

Updated 22 January 2010

Curriculum Vitae

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1) *Personal Details*

Date of Birth: 17 January 1950 Male; Married; three children

2) *Education*

10/1971-09/1972: University of Sussex, United Kingdom

Degree: MA in African Studies: Dissertation title: The impact of sanctions on industrial structure in Rhodesia.

10/1968-07/1971: Queens' College, Cambridge, United Kingdom

Degree: BA in Economics (First Class Honours); Adam Smith Essay Prize; Wrenbury Scholarship

3) *Current Position*

09/1998 - Professor of Economics, University of Nottingham, UK

4) *Previous Experience*

04/1995 to 08/1998: Professor of Economics, Queen Mary & Westfield College, University of London.

10/1988 to 03/1995: Professor of Economics, University of Kent, UK.

10/1984 to 09/1988: Senior Lecturer in Economics, University of Kent.

01/1977 to 09/1984: Lecturer in Economics, University of Kent.

10/1975 to 12/1976: Temporary Lecturer in Economics, University of Reading, UK.

10/1974 to 09/1975: Research Fellow, David Livingstone Institute of Overseas Development Studies, University of Strathclyde, UK.

10/1972 to 07/1974: Research Associate, Institute of Development Studies; later, Department of Economics, Haile Selassie I University, Addis Ababa, Ethiopia (now the National University).

5) *Visiting Positions*

- 11/2003 Visiting Research Fellow, The Treasury, Wellington, New Zealand
- 11/2003 to 12/2003 Visiting Professor, School of Economics, University of New South Wales, Australia
- 05/2000 to 08/2000 Visiting Scholar, Fiscal Affairs Department, International Monetary Fund
- 10/1997: The Brookings Institution, Washington (visitor)
- 01/1992 on: Research Fellow, Institute for Fiscal Studies, London, UK.
- 09/1988 to 12/1988: Visiting Scholar, Department of Economics, University of Melbourne, Australia.
- 05/1988: Visiting Professor, Instituto Universitario di Bergamo, Italy.
- 08/1985 to 12/1985: John C. Swartley Memorial Visiting Professor of Economics, Lehigh University, Pa, USA.
- 02/1983: Academic Visitor, Centre for Socio-Legal Studies, Wolfson College, Oxford, UK.

6) *Publications*

A) *Books*

- The Economics of Consumer Credit: Lessons from US and European Experience Cambridge, Mass: MIT Press, 2006 (with G. Bertola and C. Grant, editors). Paperback version September 2008. Japanese language version November 2008.
- Pension Systems and Retirement Incomes across OECD Countries Aldershot: Edward Elgar, 2001 (with P. Johnson, editors)
- Can We Afford to Grow Older? A Perspective on the Economics of Aging, Cambridge, Mass: MIT Press, 1996.
- Social Insurance in Transition: An Economic Analysis, Oxford: Clarendon Press, 1985 (with J. Creedy).

B) *Reports and Monographs*

- Drivers of over-indebtedness report, Department of Business Enterprise and Regulatory Reform, 2009 (with S. Bridges and J. Gathergood).
- Cross-country Comparisons of Pensioner Incomes, Occasional Paper Series, Department of Social Security, 2001 (with E. Whitehouse).
- Boosting employment of older workers in Britain: prospects and policies, Report, Employment Policy Institute, 2000, (with D. Hawkes)
- Partnership in Pensions: A Commentary. Commentary No. 78, London: Institute for Fiscal Studies, 1999, (with C. Emmerson and S. Tanner).
- Public Pay in Britain in the 1990s, Commentary No. 72, London, Institute for Fiscal Studies, 1998 (with A. Goodman, A. Gosling and C. Trinder).

Resources during Retirement, Working Paper AWP 4.3, OECD Ageing Working Papers, Paris, 1998 (with M. Mira d'Ercole and P. Scherer)

The Dynamics of Retirement: Analysis of the ONS Retirement Survey, Occasional Paper Series, Department of Social Security, 1997 (edited with E. Grundy and P. Johnson).

Pensions Policy in Britain: An Economic Analysis, London: Institute for Fiscal Studies, 1994 (with A. Dilnot, P. Johnson and E. Whitehouse).

Helping the Unemployed, London: Anglo-German Foundation, 1992 (with A. Carruth and others).

The Personal Pension Stampede, Report Series, London: Institute for Fiscal Studies, 1992 (with E. Whitehouse).

C) *Refereed Articles*

'Disability, capacity for work and the business cycle', Economic Policy, forthcoming (with H. Benitez-Silva and S. Jimenez-Martin).

'Debt and depression', Journal of Health Economics, forthcoming (with S. Bridges).

'The value of teachers' pensions in England and Wales', Fiscal Studies, forthcoming (with C. Emmerson and G. Tetlow).

'House price shocks, negative equity and household consumption in the United Kingdom', Journal of the European Economic Association, forthcoming (with J. Gathergood and A. Henley).

'Tax reform and retirement saving incentives: take-up of Stakeholder Pensions in the UK', Economica, forthcoming (with C. Emmerson and M. Wakefield).

'House price shocks and household indebtedness in the United Kingdom', Economica, forthcoming (with S. Bridges and J. Gathergood).

'What are public sector pensions worth?' Economic Journal (Features) 119 (November), F517-F535, 2009, (with C. Emmerson and G. Tetlow).

'Housing wealth, liquidity constraints and self-employment', Labour Economics, 16, January, 79-88, 2009 (with J. Gathergood).

'Pension provision and retirement saving: Lessons from the United Kingdom', Canadian Public Policy, 34, November, 155-175, 2008 (with C. Emmerson and M. Wakefield).

'Population ageing and the size of the welfare state: Is there a puzzle to explain?' European Journal of Political Economy, 23, 2, 542-553 and 'A further comment' (with V. Galasso and P. Profeta), 576-577, 2007.

'Household saving rates and the design of public pension programmes', National Institute Economic Review, 198, October, 61-74, 2006.

'Macroeconomic performance and the design of public pension programmes', Economic and Social Review (issue in honour of Brendan Walsh), 37, 2, 175-196, 2006.

'Ill-health and retirement in Britain: A panel data-based analysis', Journal of Health Economics, 25, (July), 621-649, 2006. (with C. Emmerson and M. Wakefield)

'Privatisation and strategic monitoring with Gaussian priors', Public Finance Review, 33 (May), 318-342, 2005 (with C. Ellis and B. Nomer).

- 'The internationalisation of public welfare policy' Economic Journal, 115 (March), C62-C82, 2005. (with J. Banks, A. Duncan and J. van Reenen).
- 'Public pension reform in the United Kingdom: what effect on the financial well being of current and future pensioners?' Fiscal Studies, 26 (March), 55-82, 2005 (with C. Emmerson).
- 'Are contributions to public pension programmes a tax on employment?' Economic Policy, 39, July, 269-311, 2004.
- 'Use of credit and arrears on debt among low income families in the United Kingdom', Fiscal Studies, 25 (March) 1-25, 2004 (with S. Bridges)
- 'Public pension reform in Europe', The World Economy, 26 (November), 1425-1446, 2003.
- 'Restructuring and productivity change in UK manufacturing', Economic Journal, 113 (July), 666-694, 2003, (with J. Haskel and Y. Heden).
- 'Entry, exit and establishment survival in UK manufacturing', Journal of Industrial Economics, LI (March), 93-115, 2003, (with J. Haskel and Y. Heden).
- 'Cross-national comparisons of retirement income', Annual Review of Gerontology and Geriatrics, (Special issue on 'Economic outcomes in later life'), 22, 2002, 60-94 (with E. Whitehouse).
- 'Housing costs, house price shocks and savings behaviour among older people', Regional Science and Urban Economics, 32 (September), 2002, 607-625 (with A. Henley and G. Stears).
- 'The labour supply effect of the abolition of the earnings rule for older workers in the United Kingdom', Economic Journal, 112 (March), 2002, C136-152 (with S. Smith).
- 'Pension reform and saving in Britain' Oxford Review of Economic Policy, 17, 1 (Spring), 2001, 70-94 (with C. Emmerson and M. Wakefield)
- 'What can we learn from Generational Accounts for the UK?' Economic Journal, (Features), 2000, 110, (November), F575-F597 (with J. Banks and Z. Smith).
- 'Declining public pensions in an era of demographic ageing: Will private provision fill the gap?' European Economic Review, 2000, 44, 4-6, 957-973.
- 'Crisis in public pension programmes in OECD: What are the reform options?' Economic Journal, (Features) 110, (February), 2000, F1-F23.
- 'Does it pay to work in the public sector?' Fiscal Studies, 19 (November), 1998, 347-374 (with A. Gosling)
- 'Asset wealth and asset decumulation among households in the Retirement Survey', Fiscal Studies, 19 (May), 1998, 153-175 (with P. Johnson and G. Stears).
- 'What are occupational pension plan entitlements worth in Britain?' Economica, 63 (May), 1996, 213-238, (with E. Whitehouse).
- 'Ageing and saving' Fiscal Studies, 17 (May), 1996, 83-102.
- 'Pensions as insurance' Geneva Papers in Risk and Insurance Theory, 21, 79 (April), 1996, 258-270.
- 'What has happened to union recognition in the 1980s?' Economica, 63, (February), 1996, 1-18, (with A. Gosling and S. Machin).
- 'Occupational pension schemes: prospects and reforms in the UK' Fiscal Studies, 16, (August), 1995, 19-39.

- 'British unions in decline: Determinants of the 1980s fall in union recognition' Industrial and Labor Relations Review, 48, (April), 1995, 403-419 (with A. Gosling and S. Machin).
- 'Job tenure and asset holdings'; Economic Journal, 104 (March), 1994, 338-349 (with A. Henley and A. Carruth).
- 'Retirement behaviour in the UK'; Fiscal Studies, 15 (February), 1994, 24-43 (with C. Meghir and E. Whitehouse).
- 'The earnings-related state pension, indexation and lifetime redistribution' Review of Income and Wealth, 40, (September), 1993, 257-278 (with J. Creedy and E. Whitehouse).
- 'Contracting-out and lifetime redistribution in the UK state pension system' Oxford Bulletin of Economics and Statistics, 55, (February), 1993, 25-41 (with E. Whitehouse).
- 'Personal Pensions and the review of the contracting-out terms' Fiscal Studies, 13, (February), 1992, 38-53 (with E. Whitehouse).
- 'Financing state pensions in alternative pay-as-you-go schemes' Bulletin of Economic Research, 44, 1, 1992, 39-53 (with J. Creedy).
- 'How should we index the state pension in the UK?' Fiscal Studies, 12 (August), 1991, 47-61 (with E. Whitehouse).
- 'Public pensions in the medium term' Public Money and Management, 11, (Winter) 1991, 13-17.
- 'Why are there so many long term sick in Britain?' Economic Journal 101, 405 (March), 1991, 252-262 (with S. Webb).
- 'Do real wages matter in an open economy? The case of Singapore 1966-87' Oxford Economic Papers, 42, 3, 1990, 635-657 (with Ho Soo Kiang).
- 'Explanations of the decline in trade union density in Britain: An appraisal' British Journal of Industrial Relations, 23, (July), 1990, 165-177.
- 'Pension schemes and incentives: Case studies from Australia and the United Kingdom' Australian Economic Review, Q1, 1990, 23-32. (with J. Creedy).
- 'Why social security expenditure has risen faster than expected: a wider cost of unemployment?' Fiscal Studies, 10, Feb., 1990, 1-20, (with S. Webb).
- 'The Australian pension scheme: some basic analytics' Economic Record, 65, 191 (December), 1989, 357-368, (with J. Creedy).
- 'Part-time work: Reply to Catherine Hakim' Industrial Law Journal, 18, 4 (December), 1989, 223-228, (with E. Szyszczak).
- 'Pension schemes after the 1989 budget' Fiscal Studies, 10, 3 (August), 1989, 50-59 (with A. Dilnot).
- 'The seniority model of trade union behaviour: a (partial) defence' British Journal of Industrial Relations, 22, 2 (July), 1989, 179-195 (with H. Gospel).
- 'The twin pillars approach to pensions and sickness insurance in the United Kingdom' Scottish Journal of Political Economy, 36, 2 (May), 1989, 113-124 (with J. Creedy).
- 'Can we afford to grow older?' European Economic Review, 33, 2/3 (March), 1989, 367-376 (with J. Creedy).
- 'The new pension scheme in Britain' Fiscal Studies, 9, 2 (May), 1988, 57-71 (with J. Creedy). (Reprinted as 224-238 of Dilnot and Walker (eds) - see below).

- 'Where have two million trade union members gone?' Economica, 55, 1 (February), 1988, 1-19 (with A. Carruth).
- 'Statutory sick pay: An appraisal' Fiscal Studies, 8, 2 (May), 1987, 58-76.
- 'Mechanisation, employment and productivity in Sudanese agriculture' Journal of Development Economics, 13, 3 (December), 1984, 249-262 (with A.A. Elbashir)
- 'The regional impact of unemployment insurance in the United Kingdom' Oxford Bulletin of Economics and Statistics, 46, 3 (August), 1984, 241-254.
- 'Protective legislation and part-time employment in Britain' British Journal of Industrial Relations, 22, 1 (March), 1984, 78-100, (with E. Szyszczak).
- 'Theorising the welfare state: the case of unemployment insurance' Journal of Social Policy, 11,1 (March), 1982, 33-57.
- 'Eligibility for unemployment benefits in Great Britain' Oxford Economic Papers, 33, 2 (July), 1981, 256-273 (with J. Creedy).
- 'Changes in labour market states in Great Britain' Scottish Journal of Political Economy, 28, 1 (February), 1981, 76-85 (with J. Creedy).
- 'Stabilisation policies in African economies' (a review article) Journal of Modern African Studies, 18, 2, 1980, 360-365.
- 'Technology and market location in the Chinese fertiliser industry' Indian Economic Review, 14, 2 (October), 1979, 147-162.
- 'Recurrent spells and the concentration of unemployment in Great Britain' Economic Journal, 89, 353 (March), 1979, 109-119.
- 'The choice of technology in the production of fertiliser' World Development, 5, 9/10 (Sept/Oct), 1977, 853-866 (with H. Aragaw).
- 'Economics of 'gobar-gas' versus fertiliser: A critique of intermediate technology' Development and Change, 8, 1 (January), 1977, 77-101.
- 'The Lome convention - a study of its likely benefits with special reference to Ethiopia' Journal of Economic Studies, 3, 2 (November), 1976, 95-116 (with J. Love).
- 'Some measures of rural income distribution in Ethiopia' Development and Change 7, 1, (January), 1976, 35-44.

D) Contributions to Books

- 'Personal Accounts, changing defaults and retirement saving in the UK: Are there lessons for Canadian pension policy?' (with C. Emmerson and G. Tetlow), 167-196 in Retirement Policy Issues in Canada (eds. M. Abbott, C. Beach, R. Boadway and J. MacKinnon), McGill-Queens University Press, 2009.
- 'Public policy and saving for retirement in the UK' (with W. Chung, C. Emmerson and M. Wakefield), 169-209 in Strategies for Pension Reform (eds. R Fenge, G. De Menil and P. Pestieau.) MIT Press, 2008.
- 'Remuneration of sports stars: implications for regulation', 132-154 in The regulation of Sport in the European Union (eds B. Bogusz, A. Cygan and E. Szyszczak), Edward Elgar, 2007.

- 'Housing wealth and the accumulation of financial debt: Evidence for UK households' (with S. Bridges and A. Henley), 135-180 in The Economics of Credit Markets: Lessons from US and European Experience (eds: G. Bertola, R. Disney and C. Grant), MIT Press, 2006.
- 'Actuarial-based public pension systems', 268-289 in The Oxford Handbook of Pensions and Retirement Income, (eds. G. Clark, A. Munnell and M. Orszag), 2006, Oxford: Oxford University Press.
- 'Retirement incentives and retirement', 42-68, in E. Fornero and P. Sestito (eds) Pension Systems: Beyond Mandatory Retirement, Cheltenham: Edward Elgar (with S. Bridges), 2005.
- 'Pension reform and economic performance in the UK', 233-273, in R. Blundell, D. Card and R. Freeman (eds) The UK: Seeking a Premier League Economy, Chicago University Press, for National Bureau of Economic Research, 2004 (with C. Emmerson and S. Smith).
- 'Why has employment recently risen among older workers in Britain?' 53-69 in R. Dickens, P. Gregg and J. Wadsworth (eds) The Labour Market under New Labour, Palgrave Macmillan, 2003 (with D. Hawkes).
- 'How should we measure pension liabilities in EU countries?' 95-112 in T. Boeri *et al* (eds) Pensions: More Information, Less Ideology, Kluwer Academic Press, 2001.
- 'Modelling consumer credit and default: the research agenda' 38-46 in Economic and Social Research Council, How people on low incomes manage their finances, Swindon, 2002 (with S. Bridges).
- 'Social security reform in the UK: A voluntary privatization', 189-208 in E. Baldacci and F. Peracchi (eds) Reforming the Social Security System: An international perspective, ISTAT, Rome, 2000.
- 'Interpreting financial service adverts', 177-192 in S.C. Beckmann and R.H. Elliott (eds) Interpretive Consumer Research, Copenhagen Business School Press, 2000 (with P. Lunt).
- 'Why have older men stopped working?', 58-74 in P. Gregg and J. Wadsworth (eds) The State of Working Britain, Manchester University Press, 1999.
- 'Discussion' of Weaver 'The politics of pensions: lessons from abroad', 229-236 in R.D. Arnold, M.J. Graetz and A.H. Munnell (eds) Framing the Social Security Debate: Values, Politics and Economics, National Academy of Social Insurance, Brookings Institution Press, Washington, 1998.
- 'The United Kingdom: A working system of minimum pensions?' 207-232 in H. Siebert (ed) Redesigning Social Security, conference proceedings of Kiel Week Conference 1997, Mohr Siebeck, 1998 (with P. Johnson).
- 'Comment on Budd and Campbell', 127-133 in M. Feldstein (ed) Privatizing Social Security, Chicago: Chicago University Press for National Bureau of Economic Research, 1998.
- 'Lessons from overseas: the United Kingdom' 157-167 in S.A. Sass and R.K. Triest (eds) Social Security Reform: Links to Saving, Investment and Growth, Federal Reserve Bank of Boston Conference Series No. 41, 1997.
- 'Comment' on 'Tax effects on household saving' by Normann and Owens, 219-225 in R. Hausmann and H. Reisen (eds) Promoting Savings in Latin America, Paris: OECD for Inter-American Development Bank and OECD Development Centre, 1997.

- 'Will younger cohorts obtain a worse deal from the UK pension scheme?', 85-103, in J. Creedy and M. Casson (eds) Industrial Concentration and Economic Inequality: Essays in Honour of Peter Hart, Aldershot: Edward Elgar, 1993 (with E. Whitehouse).
- 'The Public/Private Financing Divide in Social Security', in R. Berthoud (ed) The Agenda for Social Security Research in the 1990s, DSS Research Report Series, 1991 (with S. Webb).
- 'Is there a market failure in occupational sick pay?', 52-68, in A.W. Dilnot and I. Walker (eds) The Economics of Social Security, Oxford: Oxford University Press, 1989 (with S. Webb).
- 'Public and private partnerships in social security provision: recent UK policy', 211-235 in B. Gustafsson and A. Klevmarken (eds) The Political Economy of Social Security, Elsevier: North Holland Press, 1989 (with J. Creedy).
- 'Social security', 121-152 in P.H.W. Cockle (ed) Public Expenditure Policy 1985/86, London: Macmillan, 1985.
- 'Social security', 149-171 in P.H.W. Cockle (ed) Public Expenditure Policy 1984/85, London: Macmillan, 1984.
- 'The structure of pay', 130-172, in J. Creedy and B. Thomas (eds) The Economics of Labour, London: Butterworths, 1982.
- 'Unemployment insurance in Britain', 150-185, in J. Creedy (ed) The Economics of Unemployment in Britain, London: Butterworths, 1981.
- 'The national accounts of Ethiopia', in G. Gill (ed) Readings on the Ethiopian Economy, Haile Selassie I University, Ethiopia, 1974.

7) Research Grants

- Department of Business, Innovation and Skills: £20,489: 'Understanding consumer indebtedness using CCCS data: scoping study', (with J. Gathergood), 01/08/09 to 31/10/09.
- Department of Business Enterprise and Regulatory Reform: £20,800: 'Drivers of overindebtedness' (with S. Bridges, J. Gathergood), 23/06/08 to 30/09/08.
- Office of Manpower Economics: £25,000: 'Public sector pensions: estimating individual entitlements' (with C. Emmerson and G. Tetlow, Institute for Fiscal Studies), 01/06/08 to 31/12/08.
- ESRC Grant No: RES000231149 Amount: £99445, 'Pension wealth, early retirement and job mobility' (with C. Emmerson, Institute for Fiscal Studies), 01/07/05 to 31/12/06.
- Experian Scorex Ltd £100,000 01/09/04 for further modelling, as Director of Experian Centre for Economic Modelling (ExCEM), University of Nottingham.
- ESRC Grant No: RES000220046 Amount £37,391, 'Credit markets, debt and saving behaviour: An investigation using Ethiopian data', (with Mr. A. Kedir, University of Leicester) 1/10/02 to 31/3/04.
- HM Treasury Evidence Based Policy Fund: £256,191 with Professor J. Haskel (QMW), Professor S. Nickell (LSE), Dr. R Griffith (IFS), DTI and ONS: 'Developing productivity policy using plant level evidence', 1/09/01 to 31/08/04.
- The Leverhulme Trust: Research Fellowship, £17,250, 'UK public sector labour market: reform outcomes' 1/9/01 to 31/03/03.

- ESRC Grant No: R000223349 Amount £39,416 'Analysis of housing choices of the elderly' (with Prof. A. Henley, Abersytwyth), for period 1/1/00 to 31/10/01.
- The Leverhulme Trust grant F/07476A: £57,170 Globalisation and the birth, survival and death of manufacturing establishments (with Prof. J. Haskel, QMW), for period 1/9/99 to 31/8/01.
- Nuffield Foundation: £72,500 Health and labour market behaviour of older workers, for period 1/1/00 to 30/06/01 (with Ms. S Tanner, IFS)
- Nuffield Foundation: £35,087 Retirement behaviour and retirement expectations, for period 1/1/98 to 31/12/98 (with Ms. S. Tanner, IFS).
- Department of Trade and Industry, £22,350 Secondary analysis of the Family and Working Lives Survey for period 1/4/97 to 30/9/97 (with Ms. A. Gosling, J. McCrae (IFS) and Prof. S. Machin (UCL/LSE)).
- ESRC grant R 00023 6653, £99,132 for period 1/10/96 to 30/10/98: Wage dispersion and employment in manufacturing plants in the 1980s and 1990s (with Dr. J. Haskel, QMW) (a further £39,400 granted to extend the project for one year in October 1998 R 00022 2730).
- Department of Social Security grant 16-2-96 to 15-2-97: £107,390, Primary Analysis of Second Wave of Retirement Survey, (with P. Johnson, IFS, and Dr. E. Grundy, ACIOG, University of London).
- ESRC grant R 00023 6371: £91,932 for period 1/4/96 to 30/3/98: Trends in Public Sector Pay Differentials and Pay Dispersion in the 1980s and 1990s (with Ms. A. Gosling, IFS, Dr. S. Machin, UCL, Dr. C. Trinder, CIPFA).
- National Association of Pension Funds: £90,760 for period 1/1/95 to 31/12/95: Retirement Income Inquiry (with P. Johnson and G. Stears, IFS).
- Leverhulme Trust Grant F.368E: £66,030 for period 1/1/93 to 31/12/94: Pension Choice and Savings Behaviour (with Professor R. Blundell, UCL/IFS and Dr. A. Brugiavini (University of Venice)).
- Joint principal investigator with Professor R. Blundell (UCL), Professor I. Walker (Keele) and Prof. M. Stewart (Warwick) for Department of Employment funded: 'UK Micro-Labour Markets Group II': £100,000 1/10/92 to 30/09/94.
- Department of Social Security grant 1-1-91 to 31-12-92: Secondary Analysis of Retirement Survey, £54,329 (with Dr. C. Meghir, UCL/IFS).
- Successful co-applicant (with Prof. R. Blundell, Research Director and 7 others) on behalf of Institute for Fiscal Studies as ESRC Designated Research Centre in 'Microeconomic Analysis of Fiscal Policy': £1.92 million April 1991-March 1996. Extension for further five years approved March 1995 and 2001.
- ESRC grant R 00023 2624: £26,762 for period 1/1/91 to 30/3/92 for project: Union Coverage, Density and Wage Determination. (With Dr. S. Machin, UCL).
- Joint principal investigator with Professor R. Blundell (UCL), Professor I. Walker (Keele) and Prof. M. Stewart (Warwick) for Department of Employment funded: 'UK Micro-Labour Markets Group I': £85,366 1/10/90 to 30/09/92.
- ESRC grant XC 1425 0015: £27,450 for period 1/9/89 to 31/8/91 for project: Pensions, Fringe Benefits and Wage Structure.

Co-ordinator, Employment Institute project: Policies for adult unemployed workers: the lessons from German and British experience; £49,500 from Anglo-German Foundation: 1/3/89 to 29/2/90.

Consultant to Institute for Fiscal Studies on project: Wider Costs of Unemployment; £19,000 from DHSS, 1/1/88 to 31/12/89.

8) *Research in Progress*

Current research interests cover four main areas:

A) *Household saving; retirement saving and housing wealth*

Using the two waves of the Retirement Survey, coupled with other panel data sets such as BHPS, to examine asset positions of the elderly, pensions rights and the interaction of asset positions with retirement behaviour. This work has been financed by DSS, ESRC, Leverhulme and Nuffield. Some of this work is with colleagues at IFS but papers have also been commissioned by the CEP and the EPI. Other work, with Andrew Henley (Aberystwyth) has focussed on the relationship between housing wealth and other forms of saving. Current working papers and work in process includes:

'House price volatility and household indebtedness in the United States and the United Kingdom', (with J. Gathergood). To be submitted.

'Retirement and retirement expectations', (with S. Smith), presented to TMR Conference, Tilburg 1998 and Birmingham, Essex and Keele Universities; Institute for Fiscal Studies Working Paper 99/17.

B) *Social security and retirement policy*

This continues my research on pension reform, focussing in particular on incentive structures in private pension plans, the public-private interaction of pensions and social security, and the take-up of different types of private pensions. The research has become increasingly diversified into cross-country studies, and into examining the decision to retire from the labour force. Papers include:

'Pensions and job mobility' (with C. Emmerson), presented at IZA Conference, Berlin, FMG at LSE, IFS and CeRP Conference, Turin; under revision with new data..

'Individual choice of pension arrangement as a pension reform strategy' (with R. Palacios and E. Whitehouse), Institute for Fiscal Studies Working Paper 9918, under revision

'Notional accounts as a pension reform strategy: an evaluation', published HDSP discussion paper (No: 9928) at World Bank.

'Pensions and polygamy in Senegal', in preparation.

C) *Wages: especially role of public sector and pensions.*

This interest initially rose from ESRC funding with Professor Steve Machin (UCL/LSE) to examine trade unions in the UK in the 1980s and early 1990s. Subsequent ESRC grants were given to

collaborate with A. Gosling (Essex/IFS), S. Machin (UCL/LSE) and C. Trinder (CIPFA), and continued with research funded by a Leverhulme Research Fellowship. Current work examines public sector pay 'penalties and premia' relative to the private sector; inequality; decentralised pay in the NHS Trusts, and occupational 'public sectoriness'. A technical paper using the latter as an instrument for public sector pay effects is under revision; other work has been published.

'How robust are estimates of the public sector pay effect in Britain in the 1990s?' (with A. Gosling), earlier versions presented at Essex, Leicester, Nottingham, York, Warwick and 1999 Royal Economic Society Conference. Issued as CEPR Discussion paper #3787, under revision.

'Changing public sector pay differentials over time in the UK', under revision, (with A. Gosling).

'Public pay around the world: Theory and evidence', presented at OME/CMPO conference, London, September 2007.

A book contract with Princeton University Press (with A Gosling)

'The dynamics of union membership in the UK: evidence from the Family and Working Lives Survey', mimeo (with A. Gosling, S. Machin and J.McCrae), presented to Royal Economic Society Annual Conference, 1998, published as a Employment Relations Research Paper (no. 3) by the Department of Trade and Industry and under revision as an academic paper.

D) Credit markets

Ongoing work arise from directing the Experian Centre of Economic Modelling in the School of Economics at the University of Nottingham, which involves examining trends in household and company credit, and modelling default probabilities. Currently, data supplied by Experian Ltd and a sub-prime lender have been processed, and data from the Family and Children Survey.

'Dynamics of debt of low income families' (with S. Bridges), in preparation.

'Modelling corporate risk' *mimeo* (with S. Bridges), presented to Experian plc.

E) Other papers

'Units of measure, quality and price elasticities of demand among urban Ethiopian households' (with A. Kedir and A McKay), under revision.

'Food poverty in urban Ethiopia: New estimates from household data' (with A. Kedir and A. McKay), under revision, submitted to *Food Policy*.

'Determinants of access to credit and loan amount: Evidence from the Ethiopian urban household survey', (with A. Kedir), under revision.

'The economics of Rotating Saving and Credit Associations: evidence from Ethiopia', (with I. Dasgupta and A. Kedir), under revision.

9) *Administrative Duties*

Currently, Director Centre for Policy Evaluation, School of Economics, University of Nottingham. Also member of School Strategy Committee and School Research Committee. Previously at University of Nottingham: Director of Research, Director of Centre for Finance and Credit Markets and member of School Management Committee, Director of Research Students; editing discussion paper series. Trained appraiser and equal opportunity-trained (in relation to hiring, promotion etc.).

At QMW: responsibility for development of research strategy (of individual research plans, and departmental plan; annual research reports; RAE exercise 1996, etc.). Director of Graduate Studies (PhD students).

At UKC: Chair of Economics Board of Studies and of the Social Sciences Computing Policy Committee (1989-91). Other duties included Director of Studies, Chief Examiner at Part I, Part II and Masters levels, undergraduate and postgraduate Admissions, organising of staff seminars. Membership of various committees including Faculty Planning and Resources and Senate, Examination Appeals Committees etc.

10) *Teaching Interests*

Current teaching in Macroeconomics (final year undergraduate), Economics of Consumer Theory (undergraduate), Economics of the Public Sector (undergraduate) and Labour Economics (postgraduate). Have recently taught Macroeconomics (postgraduate), Labour Economics (undergraduate), Economic Growth (postgraduate), Intermediate Macroeconomics and Economics of Social Policy. Teaching experience has also included Microeconomics, Economics of Development, Industrial Planning and Project Appraisal, Economic History and introductory courses in Economics.

Adult education: I have taught on and co-ordinated various WEA and Continuing Education courses in the past.

11) *Other Activities*

- A. Currently on part-time secondment as Research Fellow, Institute for Fiscal Studies and Managing Editor, Fiscal Studies 1989-91. (Editorial Board of Fiscal Studies 1987 -). Previous Research Associate, Centre for Economic Performance, London School of Economics. Member, TMR group on retirement and saving organised by Tilburg University, the Netherlands, and of ESF-financed group on pension reform organised from Università Tor Vergata, Rome. Scientific Committee, CeRP, University of Turin, and RTN programme on Economics of Ageing. Visitor, Centre for Finance and Consumption, EUI, Florence. Programme Committee, EEA 18th Annual Congress, Stockholm, 2003, and of IIPF, Maastricht, 2008.. Conference Chair, RES Conference, Nottingham, 2005. Editorial Boards: Journal of Pension Economics and Finance (2003 -), European Journal of Political Economy (2007 -).
- B. Member, RES Council, 2001-06. Member, Pay Review Body for National Health Service (NHSPRB), 2003-09. Member, Senior Salaries Pay Review Body, 2009-11.
- C. Consultant, World Bank Mission on Social Framework, Turkey, Oct/Nov. 1992, and on Privatization Mission, September 1993. Author: "The Turkish Pension System: Present

Prospects and Options for Reform', mimeo, World Bank, and to World Bank on various pension and retirement-related issues. Lead consultant to OECD on Ageing II programme of research for both EAD and DELSA. On secondment to Fiscal Affairs Division, International Monetary Fund, May to July 2000. Consultant to World Bank Mission on pension reform to Senegal, December 2000.

- D. Journalism and unrefereed: article on SERPS New Society 12-7-85; 'Why has trade union membership declined in the UK?' Economic Review volume 5 (1988) No. 5; 'The costs of public pension policy' Financial Times 20-10-91; 'Pension provision poses hard choices for the future' Financial Times 17-5-94; 'The strange death of a pension scheme' Financial Times 3-2-95 (with P. Johnson), 'Trend to shorter working life' Parliamentary Brief, 2 (April) 1994; 'The decline of unions in Britain' Economic Review, volume 12 (1994) No. 2; 'Growing old gainfully' The Guardian, 30-10-96; 'Help Yourself' (with A. Dilnot), The Guardian, 13-3-97, 'Money too tight to mention' TES, 7-11-97 (with A. Gosling), 'Frank Field: The enigma of New Labour' Parliamentary Brief, 5 (January) 1998, 'Exit the unthinkable, enter the unthinking' Parliamentary Brief, 5 (November) 1998, 'Can we afford to retire?' ESRC The Edge, Issue 1 May 1999, 'Rover's open and shut case' (with J. Haskel and Y Heden) The Guardian, 20-3-00, 'Agreeing the cost of getting old' Financial Times 24-3-00, 'The European way of ageing' Financial Times, 20-10-00, 'What if tax relief on pensions were abolished?' PMI News, April 2000, 'Europe: Is there an ageing crisis or is it a public pension problem?' CESifo Forum, Winter 2001, The UK's Pension Programme: Structure, problems and reforms, Intereconomics, and many other TV and radio analyses.
- E. End of award rapporteur for ESRC; regular referee for ESRC and Leverhulme. Discussant and rapporteur for ESRC 'Public Expenditure Initiative'. Commissioned by EQUAL Initiative (OST/ESRC) to report on priorities in research funding in the area of the elderly: finance, insurance and saving provision (September 1997). Member of ESRC Panel evaluating Centre for Micro-Social Change, Essex, October 1997 and of Commissioning Panel for Dynamics of Ageing Initiative 2005-06. Member, Public Expenditure Review Panel, CIPFA. Referee for ESRC Fellowships and Postdoctoral Fellowships, 2000-05.
- F. Expert witness to House of Commons Select Committee on Employment: Part-time Work, 1988-89, Select Committee on Social Security: The contributions principle, November 1999. Presented research on Personal Pensions at HM Treasury, August 1991, and at DSS November 1992. Expert witness to Senate Budget Committee, United States, on 'Lessons from European social security crisis', October 1997. Member Steering Group Cabinet Office committee on 'Active Ageing' and member of HM Treasury steering group on 'Evidence-based policy'. Expert witness to Social Protection Committee, European Commission, January 2002.
- G. External examiner at LSE for BSc and MSc in Industrial Relations 1987-90, Labour economics, 1999-. External Examiner BA Economics and MSc at University of Surrey 1992-96, National University of Ireland (various colleges) 1996-2000, University of Mauritius (BSc Economics), 2001-02. External examiner for PhDs at LSE, July 1983; University of Bath, June 1986; University College, London, February 1988, June 2002, December 2005; University of Oxford, November 1992 and June 2002. Internal examiner to a number of University of London PhDs and the University of Nottingham. Supervised three successful candidates for PhD at Kent, and several PhD students at QMW. External reviewer, School of Social Sciences, University of Bath, June 1996.

- H. Academic referee for a number of papers for *American Economic Review*, *Economic Journal*, *Econometrica*, *Economica*, *Industrial and Labor Relations Review*, *Journal of Applied Econometrics*, *Journal of Health Economics*, *Journal of Labor Economics*, *Journal of Public Economics*, *Oxford Economic Papers*, *Population Economics*, *Review of Economics and Statistics*, *Review of Economic Studies*, and many other journals. Book reviews in the *Economic Journal*, the *British Journal of Industrial Relations*, the *Journal of Economic Literature*, the *Manchester School*, the *Journal of Social Policy*, the *Journal of Modern African Studies*, *World Economy*, etc. Editorial Board, *Australian Economic Review*, *Fiscal Studies*, *Journal of Pension Economics and Finance*.
- I. Presented research papers to the Universities of Aberdeen, Aberystwyth, the Bank of England, the Bank of Sweden, Bath, Birmingham, Brookings Institution (Washington), Buckingham, Cardiff Business School, Carnegie-Mellon, CORE (Louvain-la-Neuve), Dublin, Durham, Essex, Hull, IFS, ISPE (Rome), Keele, Kent, Kingston (Ontario), Leeds Business School, Lehigh (Pa, USA), Leicester, LSE, Manchester, McMaster (Ontario), Newcastle, Northwestern (USA), Nottingham, Oxford, Policy Studies Institute, Queen's Belfast, QMW, Reading, St Andrews, SOAS, Strathclyde, Surrey, Sussex, Swansea, Tilburg, HM Treasury, Venice, Warwick, York, Bergamo (Italy), Melbourne, Monash, La Trobe, ANU, Griffith, NSW and Sydney (Australia); the World Bank and IMF (Washington).
- J. Also presentations at ASSA, 1998, at 6th World Congress of the Econometric Society 1990, several Royal Economic Society Annual Conferences; at Congresses of the Applied Econometrics Association, regularly at the European Economic Association (both submitted and invited), and the European Econometrics Society Meetings; to the SSRC Public Sector Group, the ESRC Labour Group, EMRU/ESRC Labour Workshop, the Welsh Economic Colloquium, and ESRC Council; to the University of Venice Conference on Retirement Saving, the University of Salerno Conference on Retirement, Saving and Portfolio Choice, the International Institute of Public Finance, 1995, the NBER Privatization of social security conferences 1993 and 1996 and at NBER Summer Workshop 2003 and 2007; the Federal Reserve Bank of Boston conference on social security, 1997 and the Kiel Summer School, 1997, the National Association of Social Insurance, Washington, 1998; the NIESR-Treasury Conference on generational accounts, 1998; the Treasury conference of EU labour markets 2002, to the British Society of Population Studies, 1999; the British Social Administration Association, the DSS Summer School 1996, Watson Wyatt Associates, the Fondation Ramon Areces, Madrid, to the Institute of Public Health and the Kent Philosophical Society.
- K. Attended SSRC Summer Workshop on Labour Economics, University of Warwick, 1982. Convened panel on Ethiopia and Aid for the UK African Studies Association, August 1986. Presentations at IFS Conferences on Social Security (1988), Pension Taxation 1989, Future of SERPS 1991, Personal Pensions, Tax Policy for the Fourth Term 1992, Retirement Saving, 1993, Pension Policy in Britain 1994, for Retirement Income Inquiry, 1995, Public Pay, 1998, Comparative pension reform, Green Paper on pensions, 1999.
- L. Director, Axia Economics, 2001-05.