

PhD in Economics  
Date of birth: 1980  
Nationality: Greek Cretan  
Army services: Fulfilled in the Greek Army

[ORCID iD](#) [Google Scholar](#) [Web of Science Researcher](#)

[nick.drydakīs@aru.ac.uk](mailto:nick.drydakīs@aru.ac.uk)  
[nick.drydakīs@pem.cam.ac.uk](mailto:nick.drydakīs@pem.cam.ac.uk)



[Professor in Economics](#) School of Economics, Finance and Law, Faculty of Business and Law, Anglia Ruskin University, East Road, Cambridge, CB1 1PT, UK, 0845 196 5675, +44 (0)1245 493131

[Director Centre for Pluralist Economics](#) Anglia Ruskin University, UK

[Courses Convener and Lecturer](#), Pembroke College, University of Cambridge, UK  
Lead: [The Economics of Inequality, Discrimination, Poverty and Exploitation](#)  
Lead: [The Economics of Growth and Development](#)

[Academic Associate and Economics Tripos Supervisor](#), Pembroke College, University of Cambridge, UK

- Supervisor: Part IIA Paper 2: Macroeconomics
- Supervisor: Part IIA Paper 8: History and Philosophy of Economics
- Supervisor: Part IIB Paper 8: The Economics of Developing Countries
- Supervisor: Part I Paper 4: Political and Social Aspects of Economics

[Academic Expert](#) Centre for Science and Policy, University of Cambridge, UK

[Research Fellow](#) Institute of Labor Economics IZA, Bonn, Germany

[Topic Spokesperson](#) IZA World of Labor, Institute of Labor Economics, Bonn, Germany

[Fellow](#) Global Labor Organization, Essen, Germany

[Cluster Lead](#) Global Labor Organization, Essen, Germany

Ad-hoc Advisor to the European Commission (Directorate-General for Employment, Social Affairs and Inclusion DG EMPL) via the European Centre of Expertise in the Field of Labour Law, Employment and Labour market Policies.

Ad-hoc Advisor to the European Commission, Justice and Consumers, European Research Executive Agency.

Ad-hoc Advisor to the United Nations; International Labour Organization

#### Editorships

Associate Editor: [International Journal of Manpower](#) (IF: 4.4); [PLoS Global Public Health](#) (IF: 3.3); [Economics](#) (IF: 2.6); [Frontiers in Sociology: Work, Employment and Organizations](#) (IF: 2.5); [VILAKSHAN - XIMB Journal of Management](#); [Springer Reference Live. Handbook of Labor, Human Resources and Population Economics](#)

## Short profile

Professor Drydakis is listed in the [Top 5% group of Economists](#) based on IDEAS Top 10% Authors (Last 10 Years Publications), as of August 2023. His research focuses on the correlation between labour economics and the broader economy. This includes studying the impact of an economic crisis on the physical and mental health of the population, as well as the effects of health impairments on productivity outcomes, job satisfaction, and demographic characteristics. He also explores topics such as unions and wage antidiscrimination policies, forced labour, and modern slavery. Additionally, he examines labour market discrimination against minority groups and its long-term impact on the economy. Professor Drydakis' research agenda has a strong interdisciplinary emphasis, combining diverse disciplines such as economics, psychology, and health to address complex research problems.

At the University of Cambridge, Professor Drydakis has developed two successful courses: the [Economics of Growth and Development](#), and the [Economics of Inequality, Discrimination, Poverty, and Exploitation](#). The University of Cambridge has a partnership with the Ivy League universities. Indeed, for a semester, students from Harvard University, Yale University, Cornell University, and the University of Pennsylvania, among others, enrol in Professor Drydakis' classes. Upon successful completion, they transfer credits to their home universities. In July 2021, as a result of his successful seven-year teaching delivery and research supervision for Ivy League students, and as an esteemed action, [the Governing Body of Pembroke College elected him to an Academic Associateship at Pembroke College](#).

Professor Drydakis collaborates with the [Centre for Science and Policy](#) at the University of Cambridge as an Academic Expert in labour economics. He provides expert knowledge to directors from Whitehall, local government, and the European Commission.

In 2021, Professor Drydakis contributed to the UK's Research Excellent Framework (REF) with four single-author papers ranked as world-leading in the ABS list. In 2014, he contributed to REF 2014 with four papers ranked as internationally excellent in the ABS list.

Professor Drydakis contributed to REF 2021 with a [world-leading single-author Impact Case Study](#). His research on improving workplace outcomes for sexual-orientation and gender identity minorities had a broad impact at both national and global levels, as evidenced by the following points:

- It informed the guidelines of organizations such as the OECD, World Bank, and European Commission.
- It contributed to the development of the first gender identity workplace Guidance of Canada's largest labour union.
- Consultancy for the Government Equalities Office led to the creation of the first UK workplace Guidance on gender identity. It was found that, 80% of firms adopting the guidance enhanced work performance. Additionally, 60% of trans employees reported experiencing self-esteem enhancements.
- It influenced the OECD's Programme for International Student Assessment, which called for anti-discrimination education in schools. This recommendation was adopted by the UK Department of Education, leading to a 14% increase in employment for such minorities.

Professor Drydakis is the founding Director of the [Centre for Pluralist Economics](#) (CPE) at ARU, which produced 100% either world-leading or internationally excellent research impact (REF2021). The Centre for Pluralist Economics examines the economics of equality and diversity in labour markets, health inequalities, migration, human rights, development, information and communications technology, innovation, and diffusion. CPE actively engages in debates involving contrasting theoretical perspectives and opposing economic policies. Through an interdisciplinary approach, the CPE strives to enhance the effective development of theory and its practical application.

The REF 2021 Environment document evaluated the work of the Centre for Pluralist Economics, with a special emphasis on the impact, collaborations, and knowledge transfer between the Centre for Pluralist Economics and leading institutions and organizations such as the European Commission, the World Bank, the International Labour Organization, and the United Nations. Given the official REF 2021 assessment outcomes, it was established that the quality of the research environment of Professor Drydakis' faculty was 87.5% either world-leading or internationally excellent. Driven by the outcomes of his research and the principles of the Centre for Pluralist Economics, Professor Drydakis has geared his delivery towards a pluralistic approach. This enhances students' understanding of ethical, political, social, and trust issues for formulating economic policy and building human and social capital. Professor Drydakis has also published pedagogical papers on [pluralism in teaching and research](#), as well as on the association between [academics' research intensity in the UK and graduates' labour market outcomes](#) (employability and income).

Professor Drydakis is a [Spokesperson at the IZA World of Labor](#) for a range of areas, including poverty, economic crises, and ethnic identity. He is also a [Research Fellow at the Institute for Labor Economics](#) based in Bonn. Professor Drydakis was the founding Director of Greece's Scientific Centre for the Study of Discrimination, where social science research on labour and population economics was conducted.

Professor Drydakis serves as an ad-hoc expert for various prestigious organizations, including the United Nations (International Labour Organization) and the European Commission through the European Centre of Expertise in the Field of Labour Law, Employment, and Labour Market Policies.

He has engaged in collaborations with the European Commission's European Centre of Expertise to address wealth and income inequality and with the Chartered Institute of Personnel and Development (UK) to investigate age discrimination in the labour market. Additionally, he has partnered with the Centre for Ageing Better (UK) to develop plans and preparations for later life. His extensive experience also includes collaborative efforts with the OECD and the Government Equalities Office (UK) to enhance the recruitment and retention of minority population staff.

Furthermore, Professor Drydakis has contributed to various EU and World Bank research programs, including Horizon 2020, the Progress Programme, the European Territorial Cooperation Programme, and the Knowledge Platform Programme.

Professor Drydakis' research outcomes on discrimination related to ethnicity, race, age, disability, and sexual orientation, as well as their impacts on labour market outcomes, have been widely utilized by international organizations such as the World Bank, the OECD, the ILO, the EC, and European governments to shape and inform future employment policies. Professor Drydakis is a scholar in knowledge transfer and communication, engaging with audiences both within and outside of academia. His research findings are disseminated to academics, policymakers, and the general public. He has been interviewed about his research by various media outlets, including CNN, The Wall Street Journal, The New York Daily News, Yahoo! News, The Huffington Post, and The Washington Post.

Professor Drydakis is the [Gender Cluster Lead at the Global Labor Organization](#) (GLO). GLO has partnered with Springer-Nature to create an innovative live-reference handbook titled '[Handbook of Labor, Human Resources, and Population Economics](#),' which consists of 24 books. Professor Drydakis has been appointed as the Gender Section Editor for this project. Additionally, he serves on the editorial boards of several journals, including PLoS Global Public Health (IF: 3.3), Economies (IF: 2.6), Frontiers in Sociology: Work, Employment, and Organizations (IF: 2.5), VILAKSHAN - XIMB Journal of Management, and the International Journal of Manpower (IF: 4.4).

Professor Drydakis has published single author articles in world leading journals such as Labour Economic, Journal of Population Economics, European Journal of Health Economics, Feminist Economics, Review of Economics of the Household, Information Systems Frontiers, Social Science and Medicine, Computers in Human Behavior.

## Academic awards, distinctions, recognition

2023-present	Ad-hoc consultant to the United Nations, International Labour Organization
2022-present	Associate Editor: <a href="#">International Journal of Manpower</a>
2022-present	Associate Editor: <a href="#">VILAKSHAN - XIMB Journal of Management</a>
2022	REF 2021: Professor Drydakis contributed to the REF2021 with <a href="#">a single-author Impact Case Study</a> . The official REF2021 assessment results indicated that the Impact Case Study generated world-leading impact
2022-present	<a href="#">Associate Editor</a> , Frontiers in Sociology - Work, Employment and Organizations
2021-present	<a href="#">Academic Associateship</a> , Pembroke College, University of Cambridge, UK
2021-present	<a href="#">Editorial Board Member</a> , Economies
2020-present	<a href="#">Editorial Board Member</a> , PLOS Global Public Health
2020-present	Ad-hoc expert and consultant to the European Commission (CERV-2021-EQUAL, CERV-2022, HORIZON-CL2-2022)
2020-present	Ad-hoc consultant to the European Commission (Directorate-General for Employment, Social Affairs and Inclusion DG EMPL). European Centre of Expertise in the Field of Labour Law, Employment and Labour market Policies <a href="#">Consultancy 1</a> , <a href="#">Consultancy 2</a>
2019-present	Section Editor (Gender): <a href="#">Springer Reference Live. Handbook of Labor, Human Resources and Population Economics</a>
2018-present	<a href="#">Gender Cluster Lead</a> , Global Labor Organization, Germany
2018-present	<a href="#">Fellow</a> , Global Labor Organization, Germany
2016-present	<a href="#">Course Convenor</a> , Pembroke College, University of Cambridge, UK
2016-present	<a href="#">Academic Expert</a> , Centre for Science and Policy, University of Cambridge, UK
2014-present	<a href="#">Spokesperson</a> , IZA World of Labor – World Bank
2015-present	<a href="#">Consultant/Expert/Author</a> , IZA World of Labor – World Bank
2014	Senior Fellow of the Higher Education Academy
2013	Fellow of the Higher Education Academy
2011-present	<a href="#">Research Fellow</a> , Institute of Labor Economics, University of Bonn, Germany

## Academic qualifications

2012 - 2013	PG Cert in Learning and Teaching in Higher Education, Anglia Ruskin University, UK
2005 - 2008	<a href="#"><u>PhD in Economics</u></a> , University of Crete, Greece
2003 - 2005	MSc in Economics, Athens University of Economics and Business, Greece
1999 - 2003	BSc in Economics, University of Crete, Greece

## Current and previous appointments

2022-Present	Professor A3 in Economics, School of Economics, Finance and Law, Faculty of Business and Law, Anglia Ruskin University, UK
2022-Present	Lecturer, University of Neapolis, Pafos, Cyprus
2022-2023	Consultant, International Labour Organization, United Nations
2018-2022	Professor A1 in Economics, School of Economics, Finance and Law, Faculty of Business and Law, Anglia Ruskin University, UK
2019-Present	Ad-hoc Advisor to the European Commission (Directorate-General for Employment, Social Affairs and Inclusion DG EMPL) via the European Centre of Expertise in the Field of Labour Law, Employment and Labour market Policies
2017 - Present	Fellow and Cluster Leader, Global Labor Organization, Germany
2016 - Present	Director of the Centre for Pluralist Economics, Department of Economics and International Business, LAIBS, Anglia Ruskin University, UK
2016 - Present	Courses Convener and Lecturer, Pembroke King's Programme University of Cambridge, Pembroke College, UK
2021-Present	Academic Associate and Economics Tripos Supervisor, Pembroke College University of Cambridge, UK
2016 - Present	Academic Expert, Centre for Science and Policy, University of Cambridge, UK
2011 - Present	Research Fellow, Institute of Labor Economics IZA, Germany
2014 - 2018	Reader in Economics, Department of Economics and International Business, LAIBS, Anglia Ruskin University, UK
2017 – 2018	Lecturer in Economics, Faculty of Business Administration, Open University of Cyprus, Nicosia, Cyprus
2016 - 2017	Deputy Head of Research and Enterprise (acting), Department of Economics and International Business, LAIBS, Anglia Ruskin University, UK
2014 - 2018	Lecturer in Labour Economics, University of Patras, Greece

2012 - 2014	Senior Lecturer in Economics, Department of Economics and International Business, LAIBS, Anglia Ruskin University, UK
2010 - 2012	Lecturer in Economics (Adjunct), University of Patras, Greece
2010 - 2011	Lecturer in Economics (Adjunct), Technological Educational Institute of Athens, Greece
2010	Economics Scientist, Hellenic Ministry of Defense, Greece
2009	Lecturer in Economics (Adjunct), Athens University of Economics and Business, Greece
2008-2011	Lecturer in Economics (Adjunct), University of Central Greece, Greece
2008-2010	Lecturer in Economics (Adjunct), Panteion University of Social and Political Sciences, Greece
2008-2010	Lecturer in Economics (Adjunct), University of Piraeus, Greece
2005-2008	Teaching Assistant in Economics (PhD c.), University of Crete, Greece

## Teaching

Anglia Ruskin University, UK	Microeconomics, under and postgraduate modules (module leader) Macroeconomics, under and postgraduate modules (module leader) Applied Economics-Labour Economics, undergraduate module Economics for Business and Management, undergraduate module Business Economics, undergraduate module Chinese Economy: Issues and Policy, undergraduate module Research Methods, postgraduate module (module leader) AI in Business Environments, under and postgraduate module (course convener)
University of Cambridge, UK	The Economics of Inequality, Discrimination, Poverty and Exploitation, under and postgraduate modules (course convener) The Economics of Growth and Development, under and postgraduate module (course convener) AI in Business Environments, under and postgraduate module (course convener) Tripos Supervisor, Pembroke College University of Cambridge, UK Supervisor: Part IIA Paper 2 Macroeconomics Supervisor: Part IIA Paper 8 History and Philosophy of Economics Supervisor: Part IIB Paper 8: The Economics of Developing Countries Supervisor: Part I Paper 4: Political and Social Aspects of Economics
University of Neapolis, Cyprus	Research Methods, postgraduate module
Jiliang University China	Advanced Microeconomics, undergraduate module



Open University of Cyprus, Cyprus	Microeconomics, undergraduate module
University of Patras, GR	Microeconomics, undergraduate module (module leader) Public Economics, undergraduate module (module leader)
Technological Educational Institute of Athens, GR	Empirical Economics (Statistics-Econometrics), undergraduate module (module leader)
Hellenic Ministry of Defence, GR	Applied Macroeconomics (module leader)
Athens University of Economics and Business, GR	Microeconomics, undergraduate module (module leader)
University of Central Greece, GR	Industrial Organization, undergraduate module (module leader)
Panteion University of Social and Political Sciences, GR	Microeconomics, undergraduate module (module leader)
University of Piraeus, GR	Microeconomics, undergraduate module
University of Crete, GR	Microeconomics, undergraduate module Industrial Organization, postgraduate module Statistics, undergraduate module

## Research and administrative activities

Anglia Ruskin University, UK	Professor Drydakis is the founding Director (2016-present) of the Centre for Pluralist Economics (CPE) in the Department of Economics, Finance, and Law at ARU. The CPE aims to influence economic decision-making by examining a wide range of decisions, alternatives, and their implications. A particular feature of the CPE is its orientation toward a pluralistic approach; this enhances the understanding of ethical, political, social, and trust issues for formulating economic policy. The CPE focuses on the economics of competition, discrimination, education, ethics, exploitation, growth, housing markets, innovation, institutional and organizational change, the Internet, law, networks, moral and political philosophy, pluralism, production, and sustainability. ARU and University of Cambridge students are involved in the CPE scholars' primary research, data
------------------------------	---

collection, software analysis, and learning under the supervision of the CPE scholars.

Global Labor Organization, Germany	Professor Drydakis serves as the GLO Gender Cluster Lead (2017-present). The Gender Cluster's objective is to conduct evaluations of labour and organizational initiatives, practices, and policies with the goal of enhancing knowledge and fostering inclusivity concerning gender, gender identity, and sexual orientation expressions. Professor Drydakis also oversees the editing of special issues in academic journals and handbooks. The Gender Cluster encompasses studies on gender characteristics, stereotypes, and variations, as well as research on transgender identities, sexual orientation minorities, and their impact on labour market outcomes.
Anglia Ruskin University, UK	Professor Drydakis served as the Acting Deputy Head of Research and Enterprise from 2016 to 2017 in the Department of Economics and International Business at LAIBS, ARU. During his tenure, he played a significant role in organizing, managing, developing, promoting, and delivering business development and engagement activities, research consultancy, and professional practices within his department and Faculty. He also collaborated with relevant professional bodies and external organizations to advance the department's initiatives. In addition, Professor Drydakis was responsible for monitoring and evaluating the department's performance in achieving research and development targets, and he took corrective measures when necessary. He oversaw the implementation and coordination of external income action plans and activities within the department. Lastly, he provided support to the Head of Department in recruiting and retaining doctoral students for the department.
University of Cambridge, UK	Professor Drydakis is an Academic Expert in the Centre for Science and Policy (2016-present). He provides expert knowledge to Directors from Whitehall, local government, and the European Commission.
Institute of Labor Economics, Germany	Professor Drydakis is a Research Fellow at IZA (2011-present) and a Topic spokesperson for IZA World of Labor (2016-present). In IZA World of Labor, he collaborates with policymakers seeking labour market expertise in the following areas: Discrimination, Inequality, Poverty, Exploitation, Bullying, Disability, Health, Economic crisis, Depression, Job satisfaction, Sexual orientation, Transgenderism, University quality, Ethnic identity.
Scientific Centre for the Study of Discrimination, GR	Professor Drydakis was the founding Director of the Scientific Centre for the Study of Discrimination (SCSD) in Athens. Between 2007 and 2017, SCSD developed and implemented several questionnaire-based datasets and conducted social science research on labour and population economics. The primary objective of SCSD was to assess the causes of social inequalities in the European labour market and explore the potential for society to address these inequalities. Additionally, it examined the interplay between human capital, health, mental well-being, and social strategies for action. Undergraduate, postgraduate, and research students in the UK, Greece, and Cyprus had the opportunity to engage in his primary research, participate in data collection, work with software, perform multivariate analysis, and learn under his guidance.
University of Crete, GR	Professor Drydakis was a researcher at the Business Economics and New Technology Laboratory at the University of Crete from 2005 to 2010.



## Publications

1. Nick Drydakis (2023). [Health Inequalities Among People Experiencing Food Insecurity. An Intersectional Approach](#), **Sociology of Health and Illness**, Wiley Publishing.
2. Nick Drydakis (2023). [Forced Labor and Health-Related Outcomes. The Case of Beggar Children. Child Abuse and Neglect](#), Elsevier Publishing, 146(December): 106490.
3. Nick Drydakis (2023, on-line first). [Parental Unemployment and Adolescents' Academic Performance](#), **International Journal of Manpower**, Emerald Publishing.
4. Nick Drydakis, Anna Paraskevopoulou and Vasiliki Bozani (2023). [A Field Study of Age Discrimination in the Workplace: The Importance of Gender and Race–Pay the Gap. Employee Relations](#), Emerald Publishing, 45(2): 304-327.
5. Nick Drydakis (2023). [Economic Recession, Parental Unemployment and Adolescents' Health-Related Quality of Life and Mental Health Outcomes in Greece](#), **Southeast European and Black Sea Studies**, Taylor and Francis Publishing, 23(2): 275-298.
6. Nick Drydakis (2022, on-line first). [M-health Apps and Physical and Mental Health Outcomes of Sexual Minorities](#), **Journal of Homosexuality**, Taylor and Francis Publishing, 70(14): 3421-3448.
7. Nick Drydakis (2022). [Artificial Intelligence and Reduced SMEs' Business Risks. A Dynamic Capabilities Analysis During the COVID-19 Pandemic](#), **Information Systems Frontiers**, Springer Publishing, 24: 1223–1247.
8. Nick Drydakis (2022). [The Perceived Social Rejection of Sexual Minorities: Substance Use and Unprotected Sexual Intercourse](#), **Drug and Alcohol Review**, Wiley-Blackwell Publishing, 41(6): 1341-1354.
9. Nick Drydakis (2022). [Sexual Orientation Discrimination in the Labor Market Against Gay Men. Review of Economics of the Household](#), Springer Publishing, 20: 1027–1058.
10. Nick Drydakis (2022). [Improving Entrepreneurs' Digital Skills and Firms' Digital Competencies through Business Apps Training: A Study of Small Firms](#), **Sustainability**, Multidisciplinary Digital Publishing Institute, 14(8), 4417.
11. Nick Drydakis (2022). [Sexual Orientation and Earnings: A Meta-Analysis 2012–2020](#), **Journal of Population Economics**, Springer Publishing, 35: 409–440.
12. Nick Drydakis (2022). [Adverse Working Conditions and Immigrants' Physical Health and Depression Outcomes: A Longitudinal Study in Greece](#), **International Archives of Occupational and Environmental Health**, Springer Publishing, 95: 539–556.
13. Nick Drydakis (2022). [Social Rejection, Family Acceptance, Economic Recession, and Physical and Mental Health of Sexual Minorities](#), **Sexuality Research and Social Policy**, Springer Publishing, 19: 1318–1340.

14. Nick Drydakakis (2022). [Sex Workers' Self-Reported Physical and Mental Health in Greece. A Repeated Cross-Sectional Study in 2009, 2013 and 2019.](#) **Culture Health and Sexuality**, Taylor and Francis Publishing, 24(11): 1514-1530.
15. Nick Drydakakis and Shahina Pardhan (2021). [Associating the Change in New COVID-19 Cases to GDP per Capita in 38 European Countries in the First Wave of the Pandemic.](#) **Frontiers in Public Health: Health Economics**, Frontiers Publishing, 8: 1065.
16. Nick Drydakakis (2021). [Mobile Applications Aiming to Facilitate Immigrants' Societal Integration and Overall Level of Integration, Health and Mental Health. Does Artificial Intelligence Enhance Outcomes?](#) **Computers in Human Behavior**, Elsevier Publishing, 117(April): 106661.
17. Nick Drydakakis and Klaus F. Zimmermann (2020). [Sexual Orientation, Gender Identity and Labour Market Outcomes: New Patterns and Insights.](#) **International Journal of Manpower**, Emerald Publishing, 41(6): 621-628.
18. Nick Drydakakis, Vasiliki Bozani, Katerina Sidiropoulou, Benjamin Harvey and Anna Paraskevopoulou (2020). [Workplace Positive Actions, Trans People's Self-Esteem and Human Resources' Evaluations.](#) **International Journal of Manpower**, Emerald Publishing, 41(6): 809-813.
19. Nick Drydakakis, Katerina Sidiropoulou, Benjamin Harvey and Anna Paraskevopoulou (2020). [Family Support, School-Age and Workplace Bullying for LGB People.](#) **International Journal of Manpower**, Emerald Publishing, 41(6): 717-730.
20. Nick Drydakakis, Claire Preston, Suzanna Forwood, Suzanne Hughes and Catherine Meads (2019). [What are the Structural Barriers to Planning for Later Life? A Scoping Review of the Literature.](#) **Social Inclusion**, Cogitatio Publishing, 7(3): 17-26.
21. Nick Drydakakis (2019). [School-Age Bullying, Workplace Bullying and Job Satisfaction: Experiences of LGB People in Britain.](#) **Manchester School**, Wiley-Blackwell Publishing, 87(4): 455-488.
22. Drydakakis Nick, Sidiropoulou Katerina, Patnaik Swetketu, Selmanovic Sandra, and Bozani Vasiliki (2018). [Masculine vs Feminine Personality Traits and Women's Employment Outcomes in Britain: A Field Experiment.](#) **International Journal of Manpower**, Emerald Publishing, 39(4): 621-630.
23. Drydakakis Nick (2018). [Economic Pluralism in the Study of Wage Discrimination: A Note.](#) **International Journal of Manpower**, Emerald Publishing, 39(4): 631-636.
24. Drydakakis Nick, MacDonald Peter, Chiotis Vangelis and Somers Laurence (2018). [Age Discrimination in the UK Labour Market. Does Race Moderate Ageism? An Experimental Investigation.](#) **Applied Economics Letters**, Taylor and Francis Publishing, 25(1): 1-4.
25. Drydakakis Nick (2017). [Measuring Labour Differences between Natives, Non-Natives, and Natives with an Ethnic-Minority Background.](#) **Economics Letters**, Elsevier Publishing, 161: 27-30.
26. Drydakakis Nick (2017). [Brain Types and Wages.](#) **Manchester School**, Wiley-Blackwell Publishing, 85(2): 183-211.
27. Drydakakis Nick (2017). [Trans Employees, Transitioning, and Job Satisfaction.](#) **Journal of Vocational Behavior**, Elsevier Publishing, 78:1-16.

28. Drydakis Nick (2016). [The Effect of University Attended on Graduates' Labour Market Prospects: A Field Study of Great Britain](#). **Economics of Education Review**, Elsevier Publishing, 52: 192-208.
29. Drydakis Nick (2015). [The Effect of Unemployment on Self-reported Health and Mental Health in Greece from 2008 to 2013: A Longitudinal Study Before and During the Financial Crisis](#). **Social Science and Medicine**, Elsevier Publishing, 128: 43-51.
30. Drydakis Nick (2015). [Measuring Sexual Orientation Discrimination in the UK's Labour Market: A Field Experiment](#). **Human Relations**, Sage Publishing, 68(11): 1769-1796.
31. Drydakis Nick (2015). [Effect of Sexual Orientation on Job Satisfaction: Evidence from Greece](#). **Industrial Relations: A Journal of Economy and Society**, Wiley-Blackwell Publishing, 54(1): 162-187.
32. Drydakis Nick (2015). [Economics Applicants in the UK Labour Market: Entry Standards, University Reputation and Employment Outcomes](#). **International Journal of Manpower**, Emerald Publishing, 36(3): 296-333.
33. Drydakis Nick (2015). [The Effect of Sexual Activity on Wages](#). **International Journal of Manpower**, Emerald Publishing, 36(2): 192-215.
34. Drydakis Nick (2014). [Sexual Orientation Discrimination in the Cypriot Labour Market. Distastes or Uncertainty?](#) **International Journal of Manpower**, Emerald Publishing, 35(5): 720 – 744.
35. Drydakis Nick (2014). [Bullying at School and Labour Market Outcomes](#). **International Journal of Manpower**, Emerald Publishing, 35(8): 1185 - 1211.
36. Drydakis Nick (2013). [The Effect of Ethnic Identity on the Employment of Immigrants](#). **Review of Economics of the Household**, Springer Publishing, 11(2): 285-308.
37. Drydakis Nick (2012). [Health Impaired Employees' Job Satisfaction New Evidence from Athens, Greece](#). **Applied Economics Letters**, Taylor and Francis Publishing, 19(8): 789-793.
38. Drydakis Nick (2012). [Sexual Orientation and Labour Relations New Evidence from Athens, Greece](#). **Applied Economics**, Taylor and Francis Publishing, 44(20):2653-2665.
39. Drydakis Nick and Vlassis Minas (2012). [Wage Discrimination and Antidiscrimination Policy in Unionized Industries](#). **Journal of Economics**, Springer Publishing, 105(1): 45-62.
40. Drydakis Nick (2012). [Roma Women in Athenian Firms. Do they Face Wage Bias?](#) **Ethnic and Racial Studies**, Taylor and Francis Publishing, 35(12): 2054-2074.
41. Drydakis Nick (2012). [Ethnic Identity and Immigrants' Wages in Greece](#). **International Journal of Intercultural Relations**, Elsevier Publishing, 36(3): 389-402.
42. Drydakis Nick (2012). [Estimating Ethnic Discrimination in the Labour Market Using Experimental Data](#). **Southeast European and Black Sea Studies**, Taylor and Francis Publishing, 12(2): 335-355.
43. Drydakis Nick (2012). [Men's Sexual Orientation and Job Satisfaction](#). **International Journal of Manpower**, Emerald Publishing, 33(8): 901-917.

44. Drydakis Nick (2011). [Women's Sexual Orientation and Labor Market Outcomes in Greece](#). **Feminist Economics**, Taylor and Francis Publishing, 11(1):89-117.
45. Drydakis Nick (2011). [Health Status and Wage Differences: Measuring Productivity Penalty and Discrimination Patterns](#). **Applied Economics Letters**, Taylor and Francis Publishing, 18(14):1393-1396.
46. Drydakis Nick (2011). [Ethnic Discrimination in the Greek Housing Market](#). **Journal of Population Economics**, Springer Publishing, 24(4):1235-1255.
47. Drydakis Nick (2011). [Greek Unions' Preferences: Measuring Trends in the Field. An Exploratory Note on the Period 2008–2009](#). **Transfer: European Review of Labour and Research**. Sage Publishing, 17(4): 563-576.
48. Drydakis Nick and Vlassis Minas (2010). [Ethnic Discrimination in the Greek Labour Market: Occupational Access, Insurance Coverage, and Wage Offers](#). **Manchester School**, Wiley-Blackwell Publishing, 78(3): 201-218.
49. Drydakis Nick (2010). [Labour Discrimination as a Symptom of HIV: Experimental Evaluation the Greek Case](#). **Journal of Industrial Relations**, Sage Publishing, 52(2): 201-217.
50. Drydakis Nick (2010). [Religious Affiliation and Labour Bias](#). **Journal for the Scientific Study of Religion**, Wiley-Blackwell Publishing, 49 (3): 472-488.
51. Drydakis Nick (2010). [Health-Impairments and Labour Market Outcomes](#). **European Journal of Health Economics**, Springer Publishing, 11(5): 457-469.
52. Drydakis Nick (2010). [Ethnic Differences in Housing Opportunities in Athens](#). **Urban Studies**, Sage Publishing, 47(12): 2573-2596.
53. Drydakis Nick (2009). [Sexual Orientation Discrimination in the Labour Market](#). **Labour Economics**, Elsevier Publishing, 16(4): 364-372.

## Chapters in textbooks

1. Drydakis Nick (forthcoming). Small Enterprises' Digital Competencies and Financial Performance, in V. Aranitou, A. Angelakis, and M. Manioudis (Eds), *Small and Medium-Sized Enterprises (SMEs) and Growth: A Wide-View Analytical Perspective*. London: Palgrave Macmillan.
2. Drydakis Nick (forthcoming). Reducing the Gender Digital Divide Amongst Immigrant Entrepreneurs, in G. Meramveliotakis and M. Manioudis (Eds). *Re-Reading Sustainable Economic Development: Political Economy and Economics Pluralism*. London: Routledge.
3. Drydakis Nick (forthcoming). The Economics of Being LGBT. A Review: 2015-2020, in J. A. Gedro and T. S. Rocco (Eds), *The Routledge Companion to LGBTQ Identity in Global, Social, Political, and Work Contexts*. London: Routledge
4. Drydakis Nick (2024). [Discrimination: Sexual Orientation](#). **Elgar Encyclopedia of Labour Studies**. **Edward Elgar**. Cheltenham: Edward Elgar.

5. Drydakis Nick (2020). [Trans People, Transitioning, Mental Health, Life and Job Satisfaction](#) in: K. F. Zimmermann, Handbook of Labor, Human Resources and Population Economics: Gender (N. Drydakis Ed.). New York: Springer.
6. Drydakis Nick, MacDonald Peter, Bozani Vasiliki, and Chiotis Vangelis (2017). [Inclusive Recruitment? Hiring Discrimination against Older Workers](#), in A. Arenas, D. Di Marco, L. Munduate, and M. C. Euwema (Eds.), Shaping Inclusive Workplaces through Social Dialogue. New York: Springer Publishing.
7. Drydakis Nick (2017). [The Relationship between Recessions and Health](#), in D. S. Hamermesh, and O. K. Nottmeyer (Eds), Evidence-Based Policy Making in Labor Economics; The IZA World of Labor Guide 2017. New York: Bloomsbury Publishing Plc.
8. Drydakis Nick (2016). [Transgenderism, Sex Reassignment Surgery and Employees' Job-Satisfaction](#), in T. Köllen (Ed.), *Sexual Orientation and Transgender Issues in Organizations Global Perspectives on LGBT Workforce Diversity*. New York: Springer Publishing.
9. Bozani Vasiliki and Drydakis Nick (2016). [The Greek Crisis: A Greek Tragedy?](#) In C. Dreger, and S. A. Kritikos (Eds), *Vierteljahrshefte zur Wirtschaftsforschung (The Quarterly Journal of Economic Research)*, 84(3): 129-143. Berlin: The German Institute for Economic Research (DIW Berlin).
10. Drydakis Nick (2015). [Sexual Orientation and Labour Market Outcomes](#), in K. F. Zimmermann, and A. S. Kritikos (Eds), *Evidence-Based Policy Making in Labor Economics; The IZA World of Labor Guide 2015*. New York: Bloomsbury Publishing Plc.
11. Drydakis Nick (2014). [Econometric Specification of Demographic Effects of Socially Vulnerable Groups in Employment](#), in D. Balourdos, M. Chrydakis, N. Sarris, A. Tramountanis, K. and Tsantila, (Eds.), *Vulnerable Social Groups and Discrimination in the Labour Market*. Athens: Papazisis Publishing SA.

## Research projects, consultancies, grants and contracts

1. Role: Co-Investigator and Project Lead.  
Title of the Project: Co-Creating Assets and Place Based Approached to Tackling Refugee and Migrant Health Exclusion.  
Bodies: Arts and Humanities Research Council (United Kingdom).  
Duration: 2024-27.
2. Role: Co-Investigator and Project Lead.  
Title of the Project: A Study on the Employment and Wage Outcomes of Persons Living with a Same-sex Partner.  
Bodies: International Labour Organization (United Nations).  
Duration: 2023-24.
3. Role: Consultant and Project Evaluator.  
Official Project Deliverable: Individual Evaluation Reports and Consensus Reports.  
Title of the Project: Citizens, Equality, Rights and Values Programme (CERV).  
Bodies: European Commission.  
Duration: 2023-24.

4. Role: Sole Investigator.  
Official Project Deliverable: Trans People, Well-Being, and Labor Market Outcomes (version 2).  
Title of the Project: Jobs Knowledge Platform Program.  
Bodies: World Bank (US) and IZA World of Labor (Germany).  
Duration: 2023.
5. Role: Consultant and Project Evaluator.  
Official Project Deliverable: Individual Evaluation Reports and Consensus Reports.  
Title of the Project: HORIZON-CL2-2022.  
Bodies: European Commission.  
Duration: 2022.
6. Role: Consultant and Project Evaluator.  
Official Project Deliverable: Individual Evaluation Reports and Consensus Reports.  
Title of the Project: Citizens, Equality, Rights and Values programme (CERV EQUAL 2022).  
Bodies: European Commission.  
Duration: 2021.
7. Role: Sole Investigator.  
Official Project Deliverable: Gross Disposable Household Income Per Capita Growth.\nBody: European Commission: European Centre of Expertise (ECE) in the Field of Labour Law, Employment and Labour Market Policies.  
Duration: 2021-2022.
8. Role: Sole Investigator.  
Official Project Deliverable: [The Relation between Economic Recessions and Health Indicators](#) (version 2).  
Title of the Project: Jobs Knowledge Platform Program.  
Bodies: World Bank (US) and IZA World of Labor (Germany).  
Duration: 2021.
9. Role: Consultant and Project Evaluator.  
Official Project Deliverable: Individual Evaluation Reports and Consensus Reports.  
Title of the Project: Citizens, Equality, Rights and Values programme (CERV EQUAL 2021).  
Bodies: European Commission.  
Duration: 2021.
10. Role: Project Lead, [UK Management Committee Member](#) and Researcher.  
Title of the Project: [Social and Economical \(In\)Equalities in the Labour Market](#), COST-EU Horizon 2020 Programme.  
Bodies: European Commission.  
Duration: 2020-2024 (in-progress).
11. Role: Investigator.  
Title of the Project: Analyzing the new Socio-Economic Panel Study  
Bodies: German Federal Ministry of Education and Research and the German Institute for Economic Research (DIW Berlin).  
Duration: 2020-2023 (in-progress).
12. Role: Leading Empirical Investigator.  
Title of the Project: [British <25 LGBT Survey](#).  
Bodies: British LGBT Awards, Google, Facebook, Disney.  
Duration: 2020.



13. Role: Sole Investigator.  
Official Project Deliverable: Wealth Inequality and Gross Household Domestic Disposable Income. Body: European Commission: European Centre of Expertise (ECE) in the Field of Labour Law, Employment and Labour Market Policies.  
Duration: 2019.
14. Role: Sole Investigator.  
Official Project Deliverable: [The Effect of Sexual Orientation on Labor Market Outcomes \(version 2\)](#).  
Title of the Project: Jobs Knowledge Platform Program.  
Bodies: World Bank (US) and IZA World of Labor (Germany).  
Duration: 2019.
15. Role: Expert in Labour Economics and Co-Principal Investigator.  
Official Project Deliverable: [Planning and Preparing for Later Life Evidence Scoping Review](#).  
Body: Centre for Ageing Better (UK).  
Duration: 2017-2018.
16. Role: Sole Investigator.  
Official Project Deliverable: [Trans People, Well-Being, and Labor Market Outcomes](#).  
Title of the Project: Jobs Knowledge Platform Program.  
Bodies: World Bank (US) and IZA World of Labor (Germany).  
Duration: 2016-2017.
17. Role: Sole Investigator.  
Official project Deliverable: [The Relation between Economic Recessions and Health Indicators](#).  
Title of the Project: Jobs Knowledge Platform Program.  
Bodies: World Bank (US) and IZA World of Labor (Germany).  
Duration: 2015-2016.
18. Role: Sole Investigator.  
Official Project Deliverable: [Age Discrimination in the UK's Labour Market](#).  
Bodies: Chartered Institute of Personnel and Development (UK).  
Duration: 2015.
19. Role: Leading Investigator.  
Official Project Deliverable: [The Greek Economic Crisis, Labour Markets and Policies](#).  
Title of the Project: The Greek Crisis: A Greek Tragedy?  
Body: The German Institute for Economic Research (Germany).  
Duration: 2015-2016.
20. Role: Advisor.  
Official Project Deliverable: [The Recruitment and Retention of Transgender Staff: Guidance for Employers](#).  
Bodies: Government Equalities Office (UK) and Inclusive Employers (UK).  
Duration: 2014-2015.
21. Role: Sole Investigator.  
Official Project Deliverable: [The Effect of Sexual Orientation on Labor Market Outcomes](#).  
Title of the Project: Jobs Knowledge Platform Program.  
Bodies: World Bank (US) and IZA World of Labor (Germany).  
Duration: 2014-2015.



22. Role: Econometrics Specialist and Leading Investigator in a Deliverable.  
Official Project Deliverable: [Combating Labour Market Discrimination](#).  
Title of the Project: Progress Program.  
Body: European Commission. Duration: 2011-2014.
23. Role: Econometrics Specialist and Leading Investigator in a Deliverable.  
Official Project Deliverable: [Absorption Alumni Study for the 2004-2006 period](#).  
Title of the Project: European Territorial Cooperation Program (WP 3.4).  
Bodies: European Commission and Hellenic Ministry of Education.  
Duration: 2010-2012.
24. Role: Sole Investigator (PhD dissertation).  
Official Project Deliverable: [Labour Market Discrimination: Theoretical and Empirical Evaluation](#). Bodies: Hellenic Ministry of Education and University of Crete.  
Duration: 2005-2008.

## Reviewer and editorships

### I. Reviewer in funding bodies:

1. Social Sciences and Humanities Research Council of Canada.
2. Swiss National Science Foundation (National Research Council).
3. Economic and Social Research Council (UK); Open Research Area in Europe (ORA).
4. National Fund for Scientific Research (Belgium, Flanders).
5. Citizens, Equality, Rights and Values programme (CERV EQUAL 2021, European Commission).
6. Economic and Social Research Council (UK); Transforming Working Lives.
7. Citizens, Equality, Rights and Values programme (CERV EQUAL 2022, European Commission).
8. HORIZON-CL2-2022-TRANSFORMATIONS-01 (European Commission).

### II. Reviewer in international journals:

1. Labour Economics, Elsevier Publishing.
2. Journal of Health Economics, Elsevier Publishing.
3. Oxford Bulletin of Economics and Statistics, Wiley-Blackwell Publishing.
4. European Journal of Health Economics, Springer Publishing.
5. Review of Economics of the Household, Springer Publishing.
6. Applied Economics, Taylor and Francis Publishing.
7. Journal of Happiness Studies, Springer Publishing.
8. Journal of Family and Economic Issues; Springer Publishing.
9. Feminist Economics, Taylor and Francis Publishing.
10. Journal of Population Economics, Springer Publishing.
11. Social Science and Medicine, Elsevier Publishing.
12. IZA Journal of Labor Policy, Springer Publishing.
13. IZA World of Labor, Bloomsbury Publishing.
14. Journal of Labor Research Springer Publishing.
15. International Review of Applied Economics, Taylor and Francis Publishing.
16. International Journal of Environmental Research and Public Policy, MDPI Publishing.
17. American Sociological Review, Sage Publishing.
18. International Journal of Manpower, Emerald Publishing.
19. Journal for the Scientific Study of Religion, Wiley-Blackwell Publishing.
20. Human Relations, Sage Publishing.
21. International Journal of Human Resource Management, Taylor and Francis Publishing;
22. PLOS ONE, Public Library of Science.

23. Journal of Homosexuality, Taylor and Francis Publishing.
24. Ethnic and Racial Studies, Taylor and Francis Publishing.
25. Journal of AIDS and HIV Research, Academic Journals.
26. Sociology of Religion: A Quarterly Review, Oxford University Press.
27. Journal of Population Ageing, Springer Publishing.
28. Social Science Research, Elsevier Publishing.
29. Higher Education, Taylor and Francis Publishing.
30. Applied Economic Letters, Taylor and Francis Publishing.
31. British Journal of Guidance and Counselling, Taylor and Francis Publishing.
32. International Journal for Equity in Health, BioMed Central Publishing.
33. Forum for Social Economics, Taylor and Francis Publishing.
34. Journal of Official Statistics, Statistic Sweden.

### III. Handbooks and textbooks evaluator and reviewer in international publishing corporations

1. Oxford University Press

### IV. Guest editor in special issues in journals:

1. Measuring Hiring Discrimination in the Workplace through Field Experiments (with Magnus Carlsson and Stijn Baert): [International Journal of Manpower](#), Emerald Publishing, 2018: 39(4).
2. Sexual Orientation and the Labor Market (with Klaus Z. Zimmermann): [International Journal of Manpower](#), Emerald Publishing, 2020: 41(6).
3. Migration-Refugee Policies and Socioeconomics, Well-Being and Sustainable Outcomes (on-going), [Sustainability](#), MDPI.

### V. Section editor in handbooks:

Gender: [Handbook of Labor, Human Recourses and Population Economics](#) (Editor in Chief: Klaus F. Zimmermann), Springer Publishing.

### VI. Associate Editor:

[PLoS Global Public Health](#)

[Frontiers in Sociology: Work, Employment and Organizations](#)

[Economics](#)

[International Journal of Manpower](#)

[VILAKSHAN - XIMB Journal of Management](#)

## Research degrees: Postdoc- PhD- MPhil

### Completions:

Benjamin Harvey (ARU PhD, first supervisor): Gender identity and sexual orientation in later life in the UK.

Feteha Amr (ARU Postdoc, first supervisor): Fish production in Egypt.

Galanakis Yannis (Global Labor Organization: Virtual Young Scholar, first supervisor): Human capital mismatch in the UK.

Mann Samuel (Global Labor Organization: Virtual Young Scholar, first supervisor): Trans people, Employment and Earnings in the US.

Rai Kamal (ARU PhD, second supervisor): The impact of corporate philanthropy on consumer attitudes: a critical analysis of the North and South regions of England.

Ameen Nisreen (ARU PhD, second supervisor): Women and mobiles in Arab countries.

Davies William (ARU PhD, second supervisor): Determining success and failure in crowdfunding.

Sigloch Sebastian (ARU PhD, third supervisor): Mobile internet connectivity, exploring structural bottlenecks in Tamil Nadu using active internet periphery measurements.

Al Naimi Ahmad (ARU PhD, second supervisor): Asset liability management and liquidity risks in commercial banks: The Case of Jordan.

Tsokanta Demi (ARU PhD, second supervisor): Consumer theory in microeconomics and marketing research: An area for interdisciplinary integration.

Falegan Kemi (ARU MPhil, first supervisor): Poverty and education in Nigeria.

Paul Wabike (ARU PhD, second supervisor): University-Community Engagement in African Higher Education

In progress:

Hemvanich Dissaya (ARU PhD, first supervisor): Ethnic discrimination in the workplace in the UK and Thailand.

Emeson Valery (ARU PhD, second supervisor): The impact of the Brexit uncertainty on bank lending in the UK: Evidence from SMEs and female entrepreneurs.

Thankappan Nair Preethi (ARU PhD, second supervisor): Moderating effect of organisational cultural intelligence on cross border strategic alliances.

Alsayed-Ahmad Alaa (ARU PhD, first supervisor): Refugees' skills and integration in the UK

## Recent presentations and conferences

2023:

--University of Rome, Minerva Lab Seminars: *Age Discrimination in the Workplace*.

--25th Annual Conference of the Association for Heterodox Economics, Anglia Ruskin University: *Opening Speech: Centre for Pluralism Economics*.

--Global Labor Organization: *Meta-analysis: Sexual Orientation and Wages*.

--Centre for Access to Justice and Inclusion, Anglia Ruskin University: *REF 2028 Impact Case Studies*.

--Pride Week Events, Anglia Ruskin University: *LGBT+ Community, Inclusion in the Workplace, and Leadership*.

2022:

--University of Neapolis: *Artificial Intelligence and Reduced SMEs' Business Risks*.

2020:

--UK Academy for Information Systems: *SMEs' Business Risks due to the COVID-19 pandemic and Artificial Intelligence*.

2018:

--25th Conference of the Eurasia Business and Economics Society (EBES) jointly organized with the Global Labor Organization, Berlin: *Sexual Orientation and Labor Market Outcomes*.

--Organisation for Economic Co-operation and Development (OECD) and European Union Agency for Fundamental Rights (FRA), Paris: *Standardised Situation Testing*. OECD.

2017:

--European Association of Work and Organizational Psychology, Dublin: *Inclusive Recruitment? Hiring Discrimination against Older Workers*.

--The Campbell Collaboration, the Centre for Evidence and Social Innovation, the International Initiative for Impact Evaluation, and Sense about Science, What Works Global Summit; London, UK: *Economic Crisis and Health Status*.

## Global media coverage and engagement

Professor Drydakis' research has received global media coverage, and has been interviewed for his research by various media outlets, including CNN, CBS, NBC, the Wall Street Journal, the Daily Record, The New York Daily News, and Yahoo News, The Huffington Post, Business Insider, Daily Mail, Daily Telegraph, The Washington Post, Good Morning America, United Press International, Daily Mirror, Times Higher Education, Bloomberg TV, BBC World Radio.

♠ ♣ =