

# #jobs4dev

JOBS AND DEVELOPMENT  
CONFERENCE



## 6<sup>th</sup> IZA/World Bank/NJD/UNU-WIDER Jobs and Development Conference

### “The Challenge of Creating Better Jobs in Developing Countries”

December 14 & 15, 2022 | Cape Town, South Africa  
UCT GSB Conference Centre, V&A Waterfront

#### Organizers:

[IZA - Institute of Labor Economics](#) - Gary Fields and Ahmed Elsayed

[The World Bank](#) - Ian Walker and Maddalena Honorati

[The Network on Jobs and Development \(NJD\)\\*](#) - Haroon Borat and Piotr Lewandowski

[UNU-WIDER](#) - Kunal Sen

\* A partnership of four research institutes from various regions of the world: Development Policy Research Unit at University of Cape Town (DPRU, South Africa), HKUST Institute for Emerging Market Studies (HKUST IEMS, Hong Kong), Indian Council for Research on International Economic Relations (ICRIER, India), and Institute for Structural Research (IBS, Poland).

Tuesday 13 December 2022		
15h30-18h40	<b>G<sup>2</sup>LM   LIC Research Session</b>  Hosted by: Oriana Bandiera (London School of Economics & IZA) and Annabelle Krause-Pilatus (IZA)  <i>(Please see Appendix 1 for detailed programme)</i>	UCT GSB Main Building: Lecture Theatre 7

Wednesday 14 December 2022 DAY 1		
07h30-18h25	Registration	UCT GSB Conference Centre Foyer
08h30-08h45	<b>1</b> <b>Open Day 1 &amp; Welcome &amp; Introductions</b>  Haroon Borat (DPRU, UCT – NJD) Gary Fields (Cornell University & IZA) Ian Walker (The World Bank) Kunal Sen (UNU-WIDER) Piotr Lewandowski (IBS – NJD)	Conference Centre Basement: Auditorium





08h45-09h05	<b>2</b>	<b>Opening Address</b> <a href="#">Trudi Makhaya</a> (Economic Advisor to His Excellency President Cyril Ramaphosa) <i>CHAIR: Haroon Borat (DPRU, UCT)</i>	Auditorium
09h05-10h05	<b>3</b>	<b>Keynote Speaker #1: <a href="#">Oriana Bandiera</a></b> (London School of Economics and IZA)  <b>"Economic Development and the Organisation of Labour: Evidence from the Jobs of the World Project"</b>  <i>CHAIR: Gary Fields (Cornell University &amp; IZA)</i>	Auditorium
10h05-10h25		AM – Refreshments Break	Ground floor: Level 2
10h25-11h25	<b>4</b>	<b>Plenary: Policy Panel "Youth Unemployment in Africa"</b> <i>CHAIR: Haroon Borat (DPRU, UCT)</i>  The tipping point providing opportunities for Africa to overcome its obstacles and spur inclusive growth, is the youth bulge and the sub-Saharan African labor market. The demographic dividend has been touted as a potential source of growth for the African continent and its relatively young population, but for countries struggling with high unemployment, employment creation that can absorb the large cohort of youth that is set to enter sub-Saharan Africa's labor markets in the approaching decades is a major challenge. As the two main drivers of poverty are unemployment and low earnings, the important task is thus to identify the key drivers of inclusive growth that are critical to alleviating Africa's twin jobs challenge: creating jobs for a rapidly growing working-age population in the future and improving the incomes of the currently employed population.  Nazeem Hendricks (The Jobs Fund, National Treasury) Abebe Shimeles (AERC) Ryan Moore (Millennium Challenge Corporation) Nomvuyo Guma (Youth Employment Service (YES))	Auditorium
11h25-12h55	<b>5</b>	<b>AM – Parallel sessions x 4</b>	
	<b>5A</b>	<b>Education &amp; Skills</b> <i>Chair: Ekkehard Ernst (International Labour Organisation)</i>	Ground floor: Level 2 Room 1
11h30-11h45		<a href="#">Using Online Vacancy and Job Applicants' Data to Study Skills Dynamics:</a> Hannah Liepmann (International Labour Organization and IZA)	
11h50-12h05		Education Quota: The Effects of Quality and Quantity of Labor Force: Safoura Moeeni (University of Regina)	
12h10-12h25		Modeling the Labor Market Effects of Educational Expansion: Gary Fields (Cornell University)	
12h30-12h45		The Skill Intensity of Export growth in South Africa: Lorrane (Mukondi) Nesongozhe (UNISA)	
	<b>5B</b>	<b>Informality</b> <i>Chair: Murray Leibbrandt (University of Cape Town)</i>	First floor: Level 3 Room 4
11h30-11h45		Labour transitions and informality during the COVID-19 pandemic in Latin America: Ana Paula Monsalvo ( <b>Universidad Nacional de Gral. Sarmiento</b> )	



11h50-12h05	Roads, competition and the informal sector: Elena Perra (University of Florence)	
12h10-12h25	How did informal workers cope with COVID-19 lockdowns? Evidence from Benin: Joachim Jarreau (Paris Dauphine PSL University)	
12h30-12h45	<a href="#">Improving Smallholders' Jobs through Agribusiness Linkages</a> : Ian Walker (World Bank)	
	<b>5C</b>	<b>Pandemic, Jobs &amp; Development 1</b> <i>Chair: Margaret Chitiga-Mabuqu (University of Pretoria)</i>
		First floor: Level 3 Room 5
11h30-11h45	<a href="#">How have formal firms recovered from the pandemic? Insights from survey and tax administrative data in Zambia</a> : Laban Simbeye (Zambia Revenue Authority)	
11h50-12h05	<a href="#">Scarred for life? Recession experiences, beliefs and the state</a> : Zsoka Koczan (EBRD)	
12h10-12h25	<a href="#">Mismatch in preferences for working from home – evidence from discrete choice experiments</a> : Piotr Lewandowski (IBS)	
12h30-12h45	<a href="#">Inequalities in job loss and income loss in Sub-Saharan Africa during the COVID-19 crisis</a> : Janneke Pieters (Wageningen University)	
	<b>5D</b>	<b>Climate Change</b> <i>Chair: Christian Meyer (Oxford Martin School)</i>
		First floor: Level 3 Room 6
11h30-11h50	Climate change adaptation and maize productivity: A gender-based analysis: Etayibtalnam Koudjom (University of Lomé)	
11h55-12h15	Temperature Extremes and Labor Effort: Niraj Kumar Bansal (Indian Institute of Technology Bombay)	
12h55-13h55	Lunch	
		Second floor: Roof terrace
13h55-15h25	<b>6</b>	<b>PM – Parallel sessions x 4</b>
	<b>6A</b>	<b>Gender &amp; Labour Markets</b> <i>Chair: Janneke Pieters (Wageningen University)</i>
		Ground floor: Level 2 Room 1
14h00-14h15	Gender Asymmetries in Peer Effects at the Workplace: Anastasia Terskaya (Universidad de Barcelona)	
14h20-14h35	How do experiences of climate shocks shape gender role attitudes on labor, household responsibilities and politics? A micro-level analysis of 33 African countries: Suneha Seetahul (University of Sydney and World Bank Group)	
14h40-14h55	Gendered Impacts of Public Works in Fragile States: The Case of an Ebola Crisis Response Program in DRC: Diana Lopez-Avila (The World Bank)	
15h00-15h15	Returns to Education by Gender across Races in South Africa: Obrein Muine Samahiya (University of Pretoria)	
	<b>6B</b>	<b>Minimum Wages</b> <i>Chair: Benjamin Stanwix (DPRU, University of Cape Town)</i>
		First floor: Level 3 Room 4
14h00-14h15	Does the minimum wage accelerate deindustrialization? The case of Colombia: Andreas Eberhard-Ruiz (The World Bank Group)	
14h20-14h35	Agricultural producer response to minimum wage changes: Michael Kilumelume (Stellenbosch University and UNU-WIDER)	
14h40-14h55	Minimum Wages, Health and Fertility: Hanna Wang (Barcelona School of Economics)	
15h00-15h15	Minimum Wages and Changing Wage Inequality in India: Kanika Mahajan (Ashoka University, India)	



	<b>6C</b>	<b>Job Quality</b> <i>Chair: Morné Oosthuizen (DPRU, University of Cape Town)</i>	First floor: Level 3 Room 5
14h00-14h15		Labor reforms in a developing economy: A boon or a bane? Diti Goswami (Indian Institute of Technology Delhi)	
14h20-14h35		The Determinants of Job Quality and Quantity: Evidence from the Ethiopia Leather and Agro-Processing Sector: Gebeyehu M. Fetene (Addis Ababa University)	
14h40-14h55		Ignorance is bliss? Rejection avoidance in job-search behaviour: Rocco Zizzamia (University of Oxford & SALDRU)	
15h00-15h15		Mode of foreign entry and job security: Ousmanou Njikam (African Economic Research Consortium – AERC)	
	<b>6D</b>	<b>Migration &amp; Mobility</b> <i>Chair: Hannah Liepmann (International Labour Organization and IZA)</i>	First floor: Level 3 Room 6
14h00-14h20		Barriers or Catalysts? Traditional Institutions and Social Mobility in Rural India: Kunal Sen (UNU-WIDER)	
14h25-14h45		Do Corruption Experiences Promote Migration? Observational and Experimental Evidence from Sub-Saharan Africa: John Maara (University of Nairobi)	
14h45-15h05		Did Covid19 policies improve outcomes for undocumented workers? Wifag Adnan (NYUAD)	
15h00-15h55		PM – Refreshments Break	Level 1
15h55-17h25	<b>7</b>	<b>Special Session #1: Jobs and the Just Transition in the Developing Country Context</b> <i>CHAIR: Christian Meyer (University of Oxford)</i>  Focusing on the labour market implications of decarbonisation in low-and middle-income countries, with a particular focus on human capital and skills. Christian Meyer will provide a brief introduction to frame the session. Francesco Vona (Director of the Research Programme Labour in the Low-Carbon Transition) will discuss ways to identify and measure the tasks and skills important for green jobs and the prospects for labour market transitions from those working in fossil fuel industries to green jobs. Stefanos Tyros will then present his paper “Clean Technology Adoption and Skill Sorting” which models to the green energy adoption decision of firms when there is skills mismatch and imperfect skills sorting. Finally, Margaret Chitiga-Mabugu (Co-chair of the Climate Action for Jobs (CA4J) Initiative) will present on the potential for the creation of green jobs in African countries, drawing on evidence and results from the CA4J initiative.  Francesco Vona (University of Milan and FEEM) Stefanos Tyros (VU University Amsterdam) <a href="https://www.stefanostyros.eu/">https://www.stefanostyros.eu/</a> Margaret Chitiga-Mabugu (University of Pretoria)	Auditorium
17h25-17h30	<b>8</b>	<b>Recap &amp; Close Day 1</b>	Auditorium
17h30-18h50		Free time	
18h50-19h00		Gather & walk to Two Oceans Aquarium: (Block A basement foyer)	Breakwater Lodge



Wednesday 14 December 2022 CONFERENCE DINNER		
19h00-19h30	Drinks & Aquarium Walk-Through	
19h30-19h35	Welcome	Prof. Haroon Borat
19h35-19h55	Starters	
19h45-20h05	Vibrato Euphoria Choral Ensemble Performance	
20h00-20h45	Mains	
20h30-20h50	Vibrato Euphoria Second Performance	
20h50-21h20	Dessert	
21h25-21h30	Thank You	Prof. Gary Fields
21h30-21h40	Vibrato Euphoria Final Performance	
22h00	Departure & close	

Thursday 15 December 2022		
08h15-08h45	<b>Guest Speaker: "Employment challenges &amp; productivity matters in the developing world"</b>  Lawrence Jeff Johnson (ILO)  <i>CHAIR: Haroon Borat (DPRU, UCT)</i>	Auditorium

Thursday 15 December 2022 DAY 2		
08h55-09h00	<b>9</b> <b>Open Day 2</b>	Auditorium
	Haroon Borat (DPRU, UCT)	
09h00-10h30	<b>10A</b> <b>Special Session #2: Jobs and Structural Transformation After COVID: Old Challenges, New Opportunities</b> <i>CHAIR: Michal Rutkowski (The World Bank)</i>	Auditorium



		<p>The session will focus on emerging findings from the upcoming Jobs Flagship report by the World Bank's Jobs Group. Creating better jobs for more people is the most pressing challenge facing policymakers in developing countries. It remains the key to sustained poverty reduction. The upcoming Flagship report will stress that organizational development is central to job-rich growth and structural transformation. The report will also show that balancing the supply of and demand for human capital is key to raising productivity and income on a sustainable basis. These are old challenges – but the COVID-19 pandemic, the climate crisis, and shifts in technology and trade patterns, are creating new challenges and opening up new opportunities for better jobs.</p> <p>Federica Saliola (The World Bank) Dino Merotto (The World Bank) Andreas Eberhard (The World Bank) Gary Fields (Cornell University &amp; IZA) Ian Walker (The World Bank)</p>	
09h00-10h30	<b>10B</b>	<p><b>Book Launch: The Developer's Dilemma – Structural Transformation, Inequality Dynamics &amp; Inclusive Growth</b> <i>CHAIR: Haroon Borhat (DPRU, UCT)</i></p> <p>This book, "<a href="#">The Developer's Dilemma</a>", co-edited by Armida Salsiah Alisjahbana, Kunal Sen, Andy Sumner, and Arief Anshory Yusuf, reflects on the challenge that developing countries face during periods of economic development - the tension between building a productive economy and the unequal distribution of the benefits of economic development. Drawing on case studies from nine developing countries, the developer's dilemma shows that rising inequality is not inevitable. In depth analysis reveals insights into the pathways of structural transformation and the likely inequality effects – and the specific policy approaches that can best mitigate the increase in inequality. Kunal Sen offers an introduction, sharing the conceptual framework and main findings of the book. François Steenkamp provides a summary of the South African case-study, and Nomvuyo Guma (policy lead in the National Treasury SA-TIED programme, and co-leader of the President's programme of economic reforms, <a href="#">Operation Vulindlela</a>) brings in a policy perspective.</p>	<p>First floor: Level 3 Rms 4&amp;5</p>
		09h05-09h25 Kunal Sen (UNU-WIDER)	
		09h25-09h50 François Steenkamp (DPRU, UCT)	
		09h50-10h10 Nomvuyo Guma (National Treasury)	
10h30-11h00		AM – Refreshments Break	<p>Ground floor: Level 2</p>
11h00-12h30	<b>11</b>	<b>AM – Parallel sessions x 4</b>	
	<b>11A</b>	<p><b>Current Economic Policies &amp; Development</b> <i>Chair: Andrew Donaldson (University of Cape Town)</i></p>	<p>Ground floor: Level 2 Room 1</p>
	11h05-11h20	Property Tax Compliance in Tanzania: Can Nudges Help? Fredrick Manang (University of Dodoma (UDOM))	
	11h25-11h40	Jobs and Political Participation - Evidence from a Field Experiment in Ethiopia: Janneke Pieters (Wageningen University)	
	11h45-12h00	<a href="#">Place-based Policies and Structural Change: Evidence from India's Special Economic Zones</a> : Johannes Gallé (Ruhr University Bochum)	
	12h05-12h20	The impact of the Employment Equity Act on female inter-industry labour mobility and the gender wage gap in South Africa: Mattie Landman (University of Oxford)	





	<b>11B</b>	<b>Job Search / Matching</b> <i>Chair: Diana Lopez-Avila (The World Bank)</i>	First floor: Level 3 Room 4
11h05-11h20		<a href="#">Formalized Employee Search and Labor Demand</a> : Marc Witte (IZA Institute of Labor Economics)	
11h25-11h40		Job Application and Selection: Distaste for Distance and Spatial Mismatch: Shekhar Tomar (Indian School of Business)	
11h45-12h00		<a href="#">Labour market effects of digital matching platforms: experimental evidence from sub-Saharan Africa</a> : Sam Jones (UNU-WIDER)	
12h05-12h20		Returns to Job Search: Experimental Evidence from a Matching Platform: Robert Garlick (Duke University)	
	<b>11C</b>	<b>Pandemic, Jobs &amp; Development 2</b> <i>Chair: Reza Daniels (University of Cape Town)</i>	First floor: Level 3 Room 5
11h05-11h20		<a href="#">Unpacking the Post-lockdown Employment Recovery of Young Women in the Global South</a> : Richard Freund (University of Oxford)	
11h25-11h40		Firms' digital investment and resilience to shocks: Evidence from the COVID-19 pandemic in Ghana: Raymond Elikplim Kofinti (UCC)	
11h45-12h00		<a href="#">The effect of wage subsidies on job retention: Evidence from South Africa during the COVID-19 pandemic</a> : Timothy Köhler (DPRU, University of Cape Town)	
12h05-12h20		<a href="#">Who was impacted and how? The COVID-19 pandemic and the long uneven recovery in India</a> : Mrinalini Jha (O.P. Jindal Global University)	
	<b>11D</b>	<b>Income &amp; Wealth Inequality</b> <i>Chair: Ingrid Woolard (Stellenbosch University)</i>	First floor: Level 3 Room 6
11h05-11h25		Global Value Chains and Income Inequality: Evidence from Africa: Martin Paul Jr. Tabe-Ojong (IFPRI)	
11h30-11h50		<a href="#">Mending the Gap: Apparel Export Prices and the Gender Wage Gap in Bangladesh</a> : Raymond Robertson (Mosbacher Institute for Trade, Economics, and Public Policy)	
11h55-12h15		<a href="#">Social stratification and post-school funding thresholds: A dynamic approach to profiling the missing middle</a> : Emma Whitelaw (University of Cape Town)	
12h30-13h30		Lunch	Second floor: Roof terrace
13h30-15h00	<b>12</b>	<b>PM – Parallel sessions x 4</b>	
	<b>12A</b>	<b>Structural Change</b> <i>Chair: Sam Jones (UNU-WIDER)</i>	Ground floor: Level 2 Room 1
13h35-13h50		A Subnational Perspective of Structural Change in Africa: Evidence from Morocco: Al-Mouksit Akim (Mohammed VI Polytechnic University)	
13h55-14h10		Sectoral employment and income inequality in the era of globalization: Wannaphong Durongkaveroj (Ramkhamhaeng University)	
14h15-14h30		Manufacturing in Sub-Saharan Africa: Deindustrialisation or a Renaissance? Chris Rooney (DPRU, University of Cape Town)	
14h35-14h50		Intersectoral linkages and Construction Productivity: Kunal Sen (UNU-WIDER)	
	<b>12B</b>	<b>Youth &amp; Labour Markets</b> <i>Chair: Lawrence Jeff Johnson (ILO)</i>	First floor: Level 3 Room 4
13h35-13h50		Wage Subsidies and Youth Employment: Firm-Level Evidence from South Africa: Andinet Woldemichael (African Development Bank)	
13h55-14h10		Employment support program and young people's employability in French-speaking sub-Saharan Africa: Andre Dumas Tambour (University of Yaounde II)	



14h15-14h30		<a href="#">The impact of vocational training interventions on youth labor market outcomes: A meta-analysis</a> : Jonathan Stöterau (The World Bank and Humboldt University Berlin)	
14h35-14h50		The Impact of Grants and Skills Training on Youth Employment Outcomes in Liberia: Mitja Del Bono (The World Bank Group)	
	<b>12C</b>	<b>Policy &amp; Regulation</b> <i>Chair: Anthony Black (University of Cape Town)</i>	First floor: Level 3 Room 5
13h35-13h50		Protect Incomes or Protect Jobs? The Role of Social Policies in Post-pandemic Recovery: Iván Torre (The World Bank)	
13h55-14h10		Policy Determinants of Economic Transformation in Developing Countries: Jala Youssef (University of Paris 1 Pantheon-Sorbonne)	
14h15-14h30		Is the enforcement of labor regulations effective in promoting formal employment? The Peruvian case: Yulia Valdivia (The World Bank - Poverty and Equity Global Practice)	
14h35-14h50		Get Up, Stand Up: Labor Unions and Wages in Brazil: Niels-Hugo Blunch (Washington and Lee University)	
	<b>12D</b>	<b>Technology &amp; Future of Work</b> <i>Chair: Piotr Lewandowski (IBS)</i>	First floor: Level 3 Room 6
13h35-13h50		<a href="#">Routine-biased technological change and employee outcomes after mass layoffs: evidence from Brazil</a> : Antonio Martins Neto (The World Bank and UNU-MERIT)	
13h55-14h10		The Impact of Artificial Intelligence on Labor Markets in Developing Countries: A New Method with an Illustration for Lao PDR and Viet Nam: Ekkehard Ernst (International Labour Organisation)	
14h15-14h30		Employment Impacts of 4IR Technologies in the South African Manufacturing Sector: Robert Hill (DPRU, University of Cape Town)	
14h35-14h50		Job quality gap between migrant and native gig workers: evidence from Poland: Zuzanna Kowalik (IBS)	
15h00-15h30		PM – Refreshments Break	Ground floor: Level 2
15h30-16h30	<b>13</b>	<b>Keynote Speaker #2: <a href="#">Ragui Assaad</a></b> (Humphrey School of Public Affairs, University of Minnesota)  <b>"How Do Labor Markets Work in North Africa?"</b>  CHAIR: Kunal Sen (UNU-WIDER)	Auditorium
16h30-16h45	<b>14</b>	<b>Wrap-up &amp; Close Conference</b>	Auditorium
		Haroon Bhorat (DPRU, UCT – NJD) Kunal Sen (UNU-WIDER) Ian Walker (The World Bank) Gary Fields (Cornell University & IZA) Piotr Lewandowski (IBS – NJD)	





16h45-18h00	Free time
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Thursday 15 December 2022		
18h00-20h30	<p>G<sup>2</sup>LM LIC Event in Honor of <a href="#">David Lam</a> (Founding Director of the G<sup>2</sup>LM LIC Programme)</p> <p>Hosted by Annabelle Krause-Pilatus (Deputy Programme Director of G<sup>2</sup>LM LIC) and Ahmed Elsayed (American University in Cairo and IZA)</p> <p><i>Please see Appendix 2 for detailed programme)</i></p>	Auditorium & Roof terrace

Organizers: **Oriana Bandiera** (London School of Economics and IZA) **Annabelle Krause-Pilatus** (IZA)

## G<sup>2</sup>LM|LIC Research Session

Graduate School of Business: Lecture Theatre 7  
Tuesday, December 13, 2022

15:30 – 15:35	<b>Welcome Remarks</b>
15:35 – 16:00	<b>Nkechi S. Owoo</b> (University of Ghana) <b>"Differential Earnings, Household Division of Labour and Fertility Choices: An Application of the “Doing Gender” Hypothesis in Ghana"</b>
16:00 – 16:25	<b>Selim Gulesci</b> (Trinity College Dublin) <b>"Childcare, Labor Supply and Business Development: Experimental Evidence from Uganda"</b>
16:25 – 16:50	<b>Moussa Blimpo</b> (University of Toronto) <b>"Entrepreneurship Education and Teacher Training in Rwanda"</b>
16:50 – 17:20	Break
17:20 – 17:45	<b>Girum Abebe</b> (Ethiopian Development Research Institute) <b>"Incentives, Beliefs, Retention and the Allocation of Talent: Evidence from Ethiopia"</b>
17:45 – 18:10	<b>Florian Grosset</b> (Columbia University) <b>"Working Only Together: Network Spillovers in Labor Supply"</b>
18:10 – 18:35	<b>Hamna Ahmed</b> (Lahore School of Economics) <b>"Overcoming Constraints to Female Labour Force Entry"</b>
18:35 – 18:40	<b>Concluding Remarks</b>

## **G²LM|LIC Event in Honor of David Lam (Founding Director of the G²LM|LIC Programme)**

UCT GSB Academic Conference Centre  
Thursday, December 15, 2022

**18:00-20:30**

### **Welcome**

**Annabelle Krause-Pilatus** (Deputy Programme Director of G²LM|LIC)

**"The G²LM|LIC Programme and David Lam's Role as Founding Director"**

**Ahmed Elsayed** (American University in Cairo and IZA)

### **Personal Greetings**

**Murray Leibbrandt** (University of Cape Town and IZA)

**Janneke Pieters** (Wageningen University and IZA)

**John Piper** (FCDO) [Video]

**"Labour Markets in Low-Income Countries: Challenges and Opportunities"**

**David Lam** (University of Michigan and IZA)

### **Final Remarks**

**Oriana Bandiera** (Programme Director of G²LM|LIC)

### **Reception**