

## Curriculum Vitae

Astrid Kunze

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### Contact Address:

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Email address: astrid.kunze@nhh.no.

### Personal details:

German citizen, Born in Cologne.

### Research Interests:

Labour Economics, Applied Micro-econometrics, Public Economics.

### Employment:

Since 2017 : Professor of Economics, NHH.

2005-2017 : Associate Professor, Department of Economics, NHH.

2002-2005 : Assistant Professor, Department of Economics, NHH.

2000-2002: Research Associate, IZA Institute for the Study of Labor, Bonn, Germany.

### Academic Appointment:

2015-: Research Fellow CESifo.

2013-2014: Visiting Professor at the IZA, University of Bonn.

2014-2016 Council (re-elected) member of ESPE-European Society of Population Economics.

2011- Member of the Ausschuss für Bevölkerungsökonomie des Vereins für Socialpolitik

2011-2013 Council (elected) member of ESPE-European Society of Population Economics.

2013 spring Board member of the Department of Economics, NHH.

2009-2013 Deputy board member of the Department of Economics, NHH.

2005-2009 Steering Committee Empirical Labour Economics (ELE).

2006-2007: Visiting Professor at the IZA, University of Bonn.

2002-: IZA Research Fellow, Bonn (Germany).

### Education:

2000: PhD in Economics from the University College, London, UK.

1995: MSc in Economics (Diplom Volkswirt). University of Bielefeld.

1986-89: Business Programme Degree (Wirtschaftsassistentin), Bayer AG Leverkusen.

### Language Proficiency:

German (native speaker), English (fluent), Norwegian (fluent), French, Spanish, Dutch (basic).

### Research:

#### Refereed Publications:

“Women Helping Women? Evidence from Private Sector Data on Plant Hierarchies” joint with Amalia Miller, *Review of Economics and Statistics*, 99(5): 769-775.

“Gender Wage Gap in Developed Countries”, in the Handbook on Women and the Economy, Oxford University Press, (ed.) Susan L. Averett, Laura M. Argys, and Saul D. Hoffman.

“Types of absence from work and wages of young German workers with apprenticeship training”, *Journal for Labour Market Research*, 51(5), 1-24.

“Gender differences in job search among young workers: A study using displaced workers in the US joint with Ken R. Troske (University of Kentucky), *Southern Economic Journal*, 82(1), pp.185-207, 2015.

“The family gap in career progression, *Research in Labor Economics*, 41, 115-142, 2015.

“Work and Wage Dynamics around Childbirth” (joint with Mette Ejrnaes), *Scandinavian Journal of Economics*, 115 (3) 2013, 856-877.

“Life-cycle Patterns in Male/Female Differences in Job Search” (joint with Ken R. Troske), *Labour Economics*, 19, pp. 176-185, 2012.

“High Skilled Migration and the Exertion of Effort by the Local Population” (joint with Gil S. Epstein, Melanie Ward), *Scottish Journal of Political Economy*, 56(3), July 2009.

“Gender wage gap studies: Consistency and decomposition”, *Empirical Economics*, 35, pp.63-76, 2008.

“Vocational training and gender: Wages and occupational mobility among young workers” (joint with Bernd Fitzenberger), *Oxford Review of Economic Policy*., 21(3), Autumn, 2005.

“The Evolution of the Gender Wage Gap”, *Labour Economics*, 12, pp.73-97, 2005.

“The demand for high-skilled workers and immigration policy” (joint with Thomas Bauer), *Brussels Economic Review*, 47, pp. 1-19, 2004.

“Gender Differences in Entry Wages and Early Career Wages”, *Annales d’Economie et Statistique*, 71/72, pp. 245-266, 2003.

“Looking Again at Instrumental Variable Estimation in the Gender Wage Gap Literature”, *Research in Labor Economics*, Vol.20, pp. 373-294, 2001.

### **Working Papers:**

“The effect of children on earnings inequality among men”, revised version of IZA DP 8113.

“Wage Dips and Drops around first Birth” (joint with Mette Ejrnæs), NHH DP 03/2004.

“The Timing of Careers and Human Capital Depreciation”, 2002, *IZA Discussion Paper* No. 509.

### **Work in Progress:**

“Public child care and mothers labour supply”, with Xingfei Liu (University of Alberta).

“Public child care and flexible work arrangements”, with Xingfei Liu (University of Alberta).

“Motherhood wage penalty and expansionary childcare policies in Germany”, with Sinem Ayhan (University of Münster).

“Human capital, mobility and firms ”, with Marco Francesconi (University of Essex), Gozde Corekcioglu (European University Institute).

“Women and Boards”, with Katrin Scharfenkamp (University of Tübingen)

### **Reports to the government, EU grants etc.:**

Comment on “Supporting Families with Children through the Tax and Welfare System”, Norges Grant project ‘Lifetime economic impacts of maternity’, May 2015.

Comment on “Wage differences related to motherhood and children in the family”, Norges Grant project ‘Lifetime economic impacts of maternity’, May 2016.

Comment on “From maternity to unemployment: Women with young children returning to the labour market”, Norges Grant project ‘Lifetime economic impacts of maternity’, May 2015.

Comment on “(Non-) discrimination against female job applicants for maternity-related reasons: Experiment”, Norges Grant project ‘Lifetime economic impacts of maternity’, Jan. 2016

Kunze, Astrid and Karin Thorburn (eds.), 2014, Women's career and wages - "Yrke karriär och lön: Kvinnors och mäns olika villkor på den svenska arbetsmarknaden", Report to the Swedish Government, SOU 2014:81, ISBN 978-91-38-24200-1.

### Other Publications, Book Chapters and Reports:

"Parental Leave and Maternal Labour Supply", *IZA World of Labor*, 2015.

"Karriere og mødre: en studie av privat sektor i Norge", in Sigtona Halrynjo og Mari Teigen (ed.) (2016), *U/likestilling i arbeidslivet (Un/Equality in Worklife)*. Oslo: Gyldendal Akademisk.

Kunze, Astrid and Thorburn, Karin S., 2014, Introduktion, in Kunze and Thorburn (eds.), *Yrke karriär och lön: Kvinnors och mäns olika villkor på den svenska arbetsmarknaden*, SOU 2014:81, chapter 8, 189-215.

"Warum wir in Sachen Chancengleichheit nach Skandinavien schauen sollten. Interview" in *Chancengleichheit, Personal Quarterly*, 03/2013.

"Career interruptions of women, and child care systems - An international comparison", in: *Frühkindliche Bildung und Betreuung - Reformen aus ökonomischer, pädagogischer und psychologischer Perspektive*, Europäische Schriften zu Staat und Wirtschaft, Bd. 23, Ed. Prof. D. Klaus-Dirk Henke, Nomos, 2008.

"The Future of Family Friendly Policies - A Comparison between Germany and the Scandinavian Countries" (joint with Mette Ejrnæs, Nina and Smith and Mette Verner) *IZA Compact*, 2/2002, October 2002.

"The Demand for internationally highly qualified workers (Die Nachfrage nach internationalen hochqualifizierten Beschäftigten) - A study for the German Federal Ministry of Education and Research", BMBF, Bonn 2001, *IZA Report No 4* (joint with Rainer Winkelmann, Lilo Locher and Melanie Ward).

"German Unification-An Example for Korea", Hrsg.: Flassbeck, H; Horn, G.A.: Gutachten des DIW im Auftrag von KDI, Seoul; Dartmouth, London, 1996 (Autorengemeinschaft).

### Awards and Research Grants:

Research fund of the Norwegian Research Council and NHH (Småforsk) for research on labour market mobility and family economics, 2007-2015: (70000 Nkr in 2015)

E.ON Ruhrgas Stipend for research visits to Humboldt University Berlin, IZA (Bonn), IAB (Nuernberg): Research project on gender differences in labour market behaviour - 2004/2005, 2006/2007, 2007/2008, 2009/2010, 2013/2014.

Funding of Econometric Team, by NHH Masterprogramme and the Department of Economics, 2008-2012.

Award for the paper: *Male-Female Wage Differentials and Occupational Segregation*, at European Society of Population Economics Conference, 1999.

Flick Research Fund, PhD scholarship, 1996-1999.

### External Project Funding and Participation:

Norwegian partner/expert in project 'Lifetime economic impacts of maternity', Norwegian-Czech cooperation with Gender Studies (Prague) , project supported by the Open Society Fund Prague, from the programme Let's Give (Wo)men a Chance, financed by Norway Grants. 2014-2016.

European Network on Human Mobility (ENMOB) - EU Funded Project in cooperation with IZA, August 2001 - August 2003.

Changes in the Labor Market - SNF project funded by Norwegian Research Council, project manager: Prof. Kjell G. Salvanes (Norwegian School of Economics - NHH), 2008.

Family, work and welfare: Economic Perspectives - SNF project funded by Norwegian Research Council, project manager: Prof. Kjell Erik Lommerud (University of Bergen), 2005-2008.

Nordic Centre of Excellence on Empirical Labor Economics (ELE), financed by the joint committee for Nordic Research Councils for the Humanities and the Social Sciences, Prof. Kjell G. Salvanes (Bergen), Prof. Per-Anders Edin (Uppsala), Prof. Michael Rosholm (Arhus), Prof. Markus Janti (Helsinki), 2005-2009.

### **Experience as Consultant and Policy Advisor:**

*Expert in the Forum Equality oriented personal management*

invited by Sachverständigenkommission des Zweiten Gleichstellungsberichts der Bundesregierung, April 2016.

*Expert in Norges Grant Project 2014-2016:*

Norwegian partner/expert in project 'Lifetime economic impacts of maternity', Norwegian-Czech cooperation with Gender Studies (Prague) , project supported by the Open Society Fund Prague, from the programme Let's Give (Wo)men a Chance, financed by Norges Grant.

*Report to the Swedish Government 2014:*

Editor of the anthology "Wages, compensation and career" (joint with Karin Thorburn) for the Delegation. for Gender Equality

*Invited Lecture 'Wages, compensation and career':*

at the Nordic Conference on Equal Pay, organised by the Icelandic presidency in the Nordic Council of Ministers in Reykjavk Iceland, on 13th November 2014.

*Podium discussant on Work and Family:*

at the conference 2014 'Work and Family in the European area (Spannungsfeld Arbeit und Familie im Europäischen Kontext) in Berlin, in cooperation with Friedrich-Ebert-Stiftung and Norwegisch-Deutschen Willy-Brandt-Stiftung at HUMBOLDT-VIADRINA School of Governance GmbH.

### **PhD Thesis supervisor:**

Laffersova, Zuzana (Corporate Finance, Micro-econometrics), NHH, 2013-present

### **PhD Dissertation Committees:**

Karin Monstad (Education and fertility), NHH, 2007:

Sami Napari (careers), University of Helsinki, 2008.

Line Naper (Education), University of Trondheim, 2008.

Xiuhei Han (Housing markets), University of Oslo, 2008.

Nisar Ahmad (Unemployment), University of Aarhus, 2009.

Nina Falch (Unemployment), (University of Oslo) 2015.

### **MSc Thesis supervisor: (selected topics on boards, wages, labour supply, )**

Thunem, I. (NHH), Kjønnkvotering i norske selskaper, 2011.

Kristiansen, E. (NHH), Mor i arbeid, 2011.

Aavatsmark, S., S. Rønningen (NHH), Kvinner i styrerommet, 2011.

Bruaas, M., G. Johnsrud, Lederlønninger på Oslo Børs, 2012.

Kaikova, E., Value drivers, 2013.

Blystad and Salvesen, Bankfilialer forsvinner, June 2015.

Bjelland Jensen and Herland Johannessen, Kvinner og karriere: ... tre europeiske land, Dec. 2016.

Kåstad, Camilla, Kjønnspoeng i høyre utdanning, Dec. 2016.

Muscher, Natalia: Gender diversity and firm performance, June 2017.

**Editor experience:**

Kunze, Astrid and Karin Thorburn (eds.), 2014, Women's career and wages - "Yrke karriär och lön: Kvinnors och mäns olika villkor på den svenska arbetsmarknaden", SOU 2014:81, ISBN 978-91-38-24200-1.

**Referee for the following journals and publishers:**

Canadian Journal of Economics, *Economica*, *Economics Letter*, *Economics of Transition*, *Economic Inquiry*, *European Economic Review*, *Industrial and Labor Relations Review*, *International Journal of Manpower*, *IZA Journal of Labor Policy*, *Journal of Economic Behavior and Organization*, *Journal of the European Economic Association*, *Journal of Population Economics*, *Journal of Labor Economics*, *Labour Economics*, *Management Science*, *Oxford Bulletin of Economics and Statistics*, *Oxford Economic Papers*, *Research in Labor Economics*, *Scandinavian Journal of Economics*, MIT Press.

**Referee for the following Institutions:**

Humboldt University Berlin, University of Bergen.  
Swiss National Science Foundation.  
Canadian National Science Foundation.

**Referee/Scientific Program Committee for the following Conferences:**

European Society of Population Economics (ESPE), 2010-2013.  
Verein für Socialpolitik, 2012, 2013.

**Member of Committees/Work Shop Organization:**

PhD Workshop of the Economics Department at NHH and University of Bergen, biannual 2014/2015/2016.

Academic and corporate 2-day workshop "Career, wages and women" at NHH (joint with Thorburn, Stensakker), Nov. 2014

AEA Annual Meetings, Philadelphia, Co-Organizer and presenter in the session: Gender and Organization, January 2014

7th Meeting of the Nordic Econometric Network, Bergen, 2013.

NHH team participating at the Econometric Game in Amsterdam, 2008-2011.

"Inequality in the Labor Market", CEPR/RTN/NHH, Bergen, 2004.

"The Future of Family and Work: Evaluating Family Friendly Policies", IZA/CIM, Bonn, 2002.

**Recent research visits:**

2017: University of Alberta (March), Univ. of Cologne (May and June).

2016: IAB (Feb.), University of Cologne and IZA, Bonn (July), University of Cologne (Nov.).

2015: IAB, Nuernberg, IZA, Bonn, University of Essex, CES, University of Muenchen (June/July), ZEW (Mannheim), University of Cologne and LISER (Luxembourg).

2014: IZA, August 2013-August 2014.

**Professional Presentations:**

2018: Workshop LMU Muenchen, Scheduled: ESPE (Antwerpen) and IZA World of labor Conference (Berlin) in June, SOFI (Stockholm).

2017: University of Mainz, Univ. Alberta (March) and University of British Columbia, Univ. Trier (May), ESPE (Univ. Glasgow), University of Essex, Univ. Paderborn. Meetings of Spanish Economists (SAEe), Barcelona.

2016: U Tübingen, Workshop “Autonomy at Work and Employee Involvement: Causes and Consequences”, IAB - Nürnberg. CERGE-EI, Prague, IFS (Oslo), Invited session organized by the board of population economics at the Verein für Socialpolitik, Augsburg.

2015: SFI (Copenhagen), UCollege Østfold, ESPE (Izmir), ULinz. EEA (Mannheim), Workshop Family Economics (UCopenhagen), Invited Speaker in Prague, Gender Studies - Conference, Workshop of the Ausschuss fuer Bevoelkerungspolitik- Verein fuer Socialpolitik, IAB/ZEW Workshop : Assessing the Impact of Human Reource MAnagement Practices (Mannheim).

2014: AEA Annual Meetings, Philadelphia, January (Organizer and presenter in the session: Gender and Organization), ZEW - Workshop “Familienpolitik in Deutschland im Spiegel der Wissenschaft”, U Cologne, POEK Conference (U Cologne), U Mannheim, Ludwig-Maximilian U (München). IAB (Nürnberg), DIW Berlin, ESPE (Braga), EALE (Ljubljana)

2013: University of Copenhagen, Frisch Center, Workshop of ELE, Aarhus; ESPE Conference, Aarhus, Meeting of the German Economic Association, Düsseldorf, EALE Conference, Turin, U Hamburg. RWI Essen, U Oslo, U Konstanz.

2012: University of Mannheim, SOLE (Chicago), Rand (Washington DC), ESPE (Bern), IZA (Bonn), EALE in Bonn. Scheduled: University of Dublin, Ireland.

2011: Invited by the Research Board of Population Economics, Mannheim, ESEM, Oslo, EALE, Cyprus, 7th Norwegian-German Workshop in Public Economics (CESifo).

2010: University of Freiburg; Workshop on Flexibility in Heterogeneous Labour Markets research Network financed by the German Research Foundation (DFG), ZEW Mannheim; University of Oslo, University of Essex, European Society of Population Economics (ESPE), in Essen, Germany, ISF (Oslo), University of Cologne, University of Frankfurt.

2009: IAB, Nuernberg, Germany; Workshop on Family Economics, ELE, Svolvaer, Norway; ESEM, Barcelona.

2008: Institute for Economics (IFS), Oslo; State University Ohio, US; University of Kentucky, US; European Society for Population Economics Meeting, Flexibility in Heterogeneous Labour Markets research Network of the German Research Foundation (DFG), Mannheim Conference; London; Humboldt University Berlin; University of Lausanne; IZA, Bonn; Summer Institute of the Nordic Network on Empirical Labor Economics (ELE), Aarhus, Denmark.

2007: Early Childhood Development and Education from a Economics Perspective, invited speaker, University of Münster.

2005: European Society for Population Economics (ESPE) Meeting, Bergen; 12th Panel Data Conference, Copenhagen; 1. User-conference for the data of the IAB and BA, Nürnberg, RWI, Essen; Flexibility in Heterogeneous Labour Markets, Network DFG, Mannheim.

2004: ESPE, Bergen; The Economics of Family, Gender and Work, CEPR/SNF Workshop, Bergen; The Nature of Discrimination, IZA Workshop, Bonn.

2003: The Economics of Gender Issues: Widening the Dabate, ZEW Mannheim and University of Mannheim; 25th National Research Meeting for Economists, University of Bergen; 2nd Nordic Econometric Meeting, NHH, Bergen

2002: ESEM, Venice; EALE, Paris; ESPE, Bilbao; SOFI, Stockholm; IFAU, Uppsala; NHH, Bergen; Discrimination and Unequal Outcomes, ADRES/CEPR/Universite de Maine Conference, Le Mans; The Future of Family and Work: Evaluating Family Friendly Policies, CIM/IZA Workshop, Bonn; ZEW Summer School, Mannheim.

2001: CEPR Workshop on Non-Standard Contracts, Milan; Labour Demand, Education and the Dynamics of Social Exclusion, CEPR/EUI Conference, Florence; The International Mobility of Highly Skilled Workers, IZA, Bonn; Gender Differences in Earnings and Labour Market Participation in the U.K. and Germany, ZEW, Mannheim; Royal Economic Society Meeting, Durham, UK; ESPE meeting, Athens, Greece; University of Bergen, Aarhus School of Business.

2000: Zeuthen Workshop on Search Theory (with Dale Mortenson), University of Copenhagen; CLS, Aarhus.

1997-1999: ESPE in Essex, 1997; Simposium de Analisis Economico in Barcelona in Spain, 1998; IZA-CEPR Summer School at Ammersee, 1998; University of Mannheim, 1998; IZA Seminar, 1999; ESPE in Turin, 1999.

### Recent Media Appearance:

Familienpolitische Fehlzündung: Warum das Betreuungsgeld ungenutzt verpufft, IZA Newsroom, 2014.

Kvinner taper på verneplikt, Kronikk, Dagens Næringsliv, June 2013.

On human capital - Karrieredagen, in *Dagbladet*, 2012

### Media coverage of my research (selected articles):

#### *International Press:*

Corporate Peak still out of reach for most Women, Financial Times, 5 March, 2015

How to redress the gender imbalance, Times Higher Education.

Frau fördert Frau, Wirtschaftswoche, 11 Feb. 2015.

#### Norwegian Press:

Kvinner har feil, menn har potensial, DN, 30 May 2015.

I denne likestillingsstatistikk blir vi knust, E24, 25 May 2015.

Kvinner hjelper hverandre opp og frem på job. Eller?, Aftenposten, 28 Sept. 2014.

Derfor sakker kvinner akterut (Finansavisen, 27 Sept. 2014.)

De lønnsome barn, Finansavisen, 5 May 2014.

Høyt utdannede kvinner taper mest på å få barn, DN, Forskning.no, Dec. 2013.

Disse kvinnene taper mest på å få barn, E24, Dec. 2013.

On NHH Team for Econometric Game, in *K7 Bulletin, Paraplyen*, 2012.

**Teaching:****As Masterstudent (at University of Bielefeld):**

Tutorials for Introduction to Econometrics (Prof. Frohn), University of Bielefeld, 1992-1994.

Supervisor of termpapers in Public Economics (Prof. Neck) (MSc), University of Osnabrueck, 1994.

**As PhD student (at University College, London):**

Tutorials for Macroeconomics (undergraduate), UCL, 1997.

Tutorials for Econometric Methods, Quantitative Economics and Econometrics (undergraduate), UCL, 1997, 1998, 1999.

**As Associate Professor at Norwegian School of Economics since 2002:****Econometrics/Statistics (Bachelor, Master and PhD Level):**

*Econometrics* (PhD), *Applied Econometrics* (Master), *Econometric Techniques* (Master), *Topics in Empirical Analysis* (Master), *Introduction to Econometrics* (Master), *Applied Methods* (Bachelor), *Refresher Course Statistics* (Ph.D.).

**Macroeconomics (Bachelor):**

*Applied Macroeconomics* (Bachelor).

**Labour Economics (Bachelor, Master and PhD Level):**

*Labour Economics* (PhD).

*The Composition of the Workforce : Men, women and work* (Master).

**Economics (Bachelor):**

*The Economics of the Firm* (Bachelor).

**Personal Economics and Management (Master):**

*Personnel Economics* (Master)

*Human Capital, Mobility and Diversity in Firms* (Master).

**Business Ethics (Master):**

*Diversity in Firms and Ethics* (Master).

**As Professor at Norwegian School of Economics since 2017:****Econometrics/Statistics (Bachelor, Master and PhD Level):**

*Econometrics* (Master)

**Personal Economics and Management (Master):**

*Human Capital, Mobility and Diversity in Firms* (Master).

**Business Ethics (Master):**

*Diversity in Firms and Ethics* (Master) .