
Master-Seminar Winter Semester 2022/2023

Atypical Employees in the Labor Market

How to apply:

- Name of seminar: Aktuelle Fragen der Personal- und Organisationsökonomik
- Application deadline: 26th June 2022
- The application process runs via <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 26th, 2022: Kick-off meeting and topic assignment
- Friday, January 15th, 2023: hand in the preliminary version of your seminar paper
- Friday, January 29th, 2023: hand in the final version of the seminar paper

Block Seminar

during the week of January 18th to January 22st, 2023

(exact time and room to be announced)

The number of participants is limited to 12 **students**.

The 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.

List of Topics

1	Changes in integration of marginal groups in the German labor market Bundesagentur für Arbeit (2019): Die Arbeitsmarktsituation von Frauen und Männern 2018, Nuremberg Bundesagentur für Arbeit (2020): Arbeitsmarkt für Menschen mit Behinderung 2019, 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. Diversity increases but some employers remain remarkably homogeneous. What may be the mechanisms behind the descriptive differences?
2	What are possible mechanisms between integration of marginal employee groups and employee outcomes? Joshi, A., Liao, H., and Roh, H. (2011): Bridging domains in workplace demography research: A review and reconceptualization, <i>Journal of Management</i> , 37(2): 521–552. Many papers look at different channels between employee demography and employee outcomes – the empirical evidence however mainly is based on case studies and therefore not always convincing.
3	Labor market participation of disabled employees – human right vs economic realities? Ilo, OECD (2018): Labour market inclusion of people with disabilities, conference paper, Buenos Aires. 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. (2021): Money also is sunny in a retiree´s world, <i>Journal for Labour Market Research</i> , 55(21). Is labor market participation after retirement driven by financial necessity or self-actualization? How can the attractiveness of work after retirement be increased?
5	How to improve productivity of atypical apprentices? Campbell, J., E. Thomson and H. Pautz (2011): Apprenticeship training in England: Closing the gap?, <i>Journal of Contemporary European Studies</i> 19 (3), 365-378. 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?

6	<p>Are there negative consequences of more diversity for majority employees?</p> <p>Hirsch, B., Jahn, E. and Zwick, T. (2020): Birds, birds, birds: co-worker similarity, workplace diversity and job switches, <i>British Journal of Industrial Relations</i> 58(3), 690-718.</p> <p>Employees with majority characteristics may not appreciate higher shares of colleagues with minority characteristics and leave their employer.</p>
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