

## Professor Stan Siebert

Professor of Labour Economics

The Department of Business and Labour Economics

### Contact details

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### About

W Stanley Siebert is Professor of Labour Economics at the Business School, where he has worked since 1980. He gained his PhD at the London School of Economics. He has published widely in the major economics and industrial relations journals including the Academy of Management Journal, British Journal of Industrial Relations, Industrial & Labor Relations Review, Management Science and Oxford Economic Papers. He is the author of two texts on labour economics The Market for Labor: An Analytical Treatment (with John Addison) and The Economics of Earnings (with Solomon Polachek). He has also edited a survey of European labor market regulation Labour Markets in Europe: Issues of Harmonisation and Regulation (co edited with John Addison).

Stan is a member of IZA (Institute for the Study of Labour, Bonn) where most of his recent papers can be accessed ([www.iza.org](http://www.iza.org) (<http://www.iza.org>)). He has recently gained an ESRC-Hong Kong RGC grant to study personnel practices in China.

- [Beyond the wages documents](http://www.birmingham.ac.uk/schools/business/events/2013/may/beyond-wages-a-workshop-on-human-capital-and-labour-markets.aspx) (<http://www.birmingham.ac.uk/schools/business/events/2013/may/beyond-wages-a-workshop-on-human-capital-and-labour-markets.aspx>)

### Teaching

Teaching: Economics of Labour Markets (with [Fiona Carmichael](http://www.business.bham.ac.uk/staff/carmichaelf.shtml) (<http://www.business.bham.ac.uk/staff/carmichaelf.shtml>)), Intermediate Business Economics with Macro-economics (with Paolo Di Martino) and Labour Relations (with [Pamela Robinson](http://www.business.bham.ac.uk/staff/pamela-robinson.shtml) (<http://www.business.bham.ac.uk/staff/pamela-robinson.shtml>)).

Administration: group leader for the Managerial Economics group, Access to Birmingham co-coordinator, Library representative.

### Postgraduate supervision

- Industrial relations (unions, worker participation);
- European social and labour policy;
- Vocational training and education;
- Gender issues.

### Research

- The European labour market - project on labour relations in Greece, the Thessaly Employment Relations Survey Questionnaire
- Unions and economic performance
- Economic analysis of employment protection laws
- Personnel economics in large companies

Current projects: Bilateral (ESRC-Hong Kong) "Innovative management practices and firm performance in Chinese Workplaces"; collaboration with Institute of Occupational and Environmental Medicine to study pulmonary disease and labourforce participation (NIH); collaboration with Centre for Research on the Economy and the Workplace with input on effects of labour regulation on productivity for INDICSER and SERVICEGAP projects (FP7); collaboration on e-Frame project for measuring progress as organiser of forthcoming (May 2013) workshop on human capital and the labour market (FP7).

### Other activities

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## Publications

"Examining the Use of Agency Workers: Can Family Friendly Practices Reduce their Use?", *Industrial Relations* (Berkeley), vol. 50, No. 3, July 2011: 535-64 (with John S Heywood and Xiangdong Wei).

"Work-Life Balance: Promises Made and Promises Kept", *International Journal of Human Resource Management*, vol. 21, No. 11, September 2010: 1976-1995 (with John Heywood and Xiangdong Wei).

"Management Economics in a Large Retail Company", *Management Science*, vol. 56, No. 8, August 2010: 1398-1414 (with Nikolay Zubanov).

"Searching for the Optimal Level of Employee Turnover: A Study of a Large UK Retail Organization" *Academy of Management Journal*, Vol. 52, No. 2 April 2009: 294-313 (with Nikolay Zubanov).

"Real Wage Cyclicity in Italy", *Labour: Review of Labour Economics and Industrial Relations*, vol. 22, No. 4, December 2008: 569-591 (with Fei Peng).

"The Implicit Costs of Family Friendly Work Practices", *Oxford Economic Papers*, vol. 59, No. 2, April 2007: 275-300 (with John Heywood and Xiangdong Wei).

"Labour Market Regulation in the EU-15: Causes and Consequences - A Survey" in P Bernholz and R Vaubel (eds.) *Political Competition and Economic Regulation*, Didcot, Ox.: Routledge Explorations in Economic History, 2007:113-136.

"The Impact of Deunionisation on Earnings Dispersion Revisited", *Research in Labor Economics*, vol. 26, 2006: 337-364 (with John Addison and Ralph Bailey).

"To Centralize or not to Centralize: Towards Efficient Labor Market Models in an Enlarged Union", in Wojciech Bienkowski and Joseph Brada (eds.) *Reaganomics Goes Global: What Can the EU Learn from the U.S.A.?*, Basingstoke: Palgrave Macmillan, 2006: 217-34. [Polish translation, Warsaw: Szkoła Główna Handlowa, 2006: 406-424].

"Building Blocks in the Economics of Mandates", *Portuguese Economic Journal*, Vol. 5, No. 2, August 2006: 69-87 (with John Addison and Richard Barrett).

"Labour Market Regulation: Some Comparative Lessons", *Economic Affairs*, Vol. 25, No. 3, September 2005: 3-10.

"Does Employment Protection Reduce the Demand for Unskilled Labour?", *International Economic Journal*, Vol. 19, No. 2, June 2005: 197-222 (with Kirsten Daniel).

"Public Choice and Urban Economics – the Unnoticed Link between Liquor Licensing and Urban Sprawl", *Economic Affairs*, Vol. 23, No. 2, June 2003: 22-27.

"Labor Market Regulation and Production Worker Hiring Standards: International Comparisons", *Advances in Industrial and Labor Relations*, D. Lewin and B. Kaufman, eds, Stamford, Conn. and London: JAI Press/Elsevier, 2003: 39-72 (with Kirsten Daniel).

"Changes in Collective Bargaining in the U.K." in John Addison and Claus Schnabel (eds.) *International Handbook of Trade Unions*, Cheltenham: Edward Elgar; 2003: 415-60 (with John Addison),

"Worker Sorting and Job Satisfaction: the Case of Union and Government Jobs", *Industrial and Labor Relations Review*, Vol. 55, No. 4, October 2002: 595-609 (with John Heywood and Xiangdong Wei).

"Labour Market Regimes and Worker Recruitment and Retention in the European Union: Plant Comparisons", *British Journal of Industrial Relations*, Vol. 38, No. 4, December 2001: 505-28 (with Jane Morton).

"Measurement Error and the Effect of Unions on the Compensating Differentials for Fatal Workplace Risks", *Journal of Risk and Uncertainty*, Vol. 23, No. 1, Spring 2001: 33-56 (with Robert Sandy, R.F.Elliot and X.D.Wei).

## RECENT WORKING PAPERS

"The impact of Greek Labour Market Regulation on Temporary and Family Employment - Evidence from a New Survey" (May 2012) IZA Discussion Paper 6504 (with A. Anagnostopoulos).

"HRM Practices and Performance of Family-Run Workplaces: Evidence from the 2004 WERS" (January 2011) IZA Discussion Paper 5899 (with Y. Maimaiti and F. Peng).

"Notes on Labour Regulation – Its Measurement, Causes and Effects for Service Sector Employment and Productivity" (October 2010): INDICSER conference paper

Wage Work for Women: the Menstrual Cycle and the Power of Water" (February 2010), IZA Discussion Paper 4776 (with Yasheng Maimaiti).

"Job Satisfaction and Labor Market Institutions in Urban China" (July 2009) IZA Discussion Paper 4524 (with John S Heywood and Xiangdong Wei).

"Wage Dispersion in a Partially Unionised Labor Force" (June 2009) IZA Discussion Paper No. 4202 (with John Addison and Ralph Bailey).

"The Gender Education Gap in China: the Power of Water" (April 2009) IZA Discussion Paper No. 4108 (with Yasheng Maimaiti).

"Understanding the Labour Market for Older Workers" (February 2009) IZA Discussion Paper No. 4033 (with John Heywood).

"Real Wage Cyclicity in Germany and the UK: New Results Using Panel Data" (March 2007) IZA Discussion Paper No. 2688.(with Fei Peng).

