

# Christophe Jalil Nordman

## Research Economist

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### Fields of interest:

*Development economics, economics of education and labour, impact evaluation*

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Male, French citizen  
Born in 1974 in Ile de France

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## PROFESSIONAL EXPERIENCE

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### • *Research and teaching positions*

#### *Current positions*

*Main job* **[IRD](#) (French Institute of Research for Development),**  
Research Fellow (*Chargé de recherche*) based in  
*Since January 2004* **[DIAL](#)**, an IRD / University Paris-Dauphine research centre in development  
economics in Paris

*Other academic* Research Fellow at The Institute for the Study of Labor (**[IZA](#)**), Bonn, Germany  
*affiliations* Associate Research Fellow at **[SKOPE](#)**, Department of Education, University of  
Oxford

*Teaching* **[ITC-ILO](#)** (International Training Center of the ILO), Turin, Italy  
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 March 2012* Elected member of the Scientific Committee in Social Sciences (CSS4) of the  
Institute of Research for Development (IRD)

*Since January 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 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 *Women and Men in the Informal Economy: A Statistical Picture*.
- 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 *The Future of International Migration to OECD Countries*.
- From June 2007 to June 2008  
Consultant for THE WORLD BANK, Washington  
In charge (with Flore Gubert) of studies on *Return Migration in the Maghreb* 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 *Consequences of Migration from Middle East and North Africa to OECD countries*, 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 *Impact Evaluation of Enterprise Training on Skills and Productivity in the Maghreb*.
- February – March 1999  
January – Feb. 2000  
Survey coordinator in Tunisian and Moroccan firms (for the University of Paris I, PhD research): supervision of a team of local interviewers, elaboration of matched employer-employee datasets.
- April – June 1997  
Field investigator in Moroccan firms (for University of Paris I, MA thesis).  
Survey and elaboration of matched employer-employee datasets.

• **Other experiences**

- Nov. 2002 – Jan. 2003  
UNIVERSITY OF NOTTINGHAM, Nottingham, UK  
Temporary Research Officer in the School of Economics. Working on poverty issues for an ESRC project.
- March – April 2000  
BROWN UNIVERSITY, Providence, USA. Visiting PhD student in the Department of Economics.
- May – June 1999  
UNIVERSITY OF CHICAGO, Chicago, USA. Visiting PhD student in the Department of Economics.
- July – August 1996  
NEWSPAPER *L'ÉCONOMISTE*, Paris  
Trainee journalist in the «Entreprises» pages.

**EDUCATION**

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- 1997 – 2001  
PhD in Economics from UNIVERSITY OF PARIS I PANTHÉON-SORBONNE, within TEAM (Paris I and CNRS)  
Thesis: *Human Capital Formation and Diffusion of Knowledge: an Econometric Analysis Using Matched Worker-Firm Data from Morocco and Tunisia*
- 1996 – 1997  
*Magistère* of Economics from UNIVERSITY OF PARIS I PANTHÉON-SORBONNE and ÉCOLE NORMALE SUPÉRIEURE  
DEA (MA) 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

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### • Journal articles

- Nordman, Wolff F-C. (2012) “On-the-job Learning and Earnings: Comparative Evidence from Morocco and Senegal”, *Région et Développement*, 35, forthcoming.
- 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”, *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**

- 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.

• **Online working papers**

- Nguyen, H.C. Nordman, Roubaud, F. (2011) “Who Suffers the Penalty? A Panel Data Analysis of Earnings Gaps in Vietnam”, Proceedings of the German Development Economics Conference, Berlin 2011, #60: <http://ideas.repec.org/p/zbw/gdec11/60.html>

- Grimm M., Gubert F., Koriko O., Lay J., Nordman (2011)* “Kinship-ties and Entrepreneurship in Western Africa”, Mimeo, Erasmus University Rotterdam:  
[http://www.iss.nl/content/download/24575/230424/version/5/file/Paper\\_1\\_KinshipTies.pdf](http://www.iss.nl/content/download/24575/230424/version/5/file/Paper_1_KinshipTies.pdf)
- 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):  
[http://www.dial.prd.fr/dial\\_publications/PDF/Doc\\_travail/2011-11.pdf](http://www.dial.prd.fr/dial_publications/PDF/Doc_travail/2011-11.pdf)
- Bocquier P., Nordman, Vescovo A. (2010)* “Employment Vulnerability and Earnings in Urban West Africa”, DIAL Research Paper DT/2010/05:  
[http://www.dial.prd.fr/dial\\_publications/PDF/Doc\\_travail/2010-05.pdf](http://www.dial.prd.fr/dial_publications/PDF/Doc_travail/2010-05.pdf).
- Nordman, Robilliard A-S., Rakotomanana F. (2009)* “Gender Disparities in the Malagasy Labour Market”, DIAL Research Paper DT/2009/08:  
[http://www.dial.prd.fr/dial\\_publications/PDF/Doc\\_travail/2009-08.pdf](http://www.dial.prd.fr/dial_publications/PDF/Doc_travail/2009-08.pdf).
- Nordman, Wolff F-C. (2009)* “Gender Differences in Pay in African Manufacturing Firms”, LEMNA Working Paper, 2009/19, University of Nantes:  
[http://hal.archives-ouvertes.fr/docs/00/42/12/27/PDF/LEMNA\\_WP\\_200919.pdf](http://hal.archives-ouvertes.fr/docs/00/42/12/27/PDF/LEMNA_WP_200919.pdf).
- Nordman, Robilliard A-S., Roubaud F. (2009)* “Decomposing Gender and Ethnic Earnings Gaps in Seven West African Cities”, DIAL Research Paper DT/2009/07:  
[http://www.dial.prd.fr/dial\\_publications/PDF/Doc\\_travail/2009-07.pdf](http://www.dial.prd.fr/dial_publications/PDF/Doc_travail/2009-07.pdf)
- Dimova R., Nordman, Roubaud F. (2008)* “Allocation of Labour in Urban West Africa: Implication for Development Policies”, IZA Discussion Paper No. 3558, June: <http://ftp.iza.org/dp3558.pdf>.
- 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: <http://www.mirem.eu/research/reports>
- 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: <http://www.mirem.eu/research/reports>
- 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 p., October:  
[www.afd.fr/jahia/Jahia/home/publications/documentsdetravail/pid/3832](http://www.afd.fr/jahia/Jahia/home/publications/documentsdetravail/pid/3832)
- Nordman, Wolff F-C. (2007)* “On-the-Job Learning and Earnings in Benin, Morocco and Senegal”, DIAL Research Paper DT/2007/09:  
[www.dial.prd.fr/dial\\_publications/PDF/Doc\\_travail/2007-09.pdf](http://www.dial.prd.fr/dial_publications/PDF/Doc_travail/2007-09.pdf)
- 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:  
[www.dial.prd.fr/dial\\_publications/PDF/Doc\\_travail/2007-04.pdf](http://www.dial.prd.fr/dial_publications/PDF/Doc_travail/2007-04.pdf)  
International Policy Center (IPC) Working Paper Series, no. 39, University of Michigan: <http://deepblue.lib.umich.edu/bitstream/2027.42/55753/4/IPC-working-paper-039-NordmanWolff.pdf>
- Kuepié M., Nordman, Roubaud F. (2006)* “Education and Labour Market Outcomes in Sub-Saharan West Africa”, DIAL Research Paper DT/2006/16:  
[www.dial.prd.fr/dial\\_publications/PDF/Doc\\_travail/2006-16.pdf](http://www.dial.prd.fr/dial_publications/PDF/Doc_travail/2006-16.pdf)
- 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:  
[www.dial.prd.fr/dial\\_publications/PDF/Doc\\_travail/2006-03.pdf](http://www.dial.prd.fr/dial_publications/PDF/Doc_travail/2006-03.pdf)
- Nordman, Hayward* “Returns to On-the-Job Training: Do Skills Usage, Tasks & Workstation Matter?”

