

Personal details

Name: Harald Dale-Olsen **Born:** 1966

Research interests

Topics: Pay issues, sickness absence, CEO remuneration, mobility, labour demand, firm behaviour, job creation, corporate governance, unions and bargaining.

Positions and affiliations

2011-2015: Chief Editor Søkelys på arbeidslivet (fra 1.4.2011 to 1.7.2015)
2004-05: Visiting academic, Dept. of Economics, University College London (1.11.04-31.5.05).
1997- : Institute for Social Research: Research Professor (Forsker I) (1.11.2010 -)
Senior Research Fellow (Forsker II) (2002 – 2010).
Research Fellow and Research Assistant (1997–2002).
1995-96: Statistics Norway, Division for Labour Market Statistics: Sen. Executive Officer.
1994-95: Foundation for Social and Industry Research/Department of Economics, University of Oslo. Research Assistant (October, 1994–February, 1995).

Education

1999-03: University of Oslo, The Faculty of Social Sciences, Dr. Polit. (PhD.) in Economics: Thesis: *Payment Policies, Recruitment and Worker Turnover (defended March 21st, 2003)*
1991-94: University of Oslo, The Faculty of Social Sciences, Cand. Oecon. (Master)
Dissertation: *Production in the bus transport sector (in Norwegian)*

Project Management, Grants, Doctoral Scholarships

2016-2020: “Drivers of regional growth and development”, Norwegian Research Council grant No. 255595 /S20. Project manager.
2016-2018: ”Avtaleformer” financed by the Norwegian Ministry of Labour and Social Inclusion. Project manager.
2013-2017: “Striving for excellency, learning to cope”, Norwegian Research Council grant No. 227117/H20. Project manager.
2010-2014: “Work Life Challenges”, Norwegian Research Council No.202647/S20. Project manager.
2008-2009: ”Lederlønninger og andre topplønninger i det norske arbeidsmarkedet” financed by the Norwegian Ministry of Labour and Social Inclusion. Project manager.
2008-2013: “Friends or foes?”, the Norwegian Research Council grant No.187298. Project manager.
2005-2006: ”Velferdskontrakter” (Welfare contracts) financed by the Norwegian Ministry of Labour and Social Inclusion. Project manager.
1999-2001: Doctoral scholarship. Norwegian Research Council.

Teaching

2009: Lecturer and team work responsible (ECON4715-Labour economics, with Pål Schøne)
2006: Supervisor Master thesis - Ragnhild C. Haugen
2008/5: Team work responsible (ECON4715-Labour economics, jointly with Pål Schøne)
2003-4/2011: Guest lecturer (ECON1810-organisation, strategy and management)
1999- : External examiner Department of Economics, University of Oslo.

Prizes

1998: Winner of the FAFO-prize 1998 for the study *Lønn for arbeid* (ISF-report No. 97:16)

Other relevant activities

Referee: Journal of the Royal Statistical Society, Feminist Economics, Journal of Economic Behavior and Organization, Journal of Public Economics, Scandinavian Journal of Economics, Finnish Economic Papers, The Manchester School, British Journal of Industrial Relations, International Journal of Manpower, Nordic Journal of Political Economy, Labour Economics, Personnel Review, Scottish Journal of Political Economy, Søkelys på arbeidslivet, Journal of Labor Economics, Tidsskrift for samfunnsforskning, Tidsskrift for velferdsforskning, Journal of Population Economics, LABOR, Research Policy, Industrial & Labor Relation Review, Acta Sociologica, Scandinavian Journal of Disability Research, Human Resource Management Journal.

Publications

Articles – Journals and books published by international publishers

- Dale-Olsen, H. (2017). "Labour demand and supply changes in Norway following an imposed harmonization of payroll-tax rates." *LABOUR* (accepted)
- Dale-Olsen, H. (2016), "Employee turnover". In Saridakis, G. and C. Cooper, eds., *Research Handbook of Employee Turnover*. Cheltenham Glos: Edgar Elgar, 5 - 25
- Dale-Olsen, H., K. M. Østbakken and P. Schöne (2015). "Imitation, Contagion, or Exertion? Using a Tax Reform to Reveal How Colleagues' Sick Leaves Influence Worker Behaviour", *Scandinavian Journal of Economics*, 117, 57 - 83 (DOI: 10.1111/sjoe.12082)
- Dale-Olsen, H. (2013), "Sickness absence, sick leave pay and pay schemes," *LABOUR*, 28, 40-63..
- Dale-Olsen, H. (2013). "Absenteeism, efficiency wages, and marginal taxes." *Scandinavian Journal of Economics*, 115, 1185 – 85 (DOI: 10.1111/sjoe.12028).
- Dale-Olsen, H, P. Schöne and M. Verner (2013). "Diversity among Directors. The Impact on Firm Performance of a Quota for Women on Norwegian Company Boards," *Feminist Economics*, 19, 110-135.
- Bryson, A., E. Barth and H. Dale-Olsen (2013). "Organizational Change, Worker Well-being and the Moderating Role of Trade Unions." *Industrial & Labor Relations Review*, 66, 989 - 1011.
- Dale-Olsen, H, P. Schöne and M. Verner (2012). "Women on Boards of Directors and Firm Performance: Evidence from Denmark and Norway." *Comparative Social Research*, 29: 211 - 234.
- Dale-Olsen, H. (2012). "Sickness Absence, Performance Pay and Teams." *International Journal of Manpower*, 33, 284 - 300.
- Bryson, A., E. Barth and H. Dale-Olsen (2012). "Do Higher Wages Come at a Price?" *Journal of Economic Psychology* 33: 251 – 263.
- Dale-Olsen, H. (2012). "Do tax reforms affect firm performance and executive remuneration? Evidence from a wage compressed environment." *Economica*, 79: 493 – 515.
- Dale-Olsen, H. (2012). "Executive pay determination and firm performance – Empirical evidence from a wage compressed environment." *The Manchester School*, 80: 355 – 376.
- Barth, E. and Dale-Olsen, H. (2011). "Employer Size or Group Size Effect on Wages?" *Industrial & Labor Relations Review*, 64: 341 - 355.
- Dale-Olsen, H. (2010). "Job and worker flows at the firm level." In Marsden, D. and F. Rycx, eds., *Wage Structures, Employment Adjustments and Globalization: Evidence from Linked and Firm-level Panel Data*. London: Palgrave Macmillan, 37 - 63.
- Barth, E. and H. Dale-Olsen (2009). "Monopsonistic Discrimination and the Gender Wage Gap." *Labour Economics*, 16: 589 – 597.
- Dale-Olsen, H. (2006). "Worker Turnover, Capital Dispersion and Matching." *LABOUR*, 20: 395-431.
- Dale-Olsen, H. (2006). "Estimating Workers' Marginal Willingness to Pay for Safety Using Linked Employer-Employee Data." *Economica* 73: 99-127.
- Dale-Olsen, H. (2006). "Wages, Fringe Benefits and Worker Turnover." *Labour Economics* 13: 87-106.
- Barth, E. and H. Dale-Olsen (2002). "Skill-Group Size and Wages." *New Zealand Economic Papers* 36:83-84.
- Barth, E. and H. Dale-Olsen (2000). "Churning in the Norwegian Labor Market. Gender Differences in Job and Worker Mobility" In Gustafsson, Siv og Danièle Meulders, ed., *Gender and the Labour Market. Econometric Evidence on Obstacles in Achieving Gender Equality*. London: Macmillan.
- Mastekaasa, A. and H. Dale-Olsen (2000). "Do women or men have the less healthy jobs? An analysis of gender differences in sickness absence". *European Sociological Review* 16: 267-286.
- Barth, E. and H. Dale-Olsen (1999). "The Employer's Wage Policy and Worker Turnover." In Haltiwanger, John C., Julia I. Lane, James R. Spletzer, Jules Theeuwes and Kenneth R. Troske, ed., *The Creation and Analysis of Matched Employer-Employee Data*. London: North Holland.

Articles – Norwegian journals and books published by national publishers

- Dale-Olsen, H., og K. M. Østbakken (2016), «Økende lønnsulikhet i Norge i perioden 2002-2012?» *Søkelys på arbeidslivet* 32, 122 - 141).
- Dale-Olsen, H. (2016), «Gjennomtrekk av ansatte over tid: Ulike trender i forskjellige næringer?». *Søkelys på arbeidslivet*, 32, 85 - 100.
- Østbakken, K. M., H. Dale-Olsen og P. Schöne (2015), «Kjønnsbalanse i styrer og kvinners karriere.» I Teigen, M. (red.) *Virkinger av kjønnskvotering i norske næringsliv*. Oslo: Gyldendal, 120-138.
- Dale-Olsen, H. og A. Hagelund (2015), "Arbeidsgiverne og arbeidslinja," I Bay, A.-H., A Hagelund og A. Hatland (red.). *For mange på trygd? Velferdspolitiske spenninger*, 107 – 130. Oslo: Cappelen Akademisk.
- Nergaard, K., H. Dale-Olsen og E. Barth (2015), «Lavere organisasjonsgrad, et spørsmål om nykommere?», *Søkelys på arbeidslivet*, 32, 91-110.

- Dale-Olsen, H. (2015). «Kapittel 1. Innledning og sammendrag.» I Dale-Olsen, H. (red.). *Norske arbeidsliv i turbulente tider*. Oslo: Gyldendal akademisk, 13 – 34.
- Dale-Olsen, H. (2015). «Kapittel 2. Fleksibilitet over tid.» I Dale-Olsen, H. (red.). *Norske arbeidsliv etter turbulente tider*. Oslo: Gyldendal akademisk, 35 – 55.
- Dale-Olsen, H. (2015). «Kapittel 8. Omstillinger og omorganiseringer.» I Dale-Olsen, H. (red.). *Norske arbeidsliv etter turbulente tider*. Oslo: Gyldendal akademisk, 153 – 169.
- Dale-Olsen, H. (2015). «Kapittel 12. Avlønning av ledere.» I Dale-Olsen, H. (red.). *Norske arbeidsliv etter turbulente tider*. Oslo: Gyldendal akademisk, 220 – 238.
- Dale-Olsen, H., M.Røed og P.Schöne (2014), «Monopsonistisk diskriminering av innvandrere.» *Søkelys på arbeidslivet*, 31
- Hagelund, A. og H. Dale-Olsen (2014), «Kapittel 6. Det går opp og det går ned – Å måle sykefravær.» I A. Hagelund, *Trygdeordningen som ikke lot seg rikke? Sykefravær og politikk gjennom fire tiår*. Oslo: Cappelen Damm, 110 – 131.
- Dale-Olsen, H. and M. Røed (2012). "Ufør av sine kollegers uførhet? ". I Stjernø, S. og E. Øverbye (red.), *Arbeidslinja. Arbeidsmotivasjonen og velferdsstaten*. Oslo: Universitetsforlaget , s.146- 158 (kap.9).
- Dale-Olsen, H., K. M.Nilsen, and P.Schöne (2011). "Smitter sykefravær?" *Søkelys på arbeidslivet* 28: 124 – 134.
- Dale-Olsen, H. and S. Markussen (2010). "Et økende sykefravær i Norge over tid?" *Søkelys på arbeidslivet*, 27, 105 – 121.
- Blekesaune, M. and H. Dale-Olsen (2010). "Sykdom og sykefravær." In Bay, A.-H., A.Hatland, T. Hellevik and C. Koren (red.), *De norske trygdene. Framvekst, forvaltning og fordeling*. 2. utgave. Gyldendal Akademisk.
- Dale-Olsen, H and K.M. Nilsen (2009). "Lønnsulikhet i Norge 1995-2006." *Søkelys på arbeidslivet*, 26, 207 – 221.
- Dale-Olsen, H. (2007). "Lykke og glede – interessante begreper for forskning og politikk." *Søkelys på arbeidslivet*, 24: 361 - 374.
- Dale-Olsen, H. (2006). "Økende mobilitet i det norske arbeidslivet?" *Søkelys på arbeidsmarkedet*, 23: 3-11.

Selected reports, essays and other publications

- Dale-Olsen, H og K.M. Nilsen (2009a). *Lønnsspredning, leder- og toppplønninger i det norske arbeidsmarkedet*. ISF-rapport 2009:4.
- Dale-Olsen, H. (2007). Review: Tranøy, B.S., "Markedets makt over sinnene". *Tidsskrift for samfunnsforskning* 48:451 – 454.
- Dale-Olsen, H.; M. Røed and P. Schöne (2006). *Omfang av arbeidsmarkedstiltak: Betyr det noe?* ISF-rapport nr. 2006:12.
- Dale-Olsen, H. and P. Schöne (2006). *Omfang og effekter av vilkår i velferden. En kunnskapsstatus om velferdskontrakter*. ISF-rapport nr. 2006: 7. Oslo: Institutt for samfunnsforskning.
- Dale-Olsen, H. (2006). "Analysing fringe benefits policies using linked employer-employee data. Norwegian experiences." In: Bryson, A., J. Forth and C. Barber (ed.), *Making Linked Employer-Employee Data Relevant to Policy*, DIT Occasional Paper Serie No.4, 2006: 45 – 77.
- Dale-Olsen, H.; I. Hardoy; A. Storvik and H. Torp (2005). *LA-avtalen og yrkesaktivitet blant personer med redusert funksjonsevne*. ISF-rapport nr. 2005:9.
- Dale-Olsen, H. (2005). "Omstillinger." In P. Schöne, ed., *Det nye arbeidsmarkedet. Kunnskapsstatus og problemstillinger*. Norges forskningsråd. Arbeidslivsprogrammet:49-76.
- Barth, Erling og Harald Dale-Olsen (2003). "Regionale lønnsforskjeller." Vedlegg 4 til NOU *Konkurransesevne, lønnsdannelse og kronekurs*. Oslo: Finansdepartementet.
- Dale-Olsen, H. (2003). *Payment Policies, Recruitment and Worker Turnover*. Dr. Polit. avhandling i samfunnsøkonomi. Oslo: Økonomisk institutt, Universitetet i Oslo.
- Dale-Olsen, H. and D. Rønningen (2001). "The Importance of Definitions of Data and Observation Frequencies for Job and Worker Flows – Norwegian Experiences 1996-1997." In Pilegaard. Jensen, T. og A.Holm, eds., *Nordic Labour Market Research on Register Data*. TemaNord 2001:593. Copenhagen: Nordic Council.
- Dale-Olsen, H., and H. Torp (2001). "Using Administrative Register Data in Research – Obvious Benefits and Hidden Pitfalls?" In Pilegaard Jensen, Torben og Anders Holm, ed., *Nordic Labour Market Research on Register Data*. TemaNord 2001:593. Copenhagen: Nordic Council.
- Dale-Olsen, H. and D. Rønningen (2000). *Jobb- og arbeidskraftsstrømmer. En komparativ analyse med fokus på årsaker*. Samfunnsøkonomiske studier 104. Oslo og Kongsvinger: Statistisk sentralbyrå.

Unpublished works

- Dale-Olsen, H. and A. Godøy (2016), Spillovers from gatekeeping – Peer effects in absenteeism. Paper presented at at ESPE 2016 in Berlin and ESEM 2016 in Geneva, and at EALE 2016 in Ghent.
- Bryson, A., H. Dale-Olsen, and K. Nergaard (2015), Gender Differences in the Union Wage Premium? A Comparative Case Study. Paper presented at COPE2016.
- Bryson, A., E. Barth and H. Dale-Olsen (2017), Union density, productivity and wages. Paper presented at COPE 2017 in Zürich, RES2017 in Bristol, SOLE 2017 in Baltimore, and EALE 2017 in St.Gallen. .
- Bryson, A. and H. Dale-Olsen (2017), Does Sick Pay Affect Workplace Absence? Paper presented at COPE 2017.
- Mastekaasa, A. and H. Dale-Olsen (2017), Tripartite cooperation and sickness absence: An analysis of the effects of the Norwegian Inclusive Working Life agreement. Manuscript.