

THIERRY LALLEMAND

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Fax	++ 32 2 650 38 25	Date of birth	May 7, 1979
Email	tlallema@ulb.ac.be	Nationality	Belgian
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EDUCATION

2003-June 2006	DULBEA, Université Libre de Bruxelles Ph.D. in Economics Thesis title: "Pay Inequality and Economic Performance: Three Empirical Essays" (Supervisors: Prof. R. Plasman and Prof. F. Rycx. Dissertation committee: <i>inter alia</i> Prof. T. Eriksson)
2001-2003	Université Libre de Bruxelles M. Phil. in Economics (DEA), <i>Summa Cum Laude</i>
1999-2001	Université Libre de Bruxelles Master in Economics, <i>Magna Cum Laude</i>
1997-1999	Facultés Universitaires Saint-Louis , Brussels Bachelor in Economics
1991-1997	Collège Saint-Pierre , Brussels High School (main subjects: Latin and Greek)

FELLOWSHIPS & AWARDS

2006 - ongoing	<i>Member</i> of the Society of Labor Economists (SOLE)
2004 - ongoing	<i>Participant</i> of the National Bureau of Economic Research (NBER) <i>Personnel Economics Group</i> . Director: Edward Lazear.
2002 - ongoing	<i>Member and Teaching Assistant</i> at the Centre de Comptabilité et Contrôle de Gestion, Solvay Business School.
2001 - ongoing	<i>Research Fellow</i> at the Department of Applied Economics (DULBEA), Université Libre de Bruxelles.
2006	"2006 Emerald Literati Network Outstanding Paper Award" for the paper "Why Do Large Firms Pay Higher Wages ? Evidence from Matched Worker-Firm Data".
2002	Master's Thesis Selected for the <i>ASPEBr Annual Award</i> (Association des docteurs et licenciés en sciences sociales, politiques et économiques, et sciences humaines de l'ULB).

WORK EXPERIENCE

Oct. & Nov 2007	Lecturer in <i>Economie Politique</i> , course taught (20h) within the Master Complémentaire Conjoint en Gestion at the Solvay Business School, Université Libre de Bruxelles.
Oct. 2002 - ongoing	Teaching Assistant (100%) of Prof. F. Khrouz. in <i>Comptabilité Financière</i> , 2 nd year of the Bachelor in Management at the Solvay Business School and 1 st year of the Bachelor in Economics, Université Libre de Bruxelles.
Nov. 2001 - ongoing	Research Fellow at the <i>Department of Applied Economics</i> (DULBEA), Université Libre de Bruxelles.

SCIENTIFIC EXPERIENCE

Main Research Projects:

- An International Comparison of the Structure of Wages, conducted by Ed Lazear and Kathryn Shaw (NBER and Stanford Graduate School of Business). Through the NBER Personnel Economics group, the aim of this project is to do comparable analysis of wage structure for nine countries in Europe and for the US (by developing and using very similar employer-employee matched data sets), thus allowing to make cross-country comparisons for the first time ever. A NBER and Chicago University book is the result of that work. Since August 2004.
- Targeted Socio-Economic Research (TSER) programme, financed by the European Commission and co-ordinated by Prof. David Marsden (London School of Economics). Theme: "Pay Inequalities and Economic Performance". Objective: investigate the relationship between pay stratification and business and employment performance in Europe at the micro level, using newly available comparative economic data to test a variety of hypotheses relating to the role that firms' performance management systems play in the macroeconomy. From October 2002 to February 2005.
- 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 of the project: Prof. Paul Kestens. From November 2001 to September 2002.
- Analysis of the effects of national action plans adopted by the Belgian Federal Ministry of Employment and Labour in order to fulfil the European strategy to improve employment in the European labour markets. This project has been financed by the Federal Public Service of Employment. Supervisor of the project: Prof. Robert Plasman. From November 2001 to April 2002.

Other Research and Teaching Activities:

- Representative of the "corps scientifique" at the Conseil de Section des Sciences Economiques. From September 2004 to September 2006.

PUBLICATIONS & COMMUNICATIONS

Collective Works, Books (1):

- "Wage Structure and Firm Productivity in Belgium", in E. Lazear and K. Shaw (eds.), *Wage Structure, Raises and Mobility: International Comparisons of the Structure of Wages Within and Across Firms*, NBER and University of Chicago Press, forthcoming (with R. Plasman and F. Rycx).

International Scientific Journals, Refereed (6):

- "The Establishment-Size Wage Premium: Evidence from European Countries", *Empirica*, forthcoming, 2007 (with R. Plasman and F. Rycx).
- "Women and Competition in Elimination Tournaments: Evidence from Professional Tennis Data", *Journal of Sports Economics*, forthcoming, 2007 (with R. Plasman and F. Rycx).
- "Establishment Size and the Dispersion of Wages: Evidence from European Countries", *Applied Economics Quarterly*, Vol.52(4), pp. 309-336, 2006 (with F. Rycx).
- "La Dispersion Salariale Stimule-t-elle la Performance d'une Firme ?", *Problèmes Economiques*, La Documentation Française, N° 2888 (7 décembre), pp. 29-32, 2005 (with R. Plasman and F. Rycx).
- "Why Do Large Firms Pay Higher Wages? Evidence from Matched Worker-Firm Data", *International Journal of Manpower*, Vol.26(8), pp. 705-723, 2005 (with R. Plasman and F. Rycx).
- "Intra-firm Wage Dispersion and Firm Performance: Evidence from Linked Employer-employee Data", *Kyklos*, Vol.57(4), pp. 533-558, 2004 (with R. Plasman and F. Rycx).

National Scientific Journals, Refereed (3):

- "Employer Size and the Structure of Wages : A Critical Survey", *Reflets et Perspectives de la Vie Economique*, forthcoming, 2007 (with F. Rycx).
- "La Dispersion Salariale Stimule-t-elle la Performance d'une Firme ?", *Reflets et Perspectives de la Vie Economique*, Vol.63(2), pp. 63-70, 2005 (with R. Plasman and F. Rycx).
- "Intra-firm Wage Dispersion and Firm Performance: A Review and Empirical Tests on Belgian Data", *Brussels Economic Review*, Vol.46(4), pp. 5-29, 2003 (with R. Plasman and F. Rycx).

Working Papers (7):

- "Are Young and Old Workers Really Harmful for Firm Productivity?", mimeo, Dulbéa, August 2007 (with F. Rycx).
- "Wage Structure and Firm Productivity in Belgium", NBER Working Paper N° 12978, March 2007 (with R. Plasman and F. Rycx).
- "Women and Competition in Elimination Tournaments: Evidence from Professional Tennis Data", IZA Discussion Paper N° 1843, November 2005 (with R. Plasman and F. Rycx). Also as DULBEA Working Paper, Research Series, N°5-19.RS, November 2005.
- "Establishment Size and the Dispersion of Wages: Evidence from European Countries", IZA Discussion Paper N° 1778, September 2005 (with F. Rycx). Also as DULBEA Working Paper, Research Series, N°5-18.RS, September 2005.
- "Wage Structure and Firm Productivity in Belgium", DULBEA Working Paper, Research Series, N°5-14.RS, May 2005 (with R. Plasman and F. Rycx).
- "The Establishment-Size Wage Premium: Evidence from European Countries", IZA Discussion Paper N° 1569, April 2005 (with R. Plasman and F. Rycx). Also as DULBEA Working Paper, Research Series, N°5-07.RS, February 2005 and PIEP Working Paper, London School of Economics, 2005.
- "Why Do Large Firms Pay Higher Wages? Evidence from Matched Worker-Firm Data", PIEP Working Paper, London School of Economics, 2005 (with R. Plasman and F. Rycx).

Research Reports (2):

- "La Sécurité Sociale en Belgique et le Bilan des Etudes Belges en Matière de Transferts de Sécurité Sociale", PK/ReportCSF/11, September 2002 (with P. Kestens).
- "L'Evaluation d'Impact de la Stratégie Européenne pour l'Emploi en Belgique", Final Report, April 2002 (with R. Plasman (DULBEA) and J. Bollens *et al.* (HIVA)).

International Conferences and Seminars (10):

June 2006	94th Conference of the Applied Econometrics Association (AEA) on Unemployment (Napoli, Italy)
August 2005	20th Annual Congress of the European Economic Association (Amsterdam, The Netherlands)
April 2005	Workshop on Employment, Productivity and Wage Structures in Europe, European Commission-DG Employment and Social Affairs (Brussels, Belgium)
October 2004	Internal Seminar at the National Bank of Belgium (Brussels, Belgium)
October 2004	88th Conference of the Applied Econometrics Association (AEA) on the Econometrics of Labour Demand (Mons, Belgium)
August 2004	NBER Summer Institute Personnel Economics Workshop (Cambridge, USA)
May 2004	9th Annual Meeting of the Society of Labour Economists (San Antonio, USA)
January 2004	11th ENTER Jamboree (Barcelona, Spain)
January 2004	Pay Inequality and Economic Performance Meeting (Brussels,

July 2003 Belgium)
Pay Inequality and Economic Performance Meeting (LSE)

Referee Reports for Scientific Journals (1):

Journal of Labor Economics

OTHER SKILLS

Languages	French: mother tongue English: fluent Dutch: written and spoken (competent)
Computing	Windows applications (Word, Excel, PowerPoint...) Statistics and econometrics packages (E-views, SPSS, Stata), Pascal (basic knowledge)

OTHERS

Sports	Tennis	Individual and interclub competition (2007 Ranking: C15.2) → Active member of the tennis committee at my club: I am in charge of the management of interclub teams
	Futsal	Team competition in the 4 th Brabant division (last season: 30 goals) → I collaborate with other team-mates in the organization of our annual tournament
Reading (e.g. 20 th and 21 th century romans)		