- 3.6. *Visiting Researcher* at the National Bank of Belgium. Purpose: produce a joint paper with staff members of the research department of the NBB and F. Rycx on “Rent Sharing and the Cyclicalities of Wage Differentials”. The paper is produced within the European Central Bank *Wage Dynamics Network*.  
**November 2007 – August 2009.**
- 3.7. *Research Affiliate* of the Institute for Study of Labour (IZA) in Bonn, Germany.  
**Since October 2005.**
- 3.8. *Research Fellow* at the Department of Applied Economics (DULBEA), Université Libre de Bruxelles (ULB).  
**Since February 2002.**
- 3.9. *Teaching Assistant* at the Economics Department, Université Libre de Bruxelles (ULB).  
**Since November 2002 (25%); since February 2003 (75%); October 2007 – September 2009 (100%).**

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### IV. Teaching experience

- 4.1. *Labour Economics* - Theory 30h, TRAV2240, Economics Department and Labour Science Institute, Université Catholique de Louvain, Substitute professor for Professor Dejemeppe, 2008-2009.

- 4.2. Assistant (50 %) of Prof. Kh. Sekkat for the *Séminaire d'Analyse Economique*, MA (DEA) in Economics (Theory 30h + Exercices 165h, ECON 009), Economics Department, Université Libre de Bruxelles. Since February 2003.
- 4.3. Assistant (25%) of the President of the Economics Department, Université Libre de Bruxelles. This involved inter alia being assistant for the seminar of *Public Economy II* (2<sup>ème</sup> licence en Sciences Economiques) organised by Prof. F. Tyhs-Clément. October 2002- September 2003.
- 4.4. Assistant (25%) of the President of the Economics Department, Université Libre de Bruxelles. This involved inter alia being assistant for the seminar of *Public Economy III* (2<sup>ème</sup> licence en Sciences Economiques) organised by Prof. D. Meulders. Since October 2003.
- 4.5. Assistant of the President of the Economics Department, Université Libre de Bruxelles. This involved inter alia being assistant for the seminar of *Labour Economics* (2<sup>ème</sup> licence en Sciences Economiques) organised by Prof. D. Rycx. Since October 2006.
- 4.6. Assistant (25%) of the President of the Section des Sciences Economiques, Université Libre de Bruxelles. This involved inter alia being assistant for the course of *History of Economic Thought* (2<sup>ème</sup> licence en Sciences Economiques) organised by Prof. JL. De Meulemeester. Since October 2007.

## V. Scientific Experience

### 5.1. Main Research Projects:

- 5.1.1. Grant of the “Communauté française de Belgique” for research project on “Wage Structure and Earnings Inequalities in Cambodia: Do Foreign Firms pay Higher Wages?” July 2008 – August 2009.
- 5.1.2. Consultancy Contract with the National Bank of Belgium (NBB). Objective: produce a joint paper with staff members of the research department of the NBB and F. Rycx on “Rent Sharing and the Cyclicity of Wage Differentials”. The paper is produced within the European Central Bank *Wage Dynamics Network*. November 2007 – August 2009.
- 5.1.3. European Commission (DG Employment) project entitled “Study and Conference on European Labour Market Analysis using Firm-level Panel Data and Linked Employer-Employee Data”. Joint research project co-ordinated by David Marsden (LSE), Ana Cardoso (IZA-Bonn), Tor Eriksson (Aarhus School of Business), Francois Rycx (ULB) and Tanvi Desai (LSE). May 2006 – February 2008.
- 5.1.4. Joint Research Project on “Price and Wage Rigidities in an Open Economy” financed by the National Bank of Belgium, with Prof. F. Rycx. May 2005- December 2006.
- 5.1.5. Grant of the National Bank of Belgium for a research project on “Industry Wage Differentials and the Gender Wage Gap in EU Countries, with Prof. F. Rycx. October 2004 – September 2005.

- 5.1.6.** Targeted Socio-Economic Research (TSER) programme, financed by the European Commission and co-ordinated by Prof. D. MARSDEN (London School of Economics and Centre for Economic Performance). Theme: “Pay inequalities and economic performance”. Objective: Investigate the relationship between pay inequalities, organisational change, business and employment performance, focusing the analysis on performance at the detailed industry level. February 2002 – December 2004.
- 5.1.7.** Analysis of fiscal federalism models and of the decentralized management of social security system in western countries and study of their application to Belgium in the framework of Belgian “regionalization” process. Use of macro simulation models to estimate the development of regional social expenditures and financing. Supervisor, Professor Paul KESTENS. February 2002 – September 2007.

## **5.2. Training:**

- 5.2.1.** 8<sup>th</sup> IZA European Summer School in Labour Economics. Buch/Ammersee, Germany; lecturers: Gilles Saint-Paul (University of Toulouse I and IZA) and Peter Gottschalk (Boston College, USA), April 2006.
- 5.2.2.** BTC General Information Cycle in International Cooperation, organised by the Belgian Development Cooperation Agency (BDCA). Brussels, September 2006.

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## **VI. Publications and Scientific Activities**

### **6.1. Publications**

#### **6.1.1. Book (1)**

*La structure des salaires en Belgique*, with R. Plasman, M. Rusinek, and F. Rycx, Edition de l’Université de Bruxelles, forthcoming, 2009.

#### **6.1.2. International Scientific Journals, Refereed (3)**

"Inter-Industry Wage Differentials, Unobserved Ability, and Rent-Sharing", with R. Plasman and F. Rycx, revised and resubmitted in Manchester School, 2009.

“Inter-Industry Wage Differentials and the Gender Wage Gap: Evidence from European Countries”, with B. Gannon, R. Plasman and F. Rycx, *Economic and Social Review*, Vol. 38, No. 1, pp.135-55, 2007.

“Rent Sharing and the Gender Wage Gap in Belgium”, with F. Rycx, *International Journal of Manpower*, Vol. 25, No. 3/4, pp. 279-299, 2004.

#### **6.1.3. National Scientific Journals, Refereed (6)**

"Les différences régionales de productivité se reflètent-elles dans la formation des salaires?", with R. Plasman and M. Rusinek, *Année Sociale 2007*, forthcoming 2009.

"Industry Wage Differentials, Rent Sharing and Gender in Belgium", *Reflets et Perspectives de la vie économique*, Vol. XLVII, No. 3, pp. 55-65, 2008.

"Wage Differentials in Belgium: The Role of Worker and Employer Characteristics", with R. Plasman, and F. Rycx, *Brussels Economic Review*, Vol. 50, No. 1, pp. 11-38, 2007.

"Inter-Industry Wage Differentials: What Do We Know?", with F. Rycx, *Reflets et Perspectives de la vie économique*, Vol. XLVI, No. 2/3, pp. 13-22, 2007

"La régionalisation de la négociation salariale en Belgique: vrai nécessité ou faux débat?", with R. Plasman and M. Rusinek, *Reflets et Perspectives de la vie économique*, Vol. XLVI, No. 2/3, pp. 65-74, 2007.

"Inter-Industry Wage Differentials and the Gender Wage Gap in Belgium", with F. Rycx, *Brussels Economic Review*, Vol.45, No.2, p.119-141, 2002.

#### 6.1.4. Contributions in Books (4)

"La dimension territoriale des relations collectives de travail", with R. Plasman, and M. Rusinek, In : Capron, M (eds.), *Les relations collectives du travail en Belgique*, forthcoming 2009.

"La régionalisation de la négociation salariale en Belgique: vraie nécessité ou faux débat", with R. Plasman and M. Rusinek, In : CIFO (eds.), *Nos régions en Europe: Voies d'impasse, voies d'avenir. Quel développement pour la Wallonie et Bruxelles?*, Charleroi: CIFO, pp. 809-819, Novembre 2007.

"Can Rent Sharing Explain the Belgian Gender Wage Gap?", with F. Rycx, In: H. Bunzel, B. Christensen, G. Neumann and J-M. Robin (eds.), *Structural Models of Wage and Employment Dynamics*, Contributions to Economic Analysis Series, Vol. 275, Amsterdam: Elsevier North-Holland, May 2006.

"The gender Pay Gap in Belgium: How Much Do Sector Matter?", with F. Rycx In: B. Mahy, R. Plasman and F. Rycx (eds.), *Gender Pay Differentials: Cross-National Evidence from Micro-Data*, Applied Econometrics Association Series, Palgrave MacMillan, April 2006.

#### 6.1.5. Working Papers (11)

"The Regional Dimension of Collective Wage Bargaining: the Case of Belgium", **IZA Discussion Paper**, No. 3864, December 2008 (with R. Plasman and M. Rusinek).

"Rent-Sharing and the Cyclicity of Wage Differentials", **IZA Discussion Paper**, No. 3844, November 2008 (with Ph. Du Caju and F. Rycx). Also as **DULBEA Working Paper**, Research series, No. 08-23.RS, November 2008 and **CEB Working Paper**, No. 08/035, November 2008 (**ECB Working paper**, forthcoming 2009).

"Wage Differentials across Sectors in Europe: An East-West Comparison", **ETUI-REHS Working Paper**, No. 2008-05, July 2008 (with F. Rycx and D. Valsamis). Also as **DULBEA Working Paper**, Research series, No. 08-17.RS, August 2008 and **IZA Discussion Paper**, No. 3830, Bonn (Germany), November 2008.

"Les différences régionales de productivité se reflètent-elles dans la formation des salaires?", **DULBEA Working Paper**, Research Series, No. 08-11.RS, April 2008 (with R. Plasman and M. Rusinek).

"Wage Differentials in Belgium: The Role of Worker and Employer Characteristics", **DULBEA Working Paper**, Research Series, No. 07-12.RS, October 2007 (with R. Plasman and F. Rycx).

"La régionalisation de la négociation salariale en Belgique: vraie nécessité ou faux débat?", **DULBEA Working Paper**, Research series, No. 07-04.RS, March 2007 (with R. Plasman & M. Rusinek).

"Industry Wage Differentials, Unobserved Ability, and Rent-Sharing: Evidence from Matched Employer-employee Data," **National Bank of Belgium Working Paper**, No. 90, October 2006 (with F. Rycx and R. Plasman). Also as **DULBEA Working Paper**, No. 06-14.RS, October 2006 and **IZA Discussion Paper**, No. 2387, October 2006.

"The Effect of Rent-Sharing on the Gender Wage Gap in the Israeli Manufacturing Sector", **Bank of Israel Discussion paper**, No. 2006.05, August 2006 (with G. Navon). Also as **IZA Discussion Paper**, No 2361, October 2006.

"Inter-Industry Wage Differentials and the Gender Wage Gap: Evidence from European Countries", **IZA Discussion Paper**, No. 1563, April 2005 (with B. Gannon, R. Plasman and F. Rycx). Also as **DULBEA Working Paper**, Research Series, No. 05-01.RS, February 2005 and **PIEP Working Paper**, London School of Economics, 2004.

"Rent Sharing and the Gender Wage Gap in Belgium", **PIEP Working Paper**, London School of Economics, 2003 (with F. Rycx).

"Inter-Industry Wage Differentials and the Gender Wage Gap in Belgium: Evidence from Matched Employer-Employee Data", **PIEP Working Paper**, London School of Economics, 2003 (with F. Rycx).

#### 6.1.6. Research Reports (8)

"La Structure des salaires en Belgique", Research report for the F.G.T.B./A.B.V.V., November 2007 (with R. Plasman & M. Rusinek).

"Pensions du secteur public, Analyse et perspectives financières", Research project *The Belgian Social Security System and the "Regionalisation" Process*, April 2007 (with C. Rigby and R. Plasman).

"Country Profile: Israel. Labour and Human Resource Developments", report to Forum Euro-Méditerranéen des Instituts Economiques - FEMISE, July 2005 (with K. Sekkat).

Reporter with K. Sekkat & O. Galgau for the general meeting of the Association of European Conuncture Institutes, United Nations, Economic Commission for Europe, Geneva, May 2005.

“Pensions et Fédéralisme Belge: Analyse et perspectives”, Research project *The Belgian Social Security System and the “Regionalisation” Process*, August, 2004 (with R. Plasman).

“Women in Industrial Research”, Report prepared for DG Research of the European Commission, April 2003 jointly (with D. Meulders and R. Plasman).

“Gestion de la Sécurité Sociale dans le cadre du Fédéralisme Belge: Aspects théoriques”, Research project *The Belgian Social Security System and the “Regionalisation” Process*, June, 2002 with (P. Kestens and A. Plasman).

“Prestations familiales et Fédéralisme Belge: Analyse et perspectives”, jointly with P. Kestens, Research project *The Belgian Social Security System and the “Regionalisation” Process*, December, 2002.

#### **6.1.8. Work in Progress (7)**

“Wage Structure and Earnings Inequalities in Cambodia: Do Foreign Firms pay Higher Wages?”

“Collective Bargaining and Regional wage Differences in Belgium” (with R. Plasman, F. Rycx and M. Rusinek).

“Rent Sharing and Cyclicity of Wage Differentials” (with P. Du Caju and F. Rycx).

“Inter-Industry Wage Differentials: New vs. Old Member States of the EU” (with D. Valsamis and F. Rycx).

“Industry Wage Differentials, Unobserved Ability, and Rent-Sharing: Evidence from Matched Employer-employee Data, 1995-2002” (with R. Plasman and F. Rycx).

“The Effect of Rent-Sharing on the Gender Wage Gap in the Israeli Manufacturing Sector” (with G. Navon).

### **6.2. Scientific Activities**

#### **6.2.1. Communications at Conferences, Seminars and Workshops (39)**

“Does Rent Sharing Explain Inter-Industry Wage Differentials? Empirical Evidence for Belgium, 1999-2005”.

- 2009 NBER Summer Institute, Personnel Economics Workshop, Boston (USA) July 23 and 24, 2009 (presented by co-author).
- 23 ESPE Congress, Seville (Spain), 10-14 June, 2009
- 14<sup>th</sup> Annual Meeting of the Society of Labor Economists (SOLE), Boston (USA), May 8-9, 2009.

- Aarhus School of Business, University of Aarhus, Seminar at the Department of Economics, 8 December, 2008 (invited paper).
- Annual workshop in Economics and Finance, LARGE (Universités Robert Schuman and Louis Pasteur de Strasbourg) & CEB (Solvay School of Business and Economics), Strasbourg (France), September 25, 2008.
- Eurosystem Wage Dynamic Network meeting, National Bank of France, Paris (France), April 8-9, 2008.

"Inter-Industry Wage Differentials and International Trade: Evidence from ESES 2002".

- 20<sup>th</sup> Annual Conference of the European Association of Labour Economics (EALE), Amsterdam (the Netherlands), September 20-22, 2008.
- 13<sup>th</sup> Annual Meeting of the Society of Labor Economists (SOLE), New York (USA), May 9-10, 2008 (Poster).
- Conference for the 50<sup>th</sup> Anniversary of DULBEA, Université Libre de Bruxelles, Brussels (Belgium), October 11-12, 2007 (Poster).
- Linked Employer-Employee Data (LEED) Project Meeting, London School of Economics, London (UK), October 26, 2007 (presented by co-author).

"La régionalisation de la négociation salariale en Belgique: vrai nécessité ou faux débat?"

- 17<sup>ème</sup> Congrès des Economistes Belges de Langue Française, Louvain-la-Neuve (Belgium), November 21-22, 2007 (Invited paper).
- Presentation at the Conseil Central de l'Economie, Brussels (Belgium), October 19, 2007. (Invited Paper).
- Conference for the 50<sup>th</sup> Anniversary of DULBEA, Université Libre de Bruxelles, Brussels (Belgium), October 11-12, 2007 (Poster with R. Plasman and M. Rusinek).

"The Effect of Rent-Sharing on the Gender Wage Gap in the Israeli Manufacturing Sector."

- 19<sup>th</sup> Annual Conference of the European Association of Labour Economics (EALE), Oslo (Norway), September 20-22, 2007.
- 12<sup>th</sup> Annual Meeting of the Society of Labor Economists (SOLE), Chicago (USA), May 4-5, 2007.

"Industry Wage Differentials, Unobserved Ability, and Rent-Sharing: Evidence from Matched Worker-Firm Data, 1995-2002".

- Presentation at the Conseil Central de l'Economie, Brussels (Belgium), October 19, 2007. (Invited Paper).
- Conference for the 50<sup>th</sup> Anniversary of DULBEA, Université Libre de Bruxelles, Brussels (Belgium), October 11-12, 2007.
- 19<sup>th</sup> Annual Conference of the European Association of Labour Economics (EALE), Oslo (Norway), September 20-22, 2007.
- Conference on *European Labour Market Analysis using Firm-level Panel Data and Linked Employer-Employee Data*, DG Employment, European Commission, Brussels (Belgium), May 3-4, 2007 (presented by co-author).

- 4<sup>th</sup> Conference of the National Bank of Belgium on *Price and Wage Rigidities in an Open Economy*, Brussels (Belgium), October 12-13, 2006 (invited paper).
- 18<sup>th</sup> Annual Meeting on Socio-Economics (SASE), IAAEG, University of Trier, Trier (Germany), June 30 - July 2, 2006.
- 94<sup>th</sup> Conference of the Applied Econometrics Association (AEA) on the Econometrics of Labour Demand, Napoli (Italy), June 1-2, 2006.

“Inter-Industry Wage Differentials and the Gender Wage Gap: Evidence from European Countries”,

- Labor Seminar, Maastricht University Maastricht (The Netherlands), November 22, 2005. (Invited Paper, presented by co-author).
- Occasional seminar: Employment in Europe, European Commission – DG Employment, Social Affairs and Equal Opportunities, Brussels (Belgium), October 7, 2005 (invited paper).
- 2<sup>nd</sup> European Association of Labour Economists/Society of Labor Economists (EALE/SOLE) World Conference, San Francisco (USA), June 2-5, 2005.
- 88<sup>th</sup> Conference of the Applied Econometrics Association (AEA) on the Econometrics of Labour Demand, Mons (Belgium), October 7-8, 2004.
- Immigration, Minorities and social exclusion — A Conference in Memory of Tikva Lecker, Bar-Ilan University, Tel Aviv (Israel), June 27-28, 2004

"Rent-sharing and the Gender Wage Gap in Belgium",

- 7<sup>th</sup> Annual Meeting of the Society for the Advancement of Socio-Economics, Central European University and Corvinus University of Budapest, Budapest (Hungary), June 30 - July 2, 2005.
- Conference on Labour Market Models and Matched Employer-Employee Data in Honour of Dale T. Mortensen, Sandbjerg, Denmark, August 14-18, 2004.
- 5<sup>th</sup> Day for Belgian Labour Economists, Université de Liège, Liège (Belgium), May 17, 2004.
- Pay Inequality and Economic Performance Meeting, Université Libre de Bruxelles, Brussels (Belgium), January 15-16, 2004.
- 15<sup>th</sup> Annual Conference of the European Association of Labour Economists (EALE), University Pablo de Olavide, Seville, Spain from 18-21 September, 2003 (presented by co-author).
- IAFFE Conference (International Association for Feminist Economics), Barbados, June 27-29, 2003.
- Internal Seminar, National Bank of Belgium, Brussels (Belgium), October 21, 2004. (Invited Paper)

"Inter-industry Wage Differentials and the Gender Wage Gap. Evidence from the ESES for Seven EU Countries",

- Immigration, Minorities and social exclusion — A Conference in Memory of Tikva Lecker, Tel Aviv (Israel), Bar-Ilan University, June 27-28, 2004.
- 5th Day for Belgian Labour Economists, Université de Liège, Liège (Belgium), May 17, 2004.
- 9<sup>th</sup> Annual Meeting of the Society of Labor Economists, San Antonio (USA), April 30 - May 1, 2004.

"Inter-Industry Wage Differentials and the Gender Wage Gap in Belgium",

- 8th Annual Meeting of the Society of Labor Economists, Toronto (Canada), September 26-27, 2003.
- IAFFE Conference (International Association for Feminist Economics), Barbados, June 27-29.
- 6th Conference of the European Network for Training in Economic Research - Jamboree, University of Tilburg, Tilburg (the Netherlands), January 23-25, 2003.
- 79th Conference of the Applied Econometrics Association (AEA) on the Econometrics of Wages, Brussels (Belgium), May 28 - 29, 2002.

### **6.2.2. Referee Reports for Scientific Journals**

Journal of Population Economics

### **6.2.3. Awards**

2009-2010 Fulbright Research Fellowship, Center for Labor Economics, University of California, Berkeley (invitation of Prof. David Card).

2009-2010 Honorary BAEF Research Fellowship, Center for Labor Economics, University of California, Berkeley (invitation of Prof. David Card).

2008 Award of the Travel Research Grant of the "Communauté française de Belgique" for the following research project: "Wage Structure and Earnings Inequalities in Cambodia: Do Foreign Firms pay Higher Wages?"

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## **VII. Logistic Responsibilities**

### **7.1. Organisation of Conferences and Workshops**

2009 Belgian day of Labour Economists, Brussels, June 16, 2009 (co-organised with Bart Cockx, Muriel Dejemeppe and Francois).

### **7.2. Other Responsibilities**

Representative of the “corps scientifique” at the Conseil de Section des Sciences Economiques. Decembre 2002-Decembre 2003 & December 2007- December 2008.

Representative of the “corps scientifique” at the Conseil Facultaire. Decembre 2003-Decembre 2008.

Board member of the Belgian movement against Racism, Xenophobia and Anti-Semitism. 2004-2007.

Chairman of Peace Generation – Belgium. 2003-2008 (Youth Exchange Program in the Middle East).

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## **VIII. Short Description of Research Topics**

### **8.1. Main Research Interests**

- Applied econometrics.
- Human resources and labour economics.
- Gender studies
- Transition economy and labour market reforms
- Industrial relations and socio-economic performance.
- Wage determination and pay differentials.
- Wage inequality and economic performance.
- European integration and labour market policies