Master-Seminar Winter Semester 2021/2022

Atypical Employees in the Labor Market

How to apply:
- Name of seminar: Aktuelle Fragen der Personal- und Organisationsökonomik
- Application deadline: 20th June 2021
- The application process runs via [https://flip.wiwi.uni-wuerzburg.de/](https://flip.wiwi.uni-wuerzburg.de/) with uploading a current transcript of record and an overview of all exams you will be taking this semester.

Time Schedule:
- Wednesday, October 27th, 2021: Kick-off meeting and topic assignment
- Friday, January 14th, 2022: hand in the preliminary version of your seminar paper
- Friday, January 28th, 2022: hand in the final version of the seminar paper

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<th>Block Seminar</th>
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<td>during the week of January 17th to January 21st, 2022</td>
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<td>(exact time and room to be announced)</td>
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The number of participants is limited to 12 students.
The total grade of the seminar comprises a mark for the seminar paper and a mark for the block seminar (presentation of your paper, presented comments to another paper, and discussion)

The seminar will be held in English.
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<th>List of Topics</th>
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| **1** Changes in integration of marginal groups in the German labor market | Bundesagentur für Arbeit (2019): Die Arbeitsmarktsituation von Frauen und Männern 2018, Nuremberg
Some employers and sectors in Germany have a much lower share of marginal employees such as disabled, females, older employees and non-Germans than others. What may be the mechanisms behind these descriptive differences? |
Many papers look at different influence channels between employee demography and employee outcomes – the empirical evidence however mainly is based on case studies and therefore not always convincing. |
Should disabled people enforce their human right to work in the regular labour market or should they settle with a job in workshops for disabled people instead? What measures are effective in obtaining an integrative labour market for disable people? |
| **4** What drives old individuals to work after retirement? | Lorenz, S. and Zwick, T. (2020): Money also is sunny in a retiree´s world, ZEW Discussion Paper 20-056, Mannheim
Is labor market participation after retirement driven by financial necessity or self-actualization? How can the attractiveness of work after retirement be increased? |
Female apprentices in male-dominated occupations and old apprentices frequently fare worse on the labor market than their mainstream colleagues. What can be done about labor market segmentation? |
Employees with majority characteristics may not appreciate higher shares of colleagues with minority characteristics and leave their employer. |