

## John T. Addison

### *Personal Data*

Nationality: British/U.S. permanent resident

Home address: 117 Spring Valley Court  
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### *Education*

1964-71 London School of Economics and Political Science:

1967 (August) B.Sc. (Econ.)

1968 (July) M.Sc. (Econ.)

1971 (December) Ph.D.\*

\*Doctoral dissertation: "The effect of productivity agreements on patterns of wages in a local labor market, 1960-70."

### *Honors*

Appointed CESifo Research Network Fellow, Center for Economic Studies, University of Munich (LMU). November 2018-.

Appointed Faculty Associate, Walker Institute of International and Area Studies, University of South Carolina, October 2018-.

Appointed to *IZA World of Labor Experts List*, November 2016-.

Appointed to Editorial Advisory Board of *Open Economics*, November 2016-.

Appointed member of the Advisory Board of the *Journal for Labour Market Research*, Institute for Employment Research/Institut für Arbeitsmarkt- und Berufsforschung, 2013-.

Riegel and Emory Research Fellow, University of South Carolina, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019.

Commerzbank Chaired Visiting Professor of Economics, Technische Universität Chemnitz, 2006, 2009, 2010, 2011, and 2012.

Senior Fellow, Rimini Center for Economic Analysis, University of Bologna-Rimini, 2007-.

Appointed to the Kuratorium (Board of Trustees) of the Institut für Arbeitsrecht und Arbeitsbeziehungen in der Europäischen Union (Institute for Labor Law and Industrial Relations in the European Union), 2006-2008; appointment renewed for 2009-2011, 2012-2014, 2015-2017, 2018-2020,

and 2021-23.

Research Fellow, Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit, Nürnberg, 2005-.

Winner of the University of South Carolina Educational Foundation Award for Research: Professional Schools, 2003.

Hugh C. Lane Chair of Economic Theory, University of South Carolina, August 2002-2010.

Research Fellow, Center for Labor and Employment Law, New York University School of Law, 2001-.

Research Fellow, IZA - Institute of Labor Economics/*Forschungsinstitut zur Zukunft der Arbeit*, Bonn, 2001-.

Winner of the University of South Carolina Moore School of Business Distinguished Faculty Researcher Award, 1998.

John M. Olin Visiting Professor of Labor Economics and Public Policy, Center for the Study of American Business, Washington University in St. Louis, 1997.

Winner of the University of South Carolina Educational Foundation Award for Research: Humanities and Social Sciences, 1990.

Winning Research Paper Prize, Awarded by the Hubert H. Humphrey Institute of Public Affairs and the Industrial Relations Center, Carlson School of Management, University of Minnesota, 1990.

University of South Carolina Business Partnership Distinguished Foundation Fellow, 1990-2002.

#### Listings

*Who's Who in Economics*, 4th ed., 2003 (Northampton, MA: Edward Elgar).

*Who's Who in America 2015*, 69<sup>th</sup> ed. (New Providence, NJ: Marquis).

*Who's Who in American Education*, 8<sup>th</sup> ed., 2007 (New Providence, NJ: Marquis).

*Who's Who in Finance and Business*, 36<sup>th</sup> ed., 2008 (New Providence, NJ: Marquis).

#### Google Scholar

	All	Since 2017
<i>h-index</i>	53	30
<i>i10-index</i>	177	71

*RePEc World Ranking:* **27**  
Labor Economics

*IZA/Institute  
for Labor  
Economics  
Ranking of  
Discussion  
Paper  
Downloads*

**28** (among a total of 11,567 IZA DP authors)

## *Employment*

2013 (September) to date. Professor of Economics, University of Durham (U.K.).

1983 (April) to date. Professor of Economics, University of South Carolina [*Hugh C. Lane Chair of Economic Theory*, 2002-2010; *Hugh C. Lane Chair of Economic Theory Emeritus*, 2011- .]

1981 (January) - 1983 (March). Associate Professor of Economics, University of South Carolina.

1972 (August) - 1980 (December). Lecturer in Political Economy, University of Aberdeen (Scotland).

1971 (May) - 1972 (August). Economic Adviser, Office of Manpower Economics (London, England).

## *Selected Visiting Positions 1993-2011.*

2011 (August-September). Visiting Professor, Institut für Höhere Studien, Wien.

2008-2012. Visiting Professor, University of Bologna-Rimini.

2002. Visiting Professor, Institut für Arbeitsmarkt- und Berufsforschung der Bundesanstalt für Arbeit, Nürnberg.

2001 (Fall semester). Visiting Professor, Freie Universität Bozen (Italy).

1998 (Fall semester). Gastprofessur, Center for European Economic Research (ZEW), Mannheim.

1997. John M. Olin Visiting Professor of Labor Economics and Public Policy, Center for the Study of American Business, Washington University in St. Louis.

1995 (December). Gastprofessur, Institut für Weltwirtschaft, Kiel.

1995 (Fall semester). Visiting Professor, Centre for Labour Market and Social Research, University of Aarhus.

1995 (May/June). Gastprofessur, Universität Potsdam.

1993 (Fall semester), Visiting Professor, University of Southampton.

1993 (May). Gastprofessur, Jean Monnet Program, Universität Münster.

## *Consultancy*

2003-2021. **Institute for Employment Research**, Federal German Labor Agency, Nuremberg (Institut für Arbeitsmarkt- und Berufsforschung der Bundesanstalt für Arbeit, Nürnberg), Germany.

2016 (April) **European Science Foundation**. Lead reviewer for the draft self-assessment report of the Centre for Research in Economics and Management (CREA) of the University of Luxembourg.

2015 (August-December). **International Monetary Fund**, Washington, D.C. Collective Bargaining Systems and Macroeconomic and Microeconomic Flexibility.

2021 (November-December) **International Labor Organization**, Geneva, Switzerland. Peer reviewer on social dialogue and collective bargaining.

*Publications*  
*Articles:*

"Works Council 'Disaffection' and Establishment Survivability." Forthcoming in *Scottish Journal of Political Economy*, 2023 (with Paulino Teixeira, Philipp Grunau, and Lutz Bellmann). DOI: 10.1111/sjpe.12330.

"Union Membership Density and Wages: The Role of Worker, Firm, Match, and Job-title Heterogeneity." Forthcoming in *Journal of Econometrics*, 2022 (with Pedro Portugal and Hugo Vilares).

<https://doi.org/10.1016/j.jeconom.2021.12.002>

"What Do Workers Want? The Representation Gap at the EU Establishment as Perceived by Their Workplace Representatives," *Research in Labor Economics*, Vol. 49 [*Workplace Productivity and Management Practices*], December 2021, pp. 1-39 (with Paulino Teixeira).

"Trust and Workplace Performance," *British Journal of Industrial Relations*, Vol. 58, No. 4, December 2020, pp. 874-903 (with Paulino Teixeira).

"Occupational Skill Mismatch: Differences by Gender and Cohort," *Industrial and Labor Relations Review*, Vol. 73, No. 3, May 2020, pp. 730-767 (with Liwen Chen and Orgul D. Ozturk).

"The Consequences of Trade Union Power Erosion," *IZA World of Labor*, March 2020. doi: org.10.15185/izawol.68.v2.

"Worker Representation and Temporary Employment in Germany: The Deployment and Extent of Fixed-Term Contracts and Temporary Agency Work," *Journal of Participation and Employee Ownership*, Vol. 2, Issue 1, 2019, pp. 24-46 (with Paulino Teixeira, Philipp Grunau, and Lutz Bellmann).

"Strikes, Employee Workplace Representation, Unionism, and Industrial Relations Quality in European Establishments," *Journal of Economic Behavior and Organization*, Vol. 159, March 2019, pp. 109-133 (with Paulino Teixeira).

"Workplace Employee Representation and Industrial Relations Performance: Cross-Country Evidence from the 2013 European Company Survey." *Jahrbücher für Nationalökonomie und Statistik/Journal of Economics and Statistics*, Vol. 239, No. 1, January 2019, pp. 111-154 (with Paulino Teixeira).

"The Sources of Wage Variation and the Direction of Assortative Matching: A Three-Way High Dimensional Fixed-Effects Regression Model," *Labour Economics*, Vol. 54, October 2018, pp. 47-60 (with Sónia Torres, Pedro Portugal, and Paulo Guimarães).

"The Occupational Feminization of Wages." *Industrial and Labor Relations Review*, Vol. 71, No. 1, January 2018, pp. 208-241 (with Orgul D. Ozturk and Si Wang).

"Contract Innovation in Germany: An Economic Evaluation of Pacts for

Employment and Competitiveness." *British Journal of Industrial Relations*, Vol. 55, No. 3, September 2017, pp. 500-526 (with Paulino Teixeira, Katalin Evers, and Lutz Bellmann).

"Unions and Collective Bargaining in the Wake of the Great Recession: Evidence from Portugal." *British Journal of Industrial Relations*, Vol. 55, No. 3, September 2017, pp. 551-576 (with Pedro Portugal and Hugo Vilares).

"The Effects of Minimum Wages on Employment: The Legacy of Myth and Measurement," *Industrial and Labor Relations Review*, Vol. 70, No. 3, May 2017, pp. 814-818.

"Demise of a Model? The State of Collective Bargaining and Worker Representation in Germany," *Economic and Industrial Democracy*, Vol. 38, No. 2, May 2017, pp.193-234 (with Paulino Teixeira, André Pahnke, and Lutz Bellman).

"Collective Bargaining and Innovation in Germany: A Case of Cooperative Industrial Relations?" *Industrial Relations*, Vol. 56, No. 1, January 2017, pp. 73-121 (with Paulino Teixeira, Katalin Evers, and Lutz Bellmann).

"Collective Bargaining Systems and Macroeconomic and Microeconomic Flexibility: On the Design of Collective Bargaining Systems in Advanced Economies," *IZA Journal of Labor Policy* 5: 19 (1-53), 2016. DOI 10.1186/s40173-016-0075-8.

"Is the Erosion Thesis Overblown? The Process of Alignment from Without in Germany," *Industrial Relations*, Vol. 55, No. 3, July 2016, pp. 415-443 (with Paulino Teixeira, Katalin Evers, and Lutz Bellman).

"On the Robustness of Minimum Wage Effects: Geographically-Disparate Trends and Job Growth Equations," *IZA Journal of Labor Economics* 4:24, 1-16, December 2015 (with McKinley L. Blackburn and Chad D. Cotti).

"Union Decline and the Coverage Wage Gap in Germany: Can German Unions Still Cut It?" *Journal of Labor Research*, Vol. 36, No. 3, September 2015, pp. 301-317 (with Paulino Teixeira, Jens Stephani, and Lutz Bellman).

"Atypical Jobs: Stepping Stones or Dead Ends: Evidence from the NLSY79," *Manchester School*, Vol. 83, No. 1, January 2015, pp. 17-55 (with Chad D. Cotti and Christopher J. Surfield).

"The Role of Gender and Sector in Promotion and Pay over a Career," *Journal of Human Capital*, Vol. 8, No. 3, Fall 2014, pp. 280-317 (with Orgul Ozturk and Si Wang).

"Labour Demand: Towards a Better Match between Better Theory and Better Data," *Labour Economics*, Vol. 30, October 2014, pp. 4-11 (with Pedro Portugal and José Varejão).

"The Consequences of Trade Union Power Erosion," *IZA World of Labor*, May 1, 2014.

"Job Promotion in Mid-Career: Gender, 'Crowding,' and Recession," *Monthly Labor Review*, Vol. 137, No. 1, January 2014, pp. 1-23 (with Orgul Ozturk and Si Wang).

"Indicative and Updated Estimates of the Collective Bargaining Premium in Germany," *Industrial Relations*, Vol. 53, No. 1, January 2014, pp. 125-156 (with Paulino Teixeira, Katalin Evers, and Lutz Bellmann).

"The Reservation Wage Unemployment Duration Nexus," *Oxford Bulletin of Economics and Statistics*, Vol. 75, No. 6, December 2013, pp. 980-987 (with José Machado and Pedro Portugal).

"Collective Agreements and Their Survivability: Change and Persistence in the German Model," *Labour*, Vol. 27, No. 3, September 2013, pp. 288-309 (with Paulino Teixeira, Alex Bryson, and André Pahnke).

"Minimum Wage Increases in a Recessionary Environment," *Labour Economics*, Vol. 23, August 2013, pp. 30-39 (with McKinley Blackburn and Chad Cotti).

"The Extent of Collective Bargaining and Workplace Representation: Transitions between States and Their Determinants. A Comparative Analysis of Great Britain and Germany," *Scottish Journal of Political Economy*, Vol. 60, No. 2, May 2013, pp. 183-210 (with Paulino Teixeira, Alex Bryson, André Pahnke, and Lutz Bellmann).

"Minimum Wages, Labor Market Institutions, and Female Employment: A Cross-National Analysis," *Industrial and Labor Relations Review*, Vol. 65, No. 4, October 2012, pp. 779-809 (with Orgul D. Ozturk).

"The Effects of Minimum Wages on Labor Market Outcomes: County-Level Estimates from the U.S. Restaurant and Bar Sector," *British Journal of Industrial Relations*, Vol. 50, No. 3, September 2012, pp. 412-435 (with McKinley Blackburn and Chad Cotti).

"A Research Note on the Determinants and Consequences of Outsourcing Using German Data," *Zeitschrift für ArbeitsmarktForschung/Journal of Labor Market Research*, Vol. 44, No. 3, September 2011, pp. 231-244 (with Lutz Bellmann, André Pahnke, and Paulino Teixeira).

"Slip Sliding Away: Further Union Decline in Germany and Britain," *Scottish Journal of Political Economy*, Vol. 58, No. 4, September 2011, pp. 490-518 (with Alex Bryson, Paulino Teixeira, and André Pahnke).

"Worker Directors: A German Product that Did Not Export?" *Industrial Relations*, Vol. 52, No. 2, April 2011, pp. 354-374 (with Claus Schnabel).

"Unemployment Benefits and Reservation Wages: Key Elasticities from a Stripped-Down Job Search Approach," *Economica*, Vol. 77, No. 305, January 2010, pp. 46-59 (with Mario Centeno and Pedro Portugal).

"German Works Councils and the Anatomy of Wages," *Industrial and Labor Relations Review*, Vol. 63, No. 2, January 2010, pp. 248-271 (with Paulino Teixeira and Thomas Zwick).

"Atypical Work and Employment Continuity" *Industrial Relations*, Vol. 48, No. 4, October 2009, pp. 655-683 (with Christopher J. Surfield).

"Do Minimum Wages Raise Employment? Evidence from the U.S. Retail Trade Sector," *Labour Economics*, Vol. 16, No. 4, August 2009, pp. 397-408 (with McKinley Blackburn and Chad Cotti).

"Are Good Industrial Relations Good for the Economy?" *German Economic Review*, Vol. 10, No. 3, August 2009, pp. 253-269 (with Paulino Teixeira).

"Do Reservation Wages Really Decline: Some International Evidence on the Determinants of Reservation Wages," *Journal of Labor Research*, Vol. 40, No. 1, March 2009, pp. 1-8 (with Mario Centeno and Pedro Portugal).

"Does Atypical Work Help the Jobless: Evidence from a CAEAS/CPS Cohort Analysis," *Applied Economics*, Vol. 41, No. 9, March 2009, pp. 1077- 1087 (with Christopher J. Surfield).

"How Do Different Entitlements to Unemployment Benefits Affect the Transitions from Unemployment into Employment," *Economics Letters*, Vol. 101, No. 3, December 2008, pp. 206-209 (with Pedro Portugal).

"Works Councils and Employment Growth: A Rejoinder," *Industrielle Beziehungen*, Vol. 15, No. 4, November 2008, pp. 427-435 (with Paulino Teixeira).

"Performance Appraisal Systems: Do Brown and Heywood's Results for Australia Hold Up for Britain?" *British Journal of Industrial Relations*, Vol. 46, No. 3, September 2008, pp. 521-531 (with Clive R. Belfield).

"Six Ways to Leave Unemployment," *Scottish Journal of Political Economy*, Vol. 55, No. 4, September 2008, pp. 393-419 (with Pedro Portugal ).

"Training, Unions, and Firm Performance," *Journal of Labor Market Research/Zeitschrift für ArbeitsmarktForschung*, Vol. 40, No. 4, 2007 pp. 361-381 (with Clive R. Belfield).

"The Demand for Labor: An Analysis Using Matched Employer-Employee Data from the German LIAB. Will the High Unskilled Worker Own-Wage Elasticity Please Stand Up?" *Journal of Labor Research*, Vol. 29, No. 2, June 2008, pp. 114-137 (with Lutz Bellmann, Thorsten Schank, and Paulino Teixeira).

"Atypical Work and Pay," *Southern Economic Journal*, Vol. 73. No. 4, April 2007, pp. 1038-1065 (with Christopher J. Surfield).

"Do Works Councils Inhibit Investment?" *Industrial and Labor Relations Review*, Vol. 60, No. 2, January 2007, pp. 187-203 (with Claus Schnabel, Thorsten Schank, and Joachim Wagner).

"The Impact of De-unionization on Earnings Dispersion Revisited," *Research in Labor Economics*, Vol. 26, March 2007, pp. 337-363 (with Ralph Bailey and W. Stanley Siebert).

"The (Parlous) State of German Unions." *Journal of Labor Research*, Vol. 28, No. 1, Winter 2007, pp. 3-18 (with Claus Schnabel and Joachim Wagner).

"Works Councils, Labor Productivity, and Plant Heterogeneity: First Evidence from Quantile Regressions," *Jahrbücher für Nationalökonomie und Statistik*, Vol. 226, No. 5, September 2006, pp. 505-518 (with Claus Schnabel, Thorsten Schank, and Joachim Wagner).

"Works Councils in the Production Process," *Schmollers Jahrbuch*, Vol. 126, No. 2, 2006, pp. 251-283 (with Claus Schnabel, Thorsten Schank, and Joachim Wagner).

"Editor's Introduction," *Portuguese Economic Journal*, Vol. 5, No. 2,

August, pp. 67-68.

"Building Blocks in the Economics of Mandates," *Portuguese Economic Journal*, Vol. 5, No. 2, August 2006, pp. 69-87 (with C. Richard Barrett and W. Stanley Siebert).

"The Use of Alternative Work Arrangements by the Jobless: Evidence from the CAEAS/CPS," *Journal of Labor Research*, Vol. 27, No. 2, Spring 2006, pp. 149- 162 (with Christopher J. Surfield).

"The Effect of Works Councils on Employment Change," *Industrial Relations*, Vol. 45, No. 1, January 2006, pp. 1-25 (with Paulino Teixeira).

"What Have We Learned about the Employment Effects of Severance Pay? Further Iterations of Lazear et al.," *Empirica*, Vol. 32, No. 3-4, September 2005, pp. 345-368 (with Paulino Teixeira).

"The Determinants of Firm Performance: Unions, Works Councils, and Employee Involvement/High Performance Work Practices," *Scottish Journal of Political Economy*, Vol. 52, No. 3, July 2005, pp. 406-450.

"Labor Adjustment in Two Countries with Bad Reputations: Analysis of Aggregate, Firm, and Flow Data for Portugal and Germany," *International Economics and Economic Policy*, No. 4, February 2005, pp. 329-348 (with Paulino Teixeira).

"Union Voice," *Journal of Labor Research*, Vol. 25, No. 4, Fall 2004, pp. 563-596 (with Clive R. Belfield).

"How Does the Unemployment Insurance System Shape the Time Profile of Jobless Duration?" *Economics Letters*, 2004, Vol. 85, No. 2, November, pp. 229-234 (with Pedro Portugal).

"The Course of Research into the Economic Consequences of German Works Councils," *British Journal of Industrial Relations*, Vol. 42, No. 2, June 2004, pp. 255-281 (with Claus Schnabel, and Joachim Wagner).

"Disincentive Effects of Unemployment Benefits on the Paths Out of Unemployment," *CEifo Forum*, Vol. 5, No. 1, Spring 2004, pp. 24-30 (with Pedro Portugal).

"Unions and Employment Growth: The One Constant?" *Industrial Relations*, Vol. 43, No. 2, April 2004, pp 305-323 (with Clive R. Belfield).

"The Reform of the German Works Constitution Act: A Critical Appraisal," *Industrial Relations*, Vol. 43, No. 2, April 2004, pp. 392-420 (with Lutz Bellmann, Claus Schnabel, and Joachim Wagner).

"Works Councils and Plant Closings in Germany," *British Journal of Industrial Relations*, Vol. 42, No. 1, March 2004, pp. 125-148 (with Lutz Bellmann and Arnd Kölling).

"German Works Councils Old and New: Incidence, Coverage, and Determinants," *Schmollers Jahrbuch*, Volume 123, No. 3, 2003, pp. 339-358 (with Lutz Bellmann, Claus Schnabel, and Joachim Wagner).

"New Evidence on Unions and Plant Closings: Britain in the 1990s," *Southern Economic Journal*, Vol. 69, No. 4, April 2003, pp. 822-841 (with John S. Heywood and Xiangdong Wei).

- "Unemployment Duration: A Competing Risks Model with Defective Risks," *Journal of Human Resources*, Volume 38, No. 1, Winter 2003, pp. 156-191 (with Pedro Portugal).
- "The Economics of Employment Protection," *Journal of Labor Research*, Vol. 24, No. 1, Winter 2003, pp. 85-129 (with Paulino Teixeira).
- "What Do We Know About the New European Works Councils? Some Preliminary Evidence from Britain," *Scottish Journal of Political Economy*, Vol. 49, No. 4, September 2002, pp. 418-444 (with Clive R. Belfield).
- "Job Search Methods and Outcomes," *Oxford Economic Papers*, Vol. 54, No. 3, July 2002, pp. 505-533 (with Pedro Portugal).
- "Labor Policy in the EU: The New Emphasis on Education and Training under the Treaty of Amsterdam," *Journal of Labor Research*, Vol. 23, No. 2, Spring 2002, pp. 129-143.
- "Works Councils in Germany: Their Effects on Establishment Performance," *Oxford Economic Papers*, Vol. 53, No. 4, October 2001, pp. 659-694 (with Claus Schnabel and Joachim Wagner).
- "Updating the Determinants of Firm Performance: Estimation Using the 1998 Workplace Employee Relations Survey," *British Journal of Industrial Relations*, Vol. 39, No. 3, September 2001, pp. 341-366 (with Clive R. Belfield).
- "Employment Adjustment in a "Sclerotic" Labor Market: Comparing Portugal with Germany, Spain, and the United Kingdom," *Jahrbücher für Nationalökonomie und Statistik*, Vol. 221, No. 4, July 2001, pp. 353-370 (with Paulino Teixeira).
- "Technology, Employment and Wages," *Labour*, Vol. 15, No. 2, June 2001, pp. 191-219 (with Paulino Teixeira).
- "Die mitbestimmungsfreie Zone aus ökonomischer Sicht," *Hamburger Jahrbuch für Wirtschafts- und Gesellschaftspolitik*, Vol. 45, 2000, pp. 277-292 (with Claus Schnabel and Joachim Wagner).
- "Die mitbestimmungsfreie Zone - ein Problemfeld?" *Wirtschaftsdienst*, Nr. 6, June 2000, pp. 361-365 (with Claus Schnabel and Joachim Wagner).
- "The Impact of Financial Participation and Employee Involvement on Financial Performance: A Reiteration Using the 1998 WERS," *Scottish Journal of Political Economy*, Vol. 47, No. 5, November 2000, pp. 571-583 (with Clive R. Belfield).
- "The Effect of Dismissals Protection on Employment: More on a Vexed Theme," *Southern Economic Journal*, Vol. 67, No. 1, July 2000, pp. 105-122 (with Paulino Teixeira and Jean-Luc Grosso).
- "Labor Market Reform in the U.K.: From Thatcher to Blair," *Journal of Private Enterprise*, Vol. 15, No. 2, 2000, pp. 1-34 (with W. Stanley Siebert).
- "Worker Participation and Firm Performance: Evidence from Germany and Britain," *British Journal of Industrial Relations*, Vol. 38, No. 1, March 2000, pp. 7-48 (with W. Stanley Siebert, Joachim Wagner, and Xiangdong Wei).

"Short- and Long-Term Joblessness: A Semi-Parametric Model with Time-Varying Effects," *Economics Letters*, Vol. 66, No. 1, January 2000, pp. 107-112 (with Pedro Portugal).

"Trade Sensitivity, Technology, and Labor Displacement," *Southern Economic Journal*, Vol. 66, No. 3, January 2000, pp. 682-699 (with Douglas A. Fox and Christopher J. Ruhm).

"The Effects of Unemployment Insurance on Postunemployment Earnings," *Labour Economics*, Vol. 7, No. 1, January 2000, pp. 21-53 (with McKinley L. Blackburn).

"Minimum Wages and Poverty," *Industrial and Labor Relations Review*, Vol. 52, No. 3, April 1999, pp. 393-409 (with McKinley L. Blackburn).

"Nonunion Representation in Germany," *Journal of Labor Research*, Vol. 20, No. 1, Winter 1999, pp. 73-91.

"The Economic Returns to Lifelong Learning in OECD Countries," *Education Economics*, Vol. 6, No. 3, November 1998, pp. 253-307 (with Elchanan Cohn).

"Self-Enforcing Union Contracts: Efficient Investment and Employment," *Journal of Business*, Vol. 71, No. 3, July 1998, pp. 349-369 (with John Chilton).

"The U.S. Employment Miracle in Comparative Perspective," *Comparative Labor Law and Policy Journal*, Vol. 19, No. 1, Summer 1998, pp. 283-294.

"Union Security in Britain," *Journal of Labor Research*, Vol. 19, No. 3, Summer 1998, pp. 495-517 (with W. Stanley Siebert).

"On the Determinants of Mandatory Works Councils in Germany," *Industrial Relations*, Vol. 36, No. 4, October 1997, pp. 419-45 (with Claus Schnabel and Joachim Wagner).

"Some Specification Issues in Unemployment Duration Analysis," *Labour Economics*, Vol. 5, No. 1, March 1998, pp. 53-66 (with Pedro Portugal).

"A Puzzling Aspect of the Effect of Advance Notice on Unemployment," *Industrial and Labor Relations Review*, Vol. 50, No. 2, January 1997, pp. 268-88 (with McKinley L. Blackburn).

"Nondisclosure as a Contractual Remedy: Explaining the Advance Notice Puzzle," *Journal of Labor Economics*, Vol. 15, No. 1, January 1997, pp. 143-64 (with John B. Chilton).

"The Impact of German Works Councils on Profitability and Innovation: New Evidence from Micro Data," *Jahrbücher für Nationalökonomie und Statistik*, Vol. 216, No. 1, 1997, pp. 1-20 (with Joachim Wagner).

"Job Security Provisions and Employment: Revised Estimates," *Industrial Relations*, Vol. 35, No. 4, October 1996, pp. 585-603 (with Jean-Luc Grosse).

"German Works Councils, Profits, and Innovation," *Kyklos*, Vol. 49, No. 4, December 1996, pp. 555-82 (with Claus Schnabel and Joachim Wagner).

"The Dunlop Report: European Links and Other Odd Connections," *Journal of Labor Research*, Vol. 17, No. 1, Winter 1996, pp. 77-99.

- "Trade and Displacement in Manufacturing," *Monthly Labor Review*, Vol. 118, No. 4, April 1995, pp. 58-67 (with Douglas A. Fox and Christopher J. Ruhm).
- "German Industrial Relations: An Elusive Exemplar," *Industrielle Beziehungen*, Vol. 2, No. 1, March 1995, pp. 25-45 (with Claus Schnabel and Joachim Wagner).
- "Short- and Long-Term Unemployment: A Parametric Model with Time-Varying Effects," *Oxford Bulletin of Economics and Statistics*, Vol. 57, No. 1, May 1995, pp. 205-27 (with Pedro Portugal).
- "Advance Notice and Job Search: More on the Value of an Early Start," *Industrial Relations*, Vol. 34, No. 2, April 1995, pp. 242-62 (with McKinley L. Blackburn).
- "Recent Developments in Social Policy in the New European Union," *Industrial and Labor Relations Review*, Vol. 48, No. 1, October 1994, pp. 5-27 (with W. S. Siebert).
- "Vocational Training and the European Community," *Oxford Economic Papers*, Vol. 46, October 1994, pp. 696-724 (with W.S. Siebert).
- "The Worker Adjustment and Retraining Notification Act: Effects on Notice Provision," *Industrial and Labor Relations Review*, Vol. 47, No. 4, July 1994, pp. 650-62 (with McKinley L. Blackburn).
- "Policy Watch: The Worker Adjustment and Retraining Notification Act," *Journal of Economic Perspectives*, Vol. 8, No. 1, Winter 1994, pp. 181-90 (with McKinley L. Blackburn).
- "U.K. Unionism and Innovative Activity: Some Cautionary Remarks on the Basis of a Simple Cross-Country Test," *British Journal of Industrial Relations*, Vol. 32, No. 1, March 1994, pp. 85-98 (with Joachim Wagner).
- "Has WARN Warned? The Impact of Advance Notice Legislation on Receipt of Advance Notice," *Journal of Labor Research*, Vol. 15, No. 1, Winter 1994, pp. 83-90 (with McKinley Blackburn).
- "U.S. Unionism and R & D Investment: Results from a Simple Cross-Country Test," *Journal of Labor Research*, Vol. 15, No. 2, Spring 1994, pp. 191-97 (with Joachim Wagner).
- "Job Changing After Displacement: A Contribution to the Advance Notice Debate," *Southern Economic Journal*, Vol. 60, No. 1, July 1993, pp. 184-200 (with Douglas A. Fox).
- "The EC Social Charter: The Nature of the Beast," *National Westminster Bank Quarterly Review*, February 1993, pp. 13-28 (with W. S. Siebert).
- "Can We Identify Union Productivity Effects?" *Industrial Relations*, Vol. 32, No. 1, Winter 1993, pp. 124-32 (with John Chilton).
- "The Social Charter: Whatever Next?" *British Journal of Industrial Relations*, Vol. 30, No. 4, December 1992, pp. 495-513 (with W. S. Siebert).
- "The Distributional Shape of Unemployment Duration: A Reply," *Review of Economics and Statistics*, Vol. 74, No. 4, November 1992, pp. 717-21 (with Pedro Portugal).

"The Impact of Advance Notice on the Probability of Unemployment: A Comment," *Industrial and Labor Relations Review*, Vol. 45, No. 4, July 1992, pp. 665-73 (with Douglas A. Fox and Christopher J. Ruhm).

"Advance Notice and Unemployment: New Evidence from the 1988 Displaced Worker Survey," *Industrial and Labor Relations Review*, Vol. 45, No. 4, July 1992, pp. 645-64 (with Pedro Portugal).

"Prenotification of Impending Job Loss: From Voluntary Exchange to Mandated Benefits," *Industrial Relations*, Vol. 31, No. 1, Winter 1992, pp. 159-78 (with Pedro Portugal).

"Does Advance Notice Facilitate Better Job Matches?" *Economics Letters*, Vol. 36, No. 2, 1991, pp. 209-12 (with Pedro Portugal).

"The Social Charter of the European Community: Evolution and Controversies," *Industrial and Labor Relations Review*, Vol. 44, No. 4, July 1991, pp. 597-625 (with W.S. Siebert).

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#### *Research Interests*

High dimensional fixed-effects regression models  
The European labor market  
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High performance work practices

#### *Professional Activities*

Member: Editorial Board, *Springer Verlag, European and Transatlantic Series*.  
Member: Editorial Advisory Board, *Open Economics*  
Member: Advisory Board, *Journal for Labour Market Research*  
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Member: Editorial Board, *Journal of International Economics and Economic Policy*

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"Unemployment Insurance and Postunemployment Earnings," Florida State University, January 22, 1999.

"EU Directives and Initiatives," paper presented at the NYU 52<sup>nd</sup> Annual Conference on Labor, Global Competition and the American Employment Landscape - As We Enter the 21<sup>st</sup> Century, New York University, May 20, 1999.

"European Works Councils and Other European Union Initiatives," paper presented at the NYU International Conference on Global Human

Resources, Human Resources Management in a World without Borders, Bagshot, England, June 16, 1999.

"Unemployment Insurance and Joblessness: A Discrete Duration Model with Multiple Destinations," paper presented at the 69<sup>th</sup> Annual Conference of the Southern Economic Association, New Orleans, November 21, 1999.

"Principles of Market-Oriented Labor Market Policies," paper presented at the conference Real and Monetary Transformation Crisis in Russia, Leontief Center, St. Petersburg, Russia, May 19-21, 2000.

"Is Community Social Policy Beneficial, Irrelevant, or Harmful to the Labour Market Performance of the European Union?" paper presented at the conference Europe One Labour Market - Challenge for Workers and Employers, Brussels, May 29, 2000.

"Social Policy in the EU: The New Emphasis on Education and Training Under the Treaty of Amsterdam," paper presented at the First Biennial Conference of the Hong Kong Economic Association, Hong Kong, December 16, 2000.

"Is Community Social Policy Beneficial, Irrelevant, or Harmful to the Labour Market Performance of the European Union?" Wayne State University, March 21, 2001.

"Unemployment Insurance and Joblessness: A Discrete Duration Model with Multiple Destinations," Institut zur Zukunft der Arbeit, Bonn, May 23, 2001.

"Comment on [Richard Freeman's] Institutional Differences and Economic Performance among OECD Countries," presented at the Bank of Portugal Conference Labor Market Institutions and Economic Outcomes, Cascais, Portugal, June 3-4, 2001.

"The Economics of Employment Protection," Universität Linz, November 21, 2001.

"The Economics of Employment Protection," paper presented at the conference on Labor and Industrial Organization, Zentrum für Europäische Wirtschaftsforschung (ZEW), Mannheim, December 6, 2001.

"Unions and Establishment Performance: Evidence from the British Workplace Industrial/Employee Relations Surveys," paper presented at the 23<sup>rd</sup> Annual Middlebury Economics Conference, The Changing Role of Unions, Middlebury College, Middlebury, Vermont, April 13-14, 2002.

"The Economics of Employment Protection," paper presented at the University of Witten-Herdecke, May 14, 2002.

"The Economic Consequences of German Works Councils: Measurement and Interpretation," paper presented at the Center for Employment and Labor Law, New York University School of Law, October 29, 2002.

"The Course of Economic Research on German Works Councils," paper presented at the Banco de Portugal Conference on Labor Market Reforms, Santa Maria do Bouro, Portugal, June 1, 2003.

"Reservation Wages, Search Duration, and Accepted Wages in the European Union," paper presented at the 2<sup>nd</sup> IZA/SoLE Transatlantic Meeting of Labor Economists, Buch am Amersee, Germany, June 5-8, 2003.

"Unions and Establishment Performance: Evidence from the British Workplace Industrial/Employee Relations Surveys," paper presented at the Institute for Employment Research of the Federal Labor Office, July 4, 2003, Nürnberg, Germany.

"Works Councils in the Production Process," paper presented at the Faculty of Economics, University of Porto, November 4, 2003.

"What Have We Learned about the Employment Effects of Severance Pay? Further Iterations of Lazear et al.," paper presented at the World Bank Workshop on Severance Pay Reform: Toward Unemployment Savings and Retirement Accounts, Laxenberg/Vienna, November 7-8, 2003.

"Six Ways to Leave Unemployment," paper presented at the University of North Carolina-Greensboro, March 26, 2004.

"Recent Changes in the Industrial Relations Framework in the U.K.," paper presented at the University of Passau, May 17, 2004.

"Voice and Economic Performance," paper presented at the Allied Social Science Meetings, Philadelphia, January 7, 2005.

"Outsourcing," paper presented under the aegis of the *Great Decisions 2005* program at the University of North Carolina-Wilmington, February 8, 2005.

"Three Weddings and a Funeral: Revisiting Job Search Theory," paper presented at the Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit, June 8, 2005.

"Politico-Economic Causes of Labor Regulation in the United States: Alliances and Raising Rivals' Costs (Even Sometimes Lowering One's Own)," paper presented at the conference The Effect of Interjurisdictional Competition on Regulation, Heidelberg, June 10, 2005.

"Three Weddings and a Funeral: Revisiting Job Search Theory," paper presented at the University of Passau, June 14, 2005.

"The Determinants of Firm Performance in the U.S., Britain, and Germany," paper presented at the conference Structural Change, Innovation and Growth Policy Issues, University of Wuppertal, July 8, 2005.

"The Determinants of the Employment Structure: Wages, Trade, Technology, and Organizational Change. An Analysis Using Matched Employee-Employer Data from the German LIAB. Or, Will the High Unskilled Worker Own-Wage Elasticity Please Stand Up?" Paper presented at the Department of Trade and Industry/Policy Studies Institute Workshop Making Linked Employer- Employee Data Relevant to Policy Making, London, September 16, 2005

"A Reduction in the Disadvantages of British Unionism? And Some Other Reflections on Union Impact in Germany and the United States," paper presented at the Labor Law Roundtable of the Institute for Law and Economics, University of Pennsylvania, November 11, 2005.

"Six Ways to Leave Unemployment," paper presented at the University of

Bologna-Rimini, March 8, 2006.

"Six Ways to Leave Unemployment," paper presented at the Technological University of Chemnitz, May 17, 2006.

"Investing in the Standort: Do German Works Councils Inhibit Investment," paper presented at the Wissenschaftszentrum Berlin/Science Center Berlin, May 24, 2006.

"Are Good Industrial Relations Good for the Macro Economy? A Cross-Country Analysis of Unemployment Using Strike Data," paper presented at the University of Wales, Swansea, July 26, 2006.

"Making Linked Employer-Employee Data Relevant to Policy," paper presented at the conference Small Open Economies in a Globalized World, University of Bologna-Rimini, Rimini, August 30, 2006.

"Doing the Right Thing? Does Fair Share Capitalism Improve Workplace Performance: Comment on Alex Bryson and Richard Freeman," paper presented at the NBER/Russell Sage Foundation Shared Capitalism Research Conference, New York, October 6, 2006.

"Works Councils and the Anatomy of Wages," paper presented at the Labor Economics Workshop, Rimini Center for Economic Analysis, University of Bologna-Rimini, May 18, 2007.

"Works Councils and the Anatomy of Wages," paper presented at the IAAEG, University of Trier, July 6, 2007.

"Are Good Industrial Relations Good for the Macro Economy? A Cross-Country Analysis of Unemployment Using Strike Data," paper presented at the Centre d'Economie de la Sorbonne & EEP, Université Paris 1 Panthéon-Sorbonne, October 22, 2007.

"In the Beginning There Was Social Policy: Developments in Social Policy in the European Union from 1972 through 2007," paper presented at the Southern Economic Association Meetings, New Orleans, November 20, 2007.

"Six Ways to Leave Unemployment," paper presented at the Policy Studies Institute, London, January 29, 2008

"Six Ways to Leave Unemployment," paper presented at the University of Bath January 30, 2008.

"In the Beginning There Was Social Policy: Developments in Social Policy in the European Union from 1972 through 2008," paper presented at the Bologna Center of the Johns Hopkins University Paul H. Nitze School of Advanced International Studies (SAIS), Bologna, Italy, March 31, 2008.

"Are Good Industrial Relations Good for the Macro Economy?" Paper presented at the Economic and Social Research Institute, Dublin, April 24, 2008.

"Do Minimum Wages Raise Employment? Evidence from the U.S. Retail Trade Sector," paper presented at the IZA Conference *The Economics of the Minimum Wage*, Berlin. June 22, 2009

"The Extent of Collective Bargaining and Workplace Representation: Transitions between States and Their Determinants. A Comparison of

Great Britain and Germany," paper presented at the 9<sup>th</sup> Comparative Analysis of Enterprise Data 2009 Conference, Tokyo, October 3, 2009.

"The Effects of Minimum Wages on Labor Market Outcomes: County-Level Estimates from the U.S. Restaurant and Bar Sector," paper presented at the Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit, Nuremberg, October 7, 2009.

"The Effects of Minimum Wages on Labor Market Outcomes: County-Level Estimates from the U.S. Restaurant and Bar Sector," paper presented at the Rimini Conference in Economics and Finance, University of Rimini, June 13, 2010.

"The Sources of Wage Variation: An Analysis Using Matched Employer-Employee Data," paper presented at the Southern Economic Association Meetings, Atlanta, November 21, 2012.

"The Effects of Minimum Wages on Labor Market Outcomes: County-Level Estimates from the U.S. Restaurant and Bar Sector," paper presented at the University of Lancaster, December 3, 2010.

"Minimum Wages, Labor Market Institutions, and Female Employment: A Cross-National Analysis," paper presented at the Institut für Höhere Studien Wien, September 8, 2011.

"Minimum Wages, Labor Market Institutions, and Female Employment," paper presented at the Institute for Employment Research, Federal Labor Agency (Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit) Colloquium, Nürnberg, December 6, 2011.

"The Sources of Wage Variation: A Three-Way High-Dimensional Fixed Effects Model," paper presented at the Allied Social Science Associations Meetings (American Economic Association), Chicago, IL, January 7, 2012.

"Labor Market Institutions, and Female Employment: A Cross-Country Analysis," paper presented at the Labor Colloquium of the Rimini Center of Economic Analysis, University of Rimini-Bologna, Italy, March 7, 2012.

"Labor Market Institutions, and Female Employment: A Cross-Country Analysis," paper presented in the Research Seminar Series at Queen's University Belfast Management School, April 20, 2012.

"A Fresh Look at the Collective Bargaining Premium in Germany: A Difference-in-Differences and Conditional Difference-in-Differences Approach," paper presented at the User Conference '20 Years of the IAB-Establishment Panel' (*20 Jahre IAB-Betriebspanel – Nutzerkonferenz*), Institute for Employment Research, Federal Labor Agency (*Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit*), Nürnberg, November 19, 2012.

"Labor Market Institutions, and Female Employment: A Cross-Country Analysis," paper presented at the Institut für Betriebswirtschaftslehre, Universität Zürich, November 20, 2012.

"Indicative and Updated Estimates of the Collective Bargaining Premium in Germany," paper presented at the *Technische Universität Chemnitz*, December 6, 2012.

"Promotion and Wages in Mid-Career: Gender, Sector, and Unionism," paper presented at the workshop on Human Capital and Working Conditions

('Beyond Wages'), British Academy, London, May 23-24, 2013.

"On the Robustness of Minimum Wage Effects: Geographically-Disparate Trends and Job Growth Equations," Keynote paper presented at the workshop on Minimum Wages and Employment in China, Hong Kong, and the World, Hong Kong University of Science and Technology, Hong Kong, September 12, 2014.

"The Occupational Feminization of Promotion and Wages," paper presented at the Southern Economic Association Meetings, Atlanta, November 22, 2014.

"On the Robustness of Minimum Wage Effects: Geographically-Disparate Trends and Job Growth Equations," paper presented at the Leibniz-Institut für Wirtschaftsforschung Halle (IWH), Germany, June 22, 2015.

"The Occupational Feminization of Wages," paper presented at the workshop New Directions in Human Capital Theory, Centre for Research on the Economy and the Workplace, Birmingham University (U.K.), June 25-26, 2015.

"On the Robustness of Minimum Wage Effects: Geographically-Disparate Trends and Job Growth Equations," paper presented at the Institute for Employment Research, Federal German Labor Agency (*Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit*) Workshop, The German Minimum Wage – First Evidence and Experiences from Other Countries, Nürnberg, 29/30 October, 2015.

"Atypical Work in the United States," Keynote lecture presented at the Workshop Development and Consequences of Atypical Employment, Center for European Economic Research/Zentrum für Europäische Wirtschaftsforschung (ZEW), Mannheim, December 2-3, 2015.

"Collective Bargaining Systems and Macroeconomic and Microeconomic Flexibility: The Quest for Appropriate Institutional Forms in Advanced Economies," Overview paper presented at the IMF-ITUC Workshop on Collective Bargaining, International Monetary Fund, Washington, DC, December 14, 2015.

"Collective Bargaining and Innovation in Germany: A Case of Cooperative Industrial Relations?" paper presented at the at the conference Was leistet die Mitbestimmung: was sagt die Wissenschaft?/What Does Co-determination Do? What Can We Learn from Research? Wissenschaftszentrum Berlin für Sozialforschung, 12 May 2016.

"Collective Bargaining and Innovation in Germany: A Case of Cooperative Industrial Relations?" paper presented at Tsinghua University, China, 19 September 2016.

"The Effects of Minimum Wages on Employment: The Legacy of Myth and Measurement," paper presented at the Minimum Wage Workshop, Beijing Normal Business School, China, 22 September 2016.

"Collective Bargaining and Innovation in Germany: A Case of Cooperative Industrial Relations?" paper presented at Beijing Normal Business School, China, 26 September 2016.

"Collective Bargaining Systems and Macroeconomic and Microeconomic Flexibility: On the Design of Collective Bargaining Systems in Advanced Economies," paper presented at Beijing Normal Business School, China, 26

September 2016.

"Sources of the Union Wage Gap: Results from High-Dimensional Fixed Effects Regression Models," paper presented at the 2017 Annual Meeting of the Allied Social Science Association/American Economic Association, Chicago, IL, 7 January 2017.

"The Legacy of *Myth and Measurement: The New Economics of the Minimum Wage*," paper presented at the University of Coimbra, Portugal, March 10, 2017.

"Minimum Wages in Europe," Session Organizer and Chair, Southern Economic Association, 87<sup>th</sup> Annual Conference, Tampa, FL, November 19, 2017.

"What Does the 2013 European Company Survey Tell Us About the Nature and Operation of Formal Employee Representation at the Workplace," paper presented at the 2<sup>nd</sup> Biennial Conference Was leistet die Mitbestimmung: was sagt die Wissenschaft?/What Does Codetermination Do? What Can We Learn from Research?" Wissenschaft Zentrum Berlin für Sozialforschung/Berlin Social Science Center, June 11, 2018.

"Occupational Match Quality and Gender over Two Cohorts," paper presented at Beijing Normal Business School, China, September 14, 2018.

"What Do Workers Want?" paper presented at Beijing Normal Business School, China, September 18, 2018.

"Strikes, Employee Workplace Representation, Unionism, and Industrial Relations Quality in European Establishments," paper presented at Beijing Normal Business School, China, September 20, 2018.

"The Shortfall in Formal Employee Representation at the European Workplace," paper presented at the BJIR Workshop on Worker Representation and Corporate Governance Reform, London School of Economics and Political Science, December 14, 2018.

"The Sources of the Union Wage Gap. The Role of Worker, Firm, Match, and Job-title Heterogeneity," paper presented at the Conference Models of Linked Employer-Employee Data: 20 Years after 'High Wage Workers and High Wage Firms.' ILR Conference Center, Cornell University, New York City, October 11-12, 2019.

"Trust and Workplace Performance," paper presented at the International Workshop on Labour Market Policies and Dynamics, Collegio Carlo Alberto/Università degli Studi di Torino, Italy, February 13-14, 2020.

"Trust and Workplace Performance," paper presented [online] at the Cedefop, Eurofound and IZA international Conference on Workplace and Management Practices, Dublin, Ireland, August 20-21, 2020.

"Comment on Richard Freeman and Matthew Bodie," paper presented [online] at the 73rd Annual NYU Conference on Labor, Addressing Equity and Issues of Inequality of Work, New York University Center for Labor and Employment Law, New York City, October 1-2, 2020.

"Dissonant Works Councils and Establishment Survivability," paper to be presented at the 3rd Biennial Conference Was leistet die Mitbestimmung: was sagt die Wissenschaft?/What Does Codetermination Do? What Can We Learn from Research?", Wissenschaft Zentrum Berlin für

Sozialforschung/Berlin Social Science Center, May 26, 2020 (rescheduled for November 5, 2020).

"Works Council Disaffection and Establishment Survivability." Keynote paper presented [online] at the IAAEU (Institut für Arbeitsrecht und Arbeitsbeziehungen in der Europäischen Union) Workshop on Codetermination, University of Trier, Germany, December 11, 2020.

"Establishment Data, Workplace Representation, and Economic Performance: An Excursion Across German, European (ECS), and Portuguese Data." Keynote paper presented at the Comparative Analysis of Enterprise Data (CAED) Conference, Faculty of Economics, University of Coimbra, Portugal, November 19-21, 2021.