

Christophe Jalil Nordman

Research Economist

Fields of interest:

Development economics, economics of education and labour, discriminations, socio-economic data collection

Male, French citizen
Born in 1974 in Ile de France
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Professional addresses:

- IFP, 11 Saint Louis Street, 605 001 Pondicherry – India
- DIAL, 4 rue d'Enghien 75010 Paris – France

PROFESSIONAL EXPERIENCE

• *Research and teaching positions*

Current positions

Main job
Since Dec. 2015
Since January 2004

[IRD](#) (French National Research Institute for Sustainable Development),

Research Fellow (*Chargé de recherche*) based in:

- French Institute of Pondicherry ([IFP](#)), India
- [DIAL](#), an IRD / University Paris-Dauphine research centre in development economics, Paris, France

Other academic affiliations

Research Fellow of The Institute for the Study of Labor ([IZA](#)), Bonn, Germany

Associate Research Fellow of [SKOPE](#), Department of Education, University of Oxford

Teaching

[ITC-ILO](#) (International Training Center of the ILO), Turin, Italy

University of Paris I Panthéon-Sorbonne, France

University of Marne-La-Vallée, France

Previous positions

March 2003 – Nov. 2003

UNIVERSITY OF OXFORD, Department of Educational Studies, Oxford, UK

Research Officer within SKOPE, research centre on “Skills, Knowledge and Organisational Performance”

Sept. 2000 – Sept. 2001

UNIVERSITY OF PARIS I PANTHÉON-SORBONNE, Paris

Research officer and assistant professor

(ATER: *Attaché Temporaire d'Enseignement et de Recherche*)

Nov. 1997 – Aug. 2000

FRENCH MINISTRY OF RESEARCH, Paris

Research scholar (*Allocataire de Recherche*) within TEAM-development (University of Paris I and CNRS) and teaching assistant

• *Scientific responsibilities*

Since January 2019

Member of the Scientific Council of the French Institute of Pondicherry.

Since 2014

Co-initiator and member of the pilot committee of the [Social Sciences Winter School in Pondicherry](#), a Franco-Indian cooperation between University of Pondicherry, IFP, CNRS and IRD.

Since 2013

Member of the International Advisory Committee of the Research for Inclusive Development in Sub-Saharan Africa, Netherlands Organisation for Scientific Research ([NWO](#))

2012-2016	Elected member of the Scientific Committee in Social Sciences (CSS4) of the French National Research Institute for Sustainable Development (IRD)
Since 2010	Member of the Advisory Committee of the Master “Applied Labour Economics for Development (MALED)” of the Turin School of Development - ITC-ILO , Turin, Italy

• *Consultancies and fieldworks*

From June 2016	Research evaluator for UNU-WIDER, Helsinki: “Gender and Development” call for projects.
From June 2012 to June 2013	Consultant for THE WORLD BANK, Washington Member of a WB team working on the implementation of an Enterprise Skill Survey in Bangladesh to collect matched employer-employee data, writing of a Regional Report and Policy Note on skills and labour market in Bangladesh for the Education Sector Review (ESR), Human Development South Asia Region, The World Bank.
From Sept 2009 to December 2010	Consultant for WIEGO (Women in Informal Employment: Globalizing and Organizing), New York Coordinator of a team in DIAL preparing a background paper on informal workers in eleven countries (Africa, Peru and Vietnam) for the update of the WIEGO report <i>Women and Men in the Informal Economy: A Statistical Picture</i> .
From July 2008 to September 2008	Consultant for the OECD, Paris In charge (with Flore Gubert) of a regional note on North Africa for an OECD project on <i>The Future of International Migration to OECD Countries</i> .
From June 2007 to June 2008	Consultant for THE WORLD BANK, Washington In charge (with Flore Gubert) of studies on <i>Return Migration in the Maghreb</i> for the Middle East and North Africa Region Department, in collaboration with the MIREM project (European University Institute, Florence).
From June 2006 to December 2008	Consultant for AGENCE FRANÇAISE DE DEVELOPPEMENT (AFD), Paris Member of a team working on labour market and gender issues in Africa.
June 2005 to June 2006	Consultant for THE WORLD BANK, Washington Member of a team working on a regional report on the <i>Consequences of Migration from Middle East and North Africa to OECD countries</i> , MENA Department, The World Bank.
Sept. 2003 – Dec.2006	Consultant for the EUROPEAN TRAINING FOUNDATION (ETF), Turin Member of a scientific committee aimed at implementing and monitoring the project <i>Impact Evaluation of Enterprise Training on Skills and Productivity in the Maghreb</i> .

EDUCATION

2017-2018	<i>Habilitation à Diriger des Recherches (HDR)</i> in Economics, UNIVERSITY PARIS-DAUPHINE, defended in January 2018. Thesis: <i>Skills, Networks, Labour and Unequal Trajectories in Developing Countries</i> (in French)
1997 – 2001	PhD in Economics from UNIVERSITY OF PARIS I PANTHÉON-SORBONNE, within TEAM (Paris I and CNRS) Thesis: <i>Human Capital Formation and Diffusion of Knowledge: an Econometric Analysis Using Matched Worker-Firm Data from Morocco and Tunisia</i>
1996 – 1997	<i>Magistère</i> of Economics from UNIVERSITY OF PARIS I PANTHÉON-SORBONNE and ÉCOLE NORMALE SUPÉRIEURE <i>DEA (MA)</i> in International and Development Economics from UNIVERSITY OF PARIS I PANTHÉON-SORBONNE

1995 – 1996	Maîtrise (BA) in Econometrics from UNIVERSITY OF PARIS I PANTHÉON-SORBONNE
1994 – 1995	Licence in Econometrics from UNIVERSITY OF PARIS I PANTHÉON-SORBONNE
1989 – 1992	Baccalauréat scientific section (C), high school in LYCÉE CHARLEMAGNE, Paris

PUBLICATIONS AND WORKING PAPERS

• Journal articles

- Nordman, C.J., Sarr L.R., Sharma S. (2018) “Skills, Personality Traits and Gender Wage Gaps: Evidence from Bangladesh”, *Oxford Economic Papers*, forthcoming, doi: 10.1093/oen/gpy043
- Nguyen H.C. Nordman, C.J., (2018) “Household Entrepreneurship and Social Networks: Panel Data Evidence from Vietnam”, *The Journal of Development Studies*, 54(4), pp. 594-618.
- Guérin, I., Lanos, Y., Michiels, S., Nordman, C.J., Venkatasubramanian, G. (2017) “Understanding Social Networks and Social Protection: Insights on Demonetisation from Rural Tamil Nadu”, *Economic and Political Weekly*, 52(50), pp. 44-53.
- David, A, Nordman, C.J. (2017) “Education Mismatch and Return Migration in Egypt and Tunisia”, *Space, Population and Societies*, 2017(1). <http://dx.doi.org/10.4000/eps.7110>
- Muller, C, Nordman, C.J. (2017) “Wages and On-the-Job Training in Tunisia”, *Middle East Development Journal*, 9(2), pp. 294-318.
- Nordman, C.J., Rakotomanana F., Roubaud F. (2016) “Informal versus Formal: A Panel Data Analysis of Earnings Gaps in Madagascar”, *World Development*, 86, pp. 1-17.
- Nordman, C.J. (2016) “Do Family and Kinship Ties Support Entrepreneurs in Developing Countries?”, *IZA World of Labor*, 262, DOI: [10.15185/izawol.262](https://doi.org/10.15185/izawol.262).
- Kuepie, M., Nordman (2016) “Where Does Education Pay Off in Sub-Saharan Africa? Evidence from Two Cities of the Republic of Congo”, *Oxford Development Studies*, 44(1), pp. 1-27.
- Nordman, Pasquier-Doumer L. (2015) “Transitions in a West African Labour Market: The Role of Family Networks”, *Journal of Behavioral and Experimental Economics* (formerly *the Journal of Socio-Economics*), 54, pp. 74-85.
- Nordman, Vaillant J. (2014) “Jeunes entrepreneurs et réseaux sociaux : revue de littérature et regard croisé sur les cas malgache et vietnamien”, *Autrepart*, 71, pp. 77-96.
- Muller C., Nordman (2014) “Task Organization, Human Capital and Wages in Moroccan Exporting Firms”, *Middle East Development Journal*, 6(2), pp. 175–198.
- Nordman, Pasquier-Doumer L. (2014) “Vocational Education, On-the-Job Training and Labour Market Integration of Young Workers in Urban West Africa”, *Prospects: Quarterly Review of Comparative Education*, 44, pp. 445-462.
- Dimova R., Nordman (eds) (2014) “Understanding the Links Between Labour and Economic Development”, *European Journal of Development Research*, Special Issue, 26(4), pp. 387-396.
- Nordman, Vaillant J. (2014) “Entreprenariat informel et genre à Madagascar : quel rôle jouent les normes de solidarité et les responsabilités domestiques dans les écarts de performances ?”, *Mondes en développement*, 42(2), 166, pp. 59-72.
- Nguyen H.C. Nordman, Roubaud, F. (2013) “Who Suffers the Penalty? A Panel Data Analysis of Earnings Gaps in Vietnam”, *The Journal of Development Studies*, 49(12), pp. 1694-1710.
- Kuépié M., Nordman (2013) “Education et marchés du travail à Brazzaville et Pointe-Noire (Congo-Brazzaville)”, *Statéco*, 107, pp. 75-104.
- Grimm M., Gubert F., “Kinship-ties and Entrepreneurship in Western Africa”, *Journal of Small Business*

- Koriko O., Lay J., Nordman (2013) *and Entrepreneurship*, 26(2), pp. 125-150.
- Nordman, Wolff F-C. (2012) “On-the-job Learning and Earnings: Comparative Evidence from Morocco and Senegal”, *Région et Développement*, 35, pp. 151-176.
- Nordman, Robilliard A-S., Roubaud F. (2011) “Gender and Ethnic Earnings Gaps in Seven West African Cities”, *Labour Economics*, 18, Supplement 1, pp. S132-S145.
- Muller C., Nordman (2011) “Intra-Firm Human Capital Externalities in Tunisia”, *The Journal of Development Studies*, 47(4), pp. 657-675.
- Bocquier P., Nordman, Vescovo A. (2010) “Employment Vulnerability and Earnings in Urban West Africa”, *World Development*, 38(9), pp. 1297-1314.
- Dimova R., Nordman, Roubaud F. (2010) “Allocation of Labor in Urban West Africa: Insights from the Pattern of Labor Supply and Skill Premiums”, *Review of Development Economics*, 14(1), pp. 74-92.
- Kuepié M., Nordman, Roubaud F. (2009) “Education and Earnings in Urban West Africa”, *Journal of Comparative Economics*, 37(3), pp. 491-515.
- Nordman, Wolff F-C. (2009) “Is there a Glass Ceiling in Morocco? Evidence from Matched Worker-Firm Data”, *Journal of African Economies*, 18(4), pp. 592-633.
- Nordman, Roubaud F. (2009) “Reassessing the Gender Wage Gap in Madagascar: Does Labour Force Attachment Really Matter?”, *Economic Development and Cultural Change*, 57(4), pp. 785-808.
- Fernandez R., Nordman (2009) “Are there Pecuniary Compensations for Working Conditions?”, *Labour Economics*, 16(2), pp. 194-207.
- Gubert F., Nordman (2009) “Migration Trends in North Africa: Focus on Morocco, Tunisia and Algeria”, *OECD Journal: General Papers*, 4, pp. 75-108.
- Nordman, Wolff F-C., Jellal M. (2008) “Evidence on the Glass Ceiling Effect in France Using Matched Worker-Firm Data”, *Applied Economics*, 40(24), pp. 3233-3250.
- Muller C., Nordman (2005) “Human Capital and Wages in Two Leading Industries of Tunisia: Evidence from Matched Worker-Firm Data”, *Brussels Economic Review*, 48(1), pp. 745-768.
- Destré G., Nordman (2002) “Les effets de la formation informelle sur les gains : une comparaison sur données appariées françaises, marocaines et tunisiennes” (“The Impact of Informal Training on Earnings: Evidence from French, Moroccan and Tunisian Matched Employer-Employee Data”), *L'Actualité Économique*, 78(2), pp.179-205.
- Nordman (2002) “Quel rôle joue l'organisation du travail pour stimuler la formation sur le tas dans les entreprises? Analyse sur données d'enquêtes au Maroc et en Tunisie” (“The Impact of Work Organisation in Fostering On-the-Job Training within Firms: Analysis from Survey Data in Morocco and Tunisia”), *Critique Économique*, 9, pp. 127-145.
- Nordman (2002) “Diffusion du capital humain et effets d'entreprise: approche par frontière de gains sur données appariées marocaines et tunisiennes” (“Human Capital Diffusion and Firm Effects: an Earnings Frontier Approach on Moroccan and Tunisian Matched Data”), *Revue Économique*, 53(3), pp. 647-658.
- Nordman (2000) “La formation sur le tas par diffusion du savoir: estimations sur données marocaines et mauriciennes” (“On-the-job Training by Diffusion of Knowledge: Estimates on Moroccan and Mauritian Data”), *Revue d'Économie du Développement*, 4, pp. 79-103.
- Nordman (1999) “Capital humain et effets d'apprentissage: étude empirique de quelques entreprises exportatrices du Maroc” (“Human Capital and Apprenticeship Effects: an Empirical Study on Moroccan Exporting Firms”), *Région et Développement*, 9, pp. 65-104.

• **Book chapters and reports**

- Nordman, C.J., “Pecuniary Returns to Working Conditions in Vietnam”, In: Rand J. et Tarp F. (Eds). *Micro, Small, and Medium Enterprises in Viet Nam: Structural*

- Sharma, S. (2018) *Transformation and Inclusive Growth*. Oxford University Press, Oxford, forthcoming.
- Nordman, Rakotomanana F., Roubaud F. (2014) “Micro Analysis of Formal-Informal Nexus in Madagascar: Job Transitions and Earnings Dynamics”, in *The Informal Economy in Developing Countries*, Cling, J.P. et al. (Eds), Chapter 11, Routledge Studies in Development Economics, Routledge: London and New York, pp. 233-252.
- Grimm M., Gubert F., Koriko O., Lay J., Nordman (2014) “Does Forced Solidarity Hamper Entrepreneurial Activity? Evidence from Seven West-African Countries in *The Informal Economy in Developing Countries*, Cling, J.P. et al. (Eds), Chapter 9, Routledge Studies in Development Economics, Routledge: London and New York, pp.179-196.
- Nomura S., Hong S.Y., Nordman, Sarr L.R., Vawda A.Y. (2014) “An Assessment of Skills in the Formal Sector Labor Market in Bangladesh: A Technical Report on the Enterprise-Based Skills Survey 2012”, *Discussion Paper Series*, Report No. 63, South Asia Human Development Sector, Washington: The World Bank.
- Pasquier-Doumer L., Roubaud F., Bédécarrats F., Demenet A., Nordman C. J et al. (2014) “Impact Evaluation: Methods and Application with a Thematic Focus on Microfinance”, in *Perception and Management of Risk, Applied Methodological Approaches to Development*, Lagrée, S. (Ed), AFD, Conférences et Séminaires, Tam Dao Regional Social Sciences Summer University (Viet Nam).
- Kuépié M., Nordman (2014) “Republic of Congo: Education and Labour Market”, in *Education in East and Central Africa*, Wolhuter, C. (Ed), Chapter 4, Education Around the World Series, Continuum Books, Bloomsbury Academic: London, pp. 89-129.
- Grimm M., Gubert F., Koriko O., Lay J., Nordman (2013) “La solidarité forcée bride-t-elle l'activité des micro-entrepreneurs ? Une analyse à partir de données ouest-africaines”, in *L'économie informelle dans les pays en développement*, Cling J-P. et al. (eds), Chapitre 2.4, Série « Conférences et séminaires », Agence Française de Développement (AFD): Paris, pp.165-182 (available also in English and Vietnamese).
- Bocquier P., Nordman, Vescovo A. (2013) “Are Workers Compensated for Accepting Vulnerable Jobs? Evidence from West Africa”, in *Urban Labor Markets in Sub-Saharan Africa*, DeVreyer P. and Roubaud F. (eds.), Africa Development Forum Series, Washington DC: The World Bank, Chapter 4, pp. 137-161.
- Kuepié M., Nordman, Roubaud F. (2013) “Education and Labor Market Outcomes in Urban West Africa”, in *Urban Labor Markets in Sub-Saharan Africa*, DeVreyer P. and Roubaud F. (eds.), Africa Development Forum Series, Washington DC: The World Bank, Chapter 5, pp. 163-193.
- Nordman, Robilliard A-S., Roubaud F. (2013) “Decomposing Gender and Ethnic Earnings Gaps in Seven Cities in West Africa”, in *Urban Labor Markets in Sub-Saharan Africa*, DeVreyer P. and Roubaud F. (eds.), Africa Development Forum Series, Washington DC: The World Bank, Chapter 9, pp. 271-297.
- Demenet, A. Cling, J.P., Nordman, Razafindrakoto, M., Roubaud F. (2012) “Discriminations ethniques et de genre : mesure et méthodes de décomposition”, in Lagrée, S. & Diaz, V. (eds), *Différenciation sociale et inégalités : approches méthodologiques et transversales sur les questions de genre et d'ethnicité*, AFD, Conférences et Séminaires, 4, pp. 145-197.
- Herrera J., Kuépié M., Nordman, Oudin X., Roubaud F. (2012) “Informal Sector and Informal Employment: Overview of Data for Eleven Cities in Ten Developing Countries”, WIEGO Urban Policies Research Report Series, a report for WIEGO and the *Inclusive Cities Project*, New York, 165 pages.
- Gubert F., Nordman (2011) “Return Migration and Small Enterprise Development in the Maghreb”, in *Diaspora for Development in Africa*, Plaza S. and Ratha D. (eds), Chapter 3, Washington DC: The World Bank, pp. 103-126.
- Nordman (2010) “Regards croisés sur les inégalités de genre sur le marché du travail malgache”, in *Madagascar face au défi des Objectifs du millénaire pour le développement*, Gastineau B. et al. (eds), Chapter 6, IRD Editions, pp. 187-215.

- Nordman, Wolff F-C. (2010) "Gender Differences in Pay in African Manufacturing Firms", in *Gender Disparities in Africa's Labor Market*, Arbache J.S. et al. (eds), Chapter 4, Africa Development Forum Series, Washington DC: The World Bank, pp. 155-192.
- Nordman, Rakotomanana F., Robilliard A-S. (2010) "Gender Disparities in the Malagasy Labor Market", in *Gender Disparities in Africa's Labor Market*, Arbache J.S. et al. (eds), Chapter 3, Africa Development Forum Series, Washington DC: The World Bank, pp. 87-154.
- Nordman (2010) "Vulnérabilité au travail à Ouagadougou", in *Peuplement de Ouagadougou et développement urbain*, Boyer F. and Delaunay D. (eds), Chapitre 6, IRD/ Service de Coopération et d'Action Culturelle, Ambassade de France au Burkina Faso.
- Nordman, Wolff F-C. (2009) "Islands Through the Glass Ceiling? Evidence of Gender Wage Gaps in Madagascar and Mauritius", in *Labor Markets and Economic Development*, Kanbur R. and Svejnar J. (eds), Chapter 25, pp. 521-544, Routledge Studies in Development Economics, Routledge.
- Gubert F., Nordman (2008) "Migration from MENA to OECD Countries: Trends, Determinants and Prospects", in *Shaping the Future: A Long-Term Perspective of People and Job Mobility for the Middle East and North Africa*, Vol. II, Background paper 1, Washington DC: The World Bank.
- Nordman, Paul J-J. (2008) "Complementarities of the Qualitative and Quantitative Approaches", in *Impact Assessment Studies and Their Implications for Policy Making*, Castejon J.M. and Chakroun B. (eds), chapter 4, European Training Foundation, Office for Official Publications of the European Communities, Luxembourg.
- Nordman (2004) "Discrimination salariale, capital humain et structure des tâches selon le genre : l'apport de données appariées employeurs-employés au Maroc et en Tunisie", in Maruani M., Meulders D., Sofer C. (eds), *Marché du travail et genre : Maghreb-Europe*, Chapter 2, Brussels Economic Series, Editions du Dulbéa, Brussels.
- Nordman (2003) "On-the-Job Training: a Critical Review of its Economic Features and Measures", SKOPE Working Paper, University of Oxford. Report for the *Learning and Skills Development Agency (LSDA)*, London.
- Nordman (2003) "Les effets de l'organisation du travail sur la formation sur le tas : comparaison Maroc-Tunisie", in H. Régnault (GDRI du CNRS Économie Méditerranée Monde Arabe - EMMA) (ed), *Intégration Euro-méditerranéenne et stratégies économiques*, Chapter 8, pp. 113-126, L'Harmattan.

• **Electronic working papers**

- Nordman, C.J., Sharma, S. (2018) "Pecuniary Returns to Working Conditions in Viet Nam", WIDER Working Paper [2018/72](#)
- Nordman, C.J., Sarr, L., Sharma, S. (2018) "Skills, Personality Traits, and Gender Wage Gaps", WIDER Working Paper [2018/77](#).
- Hilger, A., Nordman, C.J. (2018) "Cognitive and Non-Cognitive Skills, Hiring Channels, and Wages in Bangladesh", IZA Discussion Paper No. [11578](#), DIAL Research Paper [DT/2018/11](#).
- Guérin, I., Lanos, Y., Michiels, S., Nordman, C.J., Venkatasubramanian, G. (2017) "Demonetisation, Social Networks and Social Protection: Insights from Rural Tamil Nadu", DIAL Research Paper [DT/2017/10](#).
- Nguyen H.C. Nordman, C.J., (2017) "Household Entrepreneurship and Social Networks: Panel Data Evidence from Vietnam", IZA Discussion Paper No. [10482](#).
- Nordman, C.J., Rakotomanana F., Roubaud F. (2016) "Informal versus Formal: A Panel Data Analysis of Earnings Gaps in Madagascar", IZA Discussion Paper No. [9970](#).
- Nordman, C.J., "The Power to Choose: Gender Balance of Power and Intra-household Educational

- Sharma, S. (2016) "Spending in India", WIDER Working Paper [2016/61](#)
- Kuepie, M., Nordman (2015) "Where Does Education Pay Off in Sub-Saharan Africa? Evidence from Two Cities of the Republic of Congo", IZA Discussion Paper No. [9477](#).
- Nordman, Sarr L.R., Sharma S. (2015) "Cognitive, Non-cognitive Skills and Gender Wage Gaps: Evidence from Linked Employer-Employee Data in Bangladesh", IZA Discussion Paper No. [9132](#).
- Nguyen H.C. Nordman (2014) "Household Entrepreneurship and Social Networks: Panel Data Evidence from Vietnam", DIAL Research Paper [DT/2014/22](#).
- Nordman, Pasquier-Doumer L. (2014) "Transitions in a West African Labour Market: The Role of Family Networks", IZA Discussion Paper No. [8349](#), July; DIAL Research Paper [DT/2013/12](#).
- Nordman, Vaillant J. (2014) "Inputs, Gender Roles or Sharing Norms? Assessing the Gender Performance Gap Among Informal Entrepreneurs in Madagascar", IZA Discussion Paper No. [8046](#); DIAL Research Paper [DT/2013/15](#).
- David, A., Nordman (2013) "Skill Mismatch and Migration in Egypt and Tunisia", OECD working paper, UNFPA-ASRO & OECD Conference; DIAL Research Paper, [DT/2014/05](#).
- Nordman, Pasquier-Doumer, L. (2013) "Social Networks and Jobs in Developing Countries", *Dialogue*, n°[36](#), DIAL: Paris.
- Nguyen H.C. Nordman, Roubaud F. (2013) "Who Suffers the Penalty? A Panel Data Analysis of Earnings Gaps in Vietnam", IZA Discussion Paper No. [7149](#), January.
- Muller C., Nordman (2013) "Task Organization, Human Capital and Wages in Moroccan Exporting Firms", AMSE Working Paper [2013-41](#), Aix-Marseille School of Economics, Marseille.
- Nordman, Pasquier-Doumer L. (2012) "Vocational Education, On-the-Job Training and Labour Market Integration of Young Workers in Urban West Africa", Background Paper for Education for All Global Monitoring Report [2012](#), UNESCO; DIAL Research Paper [DT/2012/13](#).
- Nordman, Rakotomanana F., Roubaud F. (2012) "Informal versus Formal: A Panel Data Analysis of Earnings Gaps in Madagascar", DIAL Research Paper [DT/2012/12](#).
- Muller C., Nordman (2012) "Wages and On-the-Job Training in Tunisia", AMSE Working Paper [1222](#), Aix-Marseille School of Economics, Marseille.
- Nordman, Wolff F-C. (2012) "On-the-job Learning and Earnings: Comparative Evidence from Morocco and Senegal", IZA Discussion Paper [No. 6728](#), July.
- Kuepié M., Nordman (2011) "Education and Labour Markets in Brazzaville and Pointe-Noire (Congo-Brazzaville)", Background paper for the Employment and Growth Study for the Republic of Congo, The World Bank; DIAL Research Paper DT/2011/11 (in French).
- Bocquier P., Nordman, Vescovo A. (2010) "Employment Vulnerability and Earnings in Urban West Africa", DIAL Research Paper DT/2010/05.
- Nordman, Robilliard A-S., Rakotomanana F. (2009) "Gender Disparities in the Malagasy Labour Market", DIAL Research Paper DT/2009/08.
- Nordman, Wolff F-C. (2009) "Gender Differences in Pay in African Manufacturing Firms", LEMNA Working Paper, 2009/19, University of Nantes.
- Nordman, Robilliard A-S., Roubaud F. (2009) "Decomposing Gender and Ethnic Earnings Gaps in Seven West African Cities", DIAL Research Paper DT/2009/07.
- Dimova R., Nordman, Roubaud F. (2008) "Allocation of Labour in Urban West Africa: Implication for Development Policies", IZA Discussion Paper [No. 3558](#).
- Gubert F., Nordman (2008) "Who Benefits Most from Migration? An Empirical Analysis using Data on Return Migrants in the Maghreb", Background Paper for the MENA Department,

- Washington DC: The World Bank; *MIREM Analytical report*, MIREM AR2008-03, RSCAS/EUI, Florence, 2008.
- Gubert F., Nordman (2008) “Return Migration and Small Enterprise Development in the Maghreb”, Background Paper for the MENA Department, Washington DC: The World Bank; *MIREM Analytical report*, MIREM AR2008-02, RSCAS/EUI, Florence, 2008.
- Cling J-P., Gubert F., Nordman, Robilliard A-S. (2007) “Youth and Labour Markets in Africa. A Critical Review of Literature”, Working Paper N°49, Département de la Recherche, Agence Française de Développement, 67 pages, October.
- Nordman, Wolff F-C. (2007) “On-the-Job Learning and Earnings in Benin, Morocco and Senegal”, DIAL Research Paper DT/2007/09.
- Muller C., Nordman (2007) “Sharing the Costs of On-the-Job Training in Tunisia”, DIAL / University of Alicante Mimeo, September.
- Nordman, Wolff F-C. (2007) “Is there a Glass Ceiling in Morocco? Evidence from Matched Worker-Firm Data”, DIAL Research Paper DT/2007/04. [International Policy Center \(IPC\) Working Paper Series, no. 39](#), University of Michigan.
- Kuepié M., Nordman, Roubaud F. (2006) “Education and Labour Market Outcomes in Sub-Saharan West Africa”, DIAL Research Paper DT/2006/16.
- Jellal M., Nordman, Wolff F-C. (2006) “Theory and Evidence on the Glass Ceiling Effect Using Matched Worker-Firm Data”, DIAL Research Paper DT/2006/03.
- Nordman, Hayward G. (2006) “Returns to On-the-Job Training: Do Skills Usage, Tasks & Workstation Matter? Evidence from British Workers”, [SKOPE Research Paper N°63](#), January, University of Oxford.
- Fernandez R., Nordman (2005) “Are there Pecuniary Compensations for Working Conditions in the UK?”, [SKOPE Research Paper N°59](#), October, University of Oxford.
- Muller C., Nordman (2005) “Wages and Human Capital in Exporting Firms in Morocco”, DIAL Research Paper DT/2006/06. IVIE Working Paper WP-AD 2005-14, University of Alicante.
- Nordman, Roubaud F. (2005) “Reassessing the Gender Wage Gap: Does Labour Force Attachment Really Matter? Evidence from Matched Labour Force and Biographical Surveys in Madagascar”, DIAL Research Paper, DT/2005/06.
- Muller C., Nordman (2004) “Which Human Capital Matters for Rich and Poor’s Wages? Evidence from Matched Worker-Firm Data from Tunisia”, DIAL Research Paper DT/2004/09. CREDIT Research Paper 04/08.
- Nordman (2000) “Formation sur le tas et diffusion du savoir: estimations sur données marocaines, mauriciennes et tunisiennes”, *Cahiers de la Maison des Sciences Économiques*, série blanche-TEAM, n°2000-111.

LANGUAGES AND COMPUTING SKILLS

- **Languages:** French: native
English: fluent
- German: basic
Arabic (Moroccan): basic
- **Computing skills:** various statistical and econometric and database management packages

Updated: January 2019