Contents

General Introduction				
Edu	Education and Early Career Outcomes of Second-Generation Immigrants in			
France				
1.1	Introd	luction	11	
1.2	Motivating the Econometric Analysis			
1.3	The Data: Génération 98			
	1.3.1	Parents' Country of Origin	18	
	1.3.2	Education	18	
	1.3.3	Employment Contracts	18	
	1.3.4	Summary Statistics	19	
1.4	The E	conometric Model	21	
1.5	Model Selection and Goodness of Fit			
	1.5.1	Model Selection	25	
	1.5.2	Goodness of Fit	26	
1.6	Expla	ining Schooling Decisions	27	
	1.6.1	Determinants Within Ethnic Groups	28	
	1.6.2	Determinants of the Schooling Gap Between Ethnic Groups	30	
1.7	Explaining Employment Outcomes			
	1.7.1	Within Ethnic Groups	32	
		1.7.1.1 Impact of Schooling	32	
	Edu Fran 1.1 1.2 1.3 1.4 1.5	Education France 1.1 Introd 1.2 Motiv 1.3 The D 1.3.1 1.3.2 1.3.3 1.3.4 1.4 The Education 1.5.1 1.5.2 1.6 Explain 1.6.2 1.7 Explain	Education and Early Career Outcomes of Second-Generation Immigrants in France 1.1 Introduction	

			1.7.1.2	Importance of Schooling versus Permanent Factors	35
		1.7.2	Between	n Ethnic Groups	36
	1.8	Testin	g Equalit	y in Access to Permanent Employment	37
	1.9	Interp	retation a	and Conclusion	39
2	The	Driman	miss of C	shooling Attainments and Employment Contracts in the	_
2		The Dynamics of Schooling Attainments and Employment Contracts in the Early Career			
	2.1	•			43
	2.2		-	hooling Investment and Employment Contracts	48
		2.2.1		mation of Fixed Term and Permanent Matches	48
		2.2.2	The Rol	e of Schooling on Employment Contract Outcomes	50
		2.2.3	The Rol	e of Previous Employment Contract Outcomes	50
	2.3	The D	ata: Géné	ration 98	52
		2.3.1	Education	on	52
		2.3.2	Employ	ment Contracts	52
		2.3.3	Sample	Construction and Summary Statistics	54
	2.4	Econo	rategy	56	
2.5 Econometric Model				odel	59
		2.5.1 Schooling Choices and the First Contract Outcome			59
			2.5.1.1	Choice Sets and Optimal Choice	59
			2.5.1.2	Latent Utility and Probability	60
			2.5.1.3	Hazard Rate	60
		2.5.2	Transitio	on After a Fixed Term Contract	61
			2.5.2.1	Choice Sets and Optimal Choice	61
			2.5.2.2	Latent Utility and Probability	61
		2.5.3 Unobserved Heterogeneity			62
		2.5.4	Likeliho	ood Function	62
2.6 Unobserved Heterogeneity and the Goodness of Fit			eterogeneity and the Goodness of Fit	63	
		2.6.1	Simulate	ed Schooling Attainments	66

		2.6.2	Simulat	ed Employment Contract Outcomes	66	
	2.7	2.7 The Impact of the First Fixed Term Contract on the Access t				
		Emplo	yment .		67	
		2.7.1	Measur	ing the Causal Impact of the First Fixed Term Contract	67	
		2.7.2	Measuring the Causal Impact of a Job Search Spell After a Fixed			
			Term Co	ontract not Internally Converted	70	
	2.8	8 The Impact of Schooling Attainments on the Access to Permaner				
		ployment				
		2.8.1	Measur	ing the Marginal Impact of Schooling	73	
		2.8.2	Evaluat	ing the Importance of Schooling Attainments Relative to		
			Other F	actors	75	
			2.8.2.1	Permanent Contract for the First Job Spell	77	
			2.8.2.2	Internal Transformation of a Fixed Term Contract into a		
				Permanent Contract	77	
			2.8.2.3	External Permanent Contract after a Fixed Term Contract		
				not Internally Converted	78	
			2.8.2.4	Scope and Limits of Employer Learning to Interpret the		
				Evolution of the Impact of Schooling on Successive Em-		
				ployment Outcomes	79	
	2.9	Concl	usions an	nd Perspectives	82	
3	Fast	Tracks	and Fun	actional Area as Determinants of Promotions: Evidence or	n	
	U.S.	Execut	tives		85	
	3.1	1 Introduction			85	
	3.2	Promo	otions in	the Economics Literature	88	
	3.3	Data .			91	
	3.4	Econometric Model			100	
		3.4.1	Promoti	ion Probability	101	
		3.4.2	Respons	se Probability	102	

	3.4.3	Unobserved Heterogeneity	103				
	3.4.4	Likelihood Function	104				
3.5	Result	s	105				
	3.5.1	A Model of fast tracks	105				
	3.5.2	Analysis of Functional Area	109				
	3.5.3	Non-causal Models and Promotion Predictability	113				
3.6	usion	120					
Canara	ıl Concl	usion	123				
General Conclusion							