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[Professor in Economics](#) School of Economics, Finance and Law, Faculty of Business and Law, Anglia Ruskin University, East Road, Cambridge, CB1 1PT, UK, 0845 196 5675, +44 (0)1245 493131

[Director Centre for Pluralist Economics](#) Anglia Ruskin University, UK

[Courses Convener and Lecturer](#) Pembroke King's Programme, Pembroke College University of Cambridge, UK

Lead: [The Economics of Inequality, Discrimination, Poverty and Exploitation](#)

Lead: [The Economics of Growth and Development](#)

[Academic Associate and Economics Tripos Supervisor](#), Pembroke College University of Cambridge, UK

-Supervisor: *Part IIA Paper 2: Macroeconomics*

-Supervisor: *Part IIA Paper 8: History and Philosophy of Economics*

-Supervisor: *Part IIB Paper 8: The Economics of Developing Countries*

[Academic Expert](#) Centre for Science and Policy, University of Cambridge, UK

[Research Fellow](#) Institute of Labor Economics IZA, Bonn, Germany

[Topic Spokesperson](#) IZA World of Labor, Institute of Labor Economics, Bonn, Germany

Expertise: *Discrimination, Inequality, Poverty, Exploitation, Bullying, Disability, Health, Economic crisis, Depression, Job satisfaction, Sexual orientation, Transgenderism, Universities quality, Ethnic identity*

[Fellow](#) Global Labor Organization, Essen, Germany

[Cluster Lead](#) Global Labor Organization, Essen, Germany

Ad-hoc Advisor to the European Commission (Directorate-General for Employment, Social Affairs and Inclusion DG EMPL) via the European Centre of Expertise in the Field of Labour Law, Employment and Labour market Policies.

## Short profile

I am a Professor in Economics at Anglia Ruskin University (ARU), and the founding Director of the Centre for Pluralist Economics (CPE) at ARU. I am a Senior Fellow at the UK's Higher Education Academy, and I am the Course Convener for (i) The Economics of Inequality, Discrimination, Poverty and Exploitation, and (ii) The Economics of Growth and Development in the International Programmes Department at the University of Cambridge, Pembroke College. I have developed and offered credit eligible courses which have been delivered to students from Harvard University, the University of Pennsylvania, Princeton University, the University of California, Berkeley, Stanford University and Yale University. In addition, I am an Academic Associate and Economics Tripos Supervisor, at Pembroke College, University of Cambridge, UK.

My research focuses on the correlations between wellbeing, employment, wages, and the economy as a whole. This includes areas such as the effect of an economic crisis on the physical and mental health of a population, the effect of health impairments on productivity outcomes, job satisfaction and demographic characteristics, unions and wage antidiscrimination policies, labour market discrimination against minority groups and the long-term impact on the economy, and the connection between gender identity, ethnic identity and employment outcomes.

My research agenda has a strong interdisciplinary emphasis. I find various combinations of diverse disciplines for a given research problem that might include economics, psychology, and health. My interdisciplinary research provides a steady stream of innovative projects and creative investigations that aim to evaluate causal patterns, inform social planners, and establish policy implications. I use mathematical and econometric modelling (quantitative analysis) to accomplish my research objectives.

I collaborate with the Centre for Science and Policy at the University of Cambridge as an Academic Expert on labour economics, where I provide expert knowledge to Directors from Whitehall, local government and the European Commission. I am a Spokesperson at the IZA World of Labour for a series of areas such as poverty, economic crisis, and ethnic identity. I am a Research Fellow for the Institute for Labor Economics based at Bonn, and a Fellow and Cluster Leader for the Global Labor Organization based at Bonn. I was the founding Director of Greece's Scientific Centre for the Study of Discrimination, which carried out social science research on labour and population economics. I have published articles in world leading and internationally excellent journals. I edit special issues in journals of international renown, and handbooks produced by world leading publishers.

I am an ad-hoc Expert to the European Commission via the European Centre of Expertise in the Field of Labour Law, Employment and Labour market Policies. I have collaborated with the European Commission's European Centre of Expertise on wealth and income inequality and with the Chartered Institute of Personnel and Development (UK) on age discrimination in the labour market. I have collaborated with the Centre for Ageing Better (UK) on planning and preparing for later life. I have worked with the OECD and the Government Equalities Office (UK) on the recruitment and retention of minority population staff. I have worked on EU and World Bank research programs such as Horizon 2020, the Progress Programme, the European Territorial Cooperation Programme, and the Knowledge Platform Programme. My works on ethnic, racial, age, disability and sexual orientation discrimination and impacts on labour market outcomes have been utilized by the World Bank, the OECD, the ILO, the EC and European Governments to shape and inform future employment policies. I am a scholar in knowledge transfer and communications with audiences inside and outside of academia. My research findings are disseminated to academics, policy makers and the general public. I have been interviewed for my research by various media outlets, including; CNN, the Wall Street Journal, The New York Daily News, Yahoo! News, The Huffington Post, The Washington Post.

## Academic qualifications

- 2012 - 2013 PG Cert in Learning and Teaching in Higher Education, Anglia Ruskin University, UK.
- 2005 - 2008 [PhD in Economics](#), University of Crete, Greece.
- 2003 - 2005 MSc in Economics, Athens University of Economics and Business, Greece.
- 1999 - 2003 BSc in Economics, University of Crete, Greece.

## Current and previous appointments

- 2019-Present Ad-hoc Advisor to the European Commission (Directorate-General for Employment, Social Affairs and Inclusion DG EMPL) via the European Centre of Expertise in the Field of Labour Law, Employment and Labour market Policies.
- 2018- Present Professor in Economics, School of Economics Finance and Law, Faculty of Business and Law, Anglia Ruskin University, UK.
- 2017 - Present Fellow and Cluster Leader, Global Labor Organization, Germany.
- 2016 - Present Director of the Centre for Pluralist Economics, Department of Economics and International Business, LAIBS, Anglia Ruskin University, UK.
- 2016 - Present Courses Convener and Lecturer, Pembroke King's Programme University of Cambridge, Pembroke College, UK.
- 2021-Present Academic Associate and Economics Tripos Supervisor, Pembroke College University of Cambridge, UK
- 2016 - Present Academic Expert, Centre for Science and Policy, University of Cambridge, UK.
- 2011 - Present Research Fellow, Institute of Labor Economics IZA, Germany.
- 2014 - 2018 Reader in Economics, Department of Economics and International Business, LAIBS, Anglia Ruskin University, UK.
- 2017 – 2018 Tutor in Economics, Faculty of Business Administration, Open University of Cyprus, Nicosia, Cyprus.
- 2016 - 2017 Deputy Head of Research and Enterprise (acting), Department of Economics and International Business, LAIBS, Anglia Ruskin University, UK.
- 2014 - 2018 Lecturer in Labour Economics, University of Patras, Greece.
- 2012 - 2014 Senior Lecturer in Economics, Department of Economics and International Business, LAIBS, Anglia Ruskin University, UK.
- 2010 - 2012 Lecturer in Economics (Adjunct), University of Patras, Greece.
- 2010 - 2011 Lecturer in Economics (Adjunct), Technological Educational Institute of

Athens, Greece.

2010	Economics Scientist, Hellenic Ministry of Defense, Greece.
2009	Lecturer in Economics (Adjunct), Athens University of Economics and Business, Greece.
2008-2011	Lecturer in Economics (Adjunct), University of Central Greece, Greece.
2008-2010	Lecturer in Economics (Adjunct), Panteion University of Social and Political Sciences, Greece.
2008-2010	Lecturer in Economics (Adjunct), University of Piraeus, Greece.
2005-2008	Teaching Assistant in Economics (PhD researcher), University of Crete, Greece.

## Teaching

Anglia Ruskin University	Microeconomics, under and postgraduate modules (module leader). Macroeconomics, under and postgraduate modules (module leader). Applied Economics-Labour Economics, undergraduate module. Economics for Business and Management, undergraduate module. Business Economics, undergraduate module. Chinese Economy: Issues and Policy, undergraduate module. Research Methods, postgraduate module (module leader).
University of Cambridge	The Economics of Inequality, Discrimination, Poverty and Exploitation, under and postgraduate modules (course convener). The Economics of Growth and Development, under and postgraduate modules (course convener). Tripos Supervisor, Pembroke College University of Cambridge, UK Supervisor: Part IIA Paper 2 Macroeconomics Supervisor: Part IIA Paper 8 History and Philosophy of Economics Supervisor: Part IIB Paper 8: The Economics of Developing Countries
Open University of Cyprus	Microeconomics, undergraduate module.
University of Patras	Microeconomics, undergraduate module (module leader). Public Economics, undergraduate module (module leader).
Technological Educational Institute of Athens	Empirical Economics (Statistics-Econometrics), undergraduate module (module leader).
Hellenic Ministry of Defence	Applied Macroeconomics (module leader).

Athens University of Economics and Business	Microeconomics, undergraduate module (module leader).
University of Central Greece	Industrial Organization, undergraduate module (module leader).
Panteion University of Social and Political Sciences	Microeconomics, undergraduate module (module leader).
University of Piraeus	Microeconomics, undergraduate module.
University of Crete	Microeconomics, undergraduate module. Industrial Organization, postgraduate module. Statistics, undergraduate module.

## Research and administrative activities

Anglia Ruskin University	I am the founding Director (2016-present) of the Centre for Pluralist Economics (CPE) in the Department of Economics and International Business at ARU. The CPE aims to influence economic decision making by examining a wide range of decisions, alternatives and their implications. A particular feature of the CPE is its orientation toward a pluralistic approach; this enhances the understanding of ethical, political, social and trust issues for formulating economic policy. The CPE focuses on the economics of: competition, discrimination, education, ethics, exploitation, growth, housing markets, innovation, institutional and organizational change, the Internet, law, networks, moral and political philosophy, pluralism, production, and sustainability. ARU and University of Cambridge students are involved in the CPE scholars' primary research, data collection, software and multivariate analysis and in learning under the supervision of the CPE scholars.
Global Labor Organization	I am the GLO Gender Cluster Lead (2017-present). The Gender Cluster aims to provide evaluations of labour and organizational initiatives, practices and policies aiming at a higher degree of knowledge and inclusion for gender, gender identity and sexual orientation expressions. I edit special issues in academic journals and handbooks. The Gender Cluster includes studies on gender characteristics, stereotypes and deviations, trans identities, sexual orientation minorities and labour market outcomes.
Anglia Ruskin University	I was the Deputy Head of Research and Enterprise (acting, 2016-2017), in the Department of Economics and International Business, LAIBS, ARU. I contributed to the organisation, management, development, promotion and delivery of business development and engagement activities, research consultancy and professional practice with in my department and Faculty

and in their work with appropriate professional bodies and other relevant external organisations. I monitored and reviewed the performance of the department against their research and development targets, taking remedial action where required. Also, I implemented and coordinated departmental external income action plans and activity. Finally, I supported the Head of Department in the recruitment and retention of departmental doctoral students.

University of Cambridge	I am an Academic Expert, in the Centre for Science and Policy (2016-present). I Provide expert knowledge to Directors from Whitehall, local government and European Commission.
Institute of Labor Economics	I am a Research Fellow (2011-present) in the IZA, and a Topic spokesperson in the IZA World of Labor (2016-present). In the IZA World of Labor I collaborate with policymakers seeking labour market expertise in the following areas: <i>Discrimination, Inequality, Poverty, Exploitation, Bullying, Disability, Health, Economic crisis, Depression, Job satisfaction, Sexual orientation, Transgenderism, Universities quality, Ethnic identity</i>
Scientific Centre for the Study of Discrimination	I was the founding Director of the Scientific Centre for the Study of Discrimination (SCSD, Athens). Between 2007 and 2017, SCSD developed and implemented a number of questionnaire-based data sets and performed social science research regarding labour and population economics. The main aim of the SCSD was to evaluate the causes of social inequalities in the European labour market and the possibility that society might remove such inequalities, while exploring the interplay between human capital, health, mental health and social options for action. Undergraduate, postgraduate and research students in the UK, Greece and Cyprus had the opportunity to become involved in my primary research, data collection, software and multivariate analysis and to learn under my supervision.
University of Crete	I was a researcher in the Business Economics and New Technology Laboratory, at the University of Crete (2005-2010).

## Publications

1. Nick Drydakis (2022). [Artificial Intelligence and Reduced SMEs' Business Risks. A Dynamic Capabilities Analysis During the COVID-19 Pandemic](#). **Information Systems Frontier**, Springer Publishing.  
Impact Factor: 6.191
2. Nick Drydakis (2022). [Improving Entrepreneurs' Digital Skills and Firms' Digital Competencies through Business Apps Training: A Study of Small Firms](#). **Sustainability**, Multidisciplinary Digital Publishing Institute, 14(8), 4417.  
Impact Factor: 3.251
3. Nick Drydakis and Shahina Pardhan (2021). [Associating the Change in New COVID-19 Cases to GDP per Capita in 38 European Countries in the First Wave of the Pandemic](#). **Frontiers in Public Health: Health Economics**, Frontiers Publishing, 8: 1065.  
Impact Factor: 3.709



4. Nick Drydakis (2021). [Mobile Applications Aiming to Facilitate Immigrants' Societal Integration and Overall Level of Integration, Health and Mental Health. Does Artificial Intelligence Enhance Outcomes?](#) **Computers in Human Behavior**, Elsevier Publishing, 117(April): 106661.  
Impact Factor: 6.829
5. Nick Drydakis (2022). [Adverse Working Conditions and Immigrants' Physical Health and Depression Outcomes: A Longitudinal Study in Greece.](#) **International Archives of Occupational and Environmental Health**, Springer Publishing, 95: 539–556.  
Impact Factor: 3.015
6. Nick Drydakis (2021-online first). [Sexual Orientation and Earnings: A Meta-Analysis 2012–2020.](#) **Journal of Population Economics**, Springer Publishing.  
Impact Factor: 2.813
7. Nick Drydakis (2021-online first). [Social Rejection, Family Acceptance, Economic Recession, and Physical and Mental Health of Sexual Minorities.](#) **Sexuality Research and Social Policy**, Springer Publishing.  
Impact Factor: 3.618
8. Nick Drydakis (2021-online first). [Sex Workers' Self-Reported Physical and Mental Health in Greece. A Repeated Cross-Sectional Study in 2009, 2013 and 2019.](#) **Culture Health and Sexuality**, Taylor and Francis Publishing.  
Impact Factor: 2.969
9. Nick Drydakis (2021-on line first). [Sexual Orientation Discrimination in the Labor Market Against Gay Men.](#) **Review of Economics of the Household**, Springer Publishing.  
Impact Factor: 1.796
10. Nick Drydakis and Klaus F. Zimmermann (2020). [Sexual Orientation, Gender Identity and Labour Market Outcomes: New Patterns and Insights.](#) **International Journal of Manpower**, Emerald Publishing, 41(6): 621-628.
11. Nick Drydakis, Claire Preston, Suzanna Forwood, Suzanne Hughes and Catherine Meads (2019). [What are the Structural Barriers to Planning for Later Life? A Scoping Review of the Literature.](#) **Social Inclusion**, Cogitatio Publishing, 7(3): 17-26.  
Impact Factor: 1.333
12. Nick Drydakis (2019). [School-Age Bullying, Workplace Bullying and Job Satisfaction: Experiences of LGB People in Britain.](#) **Manchester School**, Wiley-Blackwell Publishing, 87(4): 455-488.  
Impact Factor: 1.200
13. Nick Drydakis, Vasiliki Bozani, Katerina Sidiropoulou, Benjamin Harvey and Anna Paraskevopoulou (2020). [Workplace Positive Actions, Trans People's Self-Esteem and Human Resources' Evaluations.](#) **International Journal of Manpower**, Emerald Publishing, 41(6): 809-813.  
Impact Factor: 1.750
14. Nick Drydakis, Katerina Sidiropoulou, Benjamin Harvey and Anna Paraskevopoulou (2020). [Family Support, School-Age and Workplace Bullying for LGB People.](#) **International Journal of Manpower**, Emerald Publishing, 41(6): 717-730.

Impact Factor: 1.750

15. Drydakis Nick, Sidiropoulou Katerina, Patnaik Swetketu, Selmanovic Sandra, and Bozani Vasiliki (2018). [Masculine vs Feminine Personality Traits and Women's Employment Outcomes in Britain: A Field Experiment](#). **International Journal of Manpower**, Emerald Publishing, 39(4): 621-630.  
Impact Factor: 1.750
16. Drydakis Nick (2018). [Economic Pluralism in the Study of Wage Discrimination: A Note](#). **International Journal of Manpower**, Emerald Publishing, 39(4): 631-636.  
Impact Factor: 1.750
17. Drydakis Nick, MacDonald Peter, Chiotis Vangelis and Somers Laurence (2018). [Age Discrimination in the UK Labour Market. Does Race Moderate Ageism? An Experimental Investigation](#). **Applied Economics Letters**, Taylor and Francis Publishing, 25(1): 1-4.  
Impact Factor: 1.157
18. Drydakis Nick (2017). [Measuring Labour Differences between Natives, Non-Natives, and Natives with an Ethnic-Minority Background](#). **Economics Letters**, Elsevier Publishing, 161: 27-30.  
Impact Factor: 2.097
19. Drydakis Nick (2017). [Brain Types and Wages](#). **Manchester School**, Wiley-Blackwell Publishing, 85(2): 183-211.  
Impact Factor: 1.200
20. Drydakis Nick (2017). [Trans Employees, Transitioning, and Job Satisfaction](#). **Journal of Vocational Behavior**, Elsevier Publishing, 78:1-16.  
Impact Factor: 6.065
21. Drydakis Nick (2016). [The Effect of University Attended on Graduates' Labour Market Prospects: A Field Study of Great Britain](#). **Economics of Education Review**, Elsevier Publishing, 52: 192-208.  
Impact Factor: 2.238
22. Drydakis Nick (2015). [The Effect of Unemployment on Self-reported Health and Mental Health in Greece from 2008 to 2013: A Longitudinal Study Before and During the Financial Crisis](#). **Social Science and Medicine**, Elsevier Publishing, 128: 43-51.  
5-Year Impact Factor: 4.634
23. Drydakis Nick (2015). [Measuring Sexual Orientation Discrimination in the UK's Labour Market: A Field Experiment](#). **Human Relations**, Sage Publishing, 68(11): 1769-1796.  
5-Year Impact Factor: 5.732
24. Drydakis Nick (2015). [Effect of Sexual Orientation on Job Satisfaction: Evidence from Greece](#). **Industrial Relations: A Journal of Economy and Society**, Wiley-Blackwell Publishing, 54(1): 162-187.  
Impact Factor: 2.371



25. Drydakis Nick (2015). [Economics Applicants in the UK Labour Market: Entry Standards, University Reputation and Employment Outcomes](#). **International Journal of Manpower**, Emerald Publishing, 36(3): 296-333.  
Impact Factor: 1.750
26. Drydakis Nick (2015). [The Effect of Sexual Activity on Wages](#). **International Journal of Manpower**, Emerald Publishing, 36(2): 192-215.  
Impact Factor: 1.750
27. Drydakis Nick (2014). [Sexual Orientation Discrimination in the Cypriot Labour Market. Distastes or Uncertainty?](#) **International Journal of Manpower**, Emerald Publishing, 35(5): 720 – 744.  
Impact Factor: 1.750
28. Drydakis Nick (2014). [Bullying at School and Labour Market Outcomes](#). **International Journal of Manpower**, Emerald Publishing, 35(8): 1185 - 1211.  
Impact Factor: 1.750
29. Drydakis Nick (2013). [The Effect of Ethnic Identity on the Employment of Immigrants](#). **Review of Economics of the Household**, Springer Publishing, 11(2): 285-308.  
Impact Factor: 1.796
30. Drydakis Nick (2012). [Health Impaired Employees' Job Satisfaction New Evidence from Athens, Greece](#). **Applied Economics Letters**, Taylor and Francis Publishing, 19(8): 789-793.  
Impact Factor: 1.157
31. Drydakis Nick (2012). [Sexual Orientation and Labour Relations New Evidence from Athens, Greece](#). **Applied Economics**, Taylor and Francis Publishing, 44(20):2653-2665.  
Impact Factor: 1.835
32. Drydakis Nick and Vlassis Minas (2012). [Wage Discrimination and Antidiscrimination Policy in Unionized Industries](#). **Journal of Economics**, Springer Publishing, 105(1): 45-62.  
5-year Impact Factor: 1.767
33. Drydakis Nick (2012). [Roma Women in Athenian Firms. Do they Face Wage Bias?](#) **Ethnic and Racial Studies**, Taylor and Francis Publishing, 35(12): 2054-2074.  
Impact Factor: 2.755
34. Drydakis Nick (2012). [Ethnic Identity and Immigrants' Wages in Greece](#). **International Journal of Intercultural Relations**, Elsevier Publishing, 36(3): 389-402.  
Impact Factor: 2.667

35. Drydakis Nick (2012). [Estimating Ethnic Discrimination in the Labour Market Using Experimental Data](#). **Southeast European and Black Sea Studies**, Taylor and Francis Publishing, 12(2): 335-355.  
Impact Factor: 1.644
36. Drydakis Nick (2012). [Men's Sexual Orientation and Job Satisfaction](#). **International Journal of Manpower**, Emerald Publishing, 8(33): 901-917.  
Impact Factor: 1.750
37. Drydakis Nick (2011). [Women's Sexual Orientation and Labor Market Outcomes in Greece](#). **Feminist Economics**, Taylor and Francis Publishing, 11(1):89-117.  
Impact Factor: 1.800
38. Drydakis Nick (2011). [Health Status and Wage Differences: Measuring Productivity Penalty and Discrimination Patterns](#). **Applied Economics Letters**, Taylor and Francis Publishing, 18(14):1393-1396.  
Factor: 1.157
39. Drydakis Nick (2011). [Ethnic Discrimination in the Greek Housing Market](#). **Journal of Population Economics**, Springer Publishing, 24(4):1235-1255.  
5-year Impact Factor: 2.813
40. Drydakis Nick (2011). [Greek Unions' Preferences: Measuring Trends in the Field. An Exploratory Note on the Period 2008–2009](#). **Transfer: European Review of Labour and Research**. Sage Publishing, 17(4): 563-576.  
Impact Factor: 1.370
41. Drydakis Nick and Vlassis Minas (2010). [Ethnic Discrimination in the Greek Labour Market: Occupational Access, Insurance Coverage, and Wage Offers](#). **Manchester School**, Wiley-Blackwell Publishing, 78(3): 201-218.  
Impact Factor: 1.200
42. Drydakis Nick (2010). [Labour Discrimination as a Symptom of HIV: Experimental Evaluation the Greek Case](#). **Journal of Industrial Relations**, Sage Publishing, 52(2): 201-217.  
Impact Factor: 2.079
43. Drydakis Nick (2010). [Religious Affiliation and Labour Bias](#). **Journal for the Scientific Study of Religion**, Wiley-Blackwell Publishing, 49 (3): 472-488.  
Impact Factor: 1.828
44. Drydakis Nick (2010). [Health-Impairments and Labour Market Outcomes](#). **European Journal of Health Economics**, Springer Publishing, 11(5): 457-469.  
Impact Factor: 3.689

45. Drydakis Nick (2010). [Ethnic Differences in Housing Opportunities in Athens](#). **Urban Studies**, Sage Publishing, 47(12): 2573-2596.  
Impact Factor: 4.663
46. Drydakis Nick (2009). [Sexual Orientation Discrimination in the Labour Market](#). **Labour Economics**, Elsevier Publishing, 16(4): 364-372.  
Impact Factor: 1.772

## Chapters in textbooks

1. Drydakis Nick (2022/forthcoming). The Economics of Being LGBT. A Review: 2015-2020, in J. A. Gedro and T. S. Rocco (Eds), *The Routledge Companion to LGBTQ Identity in Global, Social, Political, and Work Contexts*. London: Routledge.
2. Drydakis Nick (2022/forthcoming). Labour Market Discrimination: Sexual Orientation, in T. Eriksson (Eds), *Encyclopedia of Labour Studies*. Cheltenham: Edward Elgar Publishers.
3. Drydakis Nick (2020). [Trans People, Transitioning, Mental Health, Life and Job Satisfaction](#) in: K. F. Zimmermann, *Handbook of Labor, Human Recourses and Population Economics: Gender* (N. Drydakis Ed.). New York: Springer.
4. Drydakis Nick, MacDonald Peter, Bozani Vasiliki, and Chiotis Vangelis (2017). [Inclusive Recruitment? Hiring Discrimination against Older Workers](#), in A. Arenas, D. Di Marco, L. Munduate, and M. C. Euwema (Eds.), *Shaping Inclusive Workplaces through Social Dialogue*. New York: Springer Publishing.
5. Drydakis Nick (2017). [The Relationship between Recessions and Health](#), in D. S. Hamermesh, and O. K. Nottmeyer (Eds), *Evidence-Based Policy Making in Labor Economics; The IZA World of Labor Guide 2017*. New York: Bloomsbury Publishing Plc.
6. Drydakis Nick (2016). [Transgenderism, Sex Reassignment Surgery and Employees' Job-Satisfaction](#), in T. Köllen (Ed.), *Sexual Orientation and Transgender Issues in Organizations Global Perspectives on LGBT Workforce Diversity*. New York: Springer Publishing.
7. Bozani Vasiliki and Drydakis Nick (2016). [The Greek Crisis: A Greek Tragedy?](#) In C. Dreger, and S. A. Kritikos (Eds), *Vierteljahrshefte zur Wirtschaftsforschung (The Quarterly Journal of Economic Research)*, 84(3): 129-143. Berlin: The German Institute for Economic Research (DIW Berlin).
8. Drydakis Nick (2015). [Sexual Orientation and Labour Market Outcomes](#), in K. F. Zimmermann, and A. S. Kritikos (Eds), *Evidence-Based Policy Making in Labor Economics; The IZA World of Labor Guide 2015*. New York: Bloomsbury Publishing Plc.

9. Drydakis Nick (2014). [\*Econometric Specification of Demographic Effects of Socially Vulnerable Groups in Employment\*](#), in D. Balourdos, M. Chrydakis, N. Sarris, A. Tramountanis, K. and Tsantila, (Eds.), *Vulnerable Social Groups and Discrimination in the Labour Market*. Athens: Papazisis Publishing SA.

## Research projects, consultancies, grants and contracts

1. Role: Sole Investigator.

Official Project Deliverable: Trans People, Well-Being, and Labor Market Outcomes (version 2).

Title of the Project: Jobs Knowledge Platform Program.

Bodies: World Bank (US) and IZA World of Labor (Germany).

Duration: 2022.

2. Role: Sole Investigator.

Official Project Deliverable: Gross Disposable Household Income Per Capita Growth.

Body: European Commission: European Centre of Expertise (ECE) in the Field of Labour Law, Employment and Labour Market Policies.

Duration: 2021-2022.

3. Role: Sole Investigator.

Official Project Deliverable: [\*The Relation between Economic Recessions and Health Indicators\*](#) (version 2).

Title of the Project: Jobs Knowledge Platform Program.

Bodies: World Bank (US) and IZA World of Labor (Germany).

Duration: 2021.

4. Role: Consultant and Project Evaluator

Official Project Deliverable: Individual Evaluation Reports and Consensus Reports.

Title of the Project: Citizens, Equality, Rights and Values programme (CERV EQUAL 2021)

Bodies: European Commission.

Duration: 2021

5. Role: [UK Management Committee Member](#) and Researcher.

Official project Deliverable: [\*Social and Economical \(In\)Equalities in the Labour Market\*](#).

Title of the Project: COST-EU Horizon 2020 Programme: Social and Economical (In)Equalities in the Labour Market.

Bodies: European Commission.

Duration: 2020-2024 (in-progress).

6. Role: Investigator.

Title of the Project: Analyzing the new Socio-Economic Panel Study

Bodies: German Federal Ministry of Education and Research and the German Institute for Economic Research (DIW Berlin).

Duration: 2020-2023 (in-progress).

7. Role: Leading Empirical Investigator.

Title of the Project: [British <25 LGBT Survey](#)

Bodies: British LGBT Awards, Google, Facebook, Disney.

Duration: 2020

8. Role: Sole Investigator.

Official Project Deliverable: Wealth Inequality and Gross Household Domestic Disposable Income.

Body: European Commission: European Centre of Expertise (ECE) in the Field of Labour Law, Employment and Labour Market Policies.

Duration: 2019.

9. Role: Sole Investigator.

Official Project Deliverable: [The Effect of Sexual Orientation on Labor Market Outcomes \(version 2\)](#).

Title of the Project: Jobs Knowledge Platform Program.

Bodies: World Bank (US) and IZA World of Labor (Germany).

Duration: 2018.

10. Role: Expert in Labour Economics and Co-Principal Investigator.

Official Project Deliverable: [Planning and Preparing for Later Life Evidence Scoping Review](#).

Body: Centre for Ageing Better (UK).

Duration: 2017-2018.

11. Role: Sole Investigator.

Official Project Deliverable: [Trans People, Well-Being, and Labor Market Outcomes](#).

Title of the Project: Jobs Knowledge Platform Program.

Bodies: World Bank (US) and IZA World of Labor (Germany).

Duration: 2016-2017.

12. Role: Sole Investigator.

Official project Deliverable: [The Relation between Economic Recessions and Health Indicators](#).

Title of the Project: Jobs Knowledge Platform Program.

Bodies: World Bank (US) and IZA World of Labor (Germany).

Duration: 2015-2016.

13. Role: Sole Investigator.

Official Project Deliverable: [Age Discrimination in the UK's Labour Market](#).

Bodies: Chartered Institute of Personnel and Development (UK).

Duration: 2015.

14. Role: Leading Investigator.

Official Project Deliverable: [The Greek Economic Crisis, Labour Markets and Policies](#).

Title of the Project: The Greek Crisis: A Greek Tragedy?

Body: The German Institute for Economic Research (Germany).

Duration: 2015-2016.

15. Role: Advisor.

Official Project Deliverable: [The Recruitment and Retention of Transgender Staff: Guidance for Employers](#).

Bodies: Government Equalities Office (UK) and Inclusive Employers (UK).

Duration: 2014-2015.

16. Role: Sole Investigator.

Official Project Deliverable: [The Effect of Sexual Orientation on Labor Market Outcomes](#).

Title of the Project: Jobs Knowledge Platform Program.

Bodies: World Bank (US) and IZA World of Labor (Germany).

Duration: 2014-2015.

17. Role: Econometrics Specialist and Leading Investigator in a Deliverable.

Official Project Deliverable: [Combating Labour Market Discrimination](#).

Title of the Project: Progress Program.

Body: European Commission. Duration: 2011-2014.

18. Role: Econometrics Specialist and Leading Investigator in a Deliverable.

Official Project Deliverable: [Absorption Alumni Study for the 2004-2006 period](#).

Title of the Project: European Territorial Cooperation Program (WP 3.4).

Bodies: European Commission and Hellenic Ministry of Education.

Duration: 2010-2012.

19. Role: Sole Investigator (PhD dissertation).

Official Project Deliverable: [Labour Market Discrimination: Theoretical and Empirical Evaluation](#).

Bodies: Hellenic Ministry of Education and University of Crete.

Duration: 2005-2008.

## Reviewer and editorships

### I. Reviewer in funding bodies:

1. Social Sciences and Humanities Research Council of Canada.
2. Swiss National Science Foundation (National Research Council).
3. Economic and Social Research Council (UK); Open Research Area in Europe (ORA).
4. National Fund for Scientific Research (Belgium, Flanders).
5. Citizens, Equality, Rights and Values programme (CERV EQUAL 2021, European Commission).
6. Economic and Social Research Council (UK); Transforming Working Lives.
7. Citizens, Equality, Rights and Values programme (CERV EQUAL 2022, European Commission).

### II. Reviewer in international journals:

1. Labour Economics, Elsevier Publishing.
2. Journal of Health Economics, Elsevier Publishing.
3. Oxford Bulletin of Economics and Statistics, Wiley-Blackwell Publishing.
4. European Journal of Health Economics, Springer Publishing.
5. Review of Economics of the Household, Springer Publishing.
6. Applied Economics, Taylor and Francis Publishing.
7. Journal of Happiness Studies, Springer Publishing.
8. Journal of Family and Economic Issues; Springer Publishing.
9. Feminist Economics, Taylor and Francis Publishing.
10. Journal of Population Economics, Springer Publishing.



11. Social Science and Medicine, Elsevier Publishing.
12. IZA Journal of Labor Policy, Springer Publishing.
13. IZA World of Labor, Bloomsbury Publishing.
14. Journal of Labor Research Springer Publishing.
15. International Review of Applied Economics, Taylor and Francis Publishing.
16. International Journal of Environmental Research and Public Policy, MDPI Publishing.
17. American Sociological Review, Sage Publishing.
18. International Journal of Manpower, Emerald Publishing.
19. Journal for the Scientific Study of Religion, Wiley-Blackwell Publishing.
20. Human Relations, Sage Publishing.
21. International Journal of Human Resource Management, Taylor and Francis Publishing;
22. PLOS ONE, Public Library of Science.
23. Journal of Homosexuality, Taylor and Francis Publishing.
24. Ethnic and Racial Studies, Taylor and Francis Publishing.
25. Journal of AIDS and HIV Research, Academic Journals.
26. Sociology of Religion: A Quarterly Review, Oxford University Press.
27. Journal of Population Ageing, Springer Publishing.
28. Social Science Research, Elsevier Publishing.
29. Higher Education, Taylor and Francis Publishing.
30. Applied Economic Letters, Taylor and Francis Publishing.
31. British Journal of Guidance and Counselling, Taylor and Francis Publishing.
32. International Journal for Equity in Health, BioMed Central Publishing.
33. Forum for Social Economics, Taylor and Francis Publishing.
34. Journal of Official Statistics, Statistic Sweden.

### III. Handbooks and textbooks evaluator and reviewer in international publishing corporations

1. Oxford University Press

### IV. Guest editor in special issues in journals:

1. Measuring Hiring Discrimination in the Workplace through Field Experiments (with Magnus Carlsson and Stijn Baert): [International Journal of Manpower](#), Emerald Publishing, 2018: 39(4).
2. Sexual Orientation and the Labor Market (with Klaus Z. Zimmermann): [International Journal of Manpower](#), Emerald Publishing, 2020: 41(6).
3. Migration-Refugee Policies and Socioeconomics, Well-Being and Sustainable Outcomes (on-going), [Sustainability](#), MDPI.

### V. Section editor in handbooks:

Gender: [Handbook of Labor, Human Recourses and Population Economics](#) (Editor in Chief: Klaus F. Zimmermann), Springer Publishing –in progress-

VI. Academic Editor. [PLoS Global Public Health](#) (Clarivate IF: 3.2)

VII. Academic Editor. [Economies](#) (Scopus CS: 2.4)

## Research degrees: Postdoc- PhD- MPhil

### Completions:

Benjamin Harvey (ARU PhD, first supervisor): Gender identity and sexual orientation in later life in the UK.

Feteha Amr (ARU Postdoc, first supervisor): Fish production in Egypt.

Galanakis Yannis (Global Labor Organization: Virtual Young Scholar, first supervisor): Human capital mismatch in the UK.

Mann Samuel (Global Labor Organization: Virtual Young Scholar, first supervisor): Trans people, Employment and Earnings in the US.

Rai Kamal (ARU PhD, second supervisor): The impact of corporate philanthropy on consumer attitudes: a critical analysis of the North and South regions of England.

Ameen Nisreen (ARU PhD, second supervisor): Women and mobiles in Arab countries.

Davies William (ARU PhD, second supervisor): Determining success and failure in crowdfunding.

Sigloch Sebastian (ARU PhD, third supervisor): Mobile internet connectivity, exploring structural bottlenecks in Tamil Nadu using active internet periphery measurements.

Al Naimi Ahmad (ARU PhD, second supervisor): Asset liability management and liquidity risks in commercial banks: The Case of Jordan.

Tsokanta Demi (ARU PhD, second supervisor): Consumer theory in microeconomics and marketing research: An area for interdisciplinary integration.

Falegan Kemi (ARU MPhil, first supervisor): Poverty and education in Nigeria.

### **In progress:**

Hemvanich Dissaya (ARU PhD, first supervisor): Ethnic discrimination in the workplace in the UK and Thailand.

Nasir Nusrat (ARU PhD, first supervisor): Leadership styles and firms' performance.

Balestra Antonietta (second supervisor): Effectiveness of corporate due diligence in mitigating slavery

Yeo Ming Lee (ARU PhD, second supervisor): Discrimination against trans people in the workplace.

Emeson Valery (ARU PhD, second supervisor): The impact of the Brexit uncertainty on bank lending in the UK: Evidence from SMEs and female entrepreneurs.

Thankappan Nair Preethi (ARU PhD, second supervisor): Moderating effect of organisational cultural intelligence on cross border strategic alliances.

Alsayed-Ahmad Alaa (ARU PhD, second supervisor): Refugees' skills and integration in the UK

### **Recent presentations and conferences**

2020:

UK Academy for Information Systems. Presentation: SMEs' Business Risks due to the COVID-19 pandemic and Artificial Intelligence

2018:

25th Conference of the Eurasia Business and Economics Society (EBES) jointly organized with the Global Labor Organization, where I am in the organisational structure committee. Presentation: GLO Gender Cluster; Gender, Gender Identity, Sexual Orientation and Labor Market Outcomes. FOM: Berlin (invited presentation).

Organisation for Economic Co-operation and Development (OECD) and European Union Agency for Fundamental Rights (FRA); Expert Meeting. Presentation: Standardised Situation Testing. OECD: Paris, France (key note-testimonial speech).

2017:

European Association of Work and Organizational Psychology; Symposium. Presentation: Inclusive Recruitment? Hiring Discrimination against Older Workers. Congress Secretariat MCI: Dublin, Ireland (peer reviewed conference).

The Campbell Collaboration, the Centre for Evidence and Social Innovation (Queen's University Belfast), the International Initiative for Impact Evaluation (3ie), and Sense about Science; What Works Global Summit. Presentation: Economic Crisis and Health Status. Council Chamber, British Medical Association House: London, UK (peer reviewed conference).

### **Global media coverage and engagement:**

My research has received global media coverage, and I have been interviewed for my research by various media outlets, including CNN, CBS, NBC, the Wall Street Journal, the Daily Record, The New York Daily News, and Yahoo News, The Huffington Post, Business Insider, Daily Mail, Daily Telegraph, The Washington Post, Good Morning America, United Press International, Daily Mirror, Times Higher Education, Bloomberg TV, BBC World Radio.

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