

## CURRICULUM VITAE

**P.J. Sloane**

**Emeritus Professor, School of Business and Economics, Swansea University**

<b><u>Qualifications:</u></b>	BA Econ (Hons) University of Sheffield	1964
	PhD University of Strathclyde	1968
	Fellow of the Royal Society of Arts	1997
	Fellow of the Royal Society of Edinburgh	1997

**Field:** Labour Economics, Economics of Education, Economics of Sport

### **Experience:**

#### **Teaching, Administration**

1966-67	Assistant Lecturer in Political Economy, University of Aberdeen
1967-69	Lecturer in Political Economy, University of Aberdeen
1969-75	Lecturer in Industrial Economics, University of Nottingham
1975-84	Professor of Economics and Management, Paisley College (now University of West of Scotland) ;(Dean of School of Social, Planning and Management Sciences, 1978-81)
1984-96	Jaffrey Professor of Political Economy, Department of Economics, University of Aberdeen and Head of Department
1996-2002	Jaffrey Professor of Political Economy, Vice Principal and Dean of the Faculty of Social Sciences and Law, University of Aberdeen
2002-2008	Director, Welsh Economy Labour Market Research and Evaluation Centre (WELMERC), Swansea University

#### **Other**

1973-74	Economic Adviser, Department of Employment, Unit for Manpower Studies (on secondment).
1978	Visiting Professor (Commonwealth Fellow), McMaster University, Ontario
1979-85	Member of Council, Social Science Research Council (Economic and Social Research Council from January 1984)
1979-82	Social Science Research Council Postgraduate Training Board and Postgraduate Training Committee
1979-82	Social Science Research Council Economics Committee
1982-85	Social Science Research Council Industry and Employment Committee

1979-80	Social Science Research Council Designated Research Centre Sub-Committee
1980-85	Social Science Research Council Data Archive Advisory Committee (Chairman)
1980-81	Macro-economic Research Committee
1981-87	Macro-economic Modelling Consortium
1978-85	CNAA: Economics Board
1979-80	CNAA: Social Science Research Sub-Committee
1970-85	Industrial Relations Journal: Editorial Advisory Board
1979-	International Journal of Manpower: Editorial Advisory Board
1978-85	British Review of Economic Issues: Editorial Board
1987-89	Managerial and Decision Economics: Editorial Board
1969-74	Nottingham and District Local Employment Committee
1981-1991	Secretary of State for Scotland's Panel of Economic Consultants
1983-2001	Member of Council, The Scottish Economic Society
1984-2002	Robert Nicol Trust
1985-88	SED Advisory Committee on Research into College Industry Liaison
1987-91 and 1993-97	Member of the University of Aberdeen Court
1987-97	Secretary and Member of the Standing Committee of the Royal Economic Society Conference of Heads of Departments
1989, 1992 and 1996	Member of the Economics Panel, UFC/HEFCE Research Assessment Exercises
1992	Member of the UFC/PCFC/SOED Pilot Assessment of Teaching Quality
1994-97	Member of SHEFC Committee on Institutional Mergers
1996	Visiting Professor, Indiana University, Purdue University of Indianapolis (IUPUI)
1996-	Member of the European Low Wage Employment Network (LoWER)
1996-98	Member of RES/ESRC Research Liaison Committee
1997-98	Member of the Advisory Group, project on Company Recruitment Policies: Implications for Unskilled Workers, Joseph Rowntree Trust

1998-2000	Member of Sectional Committee 13 – Social and Psychological Studies, Royal Society of Edinburgh
1998-2001	Convenor of the Aberdeen University Research Assessment Exercise Steering Group
1999-	Member of the Editorial Board, Journal of Sports Economics
1999, 2000 and 2002	Expert Evaluator, European Union 5 <sup>th</sup> Framework Programme Socio-Economic Key Action, Brussels
2000-2003	Convenor, Sectional Committee DI, Economic and Management Sciences, Royal Society of Edinburgh
2000-2010	Vice President, International Association of Sports Economists
2000-2002	Programme Director, Project on Education, Skills and Labour Mobility, Centre for European Labour Market Research, University of Aberdeen
2001-2011	Research Fellow, Institute for Labor Studies, IZA, Bonn
2002	Panel Member, Mid Term Review of SKOPE, ESRC Research Centre
2002-2010	Moderator, Degree Programmes in Economics, Lazarski University, Warsaw
2004-2005	Member of the Wales Management Council Evaluation Group on the Impact of Management and Leadership in Wales
2005-2010	Member of the Census Advisory Group for Wales
2006-2007	Member of the Income and Employment Domain Working Party, Welsh Index of Multiple Deprivation 2008
2006-2007	Member of the Welsh Management Council, Older Workers Working Group
2007-2010	Visiting Professor, and Honorary Professorial Fellow, University of Melbourne
2007-2009	Member of Swansea 2020 – Productivity Commission
2007-2009	Member of the ESRC Work Attitudes Measurement Network
2008 -	Consultant, OECD Labour Market and Regeneration Policy Transferability Project
2009	Member of the European Science Foundation Pool of Peer Reviewers
2009-	Member of the European Metropolitan Initiative
2009-	Education Advisory Fellow, AMI, Melbourne

- 2009- 11 Moderator Champion (higher degrees), University of Wales Validation Unit
- 2009 Visiting Professor, National Institute of Labour Studies, Flinders University, Adelaide
- 2010-2012 Adjunct Professor, Flinders University
- 2010-2013 Member of the ESRC College
- 2011- Member of the editorial board, Economics Research International

**Various Dates:**

External Examining - undergraduate

Heriot-Watt University, Nottingham University, Stirling University, Durham University, Glasgow University, Sheffield University, University of North Wales, Bangor, Oxford University, University of Birmingham.

External Examining - postgraduate

Loughborough University, Kent University, Keele University, Glasgow University, Manchester University, Cambridge University, University of Wales, Swansea, University of Hull, University of Birmingham, Manchester Metropolitan University, Queen's University, Belfast, Middlesex University, University of East Anglia, University of Aberdeen.

External Assessor - Chairs/Readerships, etc, University of Essex, University of Strathclyde, Napier University, University of York, Glasgow Polytechnic, Newcastle Polytechnic, Middlesex University, University College, Dublin.

Reviewer:

Harvester-Wheatsheaf, Cambridge University Press, Manchester University Press, Unwin-Hyman, Times Higher Education Supplement, British Journal of Industrial Relations, Industrial Relations Journal, Manchester School, Southern Economic Journal, Labour Economics, International Journal of Manpower, World Economy, Economic Affairs; Urban Studies, Dryden Press, Economic Journal, Zeitschrift fur Nationalokonomie, Edward Elgar, Routledge, Taylor and Francis, Journal of Sports Economics, Leisure Studies.

Referee:

Economic Journal, Economica, Economics Letters, Scottish Journal of Political Economy, Journal of Economic Studies, Bulletin of Economic Research, Journal of Industrial Economics, Applied Economics, Industrial Relations Journal, British Review of Economic Issues, Oxford Economic Papers, Economic and Social Studies, Cambridge Journal of Economics, International Journal of Manpower, Journal of Human Resources, International Review of Applied Economics, British Journal of Industrial Relations, Regional Studies, Journal of Developing Areas, Labour Economics, Journal of Health Economics, European Journal of Health Economics, Labour, Education Economics, Journal of Sports Economics, World Bank

Economic Review, Industrial Relations (Berkeley), Economics of Education Review, Manchester School, Review of Economics and Statistics, Journal of Population Economics, Journal of Economic Surveys, Journal of Economic Inequality, International Migration, Portuguese Economic Journal, Economic Modelling, Journal of the Royal Statistical Society, Economic Inquiry, New Political Economy, Asian Pacific Education Review, Social Forces, Social Science and Medicine, Journal of Ageing and Social Policy, Eastern Economic Journal, Journal of Labor Research, [Social Science Research](#), European Sociological Review, Economic and Social Research Council, Leverhulme Trust, Department of Health, Nuffield Foundation, British Council, British Academy, European Science Foundation.

Listed in Who's Who, Debretts Distinguished People of Today, Who's Who in British Economics, Who's Who in Scotland, International Authors and Writers Who's Who, Who's Who in the World, Men of Achievement, Dictionary of International Biography. European Expert, European Expert Network on Economics of Education (EENEE), sponsored by the European Commission.

## **Publications:**

### **Books/Monographs**

1. *Changing Patterns of Working Hours*, Department of Employment, Manpower Paper No. 13, November 1975.
2. (with a group of experts), *Lifelong Allocation of Time*, OECD. Paris, 1976.
3. (with B. Chiplin), *Sex Discrimination in the Labour Market*, Macmillan, London, 1976, pp 161.
4. *Sport in the Market?* Hobart Paper No. 85, Institute of Economic Affairs, April 1980.
5. *Women and Low Pay*, (ed.) Macmillan, London, 1980, pp 260.
6. *The Earnings Gap Between Men and Women in Britain*, Social Science Research Council/Equal Opportunities Commission, London, 1981.
7. (with H.C. Jain), *Equal Employment Issues; Race and Sex Discrimination Legislation in the US, Canada and Britain*, Praeger Special Study, New York, 1981, pp 275.
8. (with B. Chiplin), *Tackling Discrimination at the Workplace: An Analysis of Sex Discrimination in Britain*, SSRC/Cambridge University Press (hardback and paperback editions) 1982.
9. *Consolidated Report on the Technological and Economic Necessity of Shiftwork in the Chemical Industry* (Rapporteur), European Foundation for the Improvement of Living and Working Conditions, Dublin, 1984.

10. (with D. Carline, C. Pissarides and W.S. Siebert), *Labour Economics*, Longmans, 1985.
11. *Sex at Work: Equal Pay and the Comparable Worth Controversy*, Hume Paper No. 3, The David Hume Institute, Edinburgh 1985.
12. *Consolidated Report on the Development of Shiftwork in the Brewing Industry and its Economic and Social Consequences* (Rapporteur), European Foundation for the Improvement of Living and Working Conditions, Dublin, 1986.
13. Editor, *Symposium on the Economics of Sport*, Institute of Economic Affairs, London, September 1997.
14. (with R. Asplund and I. Theodossiou, editors), *Low Pay and Earnings Mobility in Europe*, Edward Elgar, 1998.
15. (with W. Salverda et al.), *The European Employment Gap, Wage Inequality, Earnings Mobility and Skill: A Study of France, Germany, Netherlands, UK and US* Final Report for the European Union, June, 2001.
16. (with H. C. Jain and F. Horwitz), *Employment, Equity and Affirmative Action: An International Comparison*, M. E. Sharpe, New York, 2003, pp 229.
17. (with M. Rosentraub and R. Sandy), *The Economics of Sport: An International Perspective*, Palgrave, Macmillan, 2004, pp 347.
- !8 (with M.K. Jones, R.J. Jones and P.L. Latreille), *Training, Job Satisfaction and Establishment Performance*, Skills for Business, Research Report No. 22, May, 2007, pp 152.
- 19 (with N. O’Leary, S. McGuinness, P. O’Connell and K. Mavromaras) *Developing a Taxonomy of Skill Mismatch*, CEDEFOP, 2009.
- 20 (with N. O’Leary, S. McGuinness and K. Mavromaras) , *Skill Mismatch for Ageing Workers*, Final Report to CEDEFOP, April, 2010.
- 21 (with K. Mavromaras et al.), *Over-skilling and Job Satisfaction in the Australian Labour Force*, Report to NCVER, Adelaide, 2010.
- 22 (with N. C. O’Leary et al.), *Skill Mismatch, Immigrants and Ethnic Minorities*, CEDEFOP, 2011
- 23 (with J. Healy et al.), *Research Framework and Data Strategy*, Fair Work Australia Research Report 4/2011, January 2011.
- 24 (with J.Healy and K. Mavromaras), *Skill Shortages: Prevalence, Causes, Remedies, and Consequences for Australian Businesses*, Report to NCVER, June, 2011
- 25 (with K. Mavromaras et al.), *The Persistence of Over-skilling and its Effect on Wages*, Report to NCVER, November, 2011
- 26 (with K Hancock et al.) *Public Sector Pay and Productivity*, NILS Report to the CPSU, June, 2011

## **Chapters in Books**

1. (with B. Chiplin), Equal Pay in Great Britain, in B.O. Pettman (ed.) *Equal Pay for Women*, MCB Publications, November 1975, pp 9-34.
2. Arrangement of Working Time and Social Problems Connected with Shiftwork, in the UK, in *Management of Working Time in Industrialised Countries*, ILO, Geneva, 1978, pp 52-62.
3. Collective Bargaining: Analysis of Conflict and Proposed Reforms, Institute of Economic Affairs, *Trade Unions; Public Goods or Public Bads?* IEA Readings 17, 1978, pp 30-33.
4. (with B. Chiplin), An Analysis of the Effectiveness of Manpower Policies and Related Measures in Curbing Unemployment in Britain and Sweden, in *Staat and Wirtschaft*, Duncker and Humblot, Berlin, 1979, pp 715-736.
5. (with R.A. Hart), Working Hours and the Distribution of Work, in *Collective Bargaining and Government Policy*, OECD, Paris, 1979, pp 247-264.
6. (with H.C. Jain), The Challenge of Unemployment to Equal Opportunities in the USA, Canada and Britain Section II Collective Bargaining and Incomes Policies in a Stagflation Economy, Proceedings of the *Sixth World Congress of the International Industrial Relations Association*, Kyoto, Japan, 28-31 March, 1983, pp 441-480.
7. Die Ziele des Sportsveriens, in Heineman K, editor, *Texte zur Okonomie des Sports*, Schorndorf, 1984, pp 126-137.
8. The Male-Female Earnings Differential in Britain and Europe: Are there Lessons for the USA? in United Nations Association of the USA *Parents and Work: Family Policy in Comparative Perspective*, Bollinger Press, USA, 1986, pp 139-160.
9. The Economics of Discrimination: How far have we come? (with S. Dex) in R. Drago and R. Perlman (editors), *Microeconomic Issues in Labour Economics: New Approaches*, Wheatsheaf, 1989, pp 83-104.
10. (with P. Murphy and A. Gasteen), Labour Market Segmentation: A Local Labour Market Study, in Boivin, J. (ed.) *Some Aspects of International Industrial Relations*, Proceedings of the 25th Meeting of the Canadian Industrial Relations Association, Universite Laval, Quebec, 24 August 1988, 1989, pp 412-428.
11. Sex Differentials, Structure, Stability and Change, in M. Gregory and A.J.W. Thomson, editors, *A Portrait of Pay*, Oxford University Press, 1990, pp 125-171.
12. (with A. Gasteen), Primary Flexibility - the Flexible Firm and its Determinants, in Blyton, P. and Morris, J. *A Flexible Future?*, De Gruyter, 1991, pp 63-79.
13. Compensating Job Differences: An Explanation of the Male/Female Earnings Differential? in Sex Equality: Law and Economics, *Hume Papers on Public Policy*, Vol. 1, No. 1, Spring 1993, pp 40-50.
14. The Gender Wage Differential and Discrimination in the Six SCALI Local Labour Markets, in Scott, A. (editor), *Gender Segregation and Social Change*, Oxford University Press, 1994, pp 157-204.

15. Conceptual Issues in the Measurement of Low Pay and International Comparisons of Low Pay Employment in *Statistical Data Available on Low-Wage Employment in the European Union and Member States*, Lower Special Report, April 1997, pp 29-37.
16. (with D. Mackay), Legislation and Employment Equity in Britain and Northern Ireland, *Proceedings of the 49th Meeting of the Industrial Relations Research Association*, New Orleans, 1997, pp 321-330.
17. The Economics of Sport: An Overview, *Economic Affairs*, Vol. 17, No. 3, September, 1997, Institute of Economic Affairs, London, pp 2-41.
18. (with I. Theodossiou), Methodological and Econometric Issues in the Measurement of Low Pay and Earnings Mobility, in R. Asplund et al *Low Pay and Earnings Mobility in Europe*, Edward Elgar, 1998, pp 3-14.
19. (with I. Theodossiou), An Econometric Analysis of Low Pay and Earnings Mobility in Britain, in R. Asplund et al, *Low Pay and Earnings Mobility in Europe*, Edward Elgar, 1998, pp 103-115.
20. (with A. de Grip and L. Borghans), Under-utilisation of Skills, Bumping Down and Low Wages in C. Lucifora and W. Salverda, editors, *Low Wage Employment and Social Exclusion Policy Dilemmas*, Franco Angeli, Milan, 1998, pp 92-98.
21. The Restrictive Practices Court Case, Broadcasting Revenues and League Balance, in Hamil, S., Michie, J., Oughton, C. and Warby, S., *Football in the Digital Age*, Mainstream Publishing, Edinburgh and London, 2000, pp 176-179.
22. (with H. Battu and P. Seaman), The Impact of Spatial Migration on the Earnings, Employment and Over-qualification of Married Women, in S. Gustafsson and D. Meulders, editors, *Gender and the Labour Market* MacMillan, 2000, pp 111-132.
23. (with H. Battu), Overeducation and Crowding Out in Britain, *The Overeducated Worker? The Economics of Skill Utilisation*, in A de Grip and L Borghans, editors, Edward Elgar, 2000, pp 157-174.
24. (with I. Theodossiou), Earnings Mobility of the Low Paid, in M. Gregory, W. Salverda and S. Bazen, editors, *Labour Market Inequalities*, Oxford University Press, 2000, pp 82-99.
25. The Regulation of Professional Team Sports, in Barros, C., Ibrahimo, M., and Szymanski, S., editors, *Transatlantic Sport: The Comparative Economics of North American and European Sports*, Edward Elgar, 2002, pp 50-68.
26. Much Ado about Nothing? What Does the Over-education Literature Really Tell Us?, in Buchel, F., de Grip, A. and Mertens, A., editors, *Over-education in Europe: Current Issues in Theory and Policy*, Edward Elgar, 2003, pp 11-45
27. (With Battu, H.), Labour Market Mismatching and Ethnic Minorities in England and Wales, in Buchel, F., de Grip, A and Mertens, A., editors, *Over-education in Europe: Current Issues in Theory and Policy*, Edward Elgar, 2003, pp 217-235
28. (With Sandy, R.), Why Do U.S. Colleges Have Sports Programs? in Fizel, J. and Fort, R., editors, *Economics of College Sports*, Praeger, New York, 2004, pp 87-110.



29. The Impact of Research Assessment and Teaching Quality Exercises in the UK University System, in Checchi D. and Lucifora C., editors, *Education, Training and Labour Market Outcomes in Europe*, Palgrave MacMillan, 2004, pp 109-126
30. (with R. Leontaridi), Low Pay, Higher Pay, Earnings Mobility and Job Satisfaction in Britain, in Meulders D., Plasman R. and Rycx F., editors, *Minimum Wages, Low Pay and Unemployment*, Palgrave MacMillan, 2004, pp 87-140.
31. (with R. Giulianotti), Sports Policy in H. Compston, editor, *A Handbook of Public Policy in Europe*, Palgrave, London, 2004, pp 373-381.
32. What Can We Learn From the Recent Job Satisfaction Literature? In Marx I. And Salverda W., *Low-Wage Employment in Europe: Perspectives for Improvement*, Acco, Leuven Belgium, 2005, pp 131-137
33. (with R. Leontaridi), Low Pay, Higher Pay and Job Satisfaction in Scotland in Ermisch, J.F. and Wright, R.E., editors, *Changing Scotland: Evidence from the British Household Panel Survey*, Policy Press, 2005, pp 199-210
34. (with J. Goddard), The Economics of Sport, in Bowmaker, S., editor, *Economics Uncut: A Complete Guide to Life, Death and Misadventure*, Edward Elgar, Cheltenham and Northampton MA, 2005, pp 345-366
35. The European Model of Sport, in Andreff W. and Szymanski S., editors, *Handbook on the Economics of Sport*, Edward Elgar, Cheltenham, 2006, pp 299-304.
36. Rottenberg and the Economics of Sport after 50 years: an Evaluation, in Rodriguez P., Kesenne and Garcia, J., editors, *Sports Economics after 50 years, Essays in honour of Simon Rottenberg*, University of Oviedo Press, 2006, pp 211-226.
37. (with N. O'Leary), Graduate Earnings in the UK in M. Gokulsing, editor, *The New Shape of University Education in England: Interdisciplinary Essays*, Edwin Mellen (2007), pp 125-138.
38. (with M.K. Jones, Disability in the Living in Wales Survey, in *Living in Wales Secondary Analysis*, ONS (forthcoming)., 2012
39. (with Di Francesco F. and S. McGuinness), Esiste l'overeducation? Un'analisi comparata, in X11 Reporto sulla condizione occupazionale dei laureati: Investimenti in capitali umano nel futuro di Italia ed Europa, Societa Editrice il Mulino, Bologna, 2010, 75-116.
40. (with M. Jones), Disability and Social Exclusion, in Parodi G. and Sciulli D., editors, *Social Exclusion*, AIEL Series in Labour Economics, Physica-Verlag, 2012, 127-148.
41. (with J. Goddard and J. O. S. Wilson), The Bosman Ruling and Labour Mobility in Football (Soccer), in Kahane L. H. and Shmanske S., editors, *The Oxford Handbook of Sports Economics, Volume 1: The Economics of Sports*, Oxford University Press, Oxford and New York, 2012, 259-280.

## Journal Articles

1. Wage Drift: With Reference to Case Studies in the Engineering Industry of Central Scotland, Part I, *Journal of Economic Studies*, Spring 1967, pp 23-49.
2. Wage Drift: With Reference to Case Studies in the Engineering Industry of Central Scotland, Part II, *Journal of Economic Studies*, Autumn, 1967, pp 61-73.
3. The Labour Market in Professional Football, *British Journal of Industrial Relations*, July 1969, pp 181-199 (reprinted in W. Gerrard, editor, *The Economics of Association Football volume I*, Edward Elgar, 2006, pp 251-264).
4. (with B. Chiplin), The Economic Consequences of the Equal Pay Act, *Industrial Relations Journal*, December 1970.
5. The Economics of Professional Football: The Football Club as a Utility Maximiser, *Scottish Journal of Political Economy*, June 1971, pp 121-146 (reprinted in Critical Issues in Economics, *The Economics of Sport*, ed. A. Zimbalist, Edward Elgar, 2001, and W. Gerrard, editor, *The Economics of Association Football Volume II*, Edward Elgar, 2006, pp 161-186).
6. Annual Survey of Prices and Incomes Policy, *Government and Business*, September 1971.
7. (with B. Chiplin), Real and Money Wages Revisited, *Applied Economics*, December 1973, pp 289-304.
8. (with B. Chiplin), Sexual Discrimination in the Labour Market, *British Journal of Industrial Relations*, November 1974, pp 371-402 (reprinted in Alice H. Amsden (ed.) *The Economics of Women and Work*, Penguin Books, 1980).
9. Flexible Working Hours, *Department of Employment Gazette*, January 1975.
10. (with B. Chiplin), Equal Employment Opportunities for Women, *Industrial Relations Journal*, Autumn 1975.
11. (with B. Chiplin), Male-Female Earnings Differences: A Further Analysis, *British Journal of Industrial Relations*, March 1976, pp 77-81.
12. Sporting Equality: Labour Market vs. Product Market Control: A Comment, *The Journal of Industrial Relations*, (Australia), March 1976, pp 79-84.
13. Restriction of Competition in Professional Team Sports, *Bulletin of Economic Research*, May 1976, pp 3-22 (reprinted in H. Townsend (ed.), *Price Theory: Selected Readings*, 2nd edition, Penguin Books, 1980, pp 348-377).
14. (with B. Chiplin), Personal Characteristics and Sex Differentials in Professional Employment, *Economic Journal*, December 1976, pp 729-745.
15. Economic Aspects of Shift and Night-Work in Industrialised Market Economies, *International Labour Review*, March/April 1978, pp 129-142.
16. (with H.C. Jain), Race, Sex and Minority Group Discrimination Legislation in North America and Britain, *Industrial Relations Journal*, Summer 1978.

17. (with H.C. Jain), The Structure of Labour Markets, Minority Workers and Equal Employment Opportunities Legislation, *International Journal of Social Economics*, 7, 1980, pp 95-121.
18. (with W.S. Siebert), The Measurement of Sex and Marital Status Discrimination at the Workplace, *Economica*, May 1981, pp 125-141.
19. Sponsoring Sport, *Journal of Economic Affairs*, Vol. 2, No. 4, July 1982, pp 237-9.
20. (with H. C. Jain), Race and Sex Discrimination in Employment in Canada: Theories, Evidence and Policies, *Relations Industrielles*, Vol. 37, no. 2, 1982
21. (with H.C. Jain), The Impact of Recession on Equal Opportunities in the United States, Canada and Britain, *Columbia Journal of World Business*, Vol. XVIII, No. 2, Summer 1983, pp 16-27.
22. The Economic Crisis in Professional Football, *The Journal of Economic Affairs*, Vol. 3, No. 4, July 1983, pp 273-5.
23. (with A.I. Ingram), The Growth of Shiftwork in British Food, Drink and Tobacco Industries, *Managerial and Decision Economics*, September 1984, pp 168-176.
24. 1984 Olympics: Privatisation at Last, *Economic Affairs*, Vol. 4, No. 4, July/September 1984.
25. (with N. Jennett), Football in Decline: An Economic Analysis, *The Journal of Industrial Affairs*, Vol. 11, No. 2, Autumn 1984, pp 33-43.
26. (with N. Jennett), The Future of League Football: A Critique of the Report of the Chester Committee of Enquiry, *Leisure Studies*, 4, 1985 pp 39-56 (reprinted in W. Gerrard, editor, *The Economics of Professional Football Volume II*, Edward Elgar 2006, pp 3-20).
27. (with A. Ingram), Shift-work and Socio-economic Policy, *International Journal of Manpower*, 6, No. 5, 1985, pp 3-15.
28. (with J. Cairns and N. Jennett), The Economics of Professional Team Sports: A Survey of Theory and Evidence, *Journal of Economic Studies*, Vol. 13, No. 1, 1986, pp 1-80
29. (with S. Dex), Detecting and Removing Discrimination under Equal Opportunities Policies, *Journal of Economic Surveys*, Vol. 2, No. 1, 1988, pp 1-27 (reprinted in W. Darity, Jr. editor, *Economics and Discrimination*, International Library of Critical Writings in Economics Series, No. 57, Vols. 1 and 2, 1995).
30. (with B. Chiplin), The Effect of Britain's Anti-Discrimination Legislation on Relative Pay and Employment: A Comment, *Economic Journal*, September 1988, pp 833-838.
31. The Problem of Unemployment : A Review Article, *Scottish Journal of Political Economy*, May 1988, pp 181-187 (reprinted as EI Problema Del Desempleo: Un Articulo de Revision, *Boletin de Informacion Commercial Espanola*, No. 2, 165, 1989).

32. Gender, Pay Equity and Equal Value : A Solution in Search of a Rationale?, *Managerial and Decision Economics*, Special Issue, A Collection of Essays compiled as a Memorial to Professor W.H. Hutt, Winter 1988, pp 45-50.
33. Flexible Manpower Resourcing: A Local Labour Market Survey, *Journal of Management Studies*, 26, 2, March 1989, pp 129-150.
34. (with H.C. Jain), Lo Sviluppo di politiche sulle pari opportunità in Nord America e in Europa - Uno sguardo d'insieme, *Politiche Del Lavoro*, No. 7, 1989, pp 130-154.
35. (with H.C. Jain), Use of Equal Opportunities Legislation and Earnings Differentials, *Industrial Relations Journal*, Vol. 21, No. 3, 1990, pp 221-229.
36. (with P.D. Murphy and D. Blackaby), Union Membership, Collective Bargaining Coverage and the Trade Union Mark-up for Britain, *Economics Letters*, Vol. 36, July 1991, pp 203-208.
37. (with P.D. Murphy and D. Blackaby), 'The Effects of Trade Unions on the Distribution of Earnings: A Sample Selectivity Approach', *Oxford Bulletin of Economics and Statistics*, Vol. 54, No. 4, November 1992, pp 517-542.
38. (with P.D. Murphy, I. Theodossiou and M. White) 'Labour Market Segmentation: A Local Labour Market Analysis Using Alternative Approaches, *Applied Economics*, (Vol. 25, 1993), pp 569-581.
39. (with I. Theodossiou), 'Gender and Job Tenure Effects on Earnings', *Oxford Bulletin of Economics and Statistics* vol 55, No. 4, November 1993, pp 421-438.
40. (with I. Theodossiou), 'The Economics of Low Pay in Britain: A Logistic Regression Approach', in S. Bazen and G. Benhayoun, editors, Symposium on Low Pay and Minimum Wages, *International Journal of Manpower*, Vol. 15, Nos. 2/3, 1994, pp 130-149.
41. (with S. Gazioglu), 'Job Disamenities, Compensating Differences and the Immigrant Worker: An Intergenerational Analysis', *International Journal of Manpower*, Vol. 15, No. 7, 1994, pp 44-52.
42. (with I. Theodossiou), 'A Generalised Lorenz Curve Approach to Explaining the Unupward Movement in Women's Relative Earnings in Britain During the 1970s, *Scottish Journal of Political Economy*, Vol. 41, No. 4, November 1994, pp 464-476.
43. (with I. Theodossiou), 'Earnings Mobility, Family Income and Low Pay, *Economic Journal*, Vol. 106, No. 436, May 1996, pp 657-666.
44. (with H. Williams), 'Are Overpaid Workers Really Unhappy? A Test of The Theory of Cognitive Dissonance, *Labour*, Vol. 10(1), 1996, pp 3-15.
45. (with H. Battu and P. Seaman), Overeducation and the Formal Education/Experience Trade-off, *Applied Economics Letters*, Vol. 3, 1996, pp 511-515.
46. (with S. Gazioglu), 'Immigration and Occupational Status: A Study of Bangladeshi and Turkish Fathers and Sons in the London Labour Market, *Labour Economics*, Vol. 3, No. 4, 1996, pp 399-424.

47. (with A. Campbell), 'The Implications of the Bosman Case for Professional Football', *Scottish Law and Practice Quarterly*, Vol. 2, No. 3, July 1997, pp 230-248.
48. (with D. Mackay), 'Employment Equity and Minority Legislation in the UK after Two Decades: A Review', *International Journal of Manpower*, Vol. 18, No. 7, 1997, pp 597-626 (MCB Up Award for Excellence, 1998 as most outstanding paper in 1997 issue of journal).
49. (With K. Bender), 'Trade Unions, Job Satisfaction and Exit-Voice Revisited', *Industrial and Labor Relations Review*, Vol. 51, No. 2, January 1998, pp 222-240.
50. (With K. Bender), Trade Union Membership, Tenure and The Level of Job Insecurity, *Applied Economics*, February, 1999, pp 123-135.
51. (with H. Battu and C.R. Belfield), Over-education Among Graduates: A Cohort View, *Education Economics*, Vol. 7, No. 1, 1999, pp 21-38.
52. (with H. Battu and P. Seaman)  
Overeducation, Undereducation and the British Labour Market, *Applied Economics*, Vol. 34, No. 11, November, 1999, pp 1437-1453.
53. (with H. Battu and P. Seaman)  
Are Married Women Spatially Constrained? A Test of Gender Differentials in Labour Market Outcomes, in G. Crampton, editor, Regional Unemployment, job Matching and Migration, *European Research in Regional Science*, 9 1999, pp 91-110.
54. (with H. Battu and C.R. Belfield)  
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**Consultancy, etc:**

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Office of Manpower Economics  
Commission on Industrial Relations  
Economists' Advisory Group  
Royal Commission on Income Distribution and Wealth  
Social Science Research Council  
International Labour Office  
Commission of the European Communities  
OECD  
World Bank  
British Council/TETOC  
European Foundation for the Improvement of Living and Working Conditions  
Jubilee Policy Group  
AUPEC

Member of a Conference of Experts on the Economics of Sports, Brookings Institution, Washington DC, December 1971.

Member of the Ad Hoc Group of Experts on Lifelong Allocation of Working Time, OECD, Paris, November, 1974.

Independent Expert, Symposium on Arrangement of Working Time and Social Problems Connected with Shiftwork in Industrialised Countries, ILO, Geneva, May 1977.

Written and Oral Evidence to the Royal Commission on the Distribution of Income and Wealth, Lower Incomes Reference, 1976-77.

European Expert, German-Marshall Fund, Seminar for American Trade Unionists on Alternative Work Patterns, London, March 1978.

Invited Paper, SSRC Symposium on Research into Equal Pay and Equality of Opportunity in Labour Markets, Bath University School of Management, 17-18 March, 1976.

Invited Paper, First World Congress of Sports Sciences, Cordoba, Argentina, 4-11 June 1978.

Invited Paper, OECD Conference on Collective Bargaining and Government Policies, Washington DC, 10-13 July 1978.

Invited Paper, Gesellschaft für Wirtschafts- und Sozialwissenschaften - Verein für Sozialpolitik, Hamburg, 25-27 September 1978.

Consultant to the Training Organisation of the Ministries of Housing and Reconstruction, Egypt, August/September 1979.

Director of Studies Postgraduate Research Project, Newcastle Polytechnic, 1979-82.

Consultant, ODA/British Council, World Bank Evaluation Study of Supply and Demand for Technical Manpower in Nepal, March 1980 and 1981.

TETOC Representative, World Bank Experts Meetings on the Evaluation of Training Projects, Erasmus University, Rotterdam - April/May 1980, February 1981 and Institute of Development Studies, University of Sussex, December 1980.

External Adviser, Social Science Faculty Board Review, Middlesex Polytechnic, 1981-82.

Invited Participant, Sports Council Seminar on Economic Issues in Recreation and Leisure, University of Kent at Canterbury, 9-10 September, 1982.

Invited Paper, Conference on Hours of Work and Employment, Institute for Employment Research, University of Warwick, 16-17 September, 1982.

Invited Expert, EEC Seminar on Working Time and Employment, Louvain-La-Neuve, October 5-7, 1982.

Visiting Professor, Institute of Economic and Social Research, University of Antwerp, October, 1982.

Invited Paper, Scottish Economic Society Conference, University of Stirling, 5-6 February, 1983.

Invited Paper, Sixth World Congress of the International Industrial Relations Association, Kyoto, 28-31 March, 1983.

Visiting Professor, Department of Economics, University of Kuwait, April 1983.

Invited Paper, Panel on 'Parents and Work: Family Policy in Comparative Perspective, Economic Policy Council of the United Nations Association of the USA, Washington, DC, June 1984.

Independent Adviser, Nursing and Midwifery Joint Negotiating Council Grading Review, 1986-87.

Invited paper, IIRA Second European Regional Congress on Industrial Relations, Herzlia, Israel, December 13-17, 1987.

Invited Papers, 1st Industrial Relations Congress of the Americas, Quebec City, 25-27 August 1988.

Invited Paper, Conference on A Flexible Future: Prospects for Employment and Organisation in the 1990s, Employment Research Unit, Cardiff Business School, 19-20, September 1989.

External Subject Specialist on the Modularisation of Degree Courses, Academic Standards Committee, Napier University Edinburgh, May/June 1992.

Chairman, Session on Professional Issues: Research and Teaching Assessment, Royal Economic Society Conference, University of Exeter, 28-31 March, 1994.

(with I. McAviney) A Critique of the Affordability Study for the Medical Manpower Standing Advisory Committee (MMSAC - Chairman Sir Colin Campbell), June 1994.

External Adviser in Economics, Nottingham Trent University, February 1995.

External Adviser in Economics, Hull University, March 1995.

Invited Participant, round table, Italian Association of Labour Economists Annual Conference, University of Bologna, October 5-7, 1995.

Invited Paper, 49th Annual Meeting of the Industrial Relations Research Association, New Orleans, January 4-6, 1997.

Invited Paper on the Incidence and Consequences of Graduate Education in Britain, Royal Economic Society Conference, Staffordshire University, March 24-27, 1997.

Member of the Scientific Committee, Applied Econometrics Association Conference on Gender and the Labour Market, Perpignan, France, 1998.

Member of the Scientific Committee, Applied Econometrics Association Conference on Employment Inequalities and Social Policies, University of Pau, France, May 20-21, 1999.

Member of Scottish Education and Training Mission to South Africa, 24-29<sup>th</sup> August, 1998.

Chairman, Session on Restrictive Practices Court Case, Broadcasting Revenues and League Balance, Conference on the Governance and Regulation of Professional Football, Birkbeck College, London, 8 July 1999.

Adviser on Research Assessment Exercise, University of Bath, Brunel University, University of Hull, University of Portsmouth, and London Guildhall University.

Discussant, Invited Session: The Impact of the New Deal and the Minimum Wage in the UK, Labour Market, Royal Economic Society Conference, University of St Andrews, 10-14 July, 2000.

Lecturer, 12<sup>th</sup> Summer School of the European Economic Association in Labour Economics, The Economics of Low Income and Low Paid Work, Ammersee, Germany, 10 – 16 September 2001

Member of the Scientific Committee, Conference on the Econometrics of Wages, Applied Econometrics Association, Brussels, 28 and 29 May 2002.

External Adviser, Periodic Review of Schemes in Economics, Cardiff Business School, March, 2003.

Moderator, MSc. Economics in International Business Economics, Ryszard Lazarski University of Commerce and Law, Warsaw, 2003 -

Chair of the Scientific Committee, Applied Econometrics Association Conference on the Econometrics of Sport, Patras, Greece, 10 September 2004

External Advisor on the 2008 RAE for Department of Economics, University of West England, October, 2004.

Disability and the Labour Market, paper presented at the Department of Work and Pensions, London, 16 September, 2005.

Using the Labour Force Survey to Analyse Disability Discrimination, paper presented at the Scoecon Research Seminar on Disability and the Labour Market, Edinburgh, November 21, 2003.

Disabled People and Economic Activity in Wales, paper presented at the Disability Rights Commission Seminar on Economic Inactivity and Disabled People: Confronting Reality, Achieving Solutions, Merthyr, 9 December, 2003.

Public Lecture on the Economics of Sport, University of Melbourne, 17 May 2007.

Higher Education and Labour Market Outcomes, Australian Department of Education, Employment and Workplace Relations Workshop, Canberra, 28-29 October, 2008.

Different Measures of Labour Market Mismatch, Education and Skill Mismatches in the Labour Market 2008 Workshop, University of Melbourne, 17 November, 2008.

Skill Mismatch and Labour Market Outcomes, paper Presented at Education and Skill Mismatches in the Labour Market Workshop, Adelaide, 15 December, 2010.

Other papers presented at the Universities of Aberdeen, Antwerp, Bangor, Coventry, Dundee, Durham, Glasgow, Heriot-Watt, Keele, Kuwait, London School of Economics, London Guildhall, Loughborough, Newcastle, Nottingham, Sheffield, St. Andrews, Stirling, Strathclyde, McMaster University, Vanderbilt University, Leicester Polytechnic, Civil Service College (Sunningdale and London), Department of Employment, Fawcett Society, International Institute of Management Berlin, Regional Studies Association (Scottish Branch), Belfast Economics Workshop, Scottish Economic Society, Enterprise in Higher Education Conference (Edinburgh). University of Oviedo, Max Planck Institute, Berlin, University of Wisconsin, Milwaukee, Indiana University, University of Wales, Swansea, University of Wales Aberystwyth, Centre for the Economics of Education, University of Melbourne, University of Adelaide, Flinders University

### **Work in Progress**

- (1) ESRC, Graduate Earnings, Over-education and Labour Market Performance, 01/03/07 to 28/02/09, jointly with the Institute of Economic and Social Research, University of Melbourne.
- (2) CEDEFOP, Determinants and Consequences of Skill Mismatch and Policy Implications, 2008-2011.
- (3) NCVER, Overskilling and Job Satisfaction in the Australian VET Sector
- (4) NCVER, Skill Shortages: Prevalence, Causes, Remedies and Consequences for Australian Businesses.