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Employment

- 2014– Professor of Labour Economics, University of Nottingham.
- 2011–2014 Reader in Economics, University of Nottingham.
- 2010 Visiting Research Fellow, *Institut für Arbeitsmarkt- und Berufsvorschung* (Institute for Employment Research), Nürnberg, Germany.
- 2004–2011 Associate Professor of Economics, University of Nottingham.
- 2001–2004 Lecturer in Economics, University of Nottingham.
- 1998–2001 Research Fellow, Leverhulme Centre for Research on Globalisation and Economic Policy, School of Economics, University of Nottingham.
- 1995–1998 Research Associate, School of Economic Studies, University of Manchester.
- 1993–1995 Research Assistant, School of Economics Studies, University of Manchester.
- 1990–1991 Research Assistant, School for Advanced Urban Studies, University of Bristol.

University education

- 1994–1998 Ph.D. in Economics, School of Economic Studies, University of Manchester: “Estimating the impact of youth training on individual labour market outcomes”.
- 1991–1993 M.Phil. in Economics, University of Oxford. ESRC competition grant awarded.
- 1986–1989 B.Sc. in Economics, University of Bristol. First Class Honours awarded.

Research areas and interests

Labour economics

Search and matching; globalisation and labour markets; job and worker turnover.

Applied econometrics

Panel data; linked employer-employee data; duration modelling; treatment evaluation.

Publications in refereed journals

- 2015 "More hours, more jobs? The employment effects of longer working hours" with M. Andrews, H.-D. Gerner and T. Schank. *Oxford Economic Papers* **67**(2) pp. 245–268.
- 2014 "Migration and imperfect labour markets: theory and cross-country evidence from Denmark, Germany and the UK" with H. Brücker, A. Hauptmann and E. Jahn. *European Economic Review* **66** pp. 205–225.
- 2013 "Employment adjustment in German firms: more flexible than we thought?" with L. Bellmann and H.-D. Gerner. *Journal for Labour Market Research* published online 17 October 2013.
- 2013 "Endogenous participation in imperfect labor and capital markets" with S. Bougheas. *Economics Bulletin*, **33** pp. 2454–2464.
- 2013 "Weighing China's export basket: the domestic content and technology intensity of Chinese exports" with Z. Wang. *Journal of Comparative Economics* **41** pp.527–543.
- 2013 "Estimating the stock-flow matching model using micro data" with M. Andrews, S. Bradley and D. Stott. *Journal of the European Economic Association* **11**(5) pp. 1153–1177.
- 2013 "Foreign-owned firms around the world: a comparative analysis of wages and employment at the micro level" with A. Hijzen, P. Martins and T. Schank. *European Economic Review* **60** pp.170–188.
- 2012 "High wage workers match with high wage firms: the effects of limited mobility bias" with M. Andrews and T. Schank. *Economics Letters* **117** pp.824–827.
- 2012 "Foreign-owned plants and job security" with L. Bellmann, M. Andrews and T. Schank. *Review of World Economics* **148**(1) pp.89–117.
- 2011 "Employment, job turnover and trade in producer services: firm-level evidence" with A. Hijzen, M. Pisu and P. Wright. *Canadian Journal of Economics* **44**(3) pp.1020–1043.
- 2010 "The income losses of displaced workers" with A. Hijzen and P. Wright. *Journal of Human Resources* **45**(1) pp.243–269.
- 2010 "Job creation, job destruction and the role of small firms: firm-level evidence for the UK" with A. Hijzen and P. Wright. *Oxford Bulletin of Economics and Statistics* **72**(5) pp.621–647
- 2010 "The impact of financial participation on workers" with M. Andrews, L. Bellmann and T. Schank. *Journal of Labour Market Research* **43**(1) pp.72–89
- 2009 "The takeover and selection effects of foreign ownership in Germany: an analysis using linked worker-firm data" with M. Andrews, L. Bellmann, and T. Schank. *Review of World Economics* **145**(2) pp.293–317.
- 2008 "Successful employer search? An empirical analysis of vacancy duration using micro data" with M. Andrews, S. Bradley and D. Stott. *Economica* **75**(299) pp.455–480.

- 2008 "High wage workers and low wage firms: negative assortative matching or limited mobility bias?" with M. Andrews, L. Gill and T. Schank. *Journal of the Royal Statistical Society(A)* **171**(3) pp.673–697
- 2006 "Practical Estimation Methods for Linked Employer-employee data" with M. Andrews and T. Schank. *The Stata Journal* **6**(4) pp.461–481
- 2006 "Is it easier to escape from low pay in urban areas? Evidence from the UK" with E. Phimister and I. Theodossiou. *Environment and Planning A* **38**(4) pp. 693–710
- 2002 "Evaluating outcomes from the Youth Training Scheme using matched firm-trainee data". *Oxford Bulletin of Economics and Statistics* **64**(3) pp.277–306.
- 2002 "Estimating the wage costs of inter- and intra-sectoral adjustment" with M. Haynes and P. Wright. *Weltwirtschaftliches Archiv* **138**(2) pp.229–253.
- 2001 "Estimating the probability of a match using micro-econometric data for the youth labour market" with M. Andrews and S. Bradley. *Labour Economics* **8**(3) pp.335–357.
- 2000 "Sectoral Transformation and Labour Market Flows" with D. Greenaway and P. Wright. *Oxford Review of Economic Policy* **16**(3) pp.57–75.
- 2000 "Smooth and sticky adjustment: a comparative analysis of the US and UK" with M. Haynes and P. Wright. *Review of International Economics* **8**(3) pp.517–532.
- 2000 "The dynamics of low income in rural areas" with E. Phimister and E. Vera-Toscano. *Regional Studies* **34**(5) pp.407–417
- 1999 "Estimating youth training wage differentials during and after training" with M. Andrews and S. Bradley. *Oxford Economic Papers* **51**(3) pp.517–544.
- 1998 "The estimation of union wage differentials for Britain and the impact of methodological choices" with M. Andrews, M. B. Stewart and J. Swaffield. *Labour Economics* **5**(4) pp.449–474.
- 1998 "Union coverage differentials: some estimates for Britain using the New Earnings Survey Panel Dataset" with M. Andrews and D. Bell. *Oxford Bulletin of Economics and Statistics* **60**(1) pp.47–79.
- 1992 "Need, equity and the NHS: The distribution of health care expenditure 1974–1987" with C. Propper. *Fiscal Studies* **13**(2).

Other work in progress

1. "Job and worker turnover in German establishments" with L. Bellmann and H.-D. Gerner (IAB, Nürnberg). GEP working paper 15/05.
2. "Do foreign workers reduce trade barriers? Microeconomic evidence" with M. Andrews (Manchester) and T. Schank (Mainz).
3. "The costs of job loss: new evidence from household survey data" with P. Wright (Sheffield).
4. "Quota restrictions and intra-firm reallocations: evidence from Chinese exports to the United States" with Z. Whang (Hull).
5. "Off the waterfront: the long-run labour-market effects of technological change on dock-workers" with Z. El-Sahli (Lund). GEP working paper 15/06.

Other publications

- 2016 "Employee turnover and the expansion and contraction of employers" with M. Bossler in Cooper, C. and Saridakis, G. (eds.) *Research Handbook of Employee Turnover*
- 2015 "The response of German establishments to the 2008–2009 Economic Crisis" with L. Bellmann and H.-D. Gerner, in *Complexity and Geographical Economics: Topics and Tools* edited by P. Commendatore, S. Kayam and I. Kubin, Springer.
- 2012 "The response of German establishments to the 2008–2009 Economic Crisis" with L. Bellmann and H.-D. Gerner, *OECD Social Employment and Migration Working Papers* No. 137.
- 2008 "Labour market adjustment and occupational mobility" with P. Wright in *Globalisation and Labour Market Adjustment*, edited by D. Greenaway, R. Upward and P. Wright, Palgrave.
- 2006 "Using linked employer-employee data to estimate the earnings costs of business closure in the UK" with A. Hijzen and P. Wright in *Making Linked Employer-Employee Data Relevant to Policy* DTI Occasional Paper No. 4.
- 2002 "The estimation of union wage differentials for Britain using individual-level data: an encompassing approach" with M. Andrews, M. B. Stewart and J. Swaffield, in *The Economics of Labor Unions*, edited by A. Booth, Edward Elgar.
- 2002 "Sectoral transformation and labour market flows" with D. Greenaway and P. Wright in *Trade, Investment, Migration and Labour Market Adjustment* edited by D. Greenaway, R. Upward and K. Wakelin, Palgrave.
- 2001 "Smooth and sticky adjustment: a comparative analysis of the US and UK" with M. Haynes and P. Wright, in *Globalization and Labor Markets* edited by E. Kwan Choi and D. Greenaway, Blackwells.
- 2001 "Sectoral mobility in UK and US labour markets" with D. Greenaway, and P. Wright, in *Creating an Internationally Competitive Economy*, edited by H. Bloch and P. Kenyon, Macmillan.
- 1998 *Poverty and Exclusion in Rural Britain* with P. Chapman, E. Phimister, M. Shucksmith and E. Vera-Toscano. York Publishing Services.
- 1993 "Equity in the finance and delivery of health care in Britain" with C. Propper in *Equity in the Finance and Delivery of Health Care: an International Perspective* edited by Van Doorslaer, Wagstaff and Rutters. Oxford University Press.

Edited volumes

- 2008 *Globalisation and Labour Market Adjustment*, edited by D. Greenaway, R. Upward and P. Wright, Palgrave.
- 2002 *Trade, Investment, Migration and Labour Market Adjustment*, edited by D. Greenaway, R. Upward and K. Wakelin, Palgrave.

Research grants

- 2011 OECD grant for €10,000 “The resilience of German firms to the financial crisis”
- 2009 UK Trade and Investment project for £43,000 “The impact of exports on service traders”, with R. Kneller and P. Wright.
- 2007 European Integration Consortium grant for €38,000 “Labour mobility within the EU in the context of enlargement and the functioning of transitional arrangements”
- 2007 OECD grant for €7,500 “Multinational enterprises and working conditions in Germany and the UK”
- 2005 ESRC grant for £45,000, “Ownership, wages and spillovers: an analysis using linked employer-employee data”, with M. Andrews. Final report graded “Good” by ESRC.
- 2005 Department of Trade and Industry project for £9,840, “The import and export of services at the firm level”, with D. Greenaway, R. Kneller, M. Pisu, A. Hijzen, P. Wright.
- 2004 Department for Trade and Industry Seed Grant for £1,400 “Job reallocation and labour market adjustment: a proposal to analyse linked employer-employee data for the UK” with A. Hijzen and P. Wright.
- 2000 ESRC grant for £95,530 “The stock-flow matching model: microeconomic evidence for a UK labour market” with M. Andrews and S. Bradley. Final report graded “Good” by ESRC.
- 1999 ESRC grant for £105,000 “Sectoral transformation and labour market flows” with D. Greenaway and P. Wright. Final report graded “Good” by ESRC.
- 1997 Nuffield Foundation grant for £32,310, “Skill formation and the occupational choices of 16–19 year olds” with M. Andrews and S. Bradley.
- 1995 Leverhulme Trust grant of £44,340 “An empirical analysis of employer search and matching in the youth labour market” with M. Andrews and S. Bradley.

Teaching experience

1. Applied Econometric Methods for PhD students (module convenor)
2. Labour Economics: second and third year undergraduate and MSc (module convenor).
3. Economic Data Analysis: MSc core module (module convenor).
4. Current Economic Issues: first year undergraduate module (module convenor).
5. Research Methods: M.Phil. and Ph.D. module.
6. Introduction to Quantitative Research: post-graduate training course for non-economics students (module convenor).
7. Topics in Econometrics: third year undergraduate module (tutor).

8. Cross-section econometrics: second year undergraduate module (tutor).
 9. Maths for Economists: first year undergraduate module (tutor).
 10. Introductory Statistics: first year undergraduate module (tutor).
- I successfully completed the Postgraduate Certificate in Higher Education (PGCHE) in 2004.
 - I have twice been nominated by students for a University “Oscar” for teaching, winning in 2015 in the “best feedback” category.

Administrative responsibilities

2015– Deputy Director, Nottingham Centre for Research on Globalisation and Economic Policy (GEP)

2013–2014 Academic Progression and Regulation Working Group

2013– School of Economics International Committee

2012– Faculty of Social Science Teaching and Learning Board

2011– University Academic Appeals and Offences Panel

2009– School of Economics Management Committee

2008– Chair, School of Economics Postgraduate Teaching Committee

2003– Director, School of Economics MSc Programme

2001– Leverhulme Centre for Globalisation and Economic Policy (GEP) Management Committee

Ph.D. students

2013– Jingcheng Fu

2013– Zhangfeng Jin (inter-campus exchange student)

2013– Rachel Slaymaker

2012– Zovanga Kone “The labour market effects of migration in the UK”

2011–2015 Susan Kavuma “Labour markets in Uganda”

2010–2012 Christopher Parsons “Patterns of global migration 1960–2000”

2008–2012 Robert Riegler “The fragmentation and integration of UK firms”

2008–2012 Zheng Wang “The Chinese Export Boom 2000–2007: Firm-level and Transaction-level Evidence”

2007–2011 Smaranda Pantea “Globalisation and Productivity in Transition Economies: Firm-level Evidence”

2006–2010 Bina Prajapati “Globalisation, Job Security and Job Stability in the UK”

- 2006–2009 Eva Poen “Public Goods Experiments: An Econometric Analysis”
2000–2004 Getinet Haile Astikake “The Adjustment Costs of Job Displacement”
2000–2004 Satiumsingh Ragoobur “Trade Unions in an Era of Globalisation”

Ph.D. examining

- 2015 Cansu Unver (external examiner, Birmingham University)
2013 Priscilla Baffour (internal examiner)
2013 Hao Lan (internal examiner)
2012 Zouheir El-Sahli (internal examiner)
2011 Robert Mullings (internal examiner)
2011 Ama Asantewah Ahene-Codjoe (internal examiner)
2010 Jelena Lausev (internal examiner)
2010 Izyani Zulkifli (internal examiner)
2007 Joanna Silva (internal examiner)
2006 Ylva Heden (external examiner, Queen Mary University of London)
2006 Ingo Geischecker (internal examiner)
2003 Andromakis Piperakis (internal examiner)

External examining

- 2013– Durham University Business School

Refereeing

Economic Journal, Journal of International Economics, Journal of the European Economic Association, European Economic Review, Royal Economic Society (Conference Programme Committee), Canadian Journal of Economics, Oxford Bulletin of Economics and Statistics, Oxford Economic Papers, Journal of the Royal Statistical Society (A), Economic and Social Research Council (ESRC), Labour Economics, Economica, Journal of Development Economics, Journal of Agricultural Economics, CESifo Economic Studies, The Manchester School, The World Economy, The Review of International Economics, Economic Issues, Regional Studies, Journal of Development Studies, International Journal of Manpower, Industrial Relations, Education Economics, Empirical Economics, Review of World Economics, Emerging Markets Finance and Trade, Journal of Applied Economics

Currently serving as an ESRC Doctoral Training Centre assessor (2013–).

Links with the policy community

1. OECD-funded research projects which contributed to the 2008 and 2012 *Employment Outlook*.
2. Research projects completed for the European Commission, the Department for Trade and Industry and UK Trade and Investment.
3. Various steering committees for the Office for National Statistics, including the NES and BSD steering committees. I am currently a member of the steering committee for the transition process from the Virtual Microdata Lab to the Secure Data Service.

Conference organisation

- 2010 Joint conference organiser, GEP conference on “International trade: firms and workers”
- 2009 Local organiser, Work and Pensions Economic Group (WPEG) Annual Conference
- 2006 Joint conference organiser, GEP conference on “The impact of international competition on firms and workers”
- 2003 Joint conference organiser, GEP conference on “Trade and labour perspectives on worker turnover”

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