

CURRICULUM VITAE

Rita Asplund: PhD (University of Helsinki)

Current employment

Research Director at the Research Institute of the Finnish Economy ETLA (Helsinki) with responsibility for the research programme *Labour Market and Education Economics*. For more information, please visit ETLA's web-site <http://www.etla.fi>

Other affiliations include

Adjunct Professor (Docent) in labour market economics for the Åbo Akademi University (Turku).

Previous employment includes

University of Helsinki (temporary acting professor in economics), Swedish School of Economics and Business Administration (temporary acting professor in economics, lecturer), Åbo Akademi University (research assistant), Economic Planning Centre (research officer).

Core areas of research

Has worked for many years on research projects concerning the economic significance of investments in human capital; wage determination and labour market institutions; individual labour market outcomes involving aspects of flexibility and dynamics such as individual mobility (in various dimensions and with special emphasis on the low-paid), adjustment to technological progress and skills up-grading and training. Additionally her research has focused on R&D, public funding to companies, intellectual/intangible capital, and the interplay between technology policies and labour market flexibility for improved company and national economic performance. Most of her ongoing research concerns changing job and wage structures, including associated educational challenges; school-to-work transitions and youth labour market performance; and gender pay inequality.

Major past and current research in labour market and education economics includes:

- PhD thesis on education and wages 1993;
- coordinator of the EU-TSER funded PURE project 1998–2000;
- coordinator of the EU-IHP funded EDWIN project 2002–2005;
- coordinator of a NOS-S funded Nordic project involving crucial labour market and educational aspects 2003–2006;
- responsible for a large national project concerning evaluation of education investments in Finland (2003–2006);
- responsible for a large national project concerning pay structures in Finland (2007–2010);
- partner in three European Structural Fund projects concerning Finland, financed through the Finnish Ministry of Health and Social Affairs, one on the labour market costs and effects of parental leave (2006–2008), one on labour market segregation (2007–2008), one on the role of new pay schemes for gender pay inequality (2008–2010);
- contributor to several Nordic projects funded by the Nordic Council of Ministers, currently as coordinator of a project investigating youth unemployment and marginalisation in the Nordic countries with special emphasis on the role of the education system and the educational performance of young people (2011–2014); and as partner in the NORWELL project which focuses on reassessing the Nordic model (2013–2014);
- coordinator of several on-going national projects concerning changing occupational and job structures in the Finnish private sector, and the consequences (in terms of mobility and careers) for adults working in shrinking occupations and job tasks, on the one hand, and for young labour market entrants, on the other.

Contracts with the European Commission

- Public Funding and Private Returns to Education – PURE (SOE2-CT98-2044)(co-ordinator);
- Measuring Intangibles to Understand and Improve Innovation Management – MERITUM (SOE1-CT98-1104)(partner);
- European Low-Wage Employment Research Network – LoWER (SOE2-CT95-3004) (partner);
- Developing Sectoral Strategies To Address Gender Pay Gaps (VS/2001/0538)(partner);
- Flexibility and Competitiveness: Labour Market Flexibility, Innovation and Organisational Performance – Flex.Com (HPSE-CT2001-00093)(partner);
- A European Research Arena on Intangibles – E*KNOW-NET (STPN 2000-00005)(partner);
- Can improving low-skilled consumer services jobs help European job growth? (SHPSE-CT1999-00021)(partner);
- Education and Wage Inequality in Europe – EDWIN (HPSE-CT-2002-00108)(coordinator);
- Socio-economic and Occupational Effects on the Health Inequality of the Older Workforce – SOCIOLD (QLK6-CT-2002-02292)(partner);
- Societal and Economic Effects on Quality of Life and Well-being: Preference Identification and Priority Setting in Response to Changes in Labour Market Status – EPICURUS (HPSE-CT-2002-00143)(partner);
- The Insecure Perspectives of the Low Skilled in the Knowledge Society – LoWER3 (CIT2-CT-2004-506480) (partner);
- Intangible Capital and Innovations: Drivers of Growth and Location in the EU – INNODRIVE (FP7-SSH 214576) (partner);
- An inquiry into health and safety at work: a European Union perspective – HEALTH at WORK (FP7-Health 2007 A; 200716) (partner).

Past and [current](#) contracts with Nordic financing bodies

- Changing Wage Structures and Wage Negotiation Systems: the Nordic Model Under Hard Pressure (NOS-S funded project) (coordinator);
- Challenges of Nordic labour markets: a polarisation of working life? (funded by the Nordic Council of Ministers) (partner);
- [Youth unemployment in the Nordic countries – An analysis of similarities and differences in patterns and underlying factors \(funded by the Nordic Council of Ministers\) \(coordinator\);](#)
- [Reassessing the Nordic model – NORWELL \(funded by the Nordic Council of Ministers\) \(partner with contributions on early school leaving and on young pensioners\).](#)

National Expert in international projects

- the Institute for Advanced Studies consortium for the project “Development/Maintenance of the Labour Market Model” (Tender DG EMPL/D/1 ref. No. VT/2010/010);
- the ÖSB/IRS consortium for the project “Organisation of exchange of good practices on gender equality” (Tender DG EMPL No. VT/2010/027).

SELECTED PUBLICATIONS

2010–2013:

- 2013 **Wage formation and gender wage gaps: Is there a role for job-task evaluation schemes?** (co-author: Reija Lilja). Forthcoming in the *International Journal of Manpower*.
- 2013 **Transition of low-educated youth into the labour market** (co-author: Pekka Vanhala). *Finnish Labour Review* 1/2013, 5–17. (in Finnish with English summary)

- 2012 **The dynamics of job tasks and wages** (co-authors: Antti Kauhanen & Mika Maliranta). ETLA, The Research Institute of the Finnish Economy, Series B255, Helsinki. (in Finnish)
- 2011 **Polarization of the Nordic labour markets** (co-authors: Erling Barth, Per Lundborg & Kjersti Misje Nilsen), *Finnish Economic Papers* 24(2), 87–110. <http://taloustieteellinyhdistys.fi/2010s/2011v/no2.html>
- 2011 **Intangibles and the Gender Wage Gap: An Analysis of Gender Wage Gaps Across Occupations in the Finnish Private Sector** (co-author: Sami Napari), *Journal of Labor Research*, 32:4, 305–325 (DOI) 10.1007/s12122-011-9114-9.
- 2011 **Assessment of the Effects of Intangible Capital on Gender Wage Gaps in the Czech Republic, Finland and Norway** (co-author: Sami Napari), in H. Piekkola (Ed.), *Intangible Capital – Driver of Growth in Europe*. Vaasa: Proceedings of the University of Vaasa, Reports 167.
- 2010 Co-editor (together with Reija Lilja) of the volume **Towards equal pay by developing pay systems**, Ministry of Social Affairs and Health, Report 2010:25, Helsinki. (in Finnish with extensive English summary)
- 2010 **The reform of the pay scheme of technology industry white-collar workers and the gender wage gap** (co-author: Reija Lilja), chapter 6 in R. Asplund & R. Lilja (eds), *Towards equal pay by developing pay systems*, Ministry of Social Affairs and Health, Report 2010:25, Helsinki. (in Finnish)
- 2010 **Challenges for the New Decade: Is there a Role for Lifelong Learning?**, chapter in H. Urponen & R. Mark (eds), *Lifelong Learning for the New Decade*, University of Lapland Publications in Education 23, Rovaniemi.
- 2010 **Sources of Increased Wage Differentials in the Finnish Private Sector**, *Finnish Economic Papers* 23(1), 43–61. <http://taloustieteellinyhdistys.fi/2010s/2010v/no1.html>
- 2010 Co-editor (together with Merja Kauhanen) of the volume **The Finnish Wage Structure. Changes – causes – consequences**, ETLA, The Research Institute of the Finnish Economy, Series B245, Helsinki. (in Finnish)
- 2010 **Increasing wage differentials in the private sector** (co-author Petri Böckerman), chapter 2 in R. Asplund & M. Kauhanen (eds), *The Finnish Wage Structure. Changes – causes – consequences*, ETLA, The Research Institute of the Finnish Economy, Series B245, Helsinki. (in Finnish)
- 2000–2009:**
- 2009 **Student Loans and the Likelihood of Graduation: Evidence from Finnish Cohort Data** (co-authors: Oussama Ben-Abdelkarim & Ali Skalli), *Higher Education in Europe* 2(34), 243–255.
- 2009 **The effect of labour market policies from a Finnish perspective**, *Finnish Labour Review* 2009:3, 6–20. (in Finnish with English summary)
- 2009 **The effect of labour market functioning on employment and unemployment**. Ministry of Employment and the Economy, MEE Publications, Employment and Entrepreneurship 40/2009. (in Finnish with English summary)
- 2009 Co-editor (together with Peter Dolton & Erling Barth) of *Education and Inequality Across Europe*. Edward Elgar Publishing Ltd., Cheltenham.
- 2009 **Education and Income Inequality: A Macroeconomic Perspective**, chapter 2 in P. Dolton, R. Asplund & E. Barth (eds), *Education and Inequality Across Europe*. Edward Elgar Publishing Ltd., Cheltenham.

- 2009 **Inequality in Access to and Finance of Tertiary Education** (co-authors: Oussama Ben-Abdelkarim & Ali Skalli), chapter 5 in P. Dolton, R. Asplund & E. Barth (eds), *Education and Inequality Across Europe*. Edward Elgar Publishing Ltd., Cheltenham.
- 2008 **An Equity Perspective on Access to, Enrolment in and Finance of Tertiary Education** (co-authors: Oussama Ben-Abdelkarim & Ali Skalli), *Education Economics* 16(3), 261–274.
- 2008 **Gender wage differences in Finland: The structure and trend of private-sector male and female wages and wage gaps**. ETLA, The Research Institute of the Finnish Economy, Series B233, Helsinki. (in Finnish with English summary)
- 2008 **Wage differences in Finland: The structure and trend of private-sector wages** (co-author: Petri Böckerman). ETLA, The Research Institute of the Finnish Economy, Series B231, Helsinki. (in Finnish with English summary)
- 2007 Co-editor (together with R. Lilja & K. Kauppinen) of *Do the choices and costs of family leave hamper gender equality in working life?*. Ministry of Social Affairs and Health, Report 2007:69, Helsinki. (in Finnish with extensive English summary)
- 2007 **Training and hiring strategies to improve firm performance** (co-author: Mika Maliranta), ETLA, The Research Institute of the Finnish Economy, Discussion Papers No. 1105, Helsinki.
- 2007 **Finland: Decentralisation Tendencies within a Collective Wage Bargaining System**. ETLA, The Research Institute of the Finnish Economy, Discussion Papers 1077, Helsinki.
- 2006 **Productivity Growth: The Role of Human Capital and Technology** (co-author: Mika Maliranta), chapter in J. Ojala, J. Eloranta & J. Jalava (eds), *The Road to Prosperity. An Economic History of Finland*. Suomen Kirjallisuuden Seura, Helsinki, & Gummerus Oy, Jyväskylä.
- 2006 **The Economic Effects of Education** (co-author: Mika Maliranta). Sitra Reports No. 60, Helsinki. (in Finnish)
- 2005 **Education as an Engine of Growth – Myth or Fact?** (co-author: Mika Maliranta), chapter in A. Hyytinen & P. Rouvinen (eds), *What feeds economic growth?*. ETLA, The Research Institute of the Finnish Economy, Series B214, Helsinki. (in Finnish)
- 2005 **Careers and earnings growth in IT and retail trade** (co-author: Reija Lilja), chapter in S. Bazen, C. Lucifora and W. Salverda (eds), *Job Quality and Employer Behaviour in the Service Sector*. Palgrave Macmillan.
- 2005 **The Provision and Effects of Company Training – A Brief Review of the Literature**. *Nordic Journal of Political Economy* 31(1), pp. 47–73.
- 2005 **Employers and training: What do we know and what do we not know?**, chapter in I. Marx & W. Salverda (eds), *Low-wage Employment in Europe: Perspectives for Improvement*. Acco, Leuven.
- 2005 **Education, Training and Active Labour Market Policy**, in E. Hönekopp (ed.), *The Report of the European Employment Task Force. Impetus to European Employment Policy – Impulses for Germany*. BMWA / IAB, BeitrAB 293, Nürnberg.
- 2005 **Education and Wage Inequality in Finland: A Review of the Empirical Literature** (co-author: Liisa Leijola), chapter in R. Asplund & E. Barth (eds), *Education and Wage Inequality in Europe: A Literature Review*. ETLA, The Research Institute of the Finnish Economy, Series B212, Helsinki.
- 2005 **A Macroeconomic Perspective on Education and Inequality**, chapter in R. Asplund & E. Barth (eds), *Education and Wage Inequality in Europe: A Literature Review*. ETLA, The Research Institute of the Finnish Economy, Series B212, Helsinki.

- 2005 Editor (together with Erling Barth) of *Education and Wage Inequality in Europe: A Literature Review*. ETLA, The Research Institute of the Finnish Economy, Series B212, Helsinki.
- 2004 Editor (together with Wiemer Salverda) of a special issue on Company Training And Services With A Focus On Low Skills of *The International Journal of Manpower* 1/2004.
- 2004 **Provision and Effects of Company Training – A Brief Review of the Literature**. ETLA, Research Institute of the Finnish Economy ETLA, Discussion Paper No. 907, Helsinki.
- 2003 **IT sector and retail trade careers – Does gender matter?** (co-author: Reija Lilja), chapter in *Developing Sectoral Strategies to Address Gender Pay Gaps*. Finnish Ministry of Health and Social Affairs, Research reports 2003:1.
- 2003 **Evaluation and Comparison of Modes of Aid to Business – A Literature Review** (co-author: Jaakko Kiander). Finnish Ministry of Trade and Industry, Studies and Reports 5/2003. (in Finnish)
- 2003 **Innovation and performance in manufacturing industries: A comparison of the Nordic countries** (co-authors: Hans Lööf, Almas Heshmati & Svein O. Nääs), *The Icelandic Journal of Management Research* II(3), 5–35.
- 2002 **The Unemployment Risk of Ageing Workers in Finnish Manufacturing**, *Gerontologia* 2/2002.
- 2002 **Risk, Pay, and Productivity. The Case of Finland, 1980–1996** (co-authors: Eva M. Meyersson & Trond Petersen), *Finnish Economic Papers* 1/2002, 3–23.
- 2001 **Who gets unemployed and from where?**, chapter in T.P. Jensen & A. Holm (eds), *Nordic Labour Market Research on Register Data*. TemaNord 2001:593, Nordic Council of Ministers, Copenhagen.
- 2001 **Is investment in education beneficial in Finland?**, chapter in E. Tuominen (Ed.): *Changing work and pension security*. Eläketurvakeskuksen tutkimuksia 2001/1, Helsinki. (in Finnish)
- 2001 **Education, wage inequality and marginalisation**. ETLA, The Research Institute of the Finnish Economy, Discussion papers Nro 777, Helsinki.
- 2001 Editor of the book *Education and Earnings. Further Evidence from Europe*. ETLA, The Research Institute of the Finnish Economy, Series B 183, Helsinki.
- 2001 **Private Returns to Education**, *The Finnish Economy and Society* 3/2001.
- 2001 **Public funding and private returns to education – PURE . Final report**. Downloadable from <http://www.etla.fi/PURE/publications>
- 2001 **Mobility and Earnings. An analysis of Finnish manufacturing and services**. ETLA, The Research Institute of the Finnish Economy, Discussion papers Nro 753, Helsinki.
- 2001 **Finland**, chapter in C. Harmon, I. Walker & N. Westergaard-Nielsen (eds), *Education and Earnings in Europe. A Cross Country Analysis of Returns to Education*. Edward Elgar Publishing Ltd.
- 2000 **Unemployment among manufacturing workers in Finland in the 90s**, *Søkelys på arbeidsmarkedet* 2000, årgang 17.
- 2000 **Dimensions of the wage-unemployment relationship in the Nordic countries: Wage flexibility without wage curves** (co-authors: K. Albæk, S. Blomskog, E. Barth, B.R. Gudmundsson, V. Karlsson & E. Strøjer Madsen), chapter in S.W. Polachek (ed.), *Worker Well-being. Research in Labor Economics*, Volume 19, JAI & Elsevier Science.
- 2000 **Low pay – A special affliction of women** (co-author: Inga Persson), chapter in M. Gregory, W. Salverda & S. Bazen (eds), *Labour Market Inequalities: Problems and Policies in International Perspective*. Oxford University Press.

- 2000 Editor of the book *Public R&D Funding, Technological Competitiveness, Productivity, and Job Creation*. ETLA The Research Institute of the Finnish Economy, Series B 168, Helsinki.
- 2000 **Private Returns to Education in Finland: Back to Basics**. ETLA, The Research Institute of the Finnish Economy, Discussion papers No 720, Helsinki.
- 2000 **Low-paid jobs — traps and stepping-stones: Nordic experience in an international setting** (co-author: Tor Eriksson). ETLA, The Research Institute of the Finnish Economy, Series B 167, Helsinki. (in Swedish)
- 2000 **Has the Finnish Labour Market Bumped the Least Educated?** (co-author: Reija Lilja), chapter in L. Borghans & A. de Grip (eds), *The Overeducated Worker? The Economics of Skill Utilization*. Edward Elgar Publishing Ltd.
- 2000 **Employment and unemployment in Finnish manufacturing 1985–1995: Is technological progress the cause or the cure?** (co-author: Reija Lilja). ETLA, The Research Institute of the Finnish Economy, Discussion papers No 717, Helsinki.

Prior to 2000:

- 1999 **The Wage Curve in the Nordic Countries** (co-authors: K. Albæk, S. Blomskog, E. Barth, B.R. Gudmundsson, V. Karlsson & E. Strøjer Madsen). Nordic Council of Ministers, TemaNord 1999:597, Copenhagen.
- 1999 **Earnings and Human Capital: Evidence for Finland**, in R. Asplund & P.T. Pereira (eds), *Returns to Human Capital in Europe. A Literature Review*. ETLA The Research Institute of the Finnish Economy, Series B 156, Helsinki.
- 1999 Editor of the book (co-editor: Pedro Telhado Pereira) *Returns to Human Capital in Europe. A Literature Review*. ETLA The Research Institute of the Finnish Economy, Series B 156, Helsinki.
- 1999 **Does economic growth require investments in education?**, chapter in *The new growth theory – To grow in the knowledge based economy*. Regeringskansliet, Stockholm. (in Swedish)
- 1999 **Technological change and the structure of the labour force** (co-author Reija Lilja), chapter in P. Vartia & P. Ylä-Anttila (eds), *Technology and work*. Taloustieto Oy, Helsinki. (in Finnish)
- 1999 **The economic value of competencies**, chapter in P. Heino & H. Westermarck (eds), *Studia Generalia, Ageing and Learning*. Helsingin Yliopisto, Vapaan sivistystyön toimikunta, Helsinki. (in Finnish)
- 1998 **Are Computer Skills Rewarded in the Labour Market? – Evidence for Finland**. SNF Yearbook 1998, Bergen.
- 1998 Editor of the seminar report *Flexibility in the Nordic Labour Markets*, Nordic Council of Ministers, TemaNord 1998:586.
- 1998 **Measuring wage effects of plant size** (co-authors: Karsten Albæk, Mahmood Arai, Erling Barth & Erik Strøjer Madsen), *Labour Economics* (5)4.
- 1998 **Labour Market Transitions in Finland, Does background matter?** (co-author: Reija Lilja) ETLA, The Research Institute of the Finnish Economy, Discussion papers No. 660, Helsinki.
- 1998 **Wages and Unemployment in the Nordic Countries: Is there a Connection?**, *The Journal of the Economic Society of Finland*, 3:1998. (in Swedish)
- 1998 Editor of the book *Low Pay and Earnings Mobility in Europe* (co-editors: Peter J. Sloane & Ioannis Theodossiou). Edward Elgar Publishing Ltd.

- 1998 **Wage Mobility for Low-Paid Earners in Denmark and Finland** (co-authors: Paul Bingley & Niels Westergård-Nielsen), chapter in R. Asplund, P.J. Sloane & I. Theodossiou (eds), *Low Pay and Earnings Mobility in Europe*. Edward Elgar Publishing Ltd.
- 1998 **Low Pay, A Matter of Occupation** (co-authors: Mahmood Arai & Erling Barth), chapter in R. Asplund, P.J. Sloane & I. Theodossiou (eds), *Low Pay and Earnings Mobility in Europe*. Edward Elgar Publishing Ltd.
- 1998 **Private- vs. Public-Sector Returns to Human Capital in Finland**, *Journal of Human Resource Accounting*, Vol. 3, No. 1.
- 1998 **The Gender Wage Gap in Finnish Industry in 1980**, chapter in I. Persson & C. Jonung (eds), *Women's Work and Wages*. Routledge.
- 1998 **Earnings Mobility in Finland**. ETLA, The Research Institute of the Finnish Economy, Discussion papers No. 635, Helsinki. Expert report to the governmental committee *Labour Market 2000*. (in Finnish)
- 1998 **Adult Vocational Education and Training in Finland**. Expert report to ECOTEC Research & Consulting Ltd, Birmingham, UK.
- 1997 **The Disappearing Wage Premium of Computer Skills**. ETLA, The Research Institute of the Finnish Economy, Discussion papers No. 619, Helsinki.
- 1997 **Wage Flexibility in Finnish Industry – Utopia or Reality?**, *Journal of the Economic Society of Finland* 1:1997. (in Swedish)
- 1996 **The Profitability of Education from an Individual Point of View**, chapter in R. Lilja & A. Mäkilä (eds.), *Koulutuksen talous Nyky-Suomessa*. ETLA The Research Institute of the Finnish Economy, Series B 124, Helsinki. (in Finnish)
- 1996 **Wage Mobility in Finnish Industry in 1980–1994** (co-author: Paul Bingley). ETLA, The Research Institute of the Finnish Economy, B 123, Helsinki.
- 1996 **Wage Mobility in Denmark and Finland: A Comparative Analysis for the Years 1980–1994** (co-authors: Paul Bingley & Niels Westergård-Nielsen). Invited paper presented at the conference on *Comparaisons Internationales de Salaires* held in Paris 1-2.2.1996. Seminar report published by INSEE and Ministère du travail et des affaires sociales, Paris.
- 1996 **Labour Force Response to Technological Change: An Analysis of Finnish Manufacturing in 1980–1994** (co-author: Synnöve Vuori). ETLA, The Research Institute of the Finnish Economy, Series B 118, Helsinki.
- 1996 **Employer Size-Wage Differentials in the Nordic Countries** (co-authors: Karsten Albæk, Mahmood Arai, Erling Barth & Erik Strøyer Madsen). Centre for Labour Market and Social Research, Working Paper 96-03, Århus.
- 1996 **Is Human Capital a Profitable Investment?**, chapter in *Report 6: Challenges of the Public Sector*. The Nordic Economic Research Council, Uppsala. (in Swedish)
- 1996 **Wage Distribution across Individuals** (co-authors: Erling Barth, Carl le Grand, Arne Mastekaasa & Niels Westergård-Nielsen), chapter in E. Wadensjö (ed.), *The Nordic Labour Markets in the 1990's*. North-Holland, Amsterdam.
- 1996 **The Male-Female Wage Gap in the Nordic Countries** (co-authors: Erling Barth, Nina Smith & Eskil Wadensjö), chapter in E. Wadensjö (ed.), *The Nordic Labour Markets in the 1990's*. North-Holland, Amsterdam.

- 1996 **Inter-Industry Wage Differentials in the Nordic Countries** (co-authors: Karsten Albæk, Mahmood Arai, Erling Barth & Erik Strøjer Madsen), chapter in E. Wadensjö (ed.), *The Nordic Labour Markets in the 1990's*. North-Holland, Amsterdam.
- 1995 **Wage differentials in Finland and other countries**, *The Finnish Economic Journal* 4/1995. (in Finnish)
- 1995 **Overtime working of manual industrial workers in 1980–1993**, *The Finnish Economic Journal* 1/1995. (in Finnish)
- 1995 **Facts and Myths About the Finnish Labour Market**, chapter in *Labour Market Policy – What Can We Learn for the Future*. Seminar report published by SAF, Stockholm. (in Swedish)
- 1994 **Human Capital and Industry Wage Differentials in Finland**, chapter in T. Eriksson, S. Leppänen & P. Tossavainen (eds), *Proceedings of the Symposium on Unemployment*. Government Institute for Economic Research, VATT-publications No. 14, Helsinki.
- 1994 **Human Capital and Earnings in the Nordic Countries** (co-authors: Erling Barth, Carl le Grand, Arne Mastekaasa & Niels Westergård-Nielsen), chapter in R. Asplund (ed.), *Human Capital Creation in an Economic Perspective*. Physica-Verlag, Heidelberg.
- 1994 Editor of the book *Human Capital Creation in an Economic Perspective*. Physica-Verlag, Heidelberg.
- 1994 **Human Capital and Earnings of Manual Industrial Workers**. ETLA, The Research Institute of the Finnish Economy, Discussion Papers No. 484, Helsinki. (in Finnish with English Summary)
- 1994 **Earnings Differentials in Finnish Industry**. ETLA, The Research Institute of the Finnish Economy, Series B 91, Helsinki. (in Finnish with English Summary)
- 1994 **The Knowledge Base of the Labour Force – the Key Cornerstone of the Economy**, *The Journal of the Economic Society of Finland* 1:1994. (in Swedish)
- 1994 **Reforming the Financing of Unemployment Insurance** (co-author: Juha Kettunen). ETLA, The Research Institute of the Finnish Economy, Series B 104, Helsinki. (in Finnish with English Summary)
- 1994 **Wage Differentials, Wage Mobility and Skills in Finnish Industry. An empirical analysis of the years 1980–92**. ETLA, The Research Institute of the Finnish Economy, Discussion papers No. 525, Helsinki.
- 1993 **Essays on Human Capital and Earnings in Finland**. ETLA, The Research Institute of the Finnish Economy, Series A 18, Helsinki. (PhD-thesis)