



tinbergen institute

Essays on Labour Markets
Worker-Firm Dynamics, Occupational
Segregation and Workplace Conditions

Sebastian Buhai

The main chapters of this book, "Essays on Labour Markets", focus on analyzing the dynamics of the employment relationship between workers and firms (chapters 2 and 3), modelling occupational segregation and labour market inequalities between social groups (chapter 4) and characterizing the link between a firm's health & safety work conditions and its financial performance (chapter 5). Each essay contributes with original insights often using innovative and uncommon techniques, such as real options theory applied to wage-tenure profile analysis, social network analysis of occupational segregation, or estimation of firm production functions augmented with workplace environment indicators. Particularly intriguing conclusions of this thesis include: the effect of the selectivity on the worker's outside option explains the largest part of the observed wage-tenure profiles; at least part of the wage return to "tenure" is in fact a wage return to "seniority", i.e. the worker's position in the tenure hierarchy of her firm; if informal contacts are relevant in job search, occupational segregation is the optimal social welfare policy for social groups with homophilous preferences; improving certain physical dimensions of the workplace health & safety environment raises a firm's productivity, whereas other dimensions do not appear to matter in this regard.

Sebastian Buhai (1979) holds an MPhil in Economics obtained in 2003 from the Tinbergen Institute and two bachelor degrees, BSc in Sciences (Mathematics/ Theoretical Physics) and BA in Social Sciences (Economics/ Law/ Political Science), received in 2001 from University College Utrecht, Utrecht University. During his PhD, he held employment or visiting positions at the Economics departments of Erasmus University Rotterdam, University College London and respectively Aarhus School of Business (ASB), University of Aarhus. Currently he holds a postdoctoral position at the ASB Department of Economics, funded by an individual research grant awarded by the Danish Social Science Research Council. Sebastian's research was presented in over 40 conferences and invited seminars at major universities and research institutes, and part of it is under resubmission at top Economics journals. His research and teaching interests include Labor Economics, Microeconometrics, Real Options, Economics of Education, Personnel Economics, Social Networks and Empirical Industrial Organization.

Invitation

On Thursday, November 27, 2008,
at 9:00 AM, I will defend
my PhD thesis

Essays on Labour Markets
*Worker-Firm Dynamics,
Occupational Segregation
and Workplace Conditions*

You are invited to attend
my public defence, which will
take place in the "Forumzaal"
(M-building, 3rd floor) of the
Erasmus University Rotterdam,
Burgemeester Oudlaan 50,
Rotterdam

After the official ceremony you are
kindly invited to the reception that
will be held in the same building.

Should you have any questions,
you are very welcome to contact
my paranimfen Miguel Portela
(reisportela@gmail.com) or Robert
Sparrow (sparrow@iss.nl).

Sebastian Buhai

contact info on
www.sebastianbuhai.com

Time to Party!

To celebrate my PhD defence,
you and your partner are
kindly invited to my
promotion party,
which will take place

at De Schreierstoren,
Prins Hendrikkade 94/95,
Amsterdam
(<http://www.schreierstoren.nl/>)

on Thursday, November 27, 2008,
from 20:30 onwards

For further information,
please contact my paranimfen

Miguel (reisportela@gmail.com)
or
Robert (sparrow@iss.nl).

Looking forward to
meeting you there,

Sebastian Buhai