

John T. Addison

Personal Data

Nationality: British/U.S. permanent resident

Home address: 117 Spring Valley Court
Columbia, SC 29223
U.S.A.

Office address: Department of Economics
Moore School of Business
University of South Carolina
1014 Greene Street
Columbia, SC 29208
Tel. +1 803 777 4608
E-mail: ecceaddi@moore.sc.edu

Education

1964-71 London School of Economics and Political Science:

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

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

1971 (December) Ph.D.*

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

Honors

Appointed Faculty Associate, Walker Institute of International and Area Studies, University of South Carolina, 2018-2020.

ifo/CESifo Visiting Researcher, CESifo Group Munich, October 2018.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Listings

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

Who's Who in America 2015, 69th ed. (New Providence, NJ: Marquis).

Who's Who in American Education, 8th ed., 2007 (New Providence, NJ: Marquis).

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

Employment
Full-time

2013 (September) to date. Chair in Economics, Durham University (U.K.). Position held concurrently with University of South Carolina professorship.

1983 (April) to date. Professor of Economics, University of South Carolina.

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

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

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

.....

Selected Visiting Positions
1993-2011.

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

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

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

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

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

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

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

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

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

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

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

Publications
Articles:

"Workplace Employee Representation and Industrial Relations Performance: Cross-Country Evidence from the 2013 European Company Survey." Forthcoming in *Jahrbücher für Nationalökonomie und Statistik/Journal of Economics and Statistics* (with Paulino Teixeira).

"Worker Representation and Temporary Employment in Germany: The Deployment and Extent of Fixed-Term Contracts and Temporary Agency Work." Forthcoming in *Journal of Participation and Employee Ownership* (with Paulino Teixeira, Philipp Grunau, and Lutz Bellmann)

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

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

"Contract Innovation in Germany: An Economic Evaluation of Pacts for Employment and Competitiveness." *British Journal of Industrial Relations*, Vol. 55, No. 3, September 2017, pp. 500-526 (with Paulino Teixeira, Katalin Evers, and Lutz Bellmann).

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

Vilares).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

"Does Atypical Work Help the Jobless: Evidence from a CAEAS/CPS Cohort Analysis," *Applied Economics*, Vol. 41, No. 9, March 2009, pp.

1077- 1087 (with Christopher J. Surfield).

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

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

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

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

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

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

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

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

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

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

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

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

"Editor's Introduction," *Portuguese Economic Journal*, Vol. 5, No. 2, August, pp. 67-68.

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

"The Use of Alternative Work Arrangements by the Jobless: Evidence from

the CAEAS/CPS," *Journal of Labor Research*, Vol. 27, No. 2, Spring 2006, pp. 149- 162 (with Christopher J. Surfield).

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

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

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

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

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

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

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

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

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

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

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

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

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

"Unemployment Duration: A Competing Risks Model with Defective Risks," *Journal of Human Resources*, Volume 38, No. 1, Winter 2003, pp. 156-191 (with Pedro Portugal).

"The Economics of Employment Protection," *Journal of Labor Research*, Vol. 24, No. 1, Winter 2003, pp. 85-129 (with Paulino Teixeira).

"What Do We Know About the New European Works Councils? Some Preliminary Evidence from Britain," *Scottish Journal of Political Economy*, Vol. 49, No. 4, September 2002, pp. 418-444 (with Clive R. Belfield).

"Job Search Methods and Outcomes," *Oxford Economic Papers*, Vol. 54, No. 3, July 2002, pp. 505-533 (with Pedro Portugal).

"Labor Policy in the EU: The New Emphasis on Education and Training under the Treaty of Amsterdam," *Journal of Labor Research*, Vol. 23, No. 2, Spring 2002, pp. 129-143.

"Works Councils in Germany: Their Effects on Establishment Performance," *Oxford Economic Papers*, Vol. 53, No. 4, October 2001, pp. 659-694 (with Claus Schnabel and Joachim Wagner).

"Updating the Determinants of Firm Performance: Estimation Using the 1998 Workplace Employee Relations Survey," *British Journal of Industrial Relations*, Vol. 39, No. 3, September 2001, pp. 341-366 (with Clive R. Belfield).

"Employment Adjustment in a "Sclerotic" Labor Market: Comparing Portugal with Germany, Spain, and the United Kingdom," *Jahrbücher für Nationalökonomie und Statistik*, Vol. 221, No. 4, July 2001, pp. 353-370 (with Paulino Teixeira).

"Technology, Employment and Wages," *Labour*, Vol. 15, No. 2, June 2001, pp. 191-219 (with Paulino Teixeira).

"Die mitbestimmungsfreie Zone aus ökonomischer Sicht," *Hamburger Jahrbuch für Wirtschafts- und Gesellschaftspolitik*, Vol. 45, 2000, pp. 277-292 (with Claus Schnabel and Joachim Wagner).

"Die mitbestimmungsfreie Zone - ein Problemfeld?" *Wirtschaftsdienst*, Nr. 6, June 2000, pp. 361-365 (with Claus Schnabel and Joachim Wagner).

"The Impact of Financial Participation and Employee Involvement on Financial Performance: A Reiteration Using the 1998 WERS," *Scottish Journal of Political Economy*, Vol. 47, No. 5, November 2000, pp. 571-583 (with Clive R. Belfield).

"The Effect of Dismissals Protection on Employment: More on a Vexed Theme," *Southern Economic Journal*, Vol. 67, No. 1, July 2000, pp. 105-122 (with Paulino Teixeira and Jean-Luc Grosse).

"Labor Market Reform in the U.K.: From Thatcher to Blair," *Journal of Private Enterprise*, Vol. 15, No. 2, 2000, pp. 1-34 (with W. Stanley Siebert).

"Worker Participation and Firm Performance: Evidence from Germany and Britain," *British Journal of Industrial Relations*, Vol. 38, No. 1, March 2000, pp. 7-48 (with W. Stanley Siebert, Joachim Wagner, and Xiangdong Wei).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

"Trade and Displacement in Manufacturing," *Monthly Labor Review*, Vol. 118, No. 4, April 1995, pp. 58-67 (with Douglas A. Fox and Christopher J. Ruhm).

"German Industrial Relations: An Elusive Exemplar," *Industrielle Beziehungen*, Vol. 2, No. 1, March 1995, pp. 25-45 (with Claus Schnabel and Joachim Wagner).

"Short- and Long-Term Unemployment: A Parametric Model with Time-Varying Effects," *Oxford Bulletin of Economics and Statistics*, Vol. 57, No. 1, May 1995, pp. 205-27 (with Pedro Portugal).

"Advance Notice and Job Search: More on the Value of an Early Start," *Industrial Relations*, Vol. 34, No. 2, April 1995, pp. 242-62 (with McKinley L. Blackburn).

"Recent Developments in Social Policy in the New European Union," *Industrial and Labor Relations Review*, Vol. 48, No. 1, October 1994, pp. 5-27 (with W. S. Siebert).

"Vocational Training and the European Community," *Oxford Economic Papers*, Vol. 46, October 1994, pp. 696-724 (with W.S. Siebert).

"The Worker Adjustment and Retraining Notification Act: Effects on Notice Provision," *Industrial and Labor Relations Review*, Vol. 47, No. 4, July 1994, pp. 650-62 (with McKinley L. Blackburn).

"Policy Watch: The Worker Adjustment and Retraining Notification Act," *Journal of Economic Perspectives*, Vol. 8, No. 1, Winter 1994, pp. 181-90 (with McKinley L. Blackburn).

"U.K. Unionism and Innovative Activity: Some Cautionary Remarks on the Basis of a Simple Cross-Country Test," *British Journal of Industrial Relations*, Vol. 32, No. 1, March 1994, pp. 85-98 (with Joachim Wagner).

"Has WARN Warned? The Impact of Advance Notice Legislation on Receipt of Advance Notice," *Journal of Labor Research*, Vol. 15, No. 1, Winter 1994, pp. 83-90 (with McKinley Blackburn).

"U.S. Unionism and R & D Investment: Results from a Simple Cross-Country Test," *Journal of Labor Research*, Vol. 15, No. 2, Spring 1994, pp. 191-97 (with Joachim Wagner).

"Job Changing After Displacement: A Contribution to the Advance Notice Debate," *Southern Economic Journal*, Vol. 60, No. 1, July 1993, pp. 184-200 (with Douglas A. Fox).

"The EC Social Charter: The Nature of the Beast," *National Westminster Bank Quarterly Review*, February 1993, pp. 13-28 (with W. S. Siebert).

"Can We Identify Union Productivity Effects?" *Industrial Relations*, Vol. 32, No. 1, Winter 1993, pp. 124-32 (with John Chilton).

"The Social Charter: Whatever Next?" *British Journal of Industrial Relations*, Vol. 30, No. 4, December 1992, pp. 495-513 (with W. S. Siebert).

"The Distributional Shape of Unemployment Duration: A Reply," *Review of Economics and Statistics*, Vol. 74, No. 4, November 1992, pp. 717-21 (with Pedro Portugal).

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

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

- "Prenotification of Impending Job Loss: From Voluntary Exchange to Mandated Benefits," *Industrial Relations*, Vol. 31, No. 1, Winter 1992, pp. 159-78 (with Pedro Portugal).
- "Does Advance Notice Facilitate Better Job Matches?" *Economics Letters*, Vol. 36, No. 2, 1991, pp. 209-12 (with Pedro Portugal).
- "The Social Charter of the European Community: Evolution and Controversies," *Industrial and Labor Relations Review*, Vol. 44, No. 4, July 1991, pp. 597-625 (with W.S. Siebert).
- "Internal Labor Markets: Causes and Consequences," *Oxford Review of Economic Policy*, Vol. 7, No. 1, Spring 1991, pp. 76-92 (with W.S. Siebert).
- "Problems of Sample Construction in Studies of the Effects of Unemployment Insurance on Unemployment Duration," *Industrial and Labor Relations Review*, Vol. 43, No. 3, April 1990, pp. 463-77 (with Pedro Portugal).
- "The Endogeneity of Union Status and the Application of the Hausman Test" *Journal of Labor Research*, Vol. 10, No. 4, Fall 1989, pp. 437-41 (with Pedro Portugal).
- "On the Costs of Worker Displacement: The Case of Dissipated Firm-Specific Training Investments," *Southern Economic Journal*, Vol. 55, No. 1, July 1989 pp. 166-82 (with Pedro Portugal).
- "The Controversy over Advance Notice Legislation in the United States," *British Journal of Industrial Relations*, Vol. 27, No. 2, July 1989, pp. 235-63.
- "Job Displacement, Relative Wage Changes, and Duration of Unemployment," *Journal of Labor Economics*, Vol. 7, No. 3, July 1989, pp. 281-302 (with Pedro Portugal).
- "Gewerkschaften, Produktivität und Rent Seeking," *Jahrbücher für Nationalökonomie und Statistik*, Vol. 206, No. 2, March 1989, pp. 102-16 (with Joachim Genosko and Claus Schnabel).
- "Union Effects on Productivity, Profits, and Growth: Has the Long Run Arrived?" *Journal of Labor Economics*, Vol. 7, No. 1, January 1989, pp. 72-105 (with Barry T. Hirsch).
- "Wage Patterns: An Evolutionary Perspective," *Journal of Labor Research*, Vol. 9, No.3, Summer 1988, pp. 207-19 (with John Chilton).
- "Job Loss and Job Change: Comment," *Industrial and Labor Relations Review*, Vol. 41, No. 1, October 1987, pp. 43-45 (with Pedro Portugal).
- "The Effect of Advance Notification of Plant Closings on Unemployment," *Industrial and Labor Relations Review*, Vol. 41, No. 1, October 1987, pp. 3-16 (with Pedro Portugal).
- "On the Distributional Shape of Unemployment Duration," *Review of Economics and Statistics*, Vol. 68, No. 3, August 1987, pp. 520-26 (with Pedro Portugal).
- "The Importance of Lifetime Jobs: Differences between Union and Nonunion Workers," *Industrial and Labor Relations Review*, Vol. 40, No. 3,

April 1987, pp. 393-405 (with Alberto C. Castro).

"Output Inflation Tradeoffs in 34 Countries," *Journal of Economics and Business*, Vol. 38, No. 4, December 1986, pp. 353-60 (with Henry W. Chappell, Jr. and Alberto C. Castro).

"Job Security in the United States: Law, Collective Bargaining, Policy, and Practice," *British Journal of Industrial Relations*, Vol. 24, No. 3, November 1986, pp. 381-418.

"The Political Model of Strikes: A New Twist," *Southern Economic Journal*, Vol. 52, No. 1, July 1985, pp. 23-33 (with W. S. Siebert and P. V. Bertram).

"What Do Unions Really Do? A Review Article," *Journal of Labor Research*, Vol. 6, No. 2, Spring 1985, pp. 127-46.

"Money Growth, Concentration, and Relative Prices: Reply," *American Economic Review*, Vol. 75, No. 1, March 1985, pp. 279-80 (with Henry W. Chappell, Jr.).

"The Sociopolitical Analysis of Inflation," *Weltwirtschaftliches Archiv*, Band 120, Heft 1, 1984, pp. 90-120.

"Trade Unions, Corporatism and Inflation," *Journal of Labor Research*, Vol. 5, No. 1, Winter 1984, pp. 39-62.

"Causation, Social Science and Sir John Hicks," *Oxford Economic Papers*, Vol. 36, No. 1, March 1984, pp. 1-11 (with John Burton and T. S. Torrance).

"Relative Prices, Concentration and Monetary Growth," *American Economic Review*, Vol. 73, No. 5, December 1983, pp. 1122-1126 (with Henry W. Chappell, Jr.).

"The Evolving Debate on Unions and Productivity," *Journal of Industrial Relations*, Vol. 25, No. 2, September, 1983, pp. 286-300.

"Gewerkschaften und Produktivität: Fehlallokation von Ressourcen oder Produktivitätssteigerung?" *Zeitschrift für die gesamte Staatswissenschaft*, Band 139, Heft 2, June 1983, pp. 215-28 (with Knut Gerlach).

"Comment on Noam and Farber," *Research in Labor Economics*, Supplement 2, 1983, pp. 207-15.

"The Sociopolitical Analysis of Global Inflation: A Theoretical and Empirical Examination," *American Journal of Economics and Sociology*, Vol. 42, No. 1, January 1983, pp. 13-28 (with J. Burton).

"The Impact of Unions on Productivity," *British Journal of Industrial Relations*, Vol. 20, No. 2, July 1982, pp. 145-62.

"Finnish Incomes Policy: Unions and Other Constraints," *Journal of Labor Research*, Vol. 3, No. 3, Summer 1982, pp. 335-47.

"Are Trade Unions Good for Productivity?" *Journal of Labor Research*, Vol. 3, No. 2, Spring 1982, pp. 125-38.

"Keynes' Analysis of Wages and Unemployment Revisited," *The Manchester School*, Vol. 50, No. 1, March 1982, pp. 1-23 (with J. Burton).

"On the Causation of Inflation: Some Further Clarifications," *The Manchester School*, Vol. 49, No. 4, December 1981, pp. 355-56 (with J. Burton).

"Are Strikes Accidental?" *Economic Journal*, Vol. 91, No. 362, June 1981, pp. 389-404 (with W. S. Siebert).

"On Institutions and Wage Determination," *Journal of Labor Research*, Vol. 2, No. 1, Spring 1981, pp. 99-109 (with J. Burton).

"Geometric Derivation of a Firm's Input Decision," *Australian Economic Papers*, June 1981, pp. 142-49 (with W. S. Siebert).

"On the Causation of Inflation," *The Manchester School*, Vol. 48, No. 2, June 1980, pp. 140-56 (with J. Burton).

"The Demise of 'Demand-Pull' and 'Cost-Push' in Inflation Theory," *Banca Nazionale del Lavoro Quarterly Review*, No. 133, June 1980, pp. 187-204 (with J. Burton).

"Wage Adjustment Processes: A Synthetic Treatment," *British Journal of Industrial Relations*, Vol. 16, No. 2, July, 1978, pp. 208-23 (with J. Burton).

"The Identification of Market and Spillover Forces in Wage Inflation: A Cautionary Note," *Applied Economics*, Vol. 11, No. 1, 1979, pp. 95-103 (with J. Burton).

"The Institutionalist Analysis of Wage Inflation: A Critical Appraisal," *Research in Labor Economics*, Vol. 1, No. 1, 1977, pp. 333-76 (with J. Burton).

"The Composition of Manual Worker Wage Earnings," *British Journal of Industrial Relations*, Vol. 14, No. 1, March 1976, pp. 56-69.

"Information Flows: The Employers' View of the Market," *Applied Economics*, Vol. 8, No. 1, March 1976, pp. 37-57.

"The Role of Comparability in Wage Determination," *British Journal of Industrial Relations*, Vol. 23, No. 3, November 1975, pp. 388-95.

"Sex Discrimination: Some Comparative Evidence," *British Journal of Industrial Relations*, Vol. 13, No. 2, July 1975, pp. 263-65.

"Sono opportuni gli 'accordi di produttività,'" *Mercurio*, Vol. 18, No. 15, May 1975, pp. 1-6.

"Productivity Bargaining: The Externalities Question," *Scottish Journal of Political Economy*, Vol. 21, No. 2, June 1974, pp. 123-42.

Publications

Books:

The Economics of Codetermination: Lessons from the German Experience, 2009, New York: Palgrave Macmillan.

Innovation, Employment and Growth Policy Issues in the EU and the United States, Berlin and Heidelberg: Springer Verlag, 2009 (with Paul J.J. Welfens).

Recent Developments in Labor Economics, Cheltenham, England, and

Northampton, MA: Edward Elgar, 2007.

International Handbook of Trade Unions, Cheltenham, England, and Northampton, MA: Edward Elgar, 2003 (with Claus Schnabel).

Labor Markets and Social Security, Berlin and New York: Springer Verlag, 2003 (2nd ed.) (with Paul J.J. Welfens).

Globalization, Economic Growth, and Innovation Dynamics, Berlin and New York: Springer Verlag, 1999 (with Paul J.J. Welfens, David B. Audretsch, Thomas Gries, and Hariolf Grupp).

Labor Markets and Social Security, Berlin and New York: Springer Verlag, 1998 (with Paul J.J. Welfens).

Technological Competition, Employment and Innovation Policy in OECD Countries, Berlin and New York: Springer Verlag, 1997 (with Paul J.J. Welfens, David B. Audretsch and Hariolf Grupp).

Labour Markets in Europe: Issues of Harmonization and Regulation, London: The Dryden Press, 1997 (with W. Stanley Siebert).

Job Displacement: Consequences and Implications for Policy, Detroit, Michigan: Wayne State University Press, 1991.

Eine ökonomische Analyse der Gewerkschaften: Neue Ansätze und empirische Befunde, Regensburg: Transfer Verlag, 1990 (with Barry T. Hirsch and Joachim Genosko).

The Economic Analysis of Unions – New Approaches and Evidence, London and Boston: George Allen and Unwin, 1986 (with Barry T. Hirsch).

Trade Unions and Society: Some Lessons of the British Experience, Vancouver, B.C.: Fraser Institute, January 1984 (with J. Burton).

The Dictionary of Modern Economics, London and Cambridge, Mass.: Macmillan and M.I.T. Press, 1981.

The Market for Labor: An Analytical Treatment, Santa Monica, California: Goodyear/Prentice-Hall, March 1979 (with W. S. Siebert).

Publications

Chapters:

"Politico-Economic Causes of Labor Regulation in the United States: Rent Seeking, Alliances, Raising Rivals' Costs (Even Lowering One's Own?), and Interjurisdictional Competition," in Roland Vaubel and Peter Bernholz (eds.), *Political Competition and Economic Regulation*, London: Routledge, 2007, pp. 19-42.

"Union Voice," in James T. Bennett and Bruce E. Kaufman (eds.), *What Do Unions Do? A Twenty-Year Perspective*. Piscataway, N.J.: Transaction Publishers, 2007, pp. 238-274 (with Clive R. Belfield).

"The Determinants of the Employment Structure: Wages, Trade, Technology, and Organizational Change," in Alex Bryson, John Forth, and Catherine Barber (eds.), *Making Linked Employer-Employee Data Relevant to Policy*, Department of Trade and Industry Occasional Paper No. 4, London, England: DTI, April 2006, pp. 101-119 (with Lutz Bellmann, Thorsten Schank, and Paulino Teixeira).

"The Status of the Collective Voice Model. Requiescat in Pace?" in Lutz Bellmann, Olaf Hübler, Wolfgang Meyer, and Gesine Stephan (eds.), *Institutionen, Löhne und Beschäftigung*, Nürnberg: Institut für Arbeitsmarkt - und Berufsforschung der Bundesagentur für Arbeit, 2005, pp. 11-29.

"Unions and Establishment Performance: Evidence from the British Workplace Industrial/Employee Relations Surveys," in Phanindra V. Wunnava (ed.), *The Changing Role of Unions – New Forms of Representation*. Armonk, New York: M.E. Sharpe, 2004, pp. 281-319.

"The Economic Returns to Lifelong Learning in OECD Countries," in Clive R. Belfield and Henry M. Levin (eds.), *The Economics of Higher Education*, The International Library of Critical Writings in Economics Series No. 165, Cheltenham, England, and Northampton, Mass.: Edward Elgar, 2003, pp. 3-57 (with Elchanan Cohn).

"Union Security in Britain with an Addendum on New Labour's Reforms," in Samuel Estreicher, Harry Katz, and Bruce Kaufman (eds.), *The Internal Governance and Organizational Effectiveness of Labor Unions: Essays in Honor of George Brooks*. New York: Kluwer Law International, 2001, pp. 249-278 (with W. S. Siebert).

"European Union Labor Market Directives and Initiatives," in Samuel Estreicher (ed.), *Global Competition and the American Employment Landscape - As We Enter the 21st Century*. New York: Kluwer Law International, 2001, pp. 691-738.

"Nonunion Representation in Germany," in Bruce E. Kaufman and Daphne G. Taras (eds.), *Nonunion Forms of Employee Representation - History, Contemporary Practice, and Policy*, Armonk, New York: M.E. Sharpe, 2000, pp. 365-385.

"Industry Tariff Agreements from the Perspective of Exit and Voice: Their Scope, Determinants and Increasing Differentiation: A Comment," in Lutz Bellmann and Viktor Steiner (eds.), *Panelanalysen zu Lohnstruktur, Qualifikation und Beschäftigungsdynamik*, Nürnberg: Institut für Arbeitsmarkt - und Berufsforschung der Bundesanstalt für Arbeit, 1999, pp. 41-44.

"Verbreitung, Bestimmungsgründe und Auswirkungen von Betriebsräten: Empirische Befunde aus dem Hannoveraner Firmenpanel," in Bernd Frick, Norbert Kluge, and Wolfgang Streeck (eds.), *Die wirtschaftlichen Folgen der Mitbestimmung*, Frankfurt: Campus Verlag, 1999, pp. 223-252 (with Claus Schnabel and Joachim Wagner).

"The Changing Skill Structure of Employment in German Manufacturing: A Peek Inside the Industry Black Box," in Stanley Black (ed.), *Globalization, Technological Change and Labor Markets*, Boston: Kluwer, 1999, pp. 59-83 (with Joachim Wagner).

"Tecnologia, Occupazione e Salari," in Daniele Schilirò (ed.), *Coordinamento della Politica Macroeconomica Internazionale e Occupazione*, Messina: Intilla Editore, 1998, pp. 3-26.

"Job Security and Employment: A Comparative Analysis," in John T. Addison and Paul J.J. Welfens (eds.), *Labor Markets and Social Security*, Berlin and New York: Springer Verlag, 1998, pp. 75-85 (with Jean-Luc Grosso).

"Betriebsräte in der deutschen Industrie: Verbreitung, Bestimmungsgründe und Effekte," in Knut Gerlach, Olaf Hübler, and Wolfgang Meyer (eds.), *Ökonomische Analysen betrieblicher Strukturen und Entwicklungen - Das Hannoveraner Firmenpanel*. Frankfurt and New York: Campus Verlag, 1998, pp. 59-86 (with Claus Schnabel and Joachim Wagner).

"The Process of Labour Market Reform in the U.K.," in Fazil Mihar (ed.), *Unions and Right-to-Work Laws: The Global Evidence and their Impact on Employment*, Vancouver: The Fraser Institute, 1997, pp. 105-36 (with W. Stanley Siebert).

"Effects of Employment Regulation: What Are the Limits?" in Bruce E. Kaufman (ed.), *Government Regulation of the Employment Relationship*, Madison, Wisconsin, Industrial Relations Research Association, 1997, pp. 125-78 (with Barry T. Hirsch).

"The U.S. Labor Market: Structure and Performance," in Horst Siebert (ed.), *Sectoral Structural Change and Labor Market Flexibility: Experience in Selected OECD Economies*, Tübingen: J.C.B. Mohr, 1997, pp. 187-222.

"Models of Union Behavior," in David Lewin, Daniel J. B. Mitchell, and Mahmood A. Zaidi (eds.), *Handbook of Human Resource Management*, Greenwich, Connecticut: JAI Press, 1997, Vol. 1, pp. 157-194 (with John Chilton).

"Mindestlöhne und Verteilung des Familieneinkommens," in Viktor Steiner and Lutz Bellmann (eds.), *Mikroökonomik des Arbeitmarktes, Beiträge zur Arbeitsmarkt - und Berufsforschung, Beitrag 192*, Nürnberg: Institut für Arbeitsmarkt - und Berufsforschung der Bundesanstalt für Arbeit, 1996, pp. 209-24 (with McKinley L. Blackburn).

"German Works Councils and Firm Performance," in Bruce E. Kaufman and Morris M. Kleiner (eds.), *Employee Representation: Alternatives and Future Directions*, Madison, Wisconsin: Industrial Relations Research Association, 1993, pp. 305-38 (with K. Kraft and J. Wagner).

"The U.K. Labor Market: Institutions, Law and Performance," in Joop Hartog and Jules Theeuwes (eds.), *Comparing Labor Market Contracts and Institutions*, Amsterdam: North Holland, 1993, pp. 351-83 (with W.S. Siebert).

"Influencia de los sindicatos en la productividad, los beneficios y el crecimiento: Ha llegado el largo plazo?" in Alfonso Alba (ed.) *Teoría económica y análisis empírico de los sindicatos*, Madrid: Ministerio de Trabajo y Seguridad Social, 1992, pp. 523-67 (with Barry T. Hirsch).

"Advance Notice: From Voluntary Exchange to Mandated Benefits," in Mario F. Bognanno and Morris M. Kleiner (eds.), *Labor Market Institutions and the Future Role of Unions*, Oxford and Cambridge: Blackwell, 1992, pp. 159-78 (with Pedro Portugal).

"Advance Notice," in John T. Addison (ed.), *Job Displacement: Consequences and Implications for Policy*, Detroit, Michigan: Wayne State University Press, 1991, pp. 203-43 (with Pedro Portugal).

"Overview," in John T. Addison (ed.), *Job Displacement Consequences and Implications for Policy*, Detroit, Michigan: Wayne State University Press, 1991, pp. 9-50.

"On Modeling Union Behavior," in Knut Gerlach (ed.), *Jahrbuch für Ökonomie und Gesellschaft*, Bd. 7, Frankfurt and New York: Campus Verlag, 1989, pp. 13-71.

"The Absence of Job Protection Legislation: A Source of Competitive Advantage for the U.S.?" in Gary D. Libecap (ed.), *Advances in the Study of Entrepreneurship, Innovation, and Economic Growth*, Volume III ["Issues in American International Competitiveness"], Greenwich, Connecticut: JAI Press Inc., 1989, pp. 159-218.

"The Demand for Workers and Hours and The Effects of Job Security Policies: Theory and Evidence -- A Comment," in Robert A. Hart (ed.), *Employment, Unemployment and Labor Utilization*, London and Boston: Unwin Hyman, 1989, pp. 33-38.

"Job Rights and Economic Dislocation," in Robert Drago and Richard Perlman (eds.), *Microeconomic Issues in Labor Economics – New Approaches*, Brighton: Wheatsheaf, 1989, pp. 130-54.

"Causation, Social Science and Sir John Hicks", in J.C. Wood and R.N. Woods (eds.), *Sir John R. Hicks: Critical Assessments* (Critical Assessments of Contemporary Economists series), Routledge, London and New York, 1989, pp. 27-37 (with John Burton and Thomas S. Torrance).

"Trade Unions and Restrictive Practices," in Jean-Jacques Rosa (ed.), *The Economics of Labor Unions*, Boston: Kluwer-Nijhoff, 1983, pp. 83-114.

"Discrimination in the Labour Market," in Bain, G. S. (ed.), *Industrial Relations in Britain*, Oxford: Basil Blackwell, 1983, pp. 311-35 (with Ken Mayhew).

"The Local Labour Market: A Neoclassical View," in J.E. King (ed.), *Readings in Labour Economics*, Oxford: Oxford University Press, 1980, pp. 311-20.

"Does Job Creation Work? In *Job 'Creation' - or Destruction?* Readings 20. London: Institute of Economic Affairs, 1979, pp. 12-38.

"Collective Bargaining: The Balance of Market Advantage," in *Trade Unions, the Economy and Society*, London: Institute of Economic Affairs, 1978, pp. 34-36.

"Gleichberechtigung: The German Experience," in Pettman, B.O. (ed.), *Equal Pay for Women*, Bradford: MCB, 1975, pp. 99-128.

Publications

Monographs:

Regulating European Labour Markets: More Costs than Benefits?, Hobart Paper No. 138, London: Institute of Economic Affairs, 1999 (with W.S. Siebert).

Globalization and the Role of R&D, Working Document, Energy and Research Series ENER 101 EN, Luxembourg: European Parliament Directorate-General for Research, 1998 (with Paul J. J. Welfens, David Audretsch, and Hariolf Grupp).

"The Economics of Employment Mandates," Working Paper 169, Center for the Study of American Business, Washington University, July 1998.

Labor Market Reregulation in the European Union: Chapter and Verse,

Policy Study No. 140, Center for the Study of American Business, Washington University, July 1997.

Research and Development (R&D) Policy and Employment, Energy and Research Series W-25, Luxembourg: European Parliament Directorate-General for Research, 1997 (with Paul J.J. Welfens, David Audretsch, and Hariolf Grupp).

"The Economics of Employment Mandates," Working Paper 169, Center for the Study of American Business, Washington University, July 1998.

"Trade Sensitivity, Technology, and Labor Displacement," Working Paper 5621, National Bureau of Economic Research, June 1996 (with Douglas A. Fox and Christopher J. Ruhm).

The Effect of Recent Increases in the U.S. Minimum Wage on the Distribution of Income, Washington, D.C.: Employment Policies Institute, 1994 (with McKinley L. Blackburn).

Measuring Employment Effects in the Regulatory Process: Recommendations and Background Study. Special Report, Washington, D.C.: National Commission for Employment Policy, 1993 (with N.A. Bord, G. W. Harrison, and E. E. Rutström).

Social Engineering in the European Community: The Social Charter, Maastricht and Beyond, Current Controversies No. 6, London: Institute of Economic Affairs, 1993 (with W. Stanley Siebert).

Wage Policies and Collective Bargaining Developments in Finland, Ireland and Norway, Paris: Organization for Economic Cooperation and Development, 1979.

Wage Drift, London: H.M.S.O., 1973.

Publications

Other:

"Germany's Nagging Problem," *Journal of Commerce*, December 11, 1998.

"Blair Rolls Back Thatcher's Union Reforms," *Wall Street Journal Europe*, November 10, 1998, p. 12.

"Will Labour Let in This Trojan Horse?" *Wall Street Journal Europe*, April 9, 1997, p. 10.

"U.S. Workfare: Neither Deliverance Nor Delusion," *Economic Affairs*, Vol. 8, No. 4, April/May 1988, pp. 11-16.

"Union Chains on Economic Growth," *Journal of Economic Affairs*, Vol. 5, No. 1, October/December 1984, pp. 6-10.

"Controversy: U.S. Unionism," *Policy Review*, No. 19, Winter 1982, pp. 7-8.

"What Price Unemployment?" *Journal of Economic Affairs*, Vol. 1, No. 2, January 1981, pp. 89-94.

Papers in Submission

"Occupational Match Quality and Gender" (*Industrial and Labor Relations Review*) [On Revision].

"The Sources of the Union Wage Gap. Results from High-Dimensional Fixed Effects Regression Models."

"Strikes, Employee Workplace Representation, Unionism, and Industrial Relations Quality in European Establishments" (*Journal of Economic Behavior and Organization*) [On Revision].

"Changes in Bargaining Status and Intra-Firm Wage Dispersion in Germany" (*Journal of Labor Research*).

"What Do Workers Want? The Shortfall in Employee Participation at the European Workplace."

Research Interests

Outsourcing

The European labor market

Unions and economic performance

Economic analysis of job security

Employee leasing and temporary employment contracts

Works councils and economic performance in Germany

Professional Activities

Member: Editorial Board, *Springer Verlag, European and Transatlantic Series*.

Member: Editorial Board, *Journal of Labor Research*

Member: Editorial Board, *Journal of International Economics and Economic Policy*

Referee:

British Journal of Industrial Relations

Comparative Labor Law & Policy Journal

Economic Inquiry

Economic Journal

Empirical Economics

European Journal of Industrial Relations

Industrial and Labor Relations Review

Industrielle Beziehungen

Industrial Relations

International Review of Law and Economics

Journal of Business

Journal of Comparative Economics

Journal of Economic Literature

Journal of Economic Behavior and Organization

Journal of Economic Literature

Journal of Financial Research

Journal of Human Resources

Journal of Labor Economics

Journal of Macroeconomics

Journal of Political Economy

Journal of Development Economics

Labour

Labour Economics

Regional Studies Journal

Review of Economics and Statistics

Scandinavian Journal of Economics

Schmollers Jahrbuch

Socio-Economic Review
Southern Economic Journal
Quarterly Review of Economics and Business
Quarterly Journal of Economics

Reviewer: National Science Foundation
Research Council of Canada

Presentations

"Unemployment Insurance and Unemployment Duration," University of Aberdeen, 7 March 1990.

"Alternative Models of Labor Markets and Industrial Relations," Universidade do Porto, 23 March 1990.

"The European Social Charter: Fog in Channel, Continent Isolated?" Universidade do Porto, 29 March 1990.

"The European Community Social Charter," Institut für Arbeitsrecht und Arbeitsbeziehungen in der Europäischen Gemeinschaft, Universität Trier, 9 May 1990.

"The British Labor Market: Institutions, Law, and Performance," Netherlands Institute for Advanced Study in the Humanities and Social Sciences, Wassenaar, 26 January 1991.

"The European Community Social Charter," Universität Hannover, 27 June, 1991.

"The E.C. Social Charter: A New Wave of Re-regulation in Europe," Public Lecture, The Heritage Foundation, Washington, D.C., 20 November 1991.

"Job Changing After Displacement: A Contribution to the Advance Notice Debate," paper presented at the 61st annual meeting of the Southern Economic Association, Nashville, Tennessee, 25 November 1991.

"Search Duration and Joblessness Among Displaced Workers" Conjectures and Refutations," paper presented at the 61st annual meeting of the Southern Economic Association, Nashville, Tennessee, 25 November 1991.

"The Law and Economics of Collective Dismissals Protection: The U.S. and European Experience," paper presented at the annual meeting of the Association of American Law Schools, San Antonio, Texas, 5 January 1992.

"Advance Notice and Job Search: A Reconsideration of the Evidence," paper presented at the 62nd annual meeting of the Southern Economic Association, Washington, D.C., 23 November 1992.

"German Works Councils and Firm Performance," paper presented at the AEA/IRRA meeting, Anaheim, California, 6 January 1993.

"Can Mandated Benefits Enhance Efficiency?" Paper presented at the Fifth Annual Meeting of the European Association of Labour Economists, Maastricht, 2 October 1993.

"School-to-Work and Job Transitions in the United States," paper presented at the seminar Transition to Work and Youth Employment, University of Porto, 9/10 December 1993.

"Advance Notice Contracts in Voluntary and Mandatory Notice Regimes," paper presented at the American Economic Association meeting, Boston, Mass., 5 January 1994.

"On the Impact of German Works Councils: Some Conjectures and Evidence from Establishment-Level Data," paper presented at the ADRES Conference on the Microeconometrics of Human Resource Management: Multinational Studies of Firm Practices, Paris, 7/9 December 1994.

"German Industrial Relations: An Elusive Exemplar," paper presented at the seminar 50 Years of German Industrial Relations, London School of Economics and Political Science, 25/26 March 1995.

"The Dunlop Report: European Links and Other Odd Connections," paper presented at the Symposium The Dunlop Commission Report on the Future of Worker Management Relations, Washington, D.C., 21 April 1995.

"Minimum Wages and Poverty," paper presented at the seminar European Labor Market Developments and Social Security, Potsdam, 19 June 1995.

"Minimum Wages and the Distribution of Family Income," paper presented at the kontakt seminar of the Bundesanstalt für Arbeit, Bad Dürkheim, 20 June 1995.

"Unions, Investment, and Efficiency," paper presented at the 65th annual meeting of the Southern Economic Association, New Orleans, 18 November 1995.

"Job Security Provisions and Employment," paper presented at the Zentrum für Europäische Wirtschaftsforschung, Mannheim, 7 December 1995.

"Trade Sensitivity and Labor Displacement," paper presented at the American Economic Association meeting, San Francisco, Calif., 7 January 1996.

"The International Impact of Employment Regulation: Some New Results on Dismissals Protection but No 'New Economics' of Mandates," paper presented at the Center for the Study of American Business, Washington University in St. Louis, 25 March 1996.

"Job Security and Employment: A Comparative Analysis," paper presented at the conference European Labor Markets and Social Security, European Institute for International Economic Relations, Universität Potsdam, 4 April 1996.

"Unemployment Insurance and Postunemployment Earnings," paper presented at the U.S.-Europe Labor Workshop, Center for European Economic Research/Zentrum für Europäische Wirtschaftsforschung, Mannheim, 23 June 1996.

"Betriebsräte, Firmenverhalten und Firmenerfolg: Ergebnisse Empirischer Untersuchungen mit Betriebsdaten," Evidence presented before the Mitbestimmungskommission, Düsseldorf, February 5, 1997.

"Unemployment Insurance and Postunemployment Earnings," paper presented at the Chicago Fed., April 28, 1997.

"Technology, Employment and Wages," Opening Lecture, Associazione Italia degli Economisti del Lavoro 1997 International Conference on International Macroeconomic Policy Coordination and Employment,

Messina, Sicily, May 22, 1997.

"The Process of Labour Market Reform in the United Kingdom," paper presented at the Fraser Institute conference Right to Work Laws, Calgary, May 16, 1997.

"Employment Mandates: Theory and Practice," University of Bologna, May 28, 1997.

"The Changing Skill Structure of Employment in German Manufacturing: A Peek Inside the Industry Black Box," paper presented at the American Institute for Contemporary German Studies conference Globalization, Technological Change, and the Welfare State, Washington, D.C., June 9, 1997.

"Unemployment Insurance and Joblessness: A Discrete Duration Model with Multiple Destinations," paper presented at the Banco de Portugal conference The Portuguese Labor Market in International Perspective, Lisbon, July 18, 1997.

"Nonunion Representation in Germany," paper presented at the conference Nonunion Forms of Employee Representation: History, Contemporary Practice and Policy, Banff, September 5, 1997.

"Technology, Employment and Wages," University of Coimbra, February 12, 1998.

"The Performance of the U.S. Labor Market," Universität Potsdam, May 12, 1998.

"Labor Market Reform in the U.K. in Retrospect and Prospect," Universität Potsdam, May 12, 1998.

"Social Engineering in the European Union: Perspectives and Prospects," Universität Greifswald, May 22, 1998.

"Works Councils in Germany: Their Effects on Performance," paper presented at the Research Conference Germany's Labor Market Problems: An Empirical Assessment, Humboldt University Berlin, August 28, 1998.

"Unemployment Insurance and Joblessness: A Discrete Duration Model With Multiple Destinations," paper presented at the International Seminar Unemployment in Europe, Center for European Economic Research (ZEW), Mannheim, October 24, 1998.

"Minimum Wages and Poverty," Universität Trier, November 30, 1998.

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

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

"European Works Councils and Other European Union Initiatives," paper presented at the NYU International Conference on Global Human Resources, Human Resources Management in a World without Borders, Bagshot, England, June 16, 1999.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

"Six Ways to Leave Unemployment," paper presented at the University of Bologna-Rimini, March 8, 2006.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

"The Extent of Collective Bargaining and Workplace Representation: Transitions between States and Their Determinants. A Comparison of Great Britain and Germany," paper presented at the 9th *Comparative Analysis of Enterprise Data 2009 Conference*, Tokyo, October 3, 2009.

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

at the Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit, Nuremberg, October 7, 2009.

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

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

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

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

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

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

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

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

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

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

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

"Promotion and Wages in Mid-Career: Gender, Sector, and Unionism," paper presented at the workshop on *Human Capital and Working Conditions* ('*Beyond Wages*'), British Academy, London, May 23-24, 2013.

"On the Robustness of Minimum Wage Effects: Geographically-Disparate Trends and Job Growth Equations," Keynote paper presented at the workshop on *Minimum Wages and Employment in China, Hong Kong, and*

the World, Hong Kong University of Science and Technology, Hong Kong, September 12, 2014.

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

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

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

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

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

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

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

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

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

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

"Collective Bargaining Systems and Macroeconomic and Microeconomic Flexibility: On the Design of Collective Bargaining Systems in Advanced Economies," paper presented at Beijing Normal Business School, China, 26 September 2016.

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

Chicago, IL, 7 January 2017.

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

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

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

"Perceptions of Formal Employee Representation at the European Workplace: Extent and Determinants," paper to be presented at the *BJIR Conference on Worker Representation and Corporate Governance Reform*, London School of Economics and Political Science, 17/18 December 2018.