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EDUCATION AND QUALIFICATIONS

1981-84: Nuffield College, Oxford

1985: DPhil Economics

1983: MPhil Economics

1978-81: Clare College, Cambridge

1981: BA(Hons) Economics

EMPLOYMENT

Oct. 1984- Sept. 1989: Lecturer in Economics, Birkbeck College.

Oct. 1989- Sept.1993: Lecturer in Economics, London School of Economics.

Oct. 1993- Oct 1997: Reader in Economics, London School of Economics.

Oct 1997 -: Professor of Economics, London School of Economics

OTHER POSITIONS HELD AND RESPONSIBILITIES

2016-2020 Chair, Migration Advisory Committee

2015-2016 Member, Migration Advisory Committee

2014-present Fellow, Society of Labor Economists

2009-2012 Head of Economics Department, LSE

2007-2008 Visiting Scholar, MIT.

2007-present Member of Editorial Board, Applied Economics Journal.

2004-2011 Member of the NHS Pay Review Body

2004-2011 Editor of the Journal of Labor Economics

2004-2011 Member, Royal Economic Society Committee on Women in Economics

2000-present Director, Labour Markets and Community Programmes, Centre for  
Economic Performance, LSE.

1999-2004 PhD Programme Director, Department of Economics, LSE.

1998-1999 Visiting Research Fellow, University of California, Berkeley.

1996-2006 Co-Editor, *Economica*

1994-1995 Visiting Associate Professor, Department of Economics, Princeton

1994-2004 Member of Editorial Board, *New Economy*

1993 Visiting Professor, Université de Paris I, Panthéon-Sorbonne.

1993-1998 Associate Editor, *European Economic Review*

1992-present Associate Editor, *Labour Economics*.

1991-1992 Member of 'Economic Policy' Panel.

1990 Visiting Research Fellow, Institute for International Economic Studies,  
University of Stockholm.

1988-2006 Research Fellow, Centre for Economic Policy Research.

1988 Visiting Assistant Professor, School of Business Administration,  
University of California, Berkeley,

1988-1995 Member of Editorial Board, *Review of Economic Studies*.

## PUBLICATIONS

### Books

Monopsony in Motion: Imperfect Competition in Labor Markets, Princeton University Press, 2003.

Immigration Policy Is Hard And How To Do It Better, Polity Press, forthcoming.

### Articles in Refereed Journals

“Monopsony and Employer Mis-optimization Account for Round Number Bunching in the Wage Distribution”, forthcoming, American Economic Review (with Arin Dube and Suresh Naidu).

“Monopsony and the Wage Effects of Migration”, Economic Journal, forthcoming (with Michael Amior).

“Vacancy Duration and Wages”, Review of Economics and Statistics, forthcoming (with Ihsaan Bassier and Barbara Petrongolo).

“Reservation wages and the wage flexibility puzzle”, Review of Economics and Statistics, forthcoming (with Felix Koenig and Barbara Petrongolo).

“Background matters, but not whether parents are immigrants: outcomes of children born in Denmark”, American Economic Journal (Applied), 2025, 17, 347-79 (with Mathias Jensen).

“The Immobile Incumbent Problem in a Model of Short-Term Wage-Posting,” German Economic Review Special Issue on Monopsony, 2025.

“Diversity and Social Capital Within the Workplace: Evidence from Britain”, Industrial Relations, 2024 (with Thomas Breda).

“Subjective Job Insecurity and the Rise of the Precariat: Evidence from the UK, Germany and the United States”, Review of Economics and Statistics, 2024, 106, 748–761 (with Graham Mazeine)

“Commuting for Crime”, Economic Journal, 2024, 134, 1173–1198 (with Monica Langella and Tom Kirchmaier).

“Diffusion of Social Values Through the Lens of US Newspapers”, Journal of Law, Economics and Organization, 2023, 39, 456-92 (with Paolo Masella).

“Residential Mobility and Unemployment in the UK”, Labour Economics, 2022, 75, 102104 (with Monica Langella).

“The Urban Wage Premium in Imperfect Labour Markets”, Journal of Human Resources, 2022, 57, S111-S136 (with Boris Hirsch, Elke Jahn, and Michael Oberfichtner).

“The Measure of Monopsony”, Journal of European Economic Association, 2021, 19, 2929–2957 (with Monica Langella).

“The Elusive Employment Effect of the Minimum Wage”, Journal of Economic Perspectives, 2021, 35, 3-26.

“Monopsony in Labour Markets: A Review”, Industrial and Labor Relations Review, 2021, 74, 3-26.

“Diversity and Neighbourhood Satisfaction”, *Economic Journal*, 2019, 129, 3219-3255 (with Monica Langella)

“Robot Arithmetic: New Technology and Wages”, *American Economic Review: Insights*, 2019, 1, 1-12 (with Francesco Caselli)

“The Persistence of Local Joblessness”, *American Economic Review*, 2018, 108, 1942-70 (with Michael Amior).

“How Local Are Labour Markets? Evidence from a Spatial Job Search Model”, *American Economic Review*, 2017, 107, 2877-2907 (with Barbara Petrongolo).

“The Contribution of the Minimum Wage to U.S. Wage Inequality over Three Decades: A Reassessment”, *American Economic Journal (Applied)*, 2016, 8, 58-99 (with David H. Autor and Christopher L. Smith).

“Explaining Job Polarization”, *American Economic Review*, 2014, 14, 2059-2026. (with Maarten Goos and Anna Salomons).

“One Nation Under a Groove? Identity and Multiculturalism in Britain”, *Journal of Economic Behavior and Organization*, 2013, 93, 166-185 (with Andreas Georgiadis).

“The Impact of Immigration on the Structure of Male Wages: Theory and Evidence from Britain”, *Journal of the European Economic Association*, 2012, 10, 150-171 (with Marco Manacorda and Jonathan Wadsworth).

“Privatization, entry regulation and the decline of labor's share of GDP: a cross-country analysis of the network industries”, *Economica*, 2012 (with Ghazala Azmat and John Van Reenen).

“Spend It Like Beckham? Inequality and Redistribution in the UK, 1983-2004”, *Public Choice*, 2012, 151, 537-563 (with Andreas Georgiadis).

“Change and Continuity Among Minority Communities in Britain”, *Journal of Population Economics*, 2011, 24, 541-568 (with Andreas Georgiadis).

“The Plant Size-Place Effect: Monopsony and Agglomeration”, *Journal of Economic Geography*, 2010, 10, 717-744.

“Understanding the Gender Pay Gap: What's Competition Got to Do with It?”, *Industrial and Labor Relations Review*, 2010, 63, 681-698 (with Farzad Saidi).

“The Economic Situation of Immigrants and their Children in France, Germany and the UK”, *Economic Journal Features* 2010, 120, F4-F30 (with Yann Algan, Christian Dustmann, and Albrecht Glitz).

“Culture Clash or Culture Club: The Identity and Values of Immigrants in Britain”, *Economic Journal Features*, 2010, 120, F72-F100 (with Sanchari Roy).

“You Can’t Always Get what you want: the Impact of the UK Jobseeker’s Agreement”, *Labour Economics*, 2009, 16, 239-250.

“The Gender Gap in Early-Career Wage Growth”, *Economic Journal*, 2008, 118, 987-1024 (with Joanna Swaffield).

“The Part-Time Pay Penalty for Women in Britain”, *Economic Journal Features*, 2008, 118, F28-F51 (with Barbara Petrongolo).

“Just Can’t Get Enough: More on Skill-Biased Change and Unemployment” *Oxford Bulletin of Economics and Statistics*, 2007, 69, 635-666 (with M.Manacorda).

“Lousy and Lovely Jobs: The Rising Polarization of Work in Britain”, *Review of Economics and Statistics*, 2007, 89,118-133 (with Maarten Goos).

“The incidence of UK housing benefit: Evidence from the 1990s reforms”, *Journal of Public Economics*, 2006, 90, 799-822 (with Stephen Gibbons).

“The Gender Gap in Unemployment Rates in OECD Countries”, *Journal of Labor Economics*, 2006, 24, 1-38 (with Ghazala Azmat and Maia Guell).

“A Generalised Model of Monopsony”, *Economic Journal*, 2006, 116, 84-100

“A Test of Competitive Labor Market Theory: The Wage Structure among Care Assistants in the South of England”, *Industrial and Labor Relations Review*, 2004, 57, 371-385 (with Stephen Machin).

“Has The National Minimum Wage Reduced UK Wage Inequality?” *Journal of the Royal Statistical Society Series A*, 2004, 167, 613-626. (with Richard Dickens).

“Instrumental Variables in Models with Binary Treatment Effects: A Simple Exposition”, *Contributions to Economic Analysis & Policy*, 2004, Vol. 3: No. 1, Article 9.

“Spikes and Spill-overs: The Impact of the National Minimum Wage on the Wage Distribution in a Low-Wage Sector”, *Economic Journal Conference Papers*, 2004, 114, C95-C101 (with Richard Dickens).

“Monopsony and the efficiency of labour market interventions”, *Labour Economics*, 2004, 11, 145-163.

“We Can Work It Out: The Impact of Technological Change on the Demand for Low-Skill Workers”, *Scottish Journal of Political Economy*, 2004, 51, 581-608.

“Something in the Way She Moves: A Fresh Look at an Old Gap”, *Oxford Economic Papers*, 2004, 56, 169-188 (with Helen Robinson).

“Where the Minimum Wage Bites Hard: The Introduction of the UK National Minimum Wage to a Low Wage Sector”, *Journal of the European Economic Association*, 2003, 1(1), 154-180 (with Stephen Machin and Lupin Rahman)

“The Real Thin Theory: Monopsony in Modern Labour Markets”, *Labour Economics*, 2003, 10, 105-131.

“Oligopsony & Monopsonistic Competition in Labor Markets”, *Journal of Economic Perspectives*, 2002, 16, 155-174 (with V. Bhaskar and Ted To).

“Labour Supply, Search and Taxes”, *Journal of Public Economics*, 2001, 80, 409-434.

“Pretty Vacant: Recruitment in a Low-Wage Labour Market”, *Oxford Bulletin of Economics and Statistics*, 2000, 62, 747-770.

“Movin’ On Up: Interpreting the Earnings-Experience Profile”, *Bulletin of Economic Research*, 2000, 52, 261-295.

“The Effect of Minimum Wages on Employment: Theory and Evidence from Britain”, *Journal of Labor Economics*, 1999, 17, 1-23 (with R.Dickens and S.Machin).

“Estimating the Effect of Minimum Wages on Employment from the Distribution of Wages: A Critical View”, *Labor Economics*, 1998, 5, 109-134 (with R.Dickens and S.Machin).

“Skill-Biased Change, Unemployment and Inequality”, *European Economic Review*, 1997, 41, 1173-1200 (with P.Gregg).

“The Economic Impact of Minimum Wages in Europe”, *Economic Policy*, No. 23, October 1996, 319-372 (with J.Dolado, F.Kramarz, S.Machin, D.Margolis and C.Teulings).

“Authority in Employment Contracts: A Bilateral Bargaining Approach”, *Labour Economics*, 1996, 3, 1-24.

“The Equal Pay Act as an Experiment to Test Different Theories of the Labour Market”, *Economica*, 1996, 63, 191-212.

“The Employer Size-Wage Effect: Is Monopsony the Explanation?”, *Oxford Economic Papers*, 1996, 48, 433-55 (with F.Green and S.Machin).

“How Do We Know that Real Wages are too High?”, *Quarterly Journal of Economics*, 1995, 110, 1111-1125.

“The Effect of Minimum Wages on UK Agriculture”, *Journal of Agricultural Economics*, 1995, 49, 1-19 (with R.Dickens, S.Machin, D.Metcalf, J.Wadsworth and S.Woodland).

“How Robust is the Microeconomic Theory of the Trade Union?”, *Journal of Labor Economics*, 1994, 12, 430-59.

“Minimum Wages, Wage Dispersion and Employment: Evidence from the UK Wages Councils”, *Industrial and Labor Relations Review*, 1994, 47, 319-329, (with S.Machin).

“Wages Councils: Was There a Case for Abolition?”, *British Journal of Industrial Relations*, 1993, 31, 515-530, (with R.Dickens, P.Gregg, S.Machin and J.Wadsworth).

“Wage-Setting and the Tax System: Theory and Evidence for the U.K.”, *Journal of Public Economics*, 1993, 52, 1-30 (with B.Lockwood).

“Pre-Strike Ballots and Wage-Employment Bargaining”, *Oxford Economic Papers*, 1993, 45, 422-439.

“A Dynamic Model of Union Power, Wages and Employment”, *Scandinavian Journal of Economics*, 1993, 95, 175-193.

“Wage Bargaining and the Phillips Curve: The Specification and Identification of Aggregate Wage Equations”, *Economic Journal*, 1993, 103, 98-118.

“Multiple Equilibria in the British Labour Market: Some Empirical Evidence”, *European Economic Review*, 1992, 36, 1333-1365.

“Testing Dynamic Models of Worker Effort”, *Journal of Labor Economics*, 1992, 10, 288-305 (with S.Machin).

“Imperfect Labour Markets, the Stock Market and the Inefficiency of Capitalism”, *Oxford Economic Papers*, 1992, 44, 257-271.

“The Determinants of Wage Pressure: Some Implications of a Dynamic Model”, *Economica*, 1991, 58, 325-39.

“Tests of alternative wage-employment bargaining models with an application to the UK aggregate labour market”, *European Economic Review*, 1991, 35, 23-37 (with G.Alogoskoufis).

“Imperfect Competition, Multiple Equilibria and Unemployment Policy”, *Economic Journal Conference Papers*, 1990, 100, 151-162.

“Dynamic Wage-Employment Bargaining with Employment Adjustment Costs”, *Economic Journal*, 1989, 99, 1143-1158 (with B.Lockwood).

“An Asymmetric Information Approach to the Comparative Analysis of Participatory and Capitalist Firms”, *Oxford Economic Papers*, 1989, 41, 312-326.

“The Economic Benefits of the Channel Tunnel”, *Economic Policy*, No.8, April 1989, 211-228 (with J.Kay and S.Szymanski).

“A Model of the Labour Market with some Marxian and Keynesian Features”, *European Economic Review*, 1988, 32, 1797-1816.

“On the Persistence of Unemployment”, *Economic Policy*, No.7, October 1988, 427-469 (with G.Alogoskoufis).

“Inefficiency and Inequality in a Model of Occupational Choice with Private Information”, *Journal of Public Economics*, 1988, 37, 142-169 (with B.Lockwood).

“An Integration of Trade Union Models in a Sequential Bargaining Framework”, *Economic Journal*, 1987, 97, 121-139.

“Trade Union Power and Jobs”, *International Review of Applied Economics*, 1987, 1, 176-189.

“The Profitability of Private Information in Unionised Capitalist Enterprises”, *Economic Journal Conference Papers*, 1986, 96, 122-133.

“A Note on Capital Markets and Bankruptcy Constraints in Contracting”, *Economics Letters*, 1985, 19, 311-314 (with B.Lockwood).

#### **Articles in Conference Volumes, Edited Books, Non-Refereed etc**

“Ethnic Minority and Migrant Pay Gaps Over the Life-Cycle”, *Oxford Review of Economic Policy*, 2024, 40, 556-578 (with Tessa Hall and Rebecca Rose).

“Polarization(s) in labour markets: Synthesis and perspectives”, *Travail et Emploi*, 2019, Issue 157, 13-24.

“The Truth About the Minimum Wage · Neither Job Killer Nor Cure-All“, *Foreign Affairs*, 2018, vol. 97, no. 1.

“Minimum Wages: A View from the UK”, *Perspektiven der Wirtschaftspolitik*, 2013, 14, 57-66.

“Cultural Integration in the United Kingdom” in Y.Algan, A.Bisin, A.Manning and T.Verdier (eds) *Cultural Integration of Immigrants in Europe*, Oxford University Press: Oxford, 2012.

“Imperfect Competition in Labour Markets”, in O.Ashenfelter and D.Card (eds) *Handbook of Labor Economics*, volume 4, North-Holland: Amsterdam, 2011

“Minimum Wages and Wage Inequality”, in D.Marsden(ed) *Employment in the Lean Years*, Oxford University Press: Oxford, 2011.

“Job Polarization in Europe”, American Economic Review Papers and Proceedings, 2009, 99, 58-63 (with Maarten Goos and Anna Salomons).

“Monopsony”, entry for New Palgrave, 2006.

“Monopsony and Labour Demand”, Brussels Economic Review, 2005, 48, 95-112.

“The Part-time Pay Penalty” report for Women and Equality Unit, Department for Trade and Industry, November 2004 (with Barbara Petrongolo).

“Mobility and Joblessness”, in R.Blundell, D.Card and R.Freeman (eds) Seeking a Premier League Economy (with P.Gregg and S.Machin), University of Chicago Press, 2004.

“The Impact of the National Minimum Wage on the Wage Distribution, Poverty and the Gender Pay Gap”, report for Low Pay Commission (with Richard Dickens), 2004.

“McJobs and MacJobs: the Growing Polarisation of Jobs in the UK”, in R.Dickens, P.Gregg and J.Wadsworth (eds) The Labour Market under New Labour, (with Maarten Goos), 2003.

“Minimum Wage, Minimum Impact”, in R.Dickens, P.Gregg and J.Wadsworth (eds) The Labour Market under New Labour, (with Richard Dickens), 2003.

Everything under a Fiver: Recruitment and Retention in lower paying labor markets, London, Joseph Rowntree Foundation, 2001 (with D.Brown, R.Dickens, P.Gregg and S.Machin)

“The Causes and Consequences of Long-Term Unemployment in Europe”, in O.Ashenfelter and D.Card (eds) Handbook of Labor Economics, North-Holland: Amsterdam, 1999 (with S.Machin).

“A Balanced Approach to Employment Policy in Europe”, paper prepared for HM Treasury for G8 Jobs Summit, 1998 (with Lars Calmfors and Gilles Saint-Paul).

“What Variation Should We Have in the National Minimum Wage”, in Implementing a National Minimum Wage in the UK: London, Employment Policy Institute, 1997.

“Minimum Wages and Economic Outcomes in Europe”, European Economic Review Papers and Proceedings, 1997, 41, 733-742 (with S.Machin).

“Can Supply Create its Own Demand?”, European Economic Review Papers and Proceedings, 1997, 41, 507-516 (with S.Machin).

“Labour Market Regulation and Unemployment”, in D.Snowder and G. de la Dehesa (eds) Unemployment Policy: How Should Governments Respond to Unemployment?, Cambridge: Cambridge University Press (with P.Gregg), 1997.

“Employment and the Introduction of a Minimum Wage in Britain”, Economic Journal, 106, 667-676 (with S.Machin).

“Developments in Labour Market Theory and their Implications for Macroeconomic Policy”, Scottish Journal of Political Economy, 1995, 42, 250-266..

“After Wages Councils”, New Economy, 1995, 2, 223-227 (with R.Dickens).

“Minimum Wages and Employment: A Theoretical Framework with an Application to the UK Wages Councils”, International Journal of Manpower, 1994, 15, 26-48 (with R.Dickens and S.Machin).

“High Pay, Low Pay and Labour Market Efficiency”, in A.Glyn and D.Miliband (eds) *Efficiency and Equality*, 1994, London: IPPR. (with P.Gregg and S.Machin).

”An Economic Analysis of the Effects of Pre-Strike Ballots”, in D.Metcalf and S.Milner (eds) *New Perspectives on Industrial Disputes*, London: Routledge, 1993.

“Dynamic Models of Employment Using Firm Level Panel Data”, in J. van Ours, G.Pfann and G.Ridder (eds) *Labour Demand and Equilibrium Wage Formation*, Amsterdam: North Holland, 1993 (with S.Machin and C.Meghir) .

“The Importance of Kinked Adjustment Costs: Some Evidence from UK Manufacturing”, in J. van Ours, G.Pfann and G.Ridder (eds) *Labour Demand and Equilibrium Wage Formation*, Amsterdam: North Holland, 1993 (with B.Lockwood).

“Pricing a New Product: Eurotunnel”, *Business Strategy Review*, Spring 1990, 1-18 (with J.Kay and S.Szymanski).

“Implicit Contracts”, in D.Sapsford and Z.Tzannatos (eds) *'Current Issues in Labour Economics'*, Macmillan, 1989.

“Wage-Setting and Unemployment Persistence in Europe, Japan and the USA”, *European Economic Review Papers and Proceedings*, 1988, 32, 698-706 (with G.Alogoskoufis).

“Collective Bargaining Institutions and Efficiency”, *European Economic Review Papers and Proceedings*, 1987, 31, 168-176.

## SELECTED OTHER PAPERS

“Estimating labour market power: the long and short of it” June 2025 (with Ihsaan Bassier).

“Intergenerational Mobility of Immigrants in 15 Destination Countries” March 2025 (with Leah Boustan, Mathias Jensen and many others).

“Only Human? Immigration and Firm Productivity in Britain”, December 2024 (with Tessa Hall).

“Should I stay or should I go? Return migration from the United States”, February 2024 (with Graham Mazeine)

“Immigration and Vocational Training; Evidence from England”, January 2024 (with Sandra McNally and Guglielmo Ventura)

“Predicting Net Migration”, October 2023 (with Tessa Hall and Madeleine Sumption)

“The Wage Elasticity of Recruitment”, November 2022 (with Boris Hirsch, Elke Jahn, and Michael Oberfichtner)

“Income and the Desire to Migrate” (with Monica Langella)

“Commuting, Migration and Local Joblessness”, June 2019, (with Michael Amior).

“American Idol – 65 years of Admiration” December 2014 (with Amar Shanghavi).

“The Volatility of Earnings: Evidence from High-Frequency Firm-Level Data” August 2014 (with Andreas Georgiadis)



“Immigration and the Access to Social Housing in the UK,” April 2014 (with Diego Battiston, Richard Dickens and Jonathan Wadsworth).

“Minimum Wages and Wage Inequality: Some Theory and an Application to the UK,” November 2012 (with Tim Butcher and Richard Dickens).

“Theory of Values”, February 2009 (with Andreas Georgiadis)

“Respect”, March 2007.

“Mighty Good Thing: The Returns to Tenure”, April 1997.

“A Simple Test of the Shirking Model”, November 1994 (with J.Thomas).

“Labour Markets with Company Wage Policies”, LSE CEP Discussion Paper, December 1994.

“Are Workers Paid Their Marginal Product? Evidence from a Low Wage Labour Market”, LSE CEP Discussion Paper, October 1994 (with S.Machin and S.Woodland).

“Endogenous Labour Market Segmentation in a Matching Model”, March 1993, LSE CEP Discussion Paper No. 126.

## KEYNOTE LECTURES AT CONFERENCES/WORKSHOPS

November 2024	Esmee Fairbairn Lecture, University of Lancaster
June 2023	Alan Krueger Lecture, Turin Festival of Economics
May 2023	Monopsony Conference, Nuremberg, Germany
September 2022	Italian Association of Labor Economists (AIEL), Salerno
December 2021	OECD, Launch of Report on The Role of Firms in Wage Inequality, Paris (virtual)
November 2020	EBRD, King's Workshop on the Economics and Politics of Migration, London (virtual)
August 2020	Marshall Lecture, European Economic Association Conference, Rotterdam (virtual)
July 2019	Spatial Dimensions of the Labour Market, Marseille
May 2019	Urban Economics Association, Amsterdam
December 2016	AMSE-Banque de France Conference, Aix-en-Provence
September 2016	Tasks IV Conference, Mannheim
January 2014	11 <sup>th</sup> Conference on Immigration and Integration, Stockholm
September 2012	Verein fur Socialpolitik (German Economic Association), Annual Conference, Gottingen, Germany.
June 2010	European Society of Population Economics, Essen, Germany
October 2004	Applied Econometrics Association Conference on Econometrics of Labour Demand, Mons Belgium.
March 2004	President's Lecture, Scottish Economic Society, Perth.
April 2003	Review of Economic Studies Lecture, Royal Economic Society, Warwick.
Sept. 2002	Adam Smith Lecture, European Association of Labour Economics, Paris.