

International conference

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Polarisation(s) in Labour Markets

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International Tuesday, June 19, 2018 Markets
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PIERRE LAROQUE ROOM - PARIS

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Editorial

The relative growth of wages and employment of high-wage occupations in the 1980s and 1990s and the relative growth of wages and employment of low-wage occupations compared to middle-wage occupations in the 1990s and the first decade of 2000 led to the polarisation of the labour market. This polarisation is largely explained by the automation of routine tasks that disappear in favor of non-routine manual or intellectual tasks. Although this phenomenon has been widely documented in the United States and Europe since the 1980s, many questions arise in the current context in which the conference will attempt to provide answers:

Is polarisation a partly cyclical phenomenon, since middle-wage occupations seem to be growing again (slightly) in the United States? What about the reallocation of jobs in Europe while total employment and participation in the labour market have evolved differently in different countries and labor market institutions (minimum wage, taxation ...) continue different goals? What roles do technological change, international trade, and workers training play in this reallocation? Finally, what is the role of firms in the development of polarisation and its geography?

This one-day conference will give the floor to researchers and international experts who will present their most recent work and will exchange with participants on three themes:

- Historical Perspective and Structural Change,
- Polarisation of Firms and Polarisation of Territories,
- Wages and Public Policies.

Programme

08h30 > 09h00	<i>Welcome, registration, coffee</i>
09h00 > 09h15	Opening speech
09h15 > 09h30	Introduction
09h30 > 11h00	SESSION 1 / Structural Change (1) and Historical Perspective CHAIRPERSON: John Van Reenen, MIT Department of Economics and Sloan, USA <ul style="list-style-type: none">• Zsofia Barany, Sciences Po, Paris Job Polarization, Structural Transformation and Biased Technological Change• Guido Matias Cortes, York University, Canada Disappearing Routine Jobs: Who, How, and Why?• Jean-Olivier Hairault, Université Paris 1 and PSE A Tale of Two Countries: A Story of the French and US Polarization DISCUSSION: Grégory Verdugo, Université Paris 1 and OFCE
11h00 > 11h15	Discussion with the floor
11h15 > 12h10	SESSION 2 / Polarisation(s) between firms CHAIRPERSON: Luc Behaghel, Paris School of Economics and INRA <ul style="list-style-type: none">• Fredrik Heyman, Lund University, Sweden Globalization, Job Tasks and the Occupational Structure of Firms: Implications for Job Polarization• John Van Reenen, MIT Sloan School of Management, USA The Fall of the Labor Share and the Rise of Superstar Firms DISCUSSION: Guido Matias Cortes, York University
12h10 > 12h25	Discussion with the floor
12h25 > 13h45	<i>Lunch break and welcome coffee</i>
14h00 > 15h30	SESSION 3 / Structural Change (2): Technology, Trade et Territories CHAIRPERSON: Ekkehard Ernst, BIT <ul style="list-style-type: none">• Ariell Reshef, Paris School of Economics, CNRS and CEPPII The March of the Techies: Technology, Trade and Job Polarization in France, 1994-2007• Clément Malgouyres, Institut des Politiques Publiques and PSE, Paris The Impact of Chinese Import Competition on the Local Structure of Employment and Wages: Evidence from France• Håle Utar, Bielefeld University, Germany International Trade and Job Polarization: Evidence at the Worker Level DISCUSSION: Eve Caroli, Université Paris Dauphine
15h30 > 15h40	Discussion with the floor
15h40 > 16h35	SESSION 4 / Wages and Public Policies CHAIRPERSON: Hélène Garner, France Stratégie <ul style="list-style-type: none">• Grace Lordan, London School of Economics, UK People Versus Machines: The Impact of Minimum Wages on Automatable Jobs• Thomas Breda, Paris School of Economics Primary inequality and redistribution through employer Social Security contributions: France 1976-2010 DISCUSSION: Malik Koubi, Dares
16h35 > 16h45	Discussion with the floor
16h45 > 17h15	Synthesis of Discussions and Perspectives on Labour Market Polarisation(s) <ul style="list-style-type: none">• Alan Manning, London School of Economics, UK
17h15 > 17h30	Closing Addresses

SESSION 1 /

Structural Change (1) and Historical Perspective

SUMMARY OF THE PRESENTATIONS
& INTRODUCTION OF SPEAKERS

Zsofia Barany, Sciences Po and CEPR, Paris

Zsófia Bárány holds a PhD from the London School of Economics, is an Assistant Professor at the Department of Economics at Sciences Po, and is also an affiliate researcher of the Macroeconomics and Growth (MG) Programme Area of the Centre for Economic Policy Research. Her main research interest is the relation between growth, technological change, education and long run inequality trends. Her paper 'The Minimum Wage and Inequality' shows that a general equilibrium model with endogenous skill choice is required to correctly evaluate the implications of minimum wage changes. She has two joint papers with Christian Siegel: one explores the link between job polarization and structural change, while the other quantifies the role of biased technological change in shaping these phenomena. She has a project with Moshe Buchinsky which analyses how occupation-sector specific human capital and expectations about the future – through shaping the education and job choices of individuals – affect employment and wage patterns across occupations, sectors, age and education groups. She is also working with Nicolas Coeurdacier and Stéphane Guibaud analysing the role that cross-country differences in demographic transition, in social security coverage/generosity and in access to credit play in international capital flows.

Job Polarization, Structural Transformation and Biased Technological Change

We document that job polarization – contrary to the consensus – has started as early as the 1950s in the US: middle-wage workers have been losing both in terms of employment and average wage growth compared to low- and high-wage workers. We further show that at least since the 1960s the same patterns for both employment and wages are discernible in terms of three broad sectors: low-skilled services, manufacturing and high-skilled services, and that these two phenomena are closely linked. To study the drivers of the employment reallocation across sectors and occupations between 1960 and 2010 in the US we propose a model where technology evolves at the sector-occupation cell level. This framework allows us to quantify the bias of technology across sectors and across occupations. We implement a novel method to extract changes in sector-occupation cell productivities from the data. Using a factor model we find that occupation and sector factors jointly explain 74-87 percent of cell productivity changes, with the occupation component being by far the most important. While in our general equilibrium model both factors imply similar reallocations of labour across sectors and occupations, quantitatively the bias in technological change across occupations is much more important than the bias across sectors.

This is a combination of two papers both joint with Christian Siegel from the University of Kent. **Job Polarization and Structural Change**, 2018 American Economic Journal: Macroeconomics, 10(1): 57-89. **Biased Technological Change and Employment Reallocation**, 2018

Guido Matias Cortes, York University, Canada

Matias Cortes is an Assistant Professor in the Department of Economics at York University in Toronto, Canada. His research spans the fields of labour economics and macroeconomics. He has worked on topics related to occupational mobility, skill transferability, technological change and wage inequality. He holds an undergraduate degree from the University of Costa Rica and a PhD from the University of British Columbia. Before joining York University, he worked as an Assistant Professor at the University of Manchester in the UK. His work has so far been published in the *Journal of Labor Economics*, *the Journal of Monetary Economics*, and *the Journal of the European Economic Association*.

Disappearing Routine Jobs: Who, How, and Why?

We study the deterioration of employment in middle-wage, routine occupations in the United States in the last 35 years. The decline is primarily driven by changes in the propensity to work in routine jobs for individuals from a small set of demographic groups. These same groups account for a substantial fraction of both the increase in non-employment and employment in low-wage, non-routine manual occupations observed during the same period. We analyze a general neoclassical model of the labor market featuring endogenous participation and occupation choice. In response to an increase in automation technology, the framework embodies a tradeoff between reallocating employment across occupations and reallocation of workers towards non-employment. Quantitatively, we find that this standard model accounts for a relatively small portion of the joint decline in routine employment and associated rise in non-routine manual employment and non-employment.

This is a new version of the paper joint with Nir Jaimovich (University of Zurich and NBER) and Henry E. Siu (Vancouver School of Economics): **Disappearing Routine Jobs: Who, How, and Why?** *Journal of Monetary Economics* 91 (2017) 69–87.

Jean-Olivier Hairault, Université Paris 1 and PSE

Jean-Olivier Hairault is a professor at the University of Paris 1 and at PSE. He is also Director of the obsMacro at Cepremap (ENS, Paris). He has worked extensively on the regulation of the labor market in France and other OECD countries. He recently published a volume examining how social security reforms have an impact on the employment rate of older workers (Oxford University Press 2016). He has worked on the employment rate of older workers and published in a large number of journals (Journal of Labor Economics, Journal of European Economic Association, Journal of Public Economics, Economic Review, European Economic Review, etc.) in developing new models of job search and matching over the life cycle. He studied the contributions of these models to business cycle theory and published articles in various journals in this field (Review of Economic Dynamics, Journal of Economic Dynamic and Control, ...). More recently, he studied the mobility of workers during the ICT revolution in Europe and in the US. Finally, he has carried out quantitative surveys of worker flows in the United States and France, in order to shed light on the relative contribution of the finding and separation rates to the cyclical fluctuations of unemployment.

A Tale of Two Countries: A Story of the French and US Polarization

This study investigates job polarization in the United States and in France. In the data, the dynamics of employment shares for abstract, routine, and manual jobs appear very similar in the two countries. This similarity actually hides major differences in the dynamics of employment levels by tasks. In particular, the routine employment level fell significantly in France until the mid-1990s, and then rebounded until 2007. The evolution of US routine employment went in opposite directions to that of the French economy. We then develop a multi-sectorial search and matching model with endogenous occupational choice to disentangle the respective contributions of task-biased technological change (TBTC), labor market institutions (LMI), and rising educational attainment to job polarization. For the US economy, we find that TBTC and the rising supply of skilled labor are the main drivers of polarization in a context of growing employment levels. In France, in contrast, polarization is driven mainly by LMI changes. This led to a sharp drop in routine employment in a context of declining aggregate employment until the mid-1990s, which then reversed when the impact of the minimum wage was alleviated by a subsidy policy targeted at low wage earners. Next, we quantify the welfare consequences of job polarization. Abstract and manual workers are the main winners of job polarization in both countries. Welfare gains and losses are more dispersed in the routine group. The most productive French routine workers would have been worse off without LMI changes. In contrast, displaced low-ability, routine French workers would have preferred a more flexible labor market to improve their employment prospects in their occupational change. All US routine workers suffered as a result of the drop in LMI generosity.

Paper joint with Julien Albertini, Jean-Olivier Hairault and Thepthida Sopraseuth : **A Tale of Two Countries : A Story of the French and US Polarization**, 2018.

SESSION 2 /

Polarisation(s) between firms

SUMMARY OF THE PRESENTATIONS
& INTRODUCTION OF SPEAKERS

Fredrik Heyman, Research Institute of Industrial Economics and Lund University, Sweden

Fredrik Heyman is an Associate Professor and a Senior Research Fellow at the Research Institute of Industrial Economics (IFN) in Stockholm. He is also affiliated to Lund University. Fredrik Heyman received his Ph.D. in Economics in 2002 at the Stockholm School of Economics, where he became an Associate Professor 2009. The title of his thesis was «Empirical Studies on Wages, Firm Performance and Job Turnover». Fredrik Heyman's research is focused on empirical analysis of a variety of issues related to firm and worker dynamics and effects of increased internationalization. He has been published in international journals like *Journal of Finance*, *Journal of International Economics*, *American Economic Review Papers and Proceedings*, *European Economic Review*, *Economics Letters*, *Economica* and *Review of International Economics*. Heyman has been the project leader of several research projects and has written several governmental and policy reports including a recent report to the Swedish Finance Ministry on the impact of digitalization on the Swedish labor market.

Globalization, Job Tasks and and the Occupational Structure of Firms: Implications for job polarization

A large and growing empirical literature has presented evidence of job polarization, i.e. the simultaneous growth of high-wage jobs and low-wage jobs at the expense of middle-wage jobs. Thus far, the focus has been on employment in different occupations, without taking into account the role of firms in the labor demand process. The purpose of the first paper is to bridge this knowledge gap by explicitly analyzing how firms influence the current process of job polarization. Using detailed Swedish matched employer-employee data for the 1997-2013 period, we present novel evidence on within-firm job polarization. Applying a decomposition framework, we also find that both within-firm and between-firm components are important for overall job polarization. We also show how the within-firm pattern is related to explanations for job polarization that have been proposed, i.e. the influence of routine-based technological change and the offshorability and automation of jobs. The results indicate that routineness of jobs seems to be the most important factor behind the observed pattern of within-firm job polarization. In the second paper, we see how global engagement can impact firm organization and the occupations firms need. We use a simple task-based model of the firm's choice of occupational inputs to examine how that choice varies with global engagement. We reveal a robust and causal relationship between global engagement and the skill mix of occupations within firms, using Swedish matched employer-employee data that link firms and the labor force for 1997-2005. Taking an instrumental variable approach, we find that increased export shares (driven by higher world import demand) skew the labor mix more toward high-skill occupations. We also find similar changes when firms begin to export or become multinational. Our results suggest that global engagement may require firms to employ more skilled labor to undertake complex tasks embodied in multinational and export activities, which have further implications for the demand for specific occupational skills and overall wage dispersion.

This is a combination of two recent papers: Job Polarization, **Job Tasks and the Role of Firms**, *Economics Letters*, Vol. 145, August 2016; **Global Engagement and the Occupational Structure of Firms** (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *European Economic Review*, Vol. 100, November 2017.

John Van Reenen, MIT Department of Economics and Sloan, USA

John Van Reenen is Gordon Y. Billard Professor of Management and Economics at the Massachusetts Institute of Technology (jointly in the Sloan Management School and MIT Economics Department) since 2016. Prior to this he was Professor of economics at the London School of Economics and Director of the Centre of Economic Performance since 2003. Van Reenen has published over a hundred papers on all areas of economics but with a particular focus on the causes and consequences of innovation. His recent work investigates why there are so many "bad bosses" in all areas of the private and public sectors and what can be done to increase management quality and productivity. His most recent book "Investing for Prosperity" is a roadmap for economic renewal in the UK.

The Fall of the Labor Share and the Rise of Superstar Firms

The fall of labor's share of GDP in the United States and many other countries in recent decades is well documented but its causes remain uncertain. Existing empirical assessments of trends in labor's share typically have relied on industry or macro data, obscuring heterogeneity among firms. In this paper, we analyze micro panel data from the U.S. Economic Census since 1982 and international sources and document empirical patterns to assess a new interpretation of the fall in the labor share based on the rise of "superstar firms". If globalization or technological changes advantage the most productive firms in each industry, product market concentration will rise as industries become increasingly dominated by superstar firms with high profits and a low share of labor in firm value-added and sales. As the importance of superstar firms increases, the aggregate labor share will tend to fall. Our hypothesis offers several testable predictions: industry sales will increasingly concentrate in a small number of firms; industries where concentration rises most will have the largest declines in the labor share; the fall in the labor share will be driven largely by between-firm reallocation rather than (primarily) a fall in the unweighted mean labor share within firms; the between-firm reallocation component of the fall in the labor share will be greatest in the sectors with the largest increases in market concentration; and finally, such patterns will be observed not only in U.S. firms, but also internationally. We find support for all of these predictions.

Paper joint with David Autor, David Dorn, Lawrence F. Katz and Christina Patterson: **The Fall of the Labor Share and the Rise of Superstar Firms**, April 2018.

SESSION 3 /

Structural Change (2): Technology, Trade and Territories

SUMMARY OF THE PRESENTATIONS
& INTRODUCTION OF SPEAKERS

Ariell Reshef, Paris School of Economics, CNRS et CEPII

Ariell Reshef is an Associate Member of the Paris School of Economics, CNRS researcher (Directeur de Recherche), and Scientific Adviser at CEPII. Until January 2016 he was an Associate Professor (with tenure) at the University of Virginia. He obtained his Ph.D. in economics from New York University in 2008. His research interests focus on income distribution – in particular, the relationship of labor markets with global trade, technological change, and regulation. His work lies at the intersection of International Trade, Labor Economics, and Macroeconomics. His current research projects examine structural change of employment and evolution of productivity in France, compensation in the financial sector, and the long run evolution of the legal services sector in the United States.

The March of the Techies: Technology, Trade, and Job Polarization in France, 1994-2007

Using administrative employee-firm-level data on the entire private sector from 1994 to 2007, we show that the labor market in France has polarized: employment shares of high and low wage occupations have grown, while middle wage occupations have shrunk. Aggregate polarization was driven partly by changes within firms but mostly by changes in the composition of firms. At the same time, the share of hours worked in technology-related occupations («techies») grew substantially, as did imports and exports, and we explore the causal links between these trends. Since technology adoption is mediated by technically qualified managers and technicians, we use a new measure of the propensity of a firm to adopt new technology: its employment share of techies. We find that techies were an important causal force driving polarization in France, as firms with more techies saw greater polarization and grew faster. Within manufacturing, firm-level offshoring reduced employment growth and caused skill upgrading, while exporting caused skill downgrading.

Paper joint with James Harrigan (University of Virginia, Sciences Po, and NBER) and Farid Toubal (ENS-Cachan, CEPII, and Paris School of Economics) : **The march of the techies: technology, trade, and job polarization in France 1994-2007**, July 2017

Clément Malgouyres, Institut des Politiques Publiques et PSE, Paris

Clément Malgouyres is a research economist at the Institut des politiques publiques (IPP-PSE). Before that he worked at the microeconomic research department of the Banque de France. His work focuses on public and labor economics, in particular interactions between international trade, technological change and the labor market. He has published several articles in labor economics, published in journals such as *Journal of Human Resources*, *Labour Economics* or *the Journal of Regional Science*. He obtained his doctorate in economics from the European University Institute in Florence in 2016. Personal website: <https://sites.google.com/site/clementmalgouyres/>

The Impact of Chinese Import Competition on the Local Structure of Employment and Wages: Evidence from France

The paper presented applies the approach developed by Autor, Dorn and Hanson (2013) to the French case over the 1995-2007 period. It considers several margins of adjustment of local labor markets to the “China shock”, with an emphasis on spill-overs effects beyond manufacturing, and estimate the impact of Chinese import competition along the wage distribution. The shock has a negative impact on local employment and total labor income in both manufacturing and non-manufacturing. The estimates imply that each trade-induced local manufacturing job loss results in the loss of about 1.5 local jobs outside of manufacturing over a 6-year period. These substantial “local multiplier effects” are however much lower when expressed in terms of hours worked or earnings rather than job count. Despite negative average wage effect, adjustments along the employment margin dominate: a 10pp trade-induced reduction in labor earning can be decomposed into an 8 pp decline in hours worked and a 2 pp reduction in average wage. I find that import competition from China polarized the occupational-mix of employment in the manufacturing sector. The wage distribution is uniformly negatively affected in manufacturing while the non-traded sector experiences wage polarization, i.e. a rise in upper-tail inequality and a decline in bottom-tail inequality. While overall wage inequality is on average not affected, I show that it increased in response to trade shocks in areas where the minimum wage is only weakly binding.

While many studies attempt to assess the relative impact of trade and technology on labor market outcomes, little is known of the causal impact of technology on trade. To conclude the talk, I will present evidence, based on the same context (France in the 2000s), on the impact of a specific technological innovation (broadband internet) on both labor market outcomes and local trading pattern. The identification strategy exploits the staggered deployment of the technology across cities and is based on a transparent event-study graphical design. Preliminary findings point to an increase in trade activities along both the intensive and extensive margins as well as accelerated structural changes, notably through enhanced firm creation in the service sector. Overall it suggests that part some of the labor-market consequences of technical change are mediated through its impact on trade.

This is a new version of the paper: **The Impact of Chinese Import Competition on the Local Structure of Employment and Wages: Evidence from France**, *Journal of Regional Science*, Vol. 00, 2016, 1–31

Hâle Utar, Bielefeld University, Germany

Hâle Utar is a Professor of Economics at the Department of Economics at Bielefeld University, Germany. Native of Turkey and a naturalized citizen of the USA, she completed her undergraduate degree at Boğaziçi University, Istanbul and obtained her PhD in economics from the Pennsylvania State University, USA. She worked as an Assistant Professor of Economics at the University of Colorado at Boulder, before moving to Germany. Her research focuses on the microeconomic impact of globalization and how macroeconomic environment and technology affect businesses and workers. Her work includes the effects of international trade in labor markets in both advanced and developing countries. In a series of recent papers she provides a detailed exploration of how globalization provokes adaptation in advanced country manufacturing firms, oftentimes costly transition of workers to other sectors and occupations, and indeed transformations in society in the form of polarization and changes in family patterns. Hâle's work has appeared in journals including the *Review of Economics and Statistics*, *American Economic Journal: Applied Economics*, *International Economic Review*, and *Journal of Development Economics*.

International Trade and Job Polarization: Evidence at the Worker Level

This paper examines the role of international trade in causing job polarization, the phenomenon in which employment for high- and low-wage occupations increases but mid-wage occupations decline. With employer-employee matched data on virtually all workers and firms in Denmark between 1999 and 2009, we use instrumental-variables techniques and a quasi-natural experiment to show that import competition is a major cause of job polarization, independent from technical change and offshoring. Import competition explains a sizable amount of the job polarization that we documented for Denmark over the 2000s. At the worker level we find that import competition mostly affects workers performing manual tasks regardless of how routine intensive the tasks are. Many mid-skill workers are pushed by import competition into low-wage service jobs while others move into high-wage jobs. The direction of movement, up or down, turns on the skill focus of workers' education. Manufacturing-specific vocational training slows down the process of mid-wage employment loss. Workers with vocational training for a service occupation can avoid moving into low-wage service jobs, and among them workers with information-technology education are far more likely to move into high-wage jobs than other workers.

This is a new version of the paper joint with Wolfgang Keller (University of Colorado and NBER): **International Trade and Job Polarization: Evidence at the Worker Level**, May 2017

SESSION 4 /

Wages and Public Policies

SUMMARY OF THE PRESENTATIONS
& INTRODUCTION OF SPEAKERS

Grace Lordan, London School of Economics, UK

Grace Lordan is an Associate Professor at the London School of Economics. She spends her time trying to understand just why individuals have different life outcomes (mainly employment) beyond factors that are under their control. She is particularly interested in the behaviour of individuals that affects the life outcomes of others, as well as the effects of automation. Grace is a research associate at the CEP LSE and at the IZA Bonn. She is also a visiting research fellow at the Business School in Imperial College London. Grace is on the Royal Economic Society Women's Committee. Please see www.gracelordan.com for more details.

People Versus Machines: The Impact of Minimum Wages on Automatable Jobs

We study the effect of minimum wage increases on employment in automatable jobs –jobs in which employers may find it easier to substitute machines for people –focusing on low-skilled workers for whom such substitution may be spurred by minimum wage increases. Based on CPS data from 1980 to 2015, we find that increasing the minimum wage decreases significantly the share of automatable employment held by low-skilled workers, and increases the likelihood that low-skilled workers in automatable jobs become non employed or employed in worse jobs. The average effects mask significant heterogeneity by industry and demographic group, including substantive adverse effects for older, low-skilled workers in manufacturing. We also find some evidence that the same changes improve job opportunities for higher-skilled workers. The findings imply that groups often ignored in the minimum wage literature are in fact quite vulnerable to employment changes and job loss because of automation following a minimum wage increase.

Paper joint with David Neumark: **People Versus Machines: The Impact of Minimum Wages on Automatable Jobs**, *Labour Economics* 52 (2018) 40–53.

Thomas Breda, Paris School of Economics, CNRS and IPP

Thomas Breda is Associate Professor at Paris School of Economics, full-time junior researcher at CNRS, and director of the programme Employment and Labour at the Institute for Public Policy. He has graduated from Ecole normale supérieure (Paris) and holds a PhD from Ecole des hautes études en sciences sociales (EHESS). He also did a postdoc at the London School of Economics in 2011-2013. His research in labour economics aims at developing new ways of measuring inequalities in the labor market and their social and institutional causes. He is interested in three types of institutions in the broadest sense: gender norms, worker representation systems, and more recently labor taxation. His research is published both as articles in international journals such as *Science*, the *Economic Journal*, or the *AEJ: Applied* and as books or articles in French. His most original contributions focus on gender inequalities and the collective representation of employees. It uncovers new forms of discriminations; e.g., against union representatives in firms having industrial disputes, or against men in female-dominated academic fields.

Primary inequality and redistribution through employer Social Security contributions: France 1976-2010

The paper makes two simple points. First, labour demand depends on product wage or labour cost. Hence, demand-side explanations for the rise in inequalities such as skill-biased technical change and job polarization should be tested using data on labour cost and not net wage or posted wage. We do find evidence of skill-biased technical change in France when we measure wage inequality in terms of labour cost. In that respect, France is no exception. Second, the French case provides clear evidence that changes in taxation can have very significant effect in converting market inequalities into consumption or net wages inequalities. In France, net wage inequalities have decreased by about 10%, while labour cost inequalities have increased by 15% over the 1976-2010 period. This fact provides support both for the supporters of the skill-biased technical change explanations of the secular increase in wage inequalities, as well to those who believe that institutions could have significant impact on inequalities in disposable incomes.

This is a new version of the paper joint with Antoine Bozio (Paris School of Economics) and Malka Guillot (CREST): **Taxes and Technological Determinants of Wage Inequalities: France 1976-2010**. PSE Working Papers n°2016-05. 2016. <halshs-01294599>

Synthesis of Discussions and Perspectives on Labour Market Polarisation(s)

Alan Manning, London School of Economics, UK

Alan Manning is Professor of Economics in the Department of Economics at the London School of Economics and Director of the Community Programme at the Centre for Economic Performance at the LSE. He also currently serves as chair of the UK government's Migration Advisory Committee. He is a leading author in labour economics, thanks to his contributions to understanding the mechanisms at work in the presence of imperfect competition (monopsony), job polarisation, immigration or gender inequalities or when implementing or reforming the minimum wage.

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