

CURRICULUM VITAE W. STANLEY SIEBERT

Personal Details

Current Position: Professor of Labour Economics, University of Birmingham.

Education: Ph.D. 1975, London School of Economics

M.Sc. 1968, London School of Economics

B.A. Hons. 1966 (First Class), University of Cape Town

National War Fund Scholarship 1963-66, Smuts Scholarship 1970-73.

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Employment

Permanent Appointments

1997 - present: Professor of Labour Economics, University of Birmingham.

1980 - 1996: Lecturer, Senior Lecturer and subsequently Reader in Economics, University of Birmingham.

1977 - 1979: Lecturer in Economics, University of Stirling.

1975 - 1976: Research Fellow, Paisley College of Technology.

1973 - 1975: Lecturer, University of Birmingham.

Visiting Appointments

Visiting Professor, Department of Economics, University of Wisconsin-Milwaukee (Summer 1997, Summer 1993, Spring 1991, Summer 1988, Summer 1984).

Visiting Professor, Centre for Policy Studies, Lingnan College, Hong Kong (April 1997, April 1996).

Visiting Professor, Department of Economics, SUNY-Binghamton (Spring 1986).

Visiting Associate Professor, Department of Economics, University of North Carolina at Chapel Hill (1982-83).

Publications

Articles

- "Editorial: The State of Our Cities", *Economic Affairs*, Vol. 23, No. 2, June 2003: 2.
- "Public Choice and Urban Economics – the Unnoticed Link between Liquor Licensing and Urban Sprawl", *Economic Affairs*, Vol. 23, No. 2, June 2003: 22-27.
- "Worker Sorting and Job Satisfaction: the Case of Union and Government Jobs", *Industrial and Labor Relations Review*, Vol. 55, No. 4, October 2002: 595-609 (with John Heywood and Xiangdong Wei).
- "Labour Market Regimes and Worker Recruitment and Retention in the European Union: Plant Comparisons", *British Journal of Industrial Relations*, Vol. 38, No. 4, December 2001: 505-28 (with Jane Morton).
- "Measurement Error and the Effect of Unions on the Compensating Differentials for Fatal Workplace Risks", *Journal of Risk and Uncertainty*, Vol. 23, No. 1, Spring 2001: 33-56 (with Robert Sandy, R.F.Elliot and X.D.Wei).
- "Labor Market Reform in the UK: from Thatcher to Blair", *Journal of Private Enterprise*, Vol. 15, No. 2, Spring 2000: 1-34 (with John Addison).
- "Worker Participation and Firm Performance: Evidence from Germany and Britain", *British Journal of Industrial Relations*, Vol. 38, No. 1, March 2000: 7-48 (with John Addison, Joachim Wagner and Xiangdong Wei).
- "Wage Compensation for Job Risks: the Case of Hong Kong", *Asian Economic Journal*, Vol. 12, No. 2, June 1998: 171-181 (with Xiangdong Wei).
- "Union Security in Britain", *Journal of Labor Research*, Vol. 19, No. 3, Summer 1998: 495-517 (with John Addison).
- "Payment by Results: UK Evidence", *British Journal of Industrial Relations*, Vol. 35, No. 1, March 1997: 1-22 (with John Heywood and Xiangdong Wei).
- "Vocational Training and the European Community", *Oxford Economic Papers*, Vol. 46, No. 4, October 1994: 696-724 (with John Addison).
- "Recent Developments in Social Policy in the New European Union", *Industrial and Labor Relations Review*, Vol. 48, No. 1, October 1994: 5-27 (with John Addison).
- "Compensating Wage Differentials for Workplace Accidents: Evidence from the 1983 General Household Survey for Union and Non-union Workers", *Journal of Risk and Uncertainty*, Vol. 9, No. 3, July 1994: 61-76 (with Xiangdong Wei).
- "The Social Charter: Whatever Next?", *British Journal of Industrial Relations*, Vol. 30, No. 4, December 1992: 495-513 (with John Addison).
- "The European Community Charter of the Fundamental Social Rights of Workers: Evolution and Controversies", *Industrial and Labor Relations Review*, Vol. 44, No. 4, July 1991: 597-625 (with John Addison).

- "Internal Labour Markets: Causes and Consequences", *Oxford Review of Economic Policy*, Vol. 7, No. 1, Spring 1991: 76-92 (with John Addison).
- "Black Trade Unions and the Wage Gap in South Africa", *Managerial and Decision Economics*, Vol.8, No. 1, March 1987: 55-66.
- "The Political Model of Strikes: a New Twist", *Southern Economic Journal*, Vol. 52, No. 2, July 1985: 23-33 (with Philip Bertrand and John Addison).
- "Advertising in the Professions: the Economic Argument", *International Journal of Advertising*, vol.3, No. 2, 1984: 189-205.
- "Advertising and the Professions", *Service Industries Journal*, Vol. 4, No. 3, November 1984: 108-24.
- "Sex and Family Status Differentials in Professional Earnings: the Case of Librarians", *Scottish Journal of Political Economy*, Vol. 30, No. 1, February 1983: 18-41 (with Alastair Young).
- "Are Strikes Accidental?", *Economic Journal*, Vol. 91, June 1981: 389-404, (with John Addison).
- "Geometric Derivation of a Firm's Input Decision in the Short Run and Long Run", *Australian Economic Papers*, Vol. 20, No. 2, June 1981: 142-149 (with John Addison).
- "The Measurement of Sex and Marital Status Discrimination at the Workplace", *Economica*, Vol. 48, No. 190, May 1981: 125-141 (with Peter Sloane).
- "Occupational Licensing: Comment", *British Journal of Industrial Relations*, Vol. 16, No. 2, July 1978: 106-7.
- "Discrimination in the Labour Market", *International Journal of Social Economics*, Vol.4, No. 3, 1977: 159-192 (with John Addison).
- "Occupational Licensing: the Merrison Report on the Regulation of the Medical Profession", *British Journal of Industrial Relations*, Vol. 15, No. 1, March 1977: 29-38.

Books

- Labour Markets in Europe: Issues of Harmonisation and Regulation*, Harcourt Brace/The Dryden Press, 1997 (co-edited with John Addison).
- The Economics of Earnings*, Cambridge: Cambridge University Press, 1993 (with Solomon Polachek) (Princeton University 1994 list of Noteworthy Books in Industrial Relations and Labour Economics).
- The Market for Labor: An Analytical Treatment*, Los Angeles, Goodyear/Scott Foresman, 1979, (with John Addison).

Chapters

- "Changes in Collective Bargaining in the U.K." in John Addison and Claus Schnabel (eds.) *International Handbook of Trade Unions*, Cheltenham: Edward Elgar; forthcoming 2003 (with John Addison).
- "Labor Market Regulation and Production Worker Hiring Standards: International Comparisons", *Advances in Industrial and Labor*

Relations, D. Lewin and B. Kaufman, eds, Stamford, Conn. and London: JAI Press, forthcoming 2003 (with Kirsten Daniel).

- "Notes on Labour Market Flexibility: Questions for the New Economy", in Rita Cheng, Richard Meadows and Roger Sugden (eds.) *Urban and Regional Prosperity in a Globalised, New Economy*, Cheltenham: Edward Elgar, 2003: 106-126.
- "Can Corporatism Partially Offset the Effects of Rigidities?", in David Milleker (ed.), *Beschäftigungspolitik in Europa*, Hamburg: Frankfurter Institut, 2001: 53-61.
- "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 Organisational Effectiveness of Labor Unions: Essays in Honor of George Brooks*, New York: Kluwer Law International, 2001: 249-77 (with John Addison).
- "The Process of Labour Market Reform in the United Kingdom", in *Unions and Right-To-Work Laws*, ed. Fazil Mihar, Vancouver, BC: Fraser Institute, 1997: 105-36 (with John Addison).
- "Family Labor Market Incentives: Men and Women Working for Pay", in *Household and Family Economics*, ed. Paul L. Menchik, Massachusetts: Kluwer, 1996: 159-94 (with Solomon Polachek).
- "Contrasting HRM Practices within the European Union", in *Contemporary Developments in Human Resource Management*, ed. Ian Beardwell, Paris: Eska Editions 1996: 15-26 (with Jane Morton).
- "Gender in the Labour Market", in *Social Stratification in Sociological Perspective*, ed. David Grusky, Boulder, San Francisco and Oxford: Westview Press, 1994: 583-89 (with Solomon Polachek).
- "The British Labour Market: Institutions, Law and Performance", in *Labour Market Contracts and Institutions: A Cross-National Comparison*, eds. Joop Hartog and Jules Theeuwes, Amsterdam: Elsevier, 1993: 242-57 (with John Addison).
- "The Market Regulation of Industrial safety" in *Regulators and the Market*, ed. Cento Veljanovski, London: Institute of Economic Affairs, 1991: 180-209.
- "Inequality of Opportunity: an Analysis Based on the Micro-economics of the Family", in *Labour Economics: New Approaches*, eds. Robert Drago and Richard Perlman, Brighton: Wheatsheaf, 1989: 177-197.
- "Developments in the Economics of Human Capital", in *Labour Economics*, eds. David Carline, Chris Pissarides, W S Siebert and Peter Sloane, London: Longmans, 1985: 5-77.
- "Low Pay Among Women - the Facts", in *Women and Low Pay*, ed. Peter Sloane, London: Macmillan, 1980: 9-56 (with Peter Sloane).
- "Shortcomings and Problems in Analysis of Women and Low Pay", in *Women and Low Pay*, ed. Peter Sloane, London: Macmillan, 1980: 223-52 (with Peter Sloane).

Other Publications

- "Investment, Employment and South African Labour Laws: An International Comparison", *Free Market Foundation Monograph no*

- 30, Johannesburg: Free Market Foundation, October 2001.
- "Recruiting the Unemployed - Evidence from Research into the Hiring of Production Workers", in *Recruiting Unemployed People, Appendix 8*, House of Commons Education and Employment Committee Report of the Session 2000-2001, London: House of Commons, 20 January 2001, HC 48 (with Kirsten Daniel): 141-145.
- Company Recruitment Policies: Implications for Unskilled Workers*, Joseph Rowntree Foundation, 1999.
- "Regulating European Labour Markets: More Costs than Benefits?", *Institute of Economic Affairs Hobart Paper 138*, 1999 (with John Addison).
- "Mapping the Careers of Highly Qualified Workers", *HEFCE Research Series*, July 1997 (with C R Belfield, A Bullock, A N Chevalier, A Fielding and H R Thomas).
- "Women and Labour: the Economics of Equal Opportunities", *Economic Affairs*, Vol. 16, No. 3, Summer 1996: 45-47.
- "The Economics of the Social Chapter: part II, Inequality", *Economic Review*, Vol. 13, No. 4, April 1996: 26-31.
- The Economics of the Social Chapter: part I, Efficiency", *Economic Review*, Vol. 13, No. 3, February 1996: 26-31.
- "Supply-Side Economics", in *The Social Science Encyclopedia, Edition 2*, A. Kuper and J. Kuper (eds.), London: Routledge, 1995: 857-58 (with Peter Watt).
- Social Engineering and the European Community: from the Social Charter to Maastricht and Beyond*, London: Institute of Economic Affairs, July 1993 (with John Addison).
- "The EC Social Charter: the Nature of the Beast", *National Westminster Bank Quarterly Review*, February 1993: 13-28 (with John Addison).
- "Dr Johnson on Adam Smith", *Journal of Political Economy*, 100, December 1992: back cover.
- "The EC's Social Charter", *Quarterly Economic Bulletin*, Liverpool Macroeconomic Research Group, Vol. 11, No. 3, October 1990: 35-38.
- "Notes on Industrial Training in Britain", *Quarterly Economic Bulletin*, Liverpool Macroeconomic Research Group, Vol. 11, No. 2, June 1990: 46-38.
- Comparable Worth: Some Problems", *Economic Affairs*, Vol. 10, No. 1, October/November 1989: 32-35.
- "Student Evaluation of Teaching: Lessons from the University of North Carolina", *Birmingham University Teaching News*, No. 38, July 1987: 4-5.
- "Restrictive Practices in South Africa's Labour Market", *Economic Affairs*, Vol. 7, No. 1, October/November 1986: 26-29.
- "Privatising British Telecom", *Review, Australian Institute of Public Affairs*, Vol. 39, No. 4, Summer 1985: 210-213.
- "On Tackling Unemployment", *Economic Affairs*, Vol. 5, No. 4, July/September, 1985: 49-52 (with Peter Watt and Jim Slater).
- "Privatisation - the British Experience", *Review, Australian Institute of Public Affairs*, Vol. 38, No. 1, Autumn 1984: 21-27.

"Minimum Wage Legislation and the Earnings Gap in South Africa",
Institute of Commonwealth Affairs Seminar Papers, No. 20, Vol. 6,
 1974: 121-34.

"State Control of Labour in South Africa", *Mandate Trust Pamphlet*,
 October 1973, (with A. Guelke).

South Africa's Starving Workforce", *New Statesman*, 23 March 1973:
 407-409
 (with A. Guelke).

Research Areas

Research on labour laws and employment using company data. This research has been financed in part by the Unquoted Companies Group and Birmingham University Business School (£12,000 in July 1999), and in part by the Rowntree Foundation (£41,000 over 1996-1999). Papers in preparation: "Does Employment Protection Legislation Reduce Unskilled Job Openings? Evidence from Matched Establishments in France and the UK", revised October 2003 (with Jane Morton); "Wage policy, employee turnover and productivity" May 2002, revised May 2003 (with Arnaud Chevalier and Tarja Viitanen).

Research on labour laws and employment using national data.

Papers in preparation: "The impact of deunionisation on earnings dispersion", December 2002 (with John Addison and Ralph Bailey); "The implicit market for family-friendly work practices", July 2002 (with John Heywood and Xiangdong Wei).

Other Research. Employment/unemployment in urban areas (see Publication – the State of Our Cities); labour market effects of education: paper in preparation: "Earnings premia and the rate of return to schooling in the US: evidence from the National Longitudinal Survey of Youth", May 2002 (with Clive Belfield and Celia Brown).

Presentations 1997-2002

Institute of International Labour Studies, Ministry of Labour, Peoples Republic of China, 2-4 Nov 2003 (lecture on corporatism and trade unions).

Welsh Labour Market Research Centre, University of Swansea, 20 Feb 2003 (seminar on hiring practices in matched UK-French plants).

Centre National de la Recherche Scientifique, Lyon May 16-17 2002 (paper in hiring standards, also chairman of session on tenure and careers).

Friedrich-Naumann Foundation Colloquium, Potsdam April 4-7 2002 (paper on hiring standards in matched plants in France and the UK).

Department of Economics, University of Wisconsin-Milwaukee and Department of Commerce University of Birmingham, L'Institute Conference on Industrial Development Strategy, 17 July 2001 (paper on labour issues of the new economy).

Society for the Advancement of Socio-Economics, University of Amsterdam, 30 June 2001 (discussant on institutional determinants of

low pay).

Department of Economics, University of Aberdeen, 17 November 2000 (discussant at Low Pay Network LOWER Conference).

Business School, University of Wisconsin-Milwaukee Conference on Industrial and Labour Policy, 20 July 2000 (paper on firms' labour recruitment/retention practices).

Frankfurter Institut Conference on Labour Market Performance in Europe, Munich 8-9 June 2000 (paper on corporatism).

Department of Economics, University of the Witwatersrand, 9 May 2000 (seminar on labour regulation and South Africa's Basic Conditions of Employment Act).

Radio 5 Live Phone-In, 4 May 2000 (discussant on working time regulation).

Friedrich-Naumann Foundation Symposium on Decentralisation in the EU, Berlin 7-10 Oct 1999 (talk on labour market regulation).

Adam Smith Institute Conference on Employment Policy, London 19 May 1999 (seminar on job creation).

Institute of Economic Affairs, London 10 May 1999 (led lunchtime workshop on European Union labour directives).

Welsh Economics Colloquium, Gregynog, Newtown 9 May 1999 (seminar on worker participation).

BBC2 Business Breakfast, London 8 March 1999 (debate on labour regulation).

European Union 2d Workshop on the Transformation of Work and the Future of Labour Law in Employment, University of Madrid, 18-21 June (UK expert).

Institute of Economic Affairs 10th State of the British Economy Conference, London 12 June 1998 (lecture on minimum wage effects).

Association of Private Enterprise Educators, Dallas, 5-7 April (paper on UK developments in welfare and pensions).

Department of Economics, University of Hull, 19 February 1998 (seminar on labour market regulation).

Department of Economics, Birmingham University, 24 November 1997 (seminar on worker participation in Britain and Germany).

European Union 1st Workshop on the Transformation of Work and the Future of Labour Law in Employment, University of Nantes, 25 October 1997 (UK expert).

British Universities Industrial Relations Association Conference, University of Bath, 5 July 1997 (paper on company case studies of personnel recruitment).

Robert Gordon University, Aberdeen, Conference on Youth Unemployment, 17 June 1997 (keynote speaker).

Birmingham Chamber of Commerce, 22 May 1997 (talk on labour market policies of the incoming Labour Government).

Rowntree Trust, London, 6 May 1997 (presentation on new project examining time series of personnel record data on 6 matched plants).

Education and Employment Group Workshop, Department for Education and Employment, London, 23 January 1997 (seminar on EU company

case studies of labour hiring).
Tonbridge School, Kent, 15 January 1997 (talk on EU Social Chapter).

Professional activities

Member: Academic Advisory Council, Institute of Economic Affairs, and Guest Editor of *Economic Affairs*, May 2003. External Examiner for the University of Wales validated MscEcon at Rysard Lazarski University of Commerce and Law, Warsaw

Referee: British Journal of Industrial Relations, Cambridge University Press, Harper/Collins, Institute of Economic Affairs, Journal of Human Resources, Industrial and Labor Relations Review, Labour Economics, Leverhulme Trust, Manchester University Press, Nuffield Foundation, Oxford Economic Papers, Scottish Journal of Political Economy, Southern Economic Journal.

Consultant: Unquoted Companies Group (industrial relations consultant 1998 to date)
Scottish Enterprise (2000)
Business South Africa (2000)
Higher Education Funding Council for England (1996)
Department of Employment (1993, 1995, 1996)
Organisation for Economic Cooperation and Development (1991, 1996)
H M Treasury (1991)
Korea Labor Institute (1990)
New Zealand Treasury (1988)

Referees

Professor Patrick Minford
Professor of Applied
Economics,
Cardiff Business School,
Colum Drive,
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Professor Colin Robinson
Department of Economics,
University of Surrey,
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Welsh Labour Market
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