

**CURRICULUM VITAE**  
Takao KATO

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Department of Economics  
Colgate University  
13 Oak Drive, Hamilton  
New York 13346, USA

Phone: 315-228-7562  
Email: [tkato@colgate.edu](mailto:tkato@colgate.edu)  
<https://sites.google.com/a/colgate.edu/takao-kato/>

**EDUCATION**

Ph.D. (Economics), Queen's University, Canada, May 1986.

Dissertation: Training and Mobility within the Firm:

An Economic Analysis of Japanese and North American  
Internal Labor Markets

Supervisors: Professors R. J. Arnott,  
L. H. Carmichael and S. F. Kaliski.

M.A. (Economics), Nagoya University, Japan, March 1979.

B.A. (Economics), Nagoya University, Japan, March 1977.

**FIELDS OF SPECIALIZATION**

labor economics; Japanese economy; comparative industrial relations and human  
resource management

**COURSES TAUGHT**

(Undergraduate)

labor economics; Japanese economy; economic analysis of human resource management  
practices; introduction to Japanese society and culture; intermediate microeconomics;  
introductory economics

(Graduate)

industrial relations and human resource management

**EMPLOYMENT AND INSTITUTIONAL AFFILIATION**

W.S. Schupf Endowed Chair in Far Eastern Studies, Colgate University, USA;  
January 2006 to present.

Professor of Economics, Colgate University, USA;  
July 1998 to present.

Research Fellow, Institute for the Study of Labor (IZA), Germany;  
September 2005 to present.

Research Associate, Center on Japanese Economy and Business,  
Columbia Business School, USA;  
November 2000 to present.

Faculty Fellow and Mentor, School of Management and Labor  
Relations, Rutgers University, USA; 2015 to present.

Research Fellow, Tokyo Center for Economic Research, Japan;  
April 2001 to present.

Research Associate, Center for Corporate Performance,  
Copenhagen Business School and Aarhus  
University, Denmark; September 2007 to  
present.

Senior Fellow, ETLA (the Research Institute of the Finnish Economy);  
2013 to present.

Visiting Researcher,  
Waseda University; May 2018-July 2018.

Velux Visiting Professor,  
Copenhagen Business School, Denmark;  
October 2015 and May 2016-July 2016.

Visiting Professor, Aarhus University, Denmark;  
May 2014-July 2014.

Visiting Professor, Hitotsubashi University, Japan;  
May 2013-August 2013.

Visiting Professor, the University of Tokyo, Japan;  
May 2012 to June 2012.

Velux Visiting Professor, Aarhus School of Business, Denmark;  
July 2006 to August 2009 and July 2012 to August 2012.

Otto Mønsted Visiting Professor, Aarhus School of Business, Denmark;  
July 2010 to August 2011.

Visiting Professor of Economics, Stanford University, USA;  
Spring Quarter 2006.

Visiting Professor of Economics, Helsinki School of Economics, Finland;  
March 2006.

Chair of the Department of Economics, Colgate University, USA;  
July 2006 to June 2007.

Presidential Scholar, Colgate University, USA;  
July 2003 - June 2005.

Consultant, Asian Development Bank Institute, Japan;  
May 2003 to April 2006.

Visiting Professor, Department of Economics, University of New South Wales, Australia;  
August 2004.

Distinguished Visiting Professor, KDI School of Public Policy and Management, Korea;  
Summer 2003 and Summer 2004.

Visiting Professor, Hitotsubashi University, Japan;  
July 2002 - September 2002.

Visiting Researcher, Japan Institute of Labour, Japan;  
May 1999 - June 1999.

Chair of the Department of Economics, Colgate University, USA;  
January 1998 - June 2000.

Associate Professor of Economics (tenured), Colgate University, USA;  
July 1992 - June 1998.

Research Associate, The Jerome Levy Economics Institute, USA;  
January 1995 - August 1997.

Resident Scholar, the Jerome Levy Economics Institute, USA;  
January 1994 - December 1994.

Visiting Researcher, Keio Economic Observatory, Keio University, Japan;  
July 1993 - September 1993.

Assistant Professor of Economics, Colgate University, USA;  
July 1986 - June 1992.

Visiting Scholar, Institute of Social and Economic Research, Osaka University Japan;  
January 1989 - December 1989.

Director, the Japan Study Group, Colgate University, USA;  
July 1988 - June 1989.

Adjunct Instructor of Economics, Queen's University, Canada;  
September 1984 - April 1986.

## **EDITORIAL WORK**

Editor, Journal of Participation and Employee Ownership; 2018 to present

Co-editor, Journal of the Japanese and International Economies; 2008 to present.

Series editor, Advances in the Economic Analysis of Participatory and Labor-Managed Firms; 2008 to 2018.

## **PUBLICATIONS**

### a. Edited volume

1. The Determinants of the Incidence and the Effects of Participatory Organizations Advances in the Economic Analysis of Participatory and Labor-Managed Firms Volume 7 (Amsterdam: Elsevier/JAD), 2003 (with Jeffrey Pliskin).
2. Employee Ownership and Employee Involvement at Work: Case Studies Advances in the Economic Analysis of Participatory and Labor-Managed Firms, Volume 18 (Bingley: Emerald), 2018 (with Daphne Berry).

b. Selected articles

3. "Bumping, Layoffs, and Worksharing," Economic Inquiry, Vol. 24, No. 4, October 1986, pp. 657-68.
4. "Specific and General Training in the Theory of Labor Turnover," Economics Letters, Vol. 30, No. 3, September 1989, pp. 259-262.
5. "Specific Human Capital and Worker Transfers as an Alternative to Layoffs: Theory and Evidence," Ricerche Economiche, Vol. 45, No. 2-3, April-September 1991, pp. 397-420.
6. "Employee Stock Ownership Plans in Japan," Journal of Employee Ownership Law and Finance, Vol. 3, No. 4, Fall 1991, pp. 125-130 (with Derek C. Jones).
7. "Experiences, Credentials, and Compensation in the Japanese and U.S. Managerial Labor Markets: Evidence from New Micro Data," Journal of the Japanese and International Economies, Vol. 6, No. 1, March 1992, pp. 30-51 (with Mark Rockel).
8. "The Importance of Company Breeding in the U.S. and Japanese Managerial Labor Markets: A Statistical Comparison," Japan and the World Economy, Vol. 4, No. 1, June 1992, pp. 39-45 (with Mark Rockel).
9. "On the Scope, Nature and Effects of Employee Stock Ownership Plans in Japan," Industrial and Labor Relations Review, Vol. 46, No. 2, January 1993, pp. 352-367 (with Derek C. Jones).
10. "Internal Labor Markets for Managers and the Speed of Promotion in the U.S. and Japan," in the Japan Institute of Labour, ed., an International Comparison of Professionals and Managers: Their Job Careers and Quality of Working Life (Japan Institute of Labour: Tokyo), 1993, Chapter 7, pp. 109-125.
11. "Employee Stock Ownership Plans and Productivity in Japanese Manufacturing Firms: Evidence from New Micro Data," British Journal of Industrial Relations, Vol. 31, No. 3, September 1993, pp. 331-346 (with Derek C. Jones).
12. "The Productivity Effects of Employee Stock Ownership Plans and Bonuses: Evidence from Japanese Panel Data," American Economic Review, Vol. 85, No. 3, June 1995, pp. 391-414 (with Derek C. Jones).

Reprinted in K. Keasey, S. Thompson and M. Wright, eds., Corporate governance. Volume 4. Responses to governance issues (Elgar: Cheltenham, U.K. and Northampton, Mass.), 1999, pp. 536-59
13. "Japan: Financial Participation in the Context of Human Resources and Heightened Competitiveness," in Daniel Vaughan-Whitehead et al., eds., Workers' Financial Participation: East-West Experiences (ILO: Geneva), 1995, Chapter 5, pp. 125-140 (with Derek C. Jones).
14. "Managerial Labor Market in Transition Economies: Evidence from Bulgaria," International Journal of Manpower, Vol. 16, No. 10, 1995, pp. 14-24 (with Derek C.

Jones and Svetlana Avramov).

15. "COOPERATE TO COMPETE Employee Participation and Productivity: Evidence from a New Survey of Japanese Firms," Public Policy Brief (The Jerome Levy Economics Institute, Bard College), No. 19, 1995.
16. "The Determinants of Chief Executive Compensation in Transitional Economies: Evidence from Bulgaria," Labour Economics, Vol. 3, No. 3, October 1996, pp. 319-336 (with Derek C. Jones).
17. "Profit Sharing and Gainsharing: A Review of Theory, Incidence and Effects," in D. Lewin, D. Mitchell and M. Zaidi, eds., the Human Resource Management Handbook Part I (JAI Press: Greenwich, CT), 1997, pp. 153-174 (with Derek C. Jones and Jeffrey Pliskin).
18. "The Nature and the Determinants of Labor Market Transitions in Former Socialist Economies: Evidence from Bulgaria," Industrial Relations, Vol. 36, No. 2, April 1997, pp. 229-254 (with Derek C. Jones).
19. "Chief Executive Compensation and Corporate Groups in Japan: New Evidence from Micro Data," International Journal of Industrial Organization, Vol. 15, No. 4, July 1997, pp. 455-467.
20. "Skill Development and Promotion Tournament: Case of Managers in Accounting and Marketing/Sales at Large U.S. Firms," in the Japan Institute of Labour, ed., Cross-national Comparison of Human Resource Development and Employment System of White-collar Employees Part I Case Studies (Japan Institute of Labour: Tokyo), 1997, pp. 282-318.
21. "Insider Trading and Executive Compensation: Theory and Evidence from the U.S. and Japan," International Review of Economics and Finance, Vol. 6, No. 3, 1997, pp. 223-237 (with Kevin J. Hebner).
22. "The Nature and Scope of Career Development of Managers of Large Firms in Japan and the U.S.: Evidence from a New Cross-national Survey," in the Japan Institute of Labour, ed., Human Resource Development of Professional and Managerial Workers in Industry: An International Comparison (Japan Institute of Labour: Tokyo), 1998, pp. 171-190.
23. "Participatory Employment Practices in Japan," in Masao Nakamura, ed., the Japanese Business and Economic System: History and Prospects for the 21st Century (Palgrave: Hampshire), 2001, pp. 46-80.
24. "Preliminary Evidence on Employment Practices in Central New York Firms," Proceedings of the 53<sup>rd</sup> Annual Meeting, Industrial Relations Research Association Series, January 5-7, 2001, New Orleans.
25. "The End of 'Lifetime Employment' In Japan? Evidence from National Surveys and Field Research," Journal of the Japanese and International Economies, Vol. 15, No. 4, December 2001, pp. 489-514.
26. "Financial Participation and Pay for Performance in Japan," in John Haywood and Michelle Brown, eds., Paying For Performance: An International Comparison (M.E.

Sharpe), 2002.

27. "The Productivity Effects of Participatory Employment Practices: Evidence from New Japanese Panel Data," Industrial Relations, Vol. 41, No. 4, October 2002, pp. 487-520. (with Motohiro Morishima).
28. "The Recent Transformation of Participatory Employment Practices in Japan," in Seiritsu Ogura, Toshiaki Tachibanaki, and David Wise, eds., NBER Conference Report Labor Markets and Firm Benefit Policies in Japan and the United States (University of Chicago Press: Chicago), 2003, pp. 39-80 (a longer version of the paper is available in NBER Working Paper W7965).
29. "The Nature, Scope and Effects of Profit Sharing in Japan: Evidence from New Survey Data," International Journal of Human Resource Management, September 2003, Vol. 14 Issue 6, pp. 942-57 (with Motohiro Morishima).
30. "Managerial Discretion, Business Strategy, and the Quality of Jobs: Evidence from Medium-Sized Manufacturing Establishments in Central New York," in Eileen Appelbaum, Annette Bernhardt, and Richard Murnane, eds., Low-Wage America: How Employers are Reshaping Opportunity in the Workplace (Russell Sage Foundation: New York), 2003, pp. 479-526 (with Derek Jones and Adam Weinberg).
31. "Employee Participation and Involvement in Korea: Evidence from a New Survey and Field Research," International Economic Journal, June 2005, Vol. 19, No. 2, pp. 251-281 (with Ju Ho Lee, Kang-Sung Lee, and Jang-Soo Ryu).
32. "The Nature, Scope and Effects of Joint Labor-Management Committees in Japan," in Panu Kalmi and Mark Klinedinst, eds., Participation in the Age of Globalization and Information Advances in the Economic Analysis of Participatory and Labor-Managed Firms Volume 9 (Amsterdam: Elsevier/JAI), 2006, pp. 55-80.
33. "CEO Compensation and Firm Performance in Japan: Evidence from New Panel Data on Individual CEO Pay," Journal of the Japanese and International Economies, March 2006, Vol. 20, Issue 1, pp. 1-19 (with Katsuyuki Kubo).
34. "Executive Turnover and Firm Performance in China," American Economic Review (Papers&Proceedings), May 2006, Vol. 96, No. 2, pp. 363-367 (with Cheryl Long).
35. "Executive Compensation, Firm Performance, and Corporate Governance in China: Evidence from Firms Listed in the Shanghai and Shenzhen Stock Exchanges," Economic Development and Cultural Change, Vol. 54, No. 4, July 2006, pp. 945-983 (with Cheryl Long).
36. "The Determinants of the Extent of Participatory Employment Practices: Evidence from Japan," Industrial Relations, Vol. 45, No. 4, October 2006, pp. 579-605.
37. "CEO Turnover, Firm Performance, and Enterprise Reform in China: Evidence from Micro Data," Journal of Comparative Economics, Vol. 34, No. 4, December 2006, pp. 796-817 (with Cheryl Long).
38. "Employee Financial Participation: An International Perspective," in S. Ghon Rhee and

Young-Kwon Cho, eds., Development of Pension Markets and Functional Consolidation of Financial Institutions (Seoul, Korea: The Financial News Daily), 2006, pp. 100-123.

39. "Executive Compensation, Firm Performance, and Chaebols in Korea," Pacific-Basin Finance Journal, Vol. 15, No. 1, January 2007, pp. 36-55 (with Woochan Kim and Ju Ho Lee).
40. "Average Employee Tenure, Voluntary Turnover Ratio, and Labor Productivity: Evidence from Japanese Firms," International Journal of Human Resource Management, Vol. 18, No. 10, October 2007, pp.1841 - 1857 (with Yoshio Yanadori).
41. "Work and Family Practices in Japanese Firms: Their Nature and Performance Implications," International Journal of Human Resource Management, Vol. 20, Issue 2, February 2009, pp. 439-456 (with Yoshio Yanadori).
42. "The Productivity Effects of Profit Sharing, Employee Ownership, Stock Option, and Team Incentives: Evidence from Korean Panel Data," in Tor Eriksson, ed., Advances in the Economic Analysis of Participatory and Labor-Managed Firms Volume 11 (Bingley: Emerald), 2010, pp. 111-136 (with Ju Ho Lee and Jang-Soo Ryu).
43. "The Japanese Employment System after the Bubble Burst: New Evidence," in Koichi Hamada, Anil Kashyap, and David Weinstein, eds., Japan's Bubble, Deflation, and Long-term Stagnation (Cambridge, MA: MIT Press), 2011, pp. 217-262 (with Ryo Kambayashi).
44. "The Impact of Teams on Output, Quality and Downtime: An Empirical Analysis Using Individual Panel Data," Industrial and Labor Relations Review, Vol. 64, No. 2, January 2011, pp. 1-29 (with Derek Jones).
45. "High Performance Work Practices and Employee Voice: A Comparison of Japanese and Korean Workers," Industrial Relations, Vol. 50, No. 1, January 2011, pp. 1-29 (with Kiu-Sik Bae, Hiroyuki Chuma, Dong-Bae Kim, and Isao Ohashi).
46. "Tournaments and Managerial Incentives in China's Listed Firms: New Evidence," China Economic Review, Vol. 22, Issue 1, March 2011, pp. 1-10 (with Cheryl Long).
47. "Assessing Mondragon: Stability and Managed Change in the face of Globalization," in Carberry, Edward, ed., Employee Ownership and Shared Capitalism: New Directions in Research (LERA Research Volume). Ithaca, NY: ILR Press, Cornell University, 2011, pp. 241-271 (with Saioa Arando, Fred Freundlich, Monica Gago, and Derek C. Jones)
48. "Market Characteristics, Intra-Firm Coordination, and the Choice of Human Resource Management Systems: Evidence from New Japanese Data," Journal of Economic Behavior and Organization, Volume 80, Issue 3, December 2011, pp. 375-396 (with Hideo Owan)
49. "Adverse Workplace Conditions, High-Involvement Work Practices and Labor Turnover: Evidence from Danish Linked Employer-Employee Data," Labour Economics, Volume 18, Issue 6, December 2011, pp. 872-880 (with Elena Cottini and Niels Westergaard Nielsen).
50. "Incidence, Coverage and Employee Knowledge of Participation in Financial Participation

- Programs: Evidence from US Cases,” International Journal of Human Resource Management Vol. 23, Issue 8, April 2012, pp. 1547-1569 (with Derek D. Jones).
51. “Financial Participation in Finland: Incidence and Determinants,” International Journal of Human Resource Management, Vol. 23, Issue 8, April 2012, pp. 1570-1589 (with Derek D. Jones, Panu Kalmi, and Mikko Makinen).
  52. “Quotas and Quality: The Effect of H-1B Visa Restrictions on the Pool of Prospective Undergraduate Students from Abroad,” Review of Economics and Statistics, Vol. 95, No. 1, March 2013, pp. 109–126 (with Chad Sparber).
  53. “High-Involvement Work Systems in Japan, the U.S. and Korea: Evidence from Field Research,” in Jaime Ortega, ed., Advances in the Economic Analysis of Participatory and Labor-Managed Firms, International Perspectives on Participation: Decision Rights and Incentives, Volume 15 (Bingley: Emerald), 2014, pp. 95-119.
  54. “Efficiency in Employee-Owned Enterprises: an Econometric Case Study of Mondragon,” Industrial and Labor Relations Review, Vol. 68, No. 2, March 2015, pp. 398-425. (with Saioa Arando, Monica Gago, and Derek C. Jones).
  55. “Competition and Social Identity in the Workplace: Evidence from a Chinese Textile Firm,” Journal of Economic Behavior & Organization, Vol. 131, Part A, November 2016, pp. 37–50 (with Pian Shu).
  56. “Incremental Innovation and Competitive Pressure in the Presence of Discrete Innovation,” Journal of Economic Behavior and Organization, Vol. 135, March 2017, Pages 1–14 (with Arghya Ghosh, and Hodaka Morita).
  57. “Long-term Employment and Job Security over the Last Twenty-Five Years: A Comparative Study of Japan and the U.S.,” Industrial and Labor Relations Review, Vol. 70, No. 2, March 2017, pp. 359–394 (with Ryo Kambayashi)
  58. “Complementarities between Employee Involvement and Financial Participation: Do Institutional Context, Differing Measures, and Empirical Methods Matter?” Industrial and Labor Relations Review, Vol. 70, No. 2, March 2017, pp. 395–418 (with Derek D. Jones, Panu Kalmi, and Mikko Makinen).
  59. “Women in the Workplace and Management Practices: Theory and Evidence,” in Susan L. Averett, Laura M. Argys and Saul D. Hoffman, eds., the Oxford Handbook on the Economics of Women, (New York: Oxford University Press), July 2018 (with Naomi Kodama).
  60. “The Effect of Corporate Social Responsibility on Gender Diversity in the Workplace: Econometric Evidence from Japan,” British Journal of Industrial Relations, Vol. 56, No. 1, March 2018, pp. 99-127 (with Naomi Kodama).
  61. “Employee Involvement under Rising Competitive Pressure: Evidence from Two Manufacturing Firms in Japan,” in Daphne Berry and Takao Kato, eds., Advances in the Economic Analysis of Participatory and Labor-Managed Firms, Employee Ownership and Employee Involvement at Work: Case Studies, Volume 18 (Bingley: Emerald), 2018, pp. 105-



119 (with Arghya Ghosh, and Hodaka Morita).

62. "Human Capital and Career Success: Evidence from Linked Employer-Employee Data," Economic Journal, August 2018, Vol. 128, No. 613, pp. 1952-82. (with Anders Frederiksen).
63. "Deregulating Overtime Hours Restrictions on Women and Its Effects on Female Employment: Evidence from a Natural Experiment in Japan." Oxford Bulletin of Economics & Statistics, August 2018, Vol. 80, No. 4, pp. 804-21 (with Naomi Kodama).
64. "Performance Pay and Enterprise Productivity: The Details Matter," Journal of Participation and Employee Ownership, September 2018, Vol. 1, No. 1, pp. 61-73 (with Antti Kauhanen).

#### d. Other publications

65. "Information Sharing and Collective Bargaining Effectiveness in Japan: Do Joint Consultative Committees Help?: Comments," Proceedings of the 1988 Meeting of Japan Social Sciences Association of Canada, McGill University, Montreal, October 7-8, 1988.
66. "Employee Ownership in Japan," Proceedings of the Sixth International Conference on Workers' Self-management, Cornell University, Ithaca, August 8-11, 1991 (with Derek C. Jones).
67. "Employee Stock Ownership Plans and Productivity in Japan," Financial Participation Bulletin (International Association for Financial Participation: Geneva), October 1994, pp. 2-3.
68. "Profit Sharing Plans (PSPs) in Japan: Findings from a New Survey," Financial Participation Bulletin (International Association for Financial Participation: Geneva), May 1995, p. 2.
69. "Preliminary Findings on the Nature and Scope of Career Development of Managers in Japan, the U.S., and Germany: Evidence from a New Cross-national Survey," in the Japan Institute of Labour, ed., Cross-national Comparison of Human Resource Development and Employment System of White-collar Employees Part II Survey Results (Japan Institute of Labour: Tokyo), 1998, pp. 19-41.
70. "Executive Compensation in Asia: Recent Evidence," Corporate Board Update, Vol. 1, No. 1, July-October 2004, pp. 20-23.
71. "Productivity, Wages and unions in Japan," Conditions of Work and Employment Series No. 73, International Labour Office, 2016.
72. "Journal of Participation and Employee Ownership (JPEO) in the Changing World of Participative Work Practices and Pay," Journal of Participation and Employee Ownership, September 2018, Vol. 1, No. 1, pp. 2-3 (with Richard Freeman).
73. "Book Review, "Nihon no jinji o kagaku suru: Ingasuiron ni motozuku dēta katsuy ō (The Science of Japanese Personnel Practices: Causal Inference from Personnel Data), by Hideo

Owan. Tokyo: Nihon Keizai Shimbun Shuppansha, 2017, Social Science Japan Journal, August 2018, Vol. 21, Issue 2, pp. 382–385.

(Publications in foreign languages)

74. "インフレの影響 (Effects of Inflation)," Economic Science, 1980, pp. 103-26.
75. "参加型報酬システムの経済効果(The Economic Effects of Participatory Compensation Systems: A Review)," The Monthly Journal of the Japan Institute of Labour , February/March 1994, pp. 41-51.
76. "Come Fly Our Friendly Sky," JIL Research (Japan Institute of Labour), Fall 1994, No. 19, p.2.
77. "日本の参加型雇用制度(Japan's Participatory Employment Practices)," in David Wise and Toshiaki Tachibanaki, eds., 日米比較：企業行動と労働市場(A Japan- U.S. Comparison of Firm Behavior and the Labor Market) (Nihon Keizai Shinbun Sha: Tokyo), 2001, pp. 101-134.
78. "大企業における大卒ホワイトカラーの日米比較：アンケート調査を使って(A U.S.-Japan Comparison of White Collar Workers with College Degrees at Large Corporations: Using Survey Results)," in Takenori Inoki and Kazuo Koike, eds., ホワイトカラーの人材形成 (Human Resource Development of White-Collar Workers) (Oriental Economist: Tokyo), 2002.
79. "熟練形成と昇進トーナメント：米国の大メーカーと銀行の事例(Skill Development and Promotion Tournament: Field Research at a Large Manufacturing Firm and a Large Bank in the U.S.)," in Takenori Inoki and Kazuo Koike, eds., ホワイトカラーの人材形成(Human Resource Development of White-Collar Workers) (Oriental Economist: Tokyo), 2002.
80. "アメリカの参加型雇用制度(Participatory Employment Practices in the U.S.)," 労働調査 (Labor Research), March 2003, pp. 1-2.
81. "日米における長期雇用の実態(Reality of Long-term Employment in Japan and the U.S.)," 労働調査 (Labor Research), October 2003, pp. 1-2.
82. "従業員代表制の経営参加度とその決定要因—計量分析 (The Extent of Employee Representation and Participation and its Determinants: Econometric Evidence from Japan)," 日本労働研究雑誌 (Japanese Journal of Labour Studies) Vol. 46, No. 6, June 2004, pp. 4-18.
83. "Individual Incentive Pay and Group Incentive Pay," 労働調査 (Labor Research), September 2004, pp. 1-2.
84. "アメリカの経済学者の間で見直される聞き取り調査 (Renewed Interest in Field

- Research among Economic Researchers in the U.S.) ” 労働調査 (Labor Research), October 2005, pp. 1-2.
85. “役員報酬とコーポレート・ガバナンス—東アジアのケース(Executive Compensation and Corporate Governance: Case of East Asia),” 労働調査 (Labor Research), August 2006, pp. 1-2.
86. “TPLS—環太平洋諸国の労働経済・労使関係・人的資源管理の研究者の交流・共同研究をめざして(TPLS: toward International Collaboration of Researchers in Labor Economics, Labor-management Relations, and Human Resource Management in the Pacific Rim),” 労働調査 (Labor Research), July 2007, pp. 1-2.
87. “欧米における日本経済研究の復興をめざして(Toward Revival of Japanese Economic Studies in the West),” 労働調査 (Labor Research), July 2008, pp. 1-2.
88. “「失われた十年」と日本的雇用制度(Lost Decade and the Japanese Employment System),” 労働調査 (Labor Research), September 2009, pp. 1-2.
89. “モンドラゴンと SHARED CAPITALISM (Mondragon and Shared Capitalism),” 労働調査 (Labor Research), August 2010, pp. 1-2
90. “書評 八代 充史・梅崎 修・島西 智輝・南雲 智映・牛島 利明 編『能力主義管理研究会 オーラルヒストリー——日本的人事管理の基盤形成』 (Book Review),” 日本労働研究雑誌 (Japanese Journal of Labour Studies) Vol. 52, No.8, August 2010, pp. 89-91.
91. “東日本大震災とジャパnbrand (East Japan Great Earthquake and Japan Brand),” 労働調査 (Labor Research), September 2011, pp. 1-2
92. “書評 小池和男著『高品質日本の起源——発言する職場はこうして生まれた』 (Book Review),” 日本労働研究雑誌 (Japanese Journal of Labour Studies) Vol. 54, No.12, December 2012, pp. 83-85.
93. “キャリアの経済学 (Economics of Career),” 労働調査 (Labor Research), November/December 2012, pp. 1-2.
94. “Women Save Japan,” 労働調査 (Labor Research), November/December 2013, pp. 1-2.
95. “The most important career choice you'll make is who you marry,” 労働調査 (Labor Research), November/December 2014, pp. 1-2
96. “Estabilidad laboral y productividad en el grupo Eroski,” REVERSCO revista de estudios cooperativos, 2014, No. 114, pp. 35-58 (with Saioa Arando, Monica Gago, and Derek C. Jones)
97. “居心地の悪い職場と上司 (Adverse Workplace Conditions and Bosses),” 労働調査 (Labor Research), November/December 2015, pp. 1-2.

98. “第5章 成果主義賃金と生産性 “(Pay for Performance and Productivity),” 宮川 努 (編集), 浅羽 茂 (編集), 細野 薫 (編集), インタングブルズ・エコノミー: 無形資産投資と日本の生産性向上、東京大学出版会、2016.
99. “人的資本の幅とキャリアの成功 (The Breadth of Human Capital and Career Success),” 労働調査 (Labor Research), November/December 2016, pp. 1-2.
100. “第3章 従業員持株会は機能するか? (Does Employee Stock Ownership Work?),” 宮島英昭(編集), 企業統治と成長戦略, 東洋経済、2017.
101. “新しい参加の経済学 (New Economics of Participation),” 労働調査 (Labor Research), November/December 2017, pp. 1-2.

### **WORKING PAPERS SINCE 2010**

1. “Long-term Employment and Job Security over the Last Twenty-Five Years: A Comparative Study of Japan and the U.S.,” IZA Discussion Paper No. 6183, December 2011 (with Ryo Kambayashi)
2. “Good Jobs, Bad Jobs, and the Great Recession: Lessons from Japan's Lost Decade,” IZA Discussion Paper No. 6666, June 2012 (with Ryo Kambayashi)
3. “Cohort Size Effects on Promotion and Pay: Evidence from Personnel Data,” RIETI Discussion Paper 13-E-029, April 2013 (with Shota Araki, Daiji Kawaguchi and Hideo Owan)
4. “Dynamics of the Gender Gap in the Workplace: An econometric case study of a large Japanese firm,” RIETI Discussion Paper 13-E-038029, May 2013, July 26-27, 2013 (with Daiji Kawaguchi and Hideo Owan).
5. “The Performance Effects of Individual and Group Incentives: A Case Study,” ETLA Working Papers 19, September 2013 (with Antti Kauhanen and Essi Kujansuu)
6. “Empirical Evidence on the Dynamics of Incentive Plans,” ETLA Working Papers 20, September 2013 (with Antti Kauhanen and Julia Salmi)
7. “Performance Pay and Enterprise Productivity: The Details Matter,” ETLA Working Papers 20, September 2013 (with Antti Kauhanen)
8. “Productivity, Wages, and Unions in Japan,” Paper commissioned by the ILO, 2013, Geneva.
9. “Working Hours, Promotion and the Gender Gaps in the Workplace: Theory and Evidence from an Econometric Case Study,” Paper prepared for the 7<sup>th</sup> TPLS meeting, Sydney, Australia, August 2014 (with Daiji Kawaguchi, Hiromasa Ogawa, and Hideo Owan)
10. “Career of Married Women and the Nature of Husbands’ Work: Evidence from Japan,” Paper prepared for prepared for the 7<sup>th</sup> TPLS meeting, Sydney, Australia, August 2014 and

the Southern Economics Association Meeting, Atlanta, November 2014 (with Yukiko Asai and Ryo Kambayashi).

11. "Working Hours and the Gender Gap in Top Management Appointment: Evidence from Linked Employer-Employee Data," Paper prepared for Workshop on "Career, wages and women", November 10-11, 2014, at the Norwegian School of Economics (NHH), Bergen, (with Anders Frederiksen and Nina Smith).
12. "Labor Market Deregulation and Female Employment: Evidence from a Natural Experiment in Japan," IZA Discussion Paper No. 8189, May 2014 (with Naomi Kodama)
13. "Performance-related Pay and Productivity: Evidence from Japan," RIEI Discussion Paper 15-E-088, July 2015 (with Naomi Kodama).
14. "Work-Life Balance Practices, Performance-Related Pay, and Gender Equality in the Workplace: Evidence from Japan," RIETI Discussion Paper 15-E-112 and IZA Discussion Paper No. 9379, September 2015 (with Naomi Kodama).
15. "Working Hours, Promotion and the Gender Gap in the Workplace," IZA Discussion Paper No. 10454, December 2016 (with Hiromasa Ogawa and Hideo Owan)
16. "Women in the Workplace and Management Practices: Theory and Evidence," IZA Discussion Paper No. 10788, May 2017 (with Naomi Kodama)
17. "An Advisor like Me: Does Gender Matter?" IZA Discussion Paper No. 11575, May 2018 (with Yang Song)
18. "Does Employee Stock Ownership Work? Evidence from Publicly-Traded Firms in Japan," IZA Discussion Paper No. 11671, July 2018 (with Hideaki Miyajima and Hideo Owan).
19. "Working Hours and Top Management Appointments: Evidence from Linked Employer-Employee Data," IZA Discussion Paper No. 11675, July 2018 (with Anders Frederiksen and Nina Smith).

## **PROFESSIONAL PRESENTATIONS**

1. "A Comparison of Japanese and American Industrial Relations Systems: An Economic Perspective," presented at the Annual Convention of the Eastern Economic Association, Arlington, Virginia, March 5-7, 1987, and at the New York Conference on Asian Studies, SUNY College at Brockport, Brockport, New York, October 2-3, 1987.
2. "Schooling, OJT, and the Japanese 'Miracle'," presented at the Annual Convention of the Eastern Economic Association, Boston, March 1988.
3. "Transfers and Worksharing as Alternatives to Layoffs: Implicit Contract Theory and Japanese Industrial Relations," presented at the 1988 Canadian Economics Association Meetings, University of Windsor, Windsor, Canada, June 3-5 1988.

4. "Productivity Effects of Layoffs and Transfers in Implicit Contract Theory," presented at the 1989 Riron/Keiryō Keizai Gakkai (Economic Theory and Econometrics Society of Japan), University of Tsukuba, Japan, October 14-15, 1989.
5. "Some New Findings from a Comparison of the Managerial Labor Market between the U.S. and Japan," presented at the 1990 Canadian Economics Association Meetings, the University of Victoria, Victoria, BC, Canada, June 1-3, 1990.
6. "Managerial Internal Labor Markets and Executive Compensation: A Comparison of Japan and the United States," presented at the 1990 Allied Social Science Associations Meetings, Washington D.C., December 28-30, 1990.
7. "Performance Effects of Employee Ownership: US-Japanese Comparisons," presented at the 1990 Allied Social Science Associations Meetings, Washington D.C., December 28-30, 1990.
8. "Internal Labor Markets for Managers and the Speed of Promotion in the U.S. and Japan: Evidence from Micro Data.," presented at the International Conference on Job Careers and Quality of Working Life, funded by the Japan Institute of Labour, Tokyo, June 10-12, 1991.
9. "Employee Stock Ownership Plans in Japan," presented at the 1991 Western Economic Association International Conference, Seattle, June 29-July 3, 1991.
10. "The Incidence and Effects on Company Performance of Financial Participation Schemes: An Overview of the Japanese Experience," presented at the International Conference on Workers' Financial Participation, funded by International Labor Organization, Naples, Italy, September 26, 1991.
11. "Specific Human Capital and Worker Transfers as an Alternative to Layoffs: Theory and Evidence," presented at the International Conference on the Japanese Economy, the University of Venice, Venice, Italy, December 11-12, 1991.
12. "The Productivity Effects of Employee Stock Ownership Plans and Bonuses: Evidence from Japanese Panel Data," presented at the 1990 Canadian Economics Association Meetings at the University of Prince Edward Island, Charlottetown, PEI, Canada, June 5-7, 1992.
13. "The Effects of Employee Ownership: Evidence from Japanese Panel Data," presented at the 1993 Allied Social Science Associations Meetings, Anaheim, CA, January 5-7, 1993.
14. "Chief Executive Compensation and Corporate Groups in Japan: New Evidence From Micro Data," presented at Workshop on Managerial Compensation, Strategy and Firm Performance, Humboldt University at Berlin, June 13-14, 1994.
15. "The Determinants of Chief Executive Compensation in Transitional Economies: Evidence from Bulgaria," presented at the 1995 Allied Social Science Associations Meetings, Washington, D.C., January 6-8, 1995.
16. "The Productivity Effects of Human Resource Management Practices: Evidence from New Japanese Panel Data," presented at the NBER University Research Conference (Henry Farber

and Robert Gibbons, Organizers), Cambridge, December 6-7, 1996

17. "The Productivity Effects of Human Resource Management Practices: Evidence from New Japanese Panel Data," presented at the 1997 Allied Social Science Associations Meetings, New Orleans, January 1997.
18. "Profit Sharing and Gainsharing: A Review of Theory, Incidence and Effects," presented at the 1997 Allied Social Science Associations Meetings, New Orleans, January 1997.
19. "The Productivity Effects of Participatory Employment Practices: Evidence from New Japanese Panel Data," presented at the 1998 Allied Social Science Associations Meetings, Chicago, January 1998.
20. "The Productivity Effects of Participatory Employment Practices: Evidence from New Japanese Panel Data," presented at the NBER Japan Project Meeting, Cambridge, April 18, 1998.
21. "The Productivity Effects of Participatory Employment Practices: Evidence from New Japanese Panel Data," presented at the NBER Summer Institute, Cambridge, July 29, 1998.
22. "Participatory Employment Practices in Japan: Their Effects and Recent Changes," presented at the Columbia Business School Conference "The Changing Japanese Firm," Christina Ahmadjian and Hideshi Itoh Organizers, Columbia University, December 11-12, 1998.
23. "Participatory Employment Practices in Japan: Past, Present and Future," presented at the University of British Columbia Conference "The Japanese Business and Economic System: History and Prospects for the 21st Century," Masao Nakamura Organizer, the University of British Columbia, February 12-13, 1999.
24. "Financial Participation in Japan: Past and Present," presented at the Nijmegen Business School conference "Financial Participation and Human Resource Management: Living apart together? An international perspective," Erik Poutsma Organizer, Nijmegen School of Management, the Netherlands, September 8-9, 1999.
25. "The Recent Transformation of Financial Participation in Japan," presented at the 2000 Allied Social Science Associations Meetings, Boston, January 2000.
26. "The Recent Transformation of Participatory Employment Practices in Japan," presented at the joint NBER-JCER Conference on Labor Markets and Firm Benefit Policies in Japan and the United States, Hawaii, January 2000.
27. "The Recent Transformation of Participatory Employment Practices in Japan," presented at the NBER Japan Project Meeting, Cambridge, May 12-13, 2000.
28. "The End of 'Lifetime Employment' In Japan?: Evidence from National Surveys and Field Research," presented at the joint NBER- CEPR -TCER Conference on Unemployment, December 15-16, 2000, Tokyo, Japan.
29. "Financial Participation and Pay for Performance in Japan," presented at the 2001 Allied

Social Science Associations Meetings, New Orleans, January 2001.

30. "Changing Employment Practices and the Quality of Jobs in Central New York: Preliminary Evidence from Case Studies of Medium Size Firms and Individual Survey Data," presented at the 2001 Allied Social Science Associations Meetings, New Orleans, January 2001.
31. "The Recent Transformation of Participatory Employment Practices," presented at the International Expert Seminar on Family Owners and Employees in the Governance of East Asian Corporations, Asian Development Bank Institute, Tokyo, April 18, 2001.
32. "Changing Employment Practices and the Quality of Jobs in Central New York: Preliminary Evidence from Case Studies of Medium Size Firms and Individual Survey Data," presented at the RSF/ Rockefeller Case Studies Conference, Rockefeller Foundation, New York, May 2001.
33. "The Productivity Effects of Participatory Employment Practices in Japan," presented at the International Conference on Organizational Design, Management Styles and Firm Performance, University of Bergamo, Bergamo, Italy, June 22-23, 2001.
34. "The Recent Transformation of Participatory Employment Practices," presented at the International Expert Meeting on New Roads in Worker Participation, Nijmegen School of Management, Nijmegen, the Netherlands, November 16, 2001.
35. "Changing Employment Practices and the Quality Of Jobs: Evidence from Case Studies of Medium-Sized Manufacturing Establishments In Central New York," presented at the Joint Conference of the Rockefeller and the Russell Sage Foundations Evidence from the Future of Work Program's Industry Case Studies *Industrial Restructuring and Its Impact on Low-Skilled Workers: Drivers of Change/Implications for Policy and Practice*, The Rockefeller Foundation, May 2-3, 2002.
36. "The Effects of Employee Involvement on Firm Performance: Evidence from an Econometric Case Study," presented at the Workshop "Frontier of Personnel Economics," Institute of Economic Research, Hitotsubashi University, Tokyo, September 21, 2002.
37. "The Effects of Employee Involvement on Firm Performance: Evidence from an Econometric Case Study," presented at the 2003 Allied Social Science Associations Meetings, Washington, D.C., January 2003.
38. "The Effects of Employee Involvement on Firm Performance: Evidence from an Econometric Case Study," presented at the Research Conference on Microeconomic Analyses of Labor Reallocation (organized jointly by Institute for the Study of Labor, Upjohn Institute for Employment Research, and William Davidson Institute at the University of Michigan Business School), Kalamazoo, Michigan, August 21-23, 2003.
39. "The Role of Stakeholders in Corporate Governance in Asia: Evidence from New Survey Data," presented at the Seminar on Review of Corporate Governance Reform in Post-Crisis Asia, Asian Development Bank Institute, Tokyo, November 10, 2004.



40. "Executive Compensation and Firm Performance in Korea," presented at the 2004 ASSA Meetings, San Diego, January 2004.
41. "CEO Compensation and Firm Performance in Japan: Evidence from New Panel Data on Individual CEO Pay," presented at the 2004 ASSA Meetings, San Diego, January 2004.
42. "The Productivity Effects of Profit Sharing, Employee Ownership, Stock Option, and Team Incentives: Evidence from Korean Panel Data," Presented at the IIRA 5th Asian Regional Congress in Seoul, Korea, June 23-26, 2004.
43. "Joint Labor-Management Committees and Corporate Governance in Asia: Evidence from New Survey Data," Presented at the IIRA 5th Asian Regional Congress in Seoul, Korea, June 23-26, 2004.
44. "Employee Participation and Involvement in Korea: Evidence from a New Survey and Field Research," Presented at the KLI-KDIS Conference Flexibility and Performance: International Perspectives on Labor Market Institutions, July 19-20, 2004, Seoul, Korea.
45. "Policy Recommendations on Industrial Relations in Korea," Presented at the KLI-KDIS Conference Flexibility and Performance: International Perspectives on Labor Market Institutions, Seoul, Korea, July 19-20, 2004, Seoul, Korea.
46. "Executive Compensation in Asia: Recent Evidence," Presented at the Forum for Corporate Governance in Indonesia, Jakarta, Indonesia, July 22, 2004.
47. "Executive Compensation, Firm Performance, and Chaebols in Korea," Presented at the 2005 ASSA Meetings, Philadelphia, January 2005.
48. "Executive Compensation, Firm Performance, and Corporate Governance in China: Evidence from Firms Listed in the Shanghai and Shenzhen Stock Exchanges," Presented at the 2005 ASSA Meetings, Philadelphia, January 2005.
49. "The Effects of Employee Involvement on Firm Performance: Evidence from an Econometric Case Study," Presented at the SOLE/EALE World Conference, San Francisco, June 2005.
50. "The Effects of Employee Involvement on Firm Performance: Evidence from an Econometric Case Study," Presented at the Fourth IZA/SOLE Transatlantic Meeting of Labor Economists at the Ammersee Conference Center in Bavaria/Germany from June 30 until July 3, 2005.
51. "New Participatory Employment Systems: International Evidence," Presented at KIET International Conference on Industrial Policies, Labor Relations, and Labor Market in Korea, Seoul, November 3, 2005
52. "The Effects of Employee Involvement on Firm Performance: Evidence from an Econometric Case Study," Presented at the ILIR Alumni Professorship Symposium "21st Century Human Resource Management Practices and their Effects on Firms and Workers" at the Institute of Labor & Industrial Relations, University of Illinois at Urbana-Champaign,

Nov. 11-12, 2005.

53. "CEO Turnover, Firm Performance, and Enterprise Reform in China: Evidence from New Micro Data," Presented at the 2005 ASSA Meetings, Boston, January 2006.
54. "The Impact of Teams on Output, Quality and Downtime: An Empirical Analysis Using Individual Panel Data," Center for Corporate Performance Seminar, Aarhus School of Business, March 2006.
55. "Employee Financial Participation: An International Perspective," Presented at the 7<sup>th</sup> Seoul International Financial Forum, Seoul, April 27, 2006.
56. "Empower Workers to Compete in the Global Economy: New Work Practices in the U.S., Japan and Korea, Soka University of America, Aliso Viejo, May 11, 2006.
57. "Productivity, Wages and Teams: An Empirical Analysis Using Panel Data on Individual Worker Output," Presented at IZA Workshop and Topic Week INSTITUTIONS AND THE EMPLOYMENT RELATIONSHIP, July 7, 2006.
58. "Evolving Employment Practices and Corporate Governance in East Asia," Presented at the Asian Economies Speaker Series (cosponsored by the Asia Pacific Foundation of Canada and Simon Fraser University), Vancouver, October 16, 2006.
59. "High Performance Work Practices and Employee Voice: A Comparison of Japanese and Korean Workers," Presented at the 1<sup>st</sup> Trans-Pacific Labor Seminar meeting, UC-Santa Barbara, March 9-10, 2007.
60. "Performance Spillovers and Social Network in the Workplace," Presented at the 2007 Society of Labor Economists Meetings, Chicago, May 4-5, 2007.
61. "Performance Spillovers and Social Network in the Workplace," Presented at the 2008 ASSA Meetings, New Orleans, January 2008.
62. "The Japanese Employment System after the Bubble Burst: New Evidence," Presented at the ESRI Workshop "Japan's Bubble, Deflation, and Stagnation," Columbia University, March 20-23, 2008.
63. "Tournaments and Managerial Incentives in China's Listed Firms," Presented at the Conference TOURNAMENTS, CONTESTS AND RELATIVE PERFORMANCE EVALUATION at North Carolina State University in Raleigh, NC, USA, on March 8-9, 2008.
64. "High Performance Work Practices and Employee Voice: A Comparison of Japanese and Korean Workers," Presented at NBER Japan Project Meeting, Tokyo, June 24-25, 2008.
65. "Performance Spillovers and Social Network in the Workplace," Presented the "IZA Workshop: Behavioral Labor Economics," Bonn, October 16-18, 2008.
66. "The Japanese Employment System after the Bubble Burst: New Evidence," Presented at the

ESRI Conference on Japan's Bubble, Deflation and Long-term Stagnation, Federal Reserve Board San Francisco, December 11-12, 2008.

67. "The Japanese Employment System after the Bubble Burst: New Evidence," Presented at the ASSA Meetings, San Francisco, January 2009.
68. "High Performance Work Practices and Employee Voice: A Comparison of Japanese and Korean Workers," Presented at the ASSA Meetings, San Francisco, January 2009.
69. "The Japanese Employment System after the Bubble Burst: New Evidence," Presented at the 2<sup>nd</sup> Trans-Pacific Labor Seminar meeting, Tokyo, March 1-2, 2009.
70. "The Japanese Employment System after the Bubble Burst: New Evidence," Presented at the Japan Economic Seminar, Columbia Business School, September 11, 2009.
71. "The Mondragon Cooperatives: An Initial Assessment Using New Data," Presented at the ASSA Meetings, Atlanta, January 2010.
72. "Peer Effects, Social Networks, and Intergroup Competition in the Workplace," Presented at the 3<sup>rd</sup> Trans Pacific Labor Seminar meeting, March 2010, UC-Santa Barbara.
73. "Peer Effects, Social Networks, and Intergroup Competition in the Workplace," Presented at the JDI Conference "How Access to Firm-Level Data Informs Public Policy", May 2010, Queen's University, Canada.
74. "High Performance Work Practices and Employee Voice: A Comparison of Japanese and Korean Workers," Presented at the First Annual SEBA-GATE Workshop, Beijing, May 2010.
75. "Peer Effects, Social Networks, and Intergroup Competition in the Workplace," Presented at the 2010 EALE/SOLE Meetings, London, June 2010.
76. "Long-term Employment and Job Security in Japan and the U.S. over the Last Twenty-five Years: A Comparative Analysis," Presented at the 4<sup>th</sup> Trans Pacific Labor Seminar meeting, March 2011, Kyoto.
77. "Efficiency and Job Satisfaction in Employee-Owned Enterprises: an Econometric Case Study of Mondragon," Presented at the NIESR, CEP & British Academy Workshop 'The Economics of Share Ownership and Incentive Pay: Findings and Policy Implications', May 2011, LSE, London.
78. "Trends in Long-term Employment and Job Security in Japan and the United States: the Last Twenty-Five Years," Presented at the 5<sup>th</sup> Trans Pacific Labor Seminar meeting, March 2012, Kyoto.
79. "The Long-term Career Effects of Labor Market Entry during the Great Recession: Evidence from Japan's 'Lost Decade'," Presented at the 2012 SOLE Meetings, May 2012, Chicago.
80. "Competition, Group Identity, and Social Networks in the Workplace: Evidence from a Chinese Textile Firm," Presented at Tokyo Labor Economics Workshop—"Economics of Internal Labor Market," May 19, 2012, the University of Tokyo, Tokyo.

81. "Trends in Long-term Employment and Job Security in Japan and the United States: the Last Twenty-Five Years," Presented at the NBER Japan Project meeting, June 2012, Tokyo.
82. "Human Capital and Career Success: Evidence from Linked Employer-Employee Data," Presented at the NBER Summer Institute, July 26, 2012.
83. "Careers in Organizations: International Evidence," Presented at the 2<sup>nd</sup> Madrid Work & Organizations Symposium, October 5, 2012, Madrid.
84. "The Social Challenge of Job Creation," Presented at Global HR Forum 2012, October 24, 2012, Seoul.
85. "Dynamics of the Gender Gap in the Workplace: An Econometric Case Study of a Large Japanese Firm," Presented at the 6<sup>th</sup> TPLS meeting, December 2012, University of Hawaii at Manoa (with Daiji Kawaguchi and Hideo Owan).
86. "Lessons from the Personnel Data Repository Project," Presented at International Symposium the Science of Japanese Personnel Management - Rethinking employment systems in the era of globalization, July 12, 2013, Tokyo (with Hideo Owan).
87. "Competition and Social Identity in the Workplace: Evidence from a Chinese Textile Firm," Presented at the Personnel Economics Workshop in Tokyo, July 13-14, 2013, Tokyo.
88. "Dynamics of the Gender Gap in the Workplace: An Econometric Case Study of a Large Japanese Firm," Presented at the NBER Japan Project meeting, July 26-27, 2013, Tokyo.
89. "Productivity, Wages, and Unions in Japan," Presented at the second experts meeting on Collective bargaining, wages and productivity, October 3 and 4, 2013, the ILO, Geneva.
90. "Dynamics of the Gender Gap in the Workplace: An econometric case study of a large Japanese firm," Presented at the ASSA meetings, Philadelphia, January 2014 (with Daiji Kawaguchi, Hiromasa Ogawa, and Hideo Owan).
91. "Good Jobs, Bad Jobs, and the Great Recession: Lessons from Japan's Lost Decade," Presented at the Japan Economic Seminar, Columbia Business School, February 2014, (with Ryo Kambayashi).
92. "Career of Married Women and the Nature of Husbands' Work: Evidence from Japan," Presented at the 7th TPLS meeting, University of New South Wales, Sydney, Australia, August 9, 2014, (with Yukiko Asai and Ryo Kambayashi).
93. "Working Hours, Promotion, and the Gender Gaps in the Workplace: Theory and Evidence from an Econometric Case Study," Presented at the 7th TPLS meeting, University of New South Wales, Sydney, Australia, August 9, 2014, (with Hideo Owan and Hiromasa Ogawa).
94. "Employee Ownership in Japan: New Evidence," Presented at the 8<sup>th</sup> TPLS meeting, Tokyo, March 17, 2015 (with Hideo Owan).
95. "Careers of Married Women and the Nature of Husbands' Work: Evidence from Japan,"

Presented at the NBER Japan Project Meeting, Tokyo, July 31, 2015 (with Yukiko Asai and Ryo Kambayashi).

96. "Good Jobs and Bad jobs in Japan: 1982-2007," Presented at the ASSA meetings, San Francisco, January 2016 (with Ryo Kambayashi)
97. "The Effects of Employee Stock Ownership on Productivity, Profitability, Wages, and Tobin's Q: Evidence from Publicly Traded Firms in Japan," Presented at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso, School of Management and Labor Relations, Rutgers, January 2016 (with Hideaki Miyajima and Hideo Owan)
98. "Good Jobs and Bad jobs in Japan: 1982-2007," Presented at the Labor Conference in Paris, March 2016 (with Ryo Kambayashi)
99. "Does Employee Stock Ownership Work? Evidence from Publicly-Traded Firms in Japan," Keynote speech at the 18th conference of the International Association for the Economics of Participation (IAFEP), Copenhagen Business School, July 2016.
100. "Good Jobs and Bad jobs in Japan: 1982-2007," Presented at Stanford Juku on Japanese Political Economy, September 29 - October 1, 2016, Stanford University (with Ryo Kambayashi).
101. "Employee Involvement under Rising Competitive Pressure: Evidence from Two Manufacturing Firms in Japan," Presented at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso, the School of Management and Labor Relations, Rutgers, New Brunswick, NJ., January 2017.
102. "An Adviser Like Me: Does Gender Matter?" Presented at the 10<sup>th</sup> TPLS Meeting, Osaka, June 2017 (with Yang Song).
103. "Does Employee Stock Ownership Work? Evidence from Publicly-Traded Firms in Japan," Presented at SNY Research in Economics, Series 2 Labor Economics, Seoul National University, October 2017 (with Hideaki Miyajima and Hideo Owan)
104. "Employee Involvement under Rising Competitive Pressure: Evidence from Two Manufacturing Firms in Japan," Presented at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso, School of Management and Labor Relations, Rutgers, New Brunswick, NJ., January 2018 (with Arghya Ghosh, and Hodaka Morita).
105. "Does Employee Stock Ownership Work? Evidence from Publicly-Traded Firms in Japan," Presented at the SASE annual conference, Kyoto, June 2018.
106. "Does Employee Ownership Change Employee Attitudes and Behavior? An Econometric Case Study," Presented at the 19th Conference of the International Association for the Economics of Participation, Faculty of Economics, University of Ljubljana, Slovenia, July 12-14, 2018 (with Cecile G. Betit).
107. "Working Hours and Top Management Appointments: Evidence from Linked Employer-Employee Data," Presented at the People and Organizations Conference, the Wharton School of the University of Pennsylvania, September 28-29, 2018 (with Anders Frederiksen and Nina Smith).

Seminars at various universities and institutes in the U.S., Canada, Japan, South Korea, China, Australia, and Europe, including Albany, Binghamton, Columbia, Cornell, Harvard, Lehigh, NBER, Ohio State, Syracuse, Wesleyan; University of British Columbia, McGill, Montreal, Queen's, Simon Fraser, Toronto, Trent, York; Hitotsubashi, Hosei, Kansai Keizai Kenkyu Center, Keio, Kyoto, National Institute of Research Advancement, Osaka, Tokyo, Tokyo Metropolitan, Yokohama National, Japan Women's University, Waseda; KDI School of Public Policy and Management, Korea Labor Institute, Yangzhou University, Xiamen University, University of New South Wales, and University of Sydney; Aarhus School of Business, Bank of Finland, University of Bergamo, Copenhagen Business School, ETLA (Helsinki), GATE (Lyon), Helsinki School of Economics, Humboldt University at Berlin, Nijmegen Business School, Paris 1, University of Venice, Aarhus University, Universidad Carlos III, and LISER (Luxembourg).

### **REFeree WORK AND OTHER PROFESSIONAL SERVICE**

Referee for NSF, Journal of Political Economy, American Economic Journal: Applied Economics, Economic Journal, International Economic Review, Industrial and Labor Relations Review, Industrial Relations, British Journal of Industrial Relations, Journal of Comparative Economics, Journal of Labor Economics, Pacific-Basin Finance Journal, Journal of the Japanese and International Economies, Labour Economics, Journal of Public Economics, International Journal of Industrial Organization, Economic Inquiry, Southern Economic Journal, Canadian Journal of Economics, Economic Development and Cultural Change, Journal of Economic Behavior and Organization, Regional Science and Urban Economics, Economics of Transition, Journal of Economics (Zeitschrift Fur Nationalokonomie), Economics of Education Review, International Journal of Human Resource Management, Contemporary Economic Policy, Oxford Bulletin of Economics and Statistics, Journal of Economics and Management Strategy, the New Economy Handbook (Elsevier), Advances in the Economic Analysis of Participatory and Labor-Managed Firms (Elsevier), The B.E. Journal of Economic Analysis & Policy.

External Reviewer for Tenure at Columbia University (Economics).

External Reviewer for Promotion to Full Professor at Hamilton College (Economics).

External Reviewer for Promotion to Professor, University of New South Wales (Economics).

External Reviewer for 3<sup>rd</sup>-year Review, Pomona College (Economics).

External Reviewer for Tenure and Promotion to Associate Professor, Wesleyan University (Economics).

External Examiner for Ph.D. Thesis at Helsinki School of Economics.

External Examiner for Ph.D. Thesis at Rutgers University.

External Judge for Shared Capitalism through Employee Ownership Dissertation Proposal Award (Aspen Institute, Foundation for Enterprise Development, and Employee Ownership Foundation).

Chair and Discussant at the American Economic Association meetings, the Industrial Relations Research Association meetings, the Association for Comparative Economic Studies meetings, the Columbia Business School Conference "The Changing Japanese Firm," the NBER Conference "Labor in the Global Economy," the joint NBER-JCER Conference on Labor Markets and Firm Benefit Policies in Japan and the United States, the Japan Social Sciences Association of Canada meetings, and the 2012 SOLE meeting.

Founder of the Trans-Pacific Labor Seminar (<http://people.colgate.edu/tkato/TPLS.htm>)

### **SCHOLARSHIPS, FELLOWSHIPS AND GRANTS**

Government of Canada Awards to Foreign Nationals, September 1980 - August 1984 (to cover all expenses related to my graduate work at Queen's for four years, including tuition, books, living expenses and round trip between Japan and Canada).

Ontario Graduate Scholarships, September 1984 - August 1985.

Colgate Research Council Picker Fellowship (\$9,710), July 1993 to June 1994 (to collect and process the data on Japanese human resource management practices).

National Council For Soviet and East European Research (\$81,367), PI (joint with PI: Derek C. Jones), June 1993 to August 1994 (to analyze the data on the Bulgarian labor market).

Jerome Levy Economics Institute Resident Fellowship (\$38,145), January 1994 to December 1994 (to analyze the data on Japanese human resource management practices).

NSF (SES-9223571), Consultant (joint with PI: Derek C. Jones), July 1993 to June 1994 (to collect, process, and analyze the new data on the transition of the Bulgarian economy).

Japan Institute of Labour, Co-PI (joint with PIs: Kazuo Koike and others), September 1993 to August 1997 (to conduct interviews with managers in accounting/finance, marketing/sales, and personnel in Japan, the U.S., the U.K. and Germany concerning personnel policies for managers and professionals, conduct a mail-in survey of top to middle-level managers in the above three functional areas in Japan, the U.S. and Germany, and analyze them).

Davidson Institute at the University of Michigan (\$10,000), Co-PI (joint with PI: Derek C. Jones and Co-PI: Jeffrey Miller), January 1997 to December 1997 (to analyze the data on executive compensation in transitional economies).

National Bureau of Economic Research (\$25,000), PI (joint with PI: Richard B. Freeman and PI: David A. Wise), September 1998 to August 2000 (to collect and analyze the data on transitions in employment and firm benefit policies in Japan and the United States).

Russell Sage Foundation and Rockefeller Foundation (\$253,700), PI (joint with PI: Derek

C. Jones and Consultant: Adam Weinberg), January 2000 to May 2004 (to undertake firm-based case studies on the effects of changing employment practices on the quality of jobs (such as wages, benefits, working conditions, training opportunities, job ladders available to workers in firms in non-metropolitan, compared to workers in firms in metropolitan areas).

Social Science Research Council Advanced Research on Japan (\$5,000), PI, June 2001 to July 2002 (to conduct field research on the recent transformation of employment practices in Japan).

Abe Fellowship (\$49,500), July 2002 to June 2003 (to conduct comparative field research on the recent transformation of employment practices in Japan and the U.S.)

Japan Center for Economic Research Grant (\$5,000), PI, July 2003 to March 2004 (to conduct a survey of workers in the electrical, electronics, and information-related industries in Japan).

Davidson Institute at the University of Michigan, Consultant (joint with PI: Derek C. Jones), September 2004 to August 2005 (to collect and analyze insider econometric data on new work practices in the Balkans).

NSF (\$292,000), PI (joint with PI: Derek D. Jones), September 2005 to August 2008 (to collect and analyze insider econometric data on high performance work practices in the U.S., China and Finland).

Suntory Foundation (\$17,000), PI (joint with co-PI: Peter Kuhn), September 2006 to August 2007 (to organize the inaugural Trans-Pacific Labor Seminar).

Suntory Foundation (\$15,000), PI (joint with co-PI: Peter Kuhn and co-PI: Ryo Kambayashi), September 2007 to August 2008 (to conduct a cross-national study of the fall of long-term employment and the rise of non-standard employment in Japan and the U.S.).

Velux Foundation (\$60,000), Velux Visiting Professorship, July 2006 to June 2009 (to enable me to conduct collaborative research with Danish colleagues at Aarhus School of Business).

Economic and Social Research Institute, Cabinet Office, Government of Japan (\$31,000), PI (joint with co-PI: Ryo Kambayashi), September 2007 to March 2009 (to provide rigorous and systematic evidence on the reality (as opposed to the rhetoric) of the once-celebrated Japanese employment system during Japan's long-term stagnation and its possible role in delaying the robust recovery of her economy).

Otto Mønsted Foundation (\$40,000), Otto Mønsted Visiting Professorship, July 2010 to June 2012 (to enable me to conduct collaborative research with Danish colleagues at Aarhus School of Business).

Velux Foundation (\$20,000), Velux Visiting Professorship, July 2012 to August 2012 (to enable me to conduct collaborative research with Danish colleagues at



Aarhus School of Business).

ILO (\$9,000), External Collaborator, April 2013 to October 2013 (to prepare a report on wages, performance and unions in Japan for a comparative ILO project on wages, productivity and collective bargaining led by Daniel Vaughan-Whitehead).

Velux Foundation (\$40,000), Velux Visiting Professorship, October 2015 to July 2016 (to enable me to conduct collaborative research with Danish colleagues at Copenhagen Business School).

JSPS Invitational Fellowship for Research in Japan (\$9,000), May 2018 to July 2018 (to conduct international collaborative research with Hideo Owan at Waseda University).

LISER (Luxembourg Institute for Socio-Economic Research), International Mentor (\$30,000), January 2017-January 2020 (to work with Thi Thuc Uyen Nguyen on a collaborative project, "Old Workers' Employment Participation: Evidence from Luxembourg," as the International Mentor)