

CURRICULUM VITAE

August 2023

MORLEY GUNDERSON

- POSITION:** Professor, Centre for Industrial Relations & Human Resources, and Dept. of Economics,
- ADDRESS:** Centre for Industrial Relations and Human Resources
121 St. George Street
University of Toronto
Toronto, Ontario, M5S 2E8
(416) 978-5398; home 923-3365; FAX 978-5696
E-mail: morley.gunderson@utoronto.ca
WEB: <http://www.chass.utoronto.ca/cir/faculty/mgbio.html#gunderson>
- SPECIALTIES:** Labour Economics; Industrial Relations/Human Resources; Income Distribution & Poverty
- CITIZENSHIP:** Canadian; Wife Dual Canadian and American
- DEGREES:** B.A., Queen's University, Dept. of Economics (Honours), 1967
M.A., University of Wisconsin, Industrial Relations, 1970
Ph.D., University of Wisconsin, Dept. of Economics, 1971

ACADEMIC AND OTHER RELEVANT FULL-TIME EMPLOYMENT

- 1971 - 1975 University of Toronto, Assistant Professor
- 1975 - 1980 University of Toronto, Associate Professor
- 1977 - 1978 International Institute for Labour Research, Geneva, Switzerland, Visiting Scholar
- 1980 - present University of Toronto, Professor
- 1984 - 1985 Stanford, National Bureau of Economic Research, Visiting Scholar
- 1985 - 1997 University of Toronto, Director, Centre for Industrial Relations, and Professor, Department of Economics
- 1991 - 1993 Stanford, National Bureau of Economic Research, Visiting Scholar
- 1998 - 1999 Stanford, Hoover Institution, Visiting Fellow
- 1999 - present U. of Toronto, Professor, Centre for Industrial Relations and Human Resources and Dept. of Economics

HONOURS AND AWARDS

1992-1993	Connaught Senior Fellowship in the Social Sciences
1995-1998	Elected to Executive Board of Industrial Relations Research Association
1998	INTAL Medal for paper "Labour Standards, Income Distribution and Trade,"
1998-1999	Connaught Senior Fellowship in the Social Sciences
1999- 2019	CIBC Chair in Youth Employment
2002	Industrial Rel. Research Association Excellence in Teaching Award Labour Economics
2003	G�rard Dion CIRA Award for Outstanding Contribution to the Field of Industrial Relations
2003-	First in citation ranking, Canadian Journal of Economics
2008-	Elected, Fellow of the Royal Society of Canada
2011-	Elected, Fellow of the Labor and Employment Relations Association (North America)
2012	International Journal of Manpower, Best Paper Award, 2012
2013	Outstanding Paper Award, Emerald Literati Network Awards for Excellence
2015	Carolyn Tuohy, Impact on Public Policy Award

MAJOR RESEARCH PROJECTS & GRANTS

1982 - 1983	Labour Canada, "Strikes in Canada," \$130,000
1986 - 1989	SSHRC, "Incentives Created by Private Pension Plans," (with J. Pesando) \$211,000
1989 - 1993	SSHRC, "Structural Change in Canadian Industrial Relations," (with Verma/ Meltz/Reid), \$240,000
1989 - 1994	SSHRC, "The Distribution of Risk in Pension Plans," (with J. Pesando) \$67,000
1994 - 1998	SSHRC, "Estimating Wage Equations, 1991 Census," \$48,000
1996 - 1999	Donner Foundation, "Workers' Compensation Reform," \$125,000 (with D. Hyatt).
1997 - 2000	Institute for Work and Health, "Issues in Workers' Compensation," \$21,800 (with D. Hyatt).
1997-2000	Child Care Visions "Simulation Model of Child Care," \$270,000 (G .Cleveland, D. Hyatt & M.Krashinsky
1998-2002	Donner Foundation, "Minimum Wages, Payroll Taxes & Youth Employment," \$95,000 (with P. Dungan).
2002-2005	Canadian Institutes of Health, "International Comparisons of Disability Systems," \$70,000 (A. Gildiner)
2002-2005	SSHRC, "Analysis of Youth Labour Market Behaviours," \$60,000
2007-2010	SSHRC "Minimum Wage Impacts in Canada," \$45,000
2007-2014	SSHRC "Canadian Labour Research Cluster," Co-investigator, and Program Director, Employee Representation, Human Resources and Workplace Practices Area, \$2.06 million
2012-2015	SSHRC "Labour Market Outcomes of Persons with Disabilities," \$67,569
2014-2015	SSHRC Partnership Development Grant, "Apprenticeship Outcomes," \$76,012
2017-2021	SSHRC "The Impact of Employer Driven Immigrant Selection: An Evaluation of Canada's New Express Entry System," \$212,866 (Co-Investigator; Rupa Banerjee PI)
2019-2023	SSHRC "Labour Market and Workplace Issues in China," \$76,136
2021-2024	SSHRC Partnership Development Grant, "Evaluating economic contributions of immigrants to Atlantic Canada" \$199,712 (Co-Investigator; Tony Fang PI)

PUBLICATIONS

Refereed Journals

1. "Determinants of Individual Success in On-the-Job Training," Journal of Human Resources, Vol. 8, No. 4 (Fall 1973) 472-84.
2. "Employer Role in Hard-Core Trainee Success," Industrial Relations, Vol. 13, No. 1 (Feb. 1974) 94-97.
3. "Retention of Trainees: A Study with Dichotomous Dependent Variables," Journal of Econometrics, Vol. 2, No. 1 (May 1974) 79-93.
4. "Impact of Government Training Subsidies: Some Hypotheses," Industrial Relations, Vol. 13, No. 3 (October 1974), 319-24.
5. "Training Subsidies and Disadvantaged Workers: Regression with a Limited Dependent Variable," Canadian Journal of Economics, Vol. 7, No. 4 (Nov. 1974) 69-82.
6. "The Case for Government Supported Training," Relations Industrielles/Industrial Relations, Vol. 29, No. 4 (Dec. 1974) 709-726.
7. "Male-Female Wage Differentials and the Impact of Equal Pay Legislation," Review of Economics and Statistics, Vol. LVII, No. 4 (Nov. 1975) 462-470.
8. "Time Pattern of Male-Female Wage Differentials," Relations Industrielles/Industrial Relations, Vol. 31 (1, 1976) 57-71.
9. "Training in Canada: Progress and Problems," International Journal of Social Economics, Vol. 4, No. 1 (1977) 2-24. Reprinted in Government Involvement in Training. Edited by B. Pettman, Bradford, England: MCB Publications, 1978.
10. "The Influence of the Status and Sex Composition of Occupations on the Male-Female Earnings Gap," Industrial and Labor Relations Review, Vol. 31, No. 2 (January 1978) 217-226.
11. "Logit Estimates of Labour Force Participation Based on Census Cross Tabulations," Canadian Journal of Economics, Vol. 10, No. 3 (August 1977) 453-62.
12. Wage Determination in the Public Sector: Canada and the U.S.," Labour and Society, Vol. 4, No. 1 (Jan. 1979) 49-70.
13. "Decomposition of Male-Female Earnings Differential: Canada 1970," Canadian Journal of Economics, Vol. 12, No. 3 (Aug. 1979) 479-485.
14. "Earnings Differentials Between the Public and Private Sectors," Canadian Journal of Economics, Vol. 12, No. 2 (May 1979) 228-242.
15. "Collective Bargaining Versus Self-Regulation for Employed Professionals," Labour and Society, Vol. 4, No. 4 (October 1979) 385-401 (with D. Beatty).
16. "Eliminating Mandatory Retirement: Economics and Human Rights," Canadian Public Policy, Vol. 6, No. 2 (Spring 1980) 352-360 (with J. Pesando).
17. "Probit, Logit and Linear Probability Estimates of Labour Force Participation," Industrial Relations, Vol. 19, No. 2 (Spring 1980) 216-220.
18. "Public Sector Compensation in Canada and the U.S.," Industrial Relations, Vol. 19, No. 3 (Fall 1980) 257-271.
19. "Mandatory Retirement and Personnel Policies," Columbia Journal of World Business, Vol. 18, No. 2 (Summer 1983) 8-15.

20. "Spline Function Estimates of the Impact of Equal Pay Legislation," Relations Industrielles/Industrial Relations, Vol. 40, (No. 4, 1985) 775-792.
21. "Logit Analysis of Strike Incidence from Canadian Contract Data," Journal of Labor Economics, Vol. 4, No. 2 (April 1986) 267-276 (with J. Kervin and F. Reid).
22. "Recent Developments in the Canadian Industrial Relations System," Bulletin of Comparative Labour Relations, No. 16 (1987) 77-91. Excerpted as "Canadian Unions Achieve Strong Gains in Membership," in Monthly Labour Review, Vol. 109, No. 4 (April 1986) 48-49 (with N. Meltz).
23. "Estimating the Effect of Strikes in a General Model of Prices and Quantities," Journal of Labor Economics, Vol. 5, No. 1 (January 1987) 1-19 (with A. Melino).
24. "The Case for Allowing Mandatory Retirement," Canadian Public Policy, Vol. 14, No. 1 (March 1988) 32-39 (with J. Pesando).
25. "Retirement Incentives Contained in Occupational Pension Plans and their Implications for the Mandatory Retirement Debate," Canadian Journal of Economics, Vol. 21, No. 2 (May 1988) 244-264 (with J. Pesando).
26. "Male-Female Wage Differentials and Policy Responses," Journal of Economic Literature, Vol. 27, No. 1 (March 1989) 46-72.
27. "Effect of Labour Relations Legislation on Strike Incidence," Canadian Journal of Economics, Vol. 22, No. 4 (November 1989) 779-794 (with J. Kervin and F. Reid).
28. "Implementation of Comparable Worth in Canada," Journal of Social Issues, Vol. 45, No. 4 (1989) 209-222.
29. "The Effects of Public Policy on Strike Duration," Journal of Labor Economics, Vol. 8, No. 3 (July 1990) 295-316 (with A. Melino).
30. "Canada-U.S. Free Trade and Labour Relations," Labour Law Journal, Vol. 41, No. 8 (August 1990) 454-460 (with G. Betcherman).
31. "The Effects of Canadian Labour Relations Legislation on Strike Incidence and Duration," Labour Law Journal, Vol. 41, No. 8 (August 1990) 512-518 (with F. Reid and A. Melino).
32. "Special Issues in Public Sector Industrial Relations: A North American Perspective," Advances in Industrial and Labor Relations, (1990) 159-176.
33. "Regional Dimensions of the Impact of Free Trade on Labour," Canadian Journal of Regional Science, Vol. 13, No. 2/3 (Summer/Autumn, 1990) 247-258.
34. "Economics of Women's Wages in Canada," International Review of Comparative Public Policy, Vol. 3 (1991) 151-176 (with C. Riddell).
35. "Does Pension Wealth Peak at the Age of Early Retirement," Industrial Relations, Vol. 30, No. 1 (Winter 1991) 79-95 (with J. Pesando).
36. "Legal and Institutional Issues Pertaining to Women's Wages in Canada," International Review of Comparative Public Policy, Vol. 3 (1991) 129-150 (with R. Robb).
37. "Pension Benefits and Male-Female Wage Differentials," Canadian Journal of Economics, Vol. 24, No. 3 (August 1991) 536-550 (with J. Pesando and J. McLaren).
38. "Equal Pay for Work of Equal Value: Canada's Experience," Advances in Industrial and Labor Relations, Vol. 5 (1991) 151-168 (with R. Robb).

39. "Incentive and Redistributive Effects of Private-Sector Union Pension Plans in Canada," Industrial Relations, 31, No. 1 (Winter 1992) 179-194 (with J. Pesando and P. Shun). Reprinted in Labor Market Institutions and the Future Role of Unions. Edited by M. Bognanno and M. Kleiner (Cambridge, Mass.: Blackwell, 1992), pp. 179- 194.
40. "Canadian Labour Policies and Global Competition," Canadian Business Law Journal, Vol. 20, No. 1 (March 1992) 63-89 (with A. Verma).
41. "Early Retirement Pensions and Employee Turnover: An Application of the Option Value Approach," Research in Labor Economics, Vol. 13 (1992) 321-37 (with D. Hyatt and J. Pesando).
42. "Comparable Worth: Canada's Experience," Contemporary Policy Issues, Vol. 10 (July 1992) 85-94 (with C. Riddell).
43. "Implications of the Duty to Accommodate for Industrial Relations Practices," Canadian Labour Law Journal, Vol. 1, No. 3 (Fall 1992) 294-310.
44. "Wage-Pension Trade-Offs in Collective Agreements," Industrial and Labor Relations Review, Vol. 46, No. 1 (October 1992) 146-160 (with D. Hyatt and J. Pesando).
45. "Labour Adjustment under NAFTA," North American Outlook, Vol 4, No. 1-2 (September 1993) 3-21.
46. "Economic Issues Pertaining to Pay Equity," New Approaches to Employee Management, Vol 2 (1994) 115-128 (with C. Riddell).
47. "Pay and Employment Equity in the United States and Canada," International Journal of Manpower, Vol. 15, No. 7 (1994) 26-43.
48. "Reasonable Accommodation Requirements Under Worker's Compensation in Ontario," Relations industrielles/Industrial Relations, Vol. 50 (No. 2, 1995) 342-361 (with D. Hyatt and D. Law).
49. "The Changing Labour Market Position of Canadian Immigrants," Canadian Journal of Economics, Vol. 28, No. 4b (November 1995) 987-1005 (with D. Bloom and G. Grenier).
50. "Jobs, Labour Standards and Promoting Competitive Advantage," Labour, (1995) 125-148 (with W.C. Riddell).
51. "Employee Buyouts in Canada," British Journal of Industrial Relations, Vol. 33, No. 3 (September 1995) 417-442 (with J. Sack, J. McCartney, D. Wakely and J. Eaton).
52. "Childcare Costs and the Employment Decisions of Mothers," Canadian Journal of Economics, Vol. 29, No. 1 (Feb. 1996) 132-151 (with G. Cleveland and D. Hyatt).
53. "Collective Bargaining in the Public Sector: Comment," American Economic Review, Vol. 86, No. 1 (March 1996) 315-326 (with B. Hebdon and D. Hyatt).
54. "Do Injured Workers Pay for Reasonable Accommodation?" Industrial and Labor Relations Review, Vol. 50, No.1 (Oct. 1996) 92-104 (with D. Hyatt).
55. "Worker Protection in the New Global Economy," Advances in Industrial and Labour Relations, Vol. 7 (1996) 1-13 (with A. Verma).
56. "Regional Productivity and Income Convergence in Canada Under Increasing Economic Integration," Canadian Journal of Regional Science, Vol. 19, No.1 (Spring 1996) 1-23.
57. "Product Markets: Bane or Boon to Industrial Relations?" Perspectives on Income and Work, Vol. 1, No. 1 (Spring 1997) 30-34.

58. "Impact of Layoff Announcements on the Market Value of the Firm," Industrial Relations/Relations Industrielles, Vol. 52, No. 2 (1997) 364-380 (with A. Verma and S. Verma).
59. "Making Free Trade More Fair: Developments on Protecting Labor Rights," Labor Law Journal, Vol. 48, No.8 (August 1997) 519-29 (with M. Cook, M. Thompson and A. Verma).
60. "Harmonization of Labour Policies Under Trade Liberalization," Industrial Relations/ Relations Industrielles, Vol. 53, No. I (1998) 11-41.
61. "Do Pension Covered Employees Perceive Greater Employment Security?" Advances in Industrial and Labor Relations Review, Vol. 8 (1998) 207-244 (with A. Luchak).
62. "Regional Impacts of Trade and Investment on Labour." Canadian Journal of Regional Science, Vol. 21, No. 2 (Summer 1998) 197-225.
63. "Privatization of Workers' Compensation: Will the Cure Kill the Patient?" International Journal of Law and Psychiatry, Vol. 22, No. 5-6 (1999) 547-565 (with Doug Hyatt).
64. "Canadian Labour in the Global Economy," Journal of Canadian Studies (Zeitschrift fur Kanada-Studien), Vol. 19, No. 2 (1999) 160-171 (with Anil Verma).
65. "Impacts of Strike Replacement Bans in Canada," Labor Law Journal, Vol. 50, No. 3 (Fall 1999) 173-180 (with P. Cramton and J. Tracy).
66. "Labour Standards, Income Distribution and Trade," Integration and Trade, Vol. 3, No. 7 (Jan. – Aug. 1999) 87-104 (winner of INTAL Prize).
67. "The Effect of Collective Bargaining Legislation on Strikes and Wages," Review of Economics and Statistics, Vol. 81, No. 3 (August 1999) 475-487 (with P. Cramton and J. Tracy).
68. "Youth Unemployment in Canada: 1976-98," Canadian Public Policy, Vol. 26, Supplement (July 2000) 85-100 (with S. Wald and A. Sharpe).
69. "What Do Employees Know About their Pension Plans?" Industrial Relations, Vol. 39, No. 4 (October 2000) 646-670 (with Andrew Luchak).
70. "Human Rights on the Margin of Employment: Contingent and Informal Sector Workers in North America," Perspectives on Work, Vol. 5 (No. 2, 2001) 27-29.
71. "Employee Preferences for Pension Plan Features," Journal of Labor Research, Vol. 22, No. 4 (Fall 2001) 796-808 (with A. Luchak)
72. "Economics of Personnel and Human Resource Management," Human Resource Management Review, Vol.11(2001) 431-452.
73. "Workplace Risk and Wages: Evidence from Alternative Models," Canadian Journal of Economics, Vol. 34, No. 2 (May 2001) 377-395 (with D. Hyatt).
74. "Labouring for Advantage: Worker Stakes in a Globalizing Economy," Indian Journal of Labour Economics, Special Issue on Globalization and Organized Labour. Vol. 44, No. 3 (July-Sept. 2001) 363-374 (with A. Verma).
75. "Ten Key Ingredients of Labour Policy for the New World of Work," Canadian Public Policy, Vol. 28, No. 1 (March 2002) 117-131.

76. "Program Evaluation Issues Applied to Pay Equity in Ontario," Canadian Public Policy, Vol. 28, Supplement (May 2002) 134-148 (with P. Lanoie).
77. "The Evolution and Mechanics of Pay Equity in Ontario," Canadian Public Policy, Vol. 28, Supplement (May 2002) 118-131.
78. "Mandatory Retirement: A Constraint in Transitions to Retirement?" Employee Relations, Vol. 24, No. 4 (2002) 403-422 (with R. Gomez and A. Luchak).
79. "Comparing Youth and Adult Desire for Unionisation in Canada," British Journal of Industrial Relations, Vol. 40, No. 3 (September 2002) 521-542 (with R. Gomez and N. Meltz).
80. "Union Impacts in Low-Wage Services: Evidence from Canadian Child Care," Industrial and Labor Relations Review, Vol. 56, No. 2 (January 2003) 95-105 (with G. Cleveland and D. Hyatt).
81. "Age Discrimination in Employment in Canada," Contemporary Economic Policy, Vol. 21, No. 3 (July 2003) 318-28
82. "Volunteer Activity, Work and Family," Relations Industrielles/ Industrial Relations, Vol. 58 (No. 4, 2003) 573-588 (with R. Gomez).
83. "The Two-Way Interaction Between Globalization and Labour Market Policies," Oxford Development Studies, Vol. 32, No. 1 (March 2004) 135-152 (with R. Gomez).
84. "How Has Public Policy Shaped Defined-Benefit Pension Coverage?" Journal of Labor Research, Vol. 25, No. 3 (Summer 2004) 469-484 (with T. Fang and A. Luchak).
85. "Youth-Adult Differences in the Demand for Unionization: Are American, British and Canadian Workers All that Different?" Journal of Labor Research, Vol. 26, No. 1 (Winter 2005) 155-68 (with A. Bryson, R. Gomez and N. Meltz).
86. "Non-Standard and Vulnerable Workers: A Case of Mistaken Identity?" Canadian Labour and Employment Law, Vol. 12, No. 2 (2005) 171-198. (with R. Gomez)
87. "Minimum Wage Impacts on Employment Transitions of Youths: 1993-99," Canadian Journal of Economics, Vol. 38, No. 1 (February 2005a) 81-104 (with Mike Campolieti and Tony Fang).
88. "How Minimum Wages Affect Schooling-Employment Outcomes in Canada," Journal of Labor Research, Vol. 26, No. 3 (Summer 2005b) 533-45 (with M. Campolieti and T. Fang).
89. "Two Faces of Union Voice in the Public Sector," Journal of Labor Research, Vol. 26, No. 3 (Summer 2005) 393-414. Reprinted in What Do Unions Do?: A Twenty-Year Perspective. Edited by James Bennett and Bruce Kaufman. Transactions Publishers, 2007, pp. 401-422
90. "Minimum Wage Impacts from a Pre-Specified Research Design: Canada 1981-97," Industrial Relations, Vol. 45, No. 2 (April 2006) 195-216 (with Mike Campolieti and Chris Riddell).
91. "Male-Female Wage Differentials: How Can that Be?" Canadian Journal of Economics, Vol. 39, No. 1 (February 2006) 1-21.
92. "Labor Supply Decisions of Disabled Male Workers," Journal of Labor Research, Vol. 28, No. 3 (Summer 2007) 502-514 (with M. Campolieti and H. Krashinsky).

93. "How Academic Research Shapes Labour and Social Policy," Journal of Labor Research, Vol. 28 (Fall 2007) 573-590
94. "Causas y consecuencias de participación en actividades de voluntariado: Una perspectiva canadiense" *Revista de Economía Social*. No. 46 (Febrero 2008).1-8.(with Rafael Gómez).
95. "Volunteering, Income Support Programs and Disabled Workers," Relations industrielles/ Industrial Relations, Vol. 64 (No. 2, 2009) 189-208 (With M. Campolieti and R. Gomez)
96. "Minimum Wage Impacts on Older Workers; Longitudinal Estimates From Canada," British Journal of Industrial Relations. Vol. 47, No. 2 (June 2009) 371-388 (with T. Fang)
97. "Labour Market Outcomes and Skill Acquisition of High-School Dropouts," Journal of Labor Research, Vol. 31, No. 1 (March 2010) 39-52.(with M. Campolieti and T. Fang)
98. "Minimum Wage Impacts from a Pre-Specified Research Design: China 2000-2006," Contemporary Economic Policy. Vol.29, No. 3 (July 2011) 392-406 (with Jing Wang)
99. "What Accounts for the Representation Gap? A Decomposition Analysis Using Canadian and US Data," Journal of Industrial Relations, Vol. 53, No. 4 (September 2011) (with M. Campolieti and R. Gomez)
100. "Impact of Sector Councils: A Canadian Institution," Journal of Labor Research, Vol. 32, No. 4 (2011) 414-426.
101. "Preferred Retirement Age and Retiring Due to Mandatory Retirement: Inter-temporal Comparisons using the 1994 and 2004 GSS," Canadian Public Policy. Vol. 37, No. 4 (December 2011) 513-539 (with R. Gomez).
102. "The (Non)-Impact of Minimum Wages on Poverty: Evidence from Canada," Journal of Labor Research. Vol. 33 (2012) 287-302 (with M. Campolieti and B. Lee).
103. "Minimum Wage Effects on Employment and Wages: Dif-in-Dif Estimates from Eastern China," International Journal of Manpower. Vol. 33, No. 8 (2012) 869-876. Received 2012 Best Paper Award for International Journal of Manpower, and 2013 Outstanding Paper Award, Emerald Literati Network Awards for Excellence. (with J. Wang).
104. "Managerial Hostility and Attitudes Towards Unions: A Canada-US Comparison," Journal of Labor Research. Vol 34 (2013) 99-119 (with M. Campolieti and R. Gomez)
105. "Performance Pay in China: Gender Aspects," British Journal of Industrial Relations, Vol. 51, No. 1 (March 2013) 124-147 (with Lin Xiu)
106. "Does Non-Union Employee Representation Act as a Complement or Substitute to Union Voice? Evidence from Canada and the US," Industrial Relations. Vol. 52. No. S1 (January 2013) 378 – 396. (with M. Campolieti and R. Gomez).
107. "Labour Adjustment Implications of Service Offshoring: Evidence from Canada," British Journal of Industrial Relations. Vol 51, No. 1 (March 2013) 148-173.(with R. Gomez and R. Morissette).
108. "Macroeconomic Impact of Canadian Immigration; Evidence from a Macro Model," British Journal of Industrial Relations. Vol 51, No. 1 (March 2013) 174-195.(with P. Dungan and T. Fang).
109. "Immigration Entry, Assimilation and Cohort Effects: 1971-2001 Census," Journal of Labor Research . Vol. 34, No. 4 (2013) 455-475 (with M. Campolieti, O. Timofeeva and E. Tsiroulnitchenko)

110. "Gender Earnings Differences in China: Base Pay, Performance Pay and Total Pay," Contemporary Economic Policy. Vol. 31, No. 1 (2013) 235-254 (with Lin Xiu).
111. "Credential Effects in the Returns to Education in China," Labour, Vol. 27, No. 2 (2013) 225-248 (with Lin Xiu)
112. "Glass Ceilings and Sticky Floors in Chinese Pay Distributions: Results from Quantile Regressions," International Journal of Manpower, Vol. 35, No. 2 (2014) 306-326 (with Lin Xiu).
113. "Minimum Wage Responses from Permanent vs. Temporary Minimum Wage Jobs," Contemporary Economic Policy, Vol. 32, No. 3 (July 2014) 578-591. (with M. Campolieti and B. Lee).
114. "Relative Income, Mental Accounting and the Life-Satisfaction of Older Adults: Do Retirees Differ from the Non-Retired?," Industrial Relations Journal. Vol. 45, No 4 (July 2014) 281-299. (with Umar Boodoo and Rafael Gomez).
115. "The Effect of Vocational Rehabilitation on the Employment Outcomes of Disability Insurance Recipients: New Evidence from Canada," IZA Journal of Labor Policy. Vol. 3, No. 10 (May 2014) 1-29 (with Michelle Campolieti and Jeffrey Smith).
116. "Occupational Segregation in China: Devil in the Details," International Journal of Manpower. Vol. 36, No. 5 (2015) 711-732 (with Lin Xiu).
117. "Does Occupational Licensing Benefit or Harm Immigrants?" Canadian Public Policy. Vol. 41 (August 2015) S80-S95 (with Rafael Gomez, Crystal Huang and Tingting Zhang).
118. "Vulnerable Workers in Groups in Canada and Labour Market Exclusion," International Journal of Manpower. Vol. 36, No. 6 (2015) 824-847 (with T. Fang).
119. "Adjustments to Minimum Wages in China: Cost-Neutral Offsets," Relations industrielles/Industrial Relations. Vol. 70, No. 3 (Summer 2015) 510-531 (with J. Wang).
120. "Returns to Apprenticeship: Analysis Based on the 2006 Census," Industrial and Labor Relations Review. Vol. 68, No. 5 (October 2015) 1078-1101. (with Harry Krashinsky).
121. "Pay Discrimination Against Persons with Disabilities: Canadian Evidence from PALS," International Journal of Human Resource Management. Vol. 27 (2016) 1531-1549. DOI: 10.1080/09585192.2015.1072106. (with Byron Lee)
122. "The Use and Impact of Job Search Procedures by Migrant Workers in China," China Economic Review. Vol. 37 (2016) 154-165 (with Tony Fang and Carl Lin).
123. "Union Pay Premium in China: An Individual Level Analysis," International Journal of Manpower. Vol. 37 No. 4 (2016) 607- 627 (with Byron Lee and Hui Wang).
124. "The Earnings Effect of Sexual Orientation: British Evidence from Worker-Firm Matched Data," British Journal of Industrial Relations. Vol. 56, No 4, (2018) 744-769 (with Jing Wang & David Wicks)
125. "Minimum Wage Effects on Low-Skilled Workers in Less-developed Regions of China," International Journal of Manpower. Vol. 39 No 3 (2018) 455-467. (with Jing Wang)
126. "Can Pay Gaps Between Gay Men and Lesbians Shed Light on Male-Female Pay Gaps," International Journal of Manpower. Vol. 40 No 2 (2019) 178-189 (with Jing Wang)

127. "Unions and the Communist Party Influences on the Environment in China," Relations industrielles/Industrial Relations. Vol. 74 No 3 (2019) 552-576. (with Byron Lee & Majid Ghorbani)
128. "Impact of Minimum Wages on Migrant Workers Wages, Employment and Hours in China," International Journal of Manpower. Vol. 41 No 2 (2019) (with Juan Yang)
129. "Playbook for Labour Policies for Novel Shocks Such as COVID-19," Canadian Public Policy. August 2020, S182-S191.
130. "Impact of Occupational Licensing on Wages and Wage Inequality: Canadian Evidence 1998-2018," Journal of Labor Research. Vol. 41 (2020) 338-351 (with Tingting Zhang)
131. "The Impact of Minimum Wages on Wages, Wage Spillovers and Employment in China: Evidence from Longitudinal Individual-Level Data," Review of Development Economics. 2020, 1-24 (with Tony Fang and Carl Lin)
132. "Profit Sharing and Workplace Productivity and Growth in Canada: Can Teamwork Play a Role?" Relations industrielles/ Industrial Relations. Vol. 76 No 1 (2021) 90-114 (with Tony Fang and Richard Long).
133. "Does an Entrepreneurial Career Pay for Women in China," British Journal of Industrial Relations. Vol. 59 No 1 (2021) 167-190. (with Lin Xiu)
134. "Do Local Union Strategies Explain the (Unexpected) Union Pay Premium in China?" International Journal of Manpower. Vol.42, No 6 (2021) 1124-1143. (with Yao Yao)
135. "Can Older Workers be Trained: Canadian Evidence from Worker-Firm Matched Data," Relations industrielles/ Industrial Relations. 76: 3(2021) 429-453. (with Byron Lee and Tony Fang)
136. "The Differential Impact of COVID-19 on Labour Market Outcomes of Immigrants in Canada." Canadian Public Policy, 48:3 (2022) 473-490. (with T. Zhang)
137. "The Role of Prejudice Against Persons with Disabilities." Canadian Journal of Economics, Vol. 55, No. 1 (2022) 138-155. (with Byron Lee and Guenther Lomas,)
138. "Intersectionality in HR Research: Challenges and Opportunities," International Journal of Manpower. Vol. 44, No. 7 (2023) 1273-1287.
139. "What Do Labour Economics and Industrial Relations Have to Say to Each Other" Relations industrielles/Industrial Relations. (forthcoming)
140. "Workers Congresses in China- Do They Matter?" Industrial Relations (Berkeley) forthcoming. (with Byron Lee and Hui Wang)

Books Authored

1. Labour Market Economics: Theory, Evidence and Policy in Canada, Toronto: McGraw-Hill, 1980. 382 pages.
2. Economics of Poverty and Income Distribution, Toronto: Butterworths, 1983. 171 pages.
3. The Political Economy of Corporate Bailouts, Toronto: University of Toronto Press, 1985. 790 pages (with M. Chandler, P. Halpern, J. Quinn and M. Trebilcock).
4. Labour Market Economics: Theory, Evidence and Policy in Canada, 2nd edition, Toronto: McGraw-Hill, 1988. 616 pages (with C. Riddell).
5. Women and Labour Market Poverty, Ottawa: Advisory Council on the Status of Women, 1990. 254 pages (with L. Muszynski).
6. Pay Equity: Issues, Options and Experiences, Toronto: Butterworths, 1990. 171 pages (with N. Weiner).
7. Labour Market Economics: Theory, Evidence and Policy in Canada, 3rd edition, Toronto: McGraw-Hill, 1993. 746 pages (with C. Riddell).
8. Comparable Worth: International Aspects, Geneva, Switzerland: International Labour Office, 1994. 128 pages.
9. Labour Market Economics: Theory, Evidence and Policy in Canada, 4th edition, Toronto: McGraw-Hill, 1998, 725 pages (with D. Benjamin and C. Riddell).
10. Women and the Labour Market: Transitions Towards the Future, Toronto: ITP Nelson Publishing, 1998, 231 pages.
11. Labour Market Economics: Theory, Evidence and Policy in Canada, 5th edition, Toronto: McGraw-Hill, 2002 (with D. Benjamin and C. Riddell) 642 pages.
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11. Chiswick, B. (ed.). Immigration, Language and Ethnicity: Canada and the United States. Washington, D.C.: AEI Press, 1992. Reviewed in Journal of Economic Literature, 32 (June 1994) 34-35.
12. Card, D. and R. Freeman (eds.). Small Differences that Matter. Chicago: University of Chicago Press for the National Bureau of Economic Research, 1993. Reviewed in Journal of Economic Literature, 32 (June 1994) 15-16.
13. Thomason, T., J. Burton and Douglas Hyatt (eds). New Approaches to Disability at the Workplace. Madison: IRRRA, 1998. Reviewed in Industrial and Labor Relations Review, Vol. 53 (July 2000) 717-718.

PROFESSIONAL ACTIVITIES, EDITORIAL BOARDS, ETC.

Advisor/Consultant/Association with the following organisations (usually on major research projects):

1. Ontario Department of Labour, various years
2. Canadian Centre for Entrepreneurial Studies, 1973-74
3. Statistics Canada and Howe Research Institute, 1974-75
4. Canadian Association for Adult Education, 1975-76
5. Research Branch of Anti-Inflation Board, 1976
6. Canadian Institute for Research on Public Policy, 1976-77
7. Ontario Law Reform Commission, 1976-77
8. Royal Commission on the Distribution of Income and Wealth in the U.K., 1977
9. Member of Connaught Committee Review Panel in Social Sciences, 1978-81
10. Ontario Economic Council Advisory Committee in Manpower Area, 1978-80
11. Executive Committee, Canadian Industrial Relations Association, 1979-82
12. Research Committee, Canadian Industrial Relations Association, 1979-81
13. Research Advisory Panel for the Ontario Royal Commission on Asbestos, 1980-81
14. Labour Canada, 1980-81, 1983-84, 1990-92
15. Ontario Economic Council, 1981-84
16. Women's Bureau, Canada Department of Labour, 1981
17. International Labour Organization, 1981, 1989
18. Ontario Manpower Commission, 1981-82, 1985
19. Research Advisory Group for Labour Market Area for Royal Commission on the Economic Union and Development Prospects for Canada (Macdonald Commission), 1983
20. Commission of Inquiry into Equality in Employment (Abella Commission), 1983
21. Federal Task Force on Unemployment Insurance, 1985-86
22. Canadian Human Rights Commission, 1985-86, 1988-89
23. Ontario Task Force on Hours of Work and Overtime (A. Donner, Chair), 1986-87
24. Ontario Task Force on Mandatory Retirement (R. Ianni, Chairman), 1987
25. Editorial Committee, Labour Series, Wayne State University Press, 1987-present
26. Editorial Board, Canadian Human Resource Reporter, 1987-1989
27. Advisory Committee for Institute of Public Administration of Canada on Bibliography of Canadian Public Administration, 1987
28. Member, Research Board, Centre for Policy Studies on Youth and Family, 1987-1992
29. Advisor, Statistics Canada, Labour Data, 1987-91
30. Member, Research Advisory Committee, Canadian Labour Market and Productivity Centre, 1987-1990
31. Task Force on Income Security, Newfoundland, 1988
32. Ontario, Pay Equity Commission, 1988-89
33. Statistics Canada, 1986 Census, Focus on Canada Series, 1988-89

34. Ontario, Working Group on Employment Equity, 1988
35. ORC Canada, Employment Law Council, 1988
36. Canadian Advisory Council on the Status of Women, 1988-89
37. Ontario Premier's Council Health Panel, 1989-90
38. African Development Bank, 1990-91
39. IBM, International Human Resource Forum, 1990-96
40. B.C. Task Force on Employment and Training, 1990
41. Ontario Workers' Compensation Board, 1989-90
42. Member, Panel of Experts on Federal Employment Equity Initiatives, 1990
43. B.C. Task Force on Health Care and Costs, 1990-91
44. Employment and Immigration Canada, Employment Equity Evaluation and CSTECE Evaluation, 1990-91
45. Joint Committee of Canadian Federation of Labour/World Trade Centre, 1989-90
46. Economic Council of Canada, 1991-92
47. Prime Minister's Roundtable on Governments and Competitiveness for the Federal Prosperity Initiative, 1992
48. Ontario Fair Tax Commission, 1992-93
49. Canada – U.S. Committee of the National Planning Association
50. Program Committee, International Bargaining Group, 1992-94
51. Government and Competitiveness Project, School of Policy Studies, Queen's, 1992-95
52. Canadian Policy Research Network, Queen's of Ottawa Economic Projects, 1993
53. Industry Canada, 1993
54. Task Force on Working Time and the Distribution of Work, 1994-95
55. Grievance Review Panel, University of Toronto, 1993-present
56. Research Advisory Panel, Ontario Royal Commission on Workers' Compensation, 1995
57. Industrial Relations Research Association Committee on Mission of IRRA, 1995-97
58. Industrial Relations Research Association 50th Anniversary Committee, 1995-96
59. Industrial Relations Research Association, Executive Board, 1995-98
60. Search Committee, Director, Centre for International Studies, 1996
61. Provostial Assessor, Faculty of Management Promotions Committee, 1996-98
62. Academic Co-Chair, Program Committee, Industrial Relations Research Association, 1996-97
63. Search Committee, Vice-Dean, School of Graduate Studies, 1997
64. School of Graduate Studies Review Committee, Centre Review Procedures, 1997
65. Ontario Health Sector Training and Adjustment Board, 1996-97
66. Human Resources Development Canada, Theoretical Aspects of Labour Standards, 1997
67. External Appraiser, Centre interuniversitaire de recherche des organisations, 1997
68. Harvard Institute for International Development Project on Emerging Asia, 1996-97
69. National Informant for Canada, Int. Labour Organization/Human Resources Development Project on Job Retention and Return to work Strategies for Disabled Workers, 1997-98

70. Advisory Group, Employment Policy, Caledon Institute, 1997-
71. British Columbia Royal Commission on Workers' Compensation, 1997-99
72. Depco Promotions Committee, Economics, 1997-2004
73. Sefton Lecture Series Committee, 1999-present
74. NAFTA Committee, Industrial Relations Research Association, 1995-
75. Member, Board of Directors, Centre for the Study of Living Standards, 1995-2005
76. Editorial Board, International Journal of Manpower, 1975-2015
77. Editorial Board, Journal of Labor Research, 1980-2011
78. Co-Editor, Labour Arbitration Yearbook, 1990-
79. Editorial Committee, Work Network, Canadian Policy Research Network, 1997-
80. External Advisory Committee, Ontario Red Tape Commission, 1997-99
81. Toronto Area Industrial Relations Association Planning Committee, 1996-98
82. North American Policy Research Consortium, Stanford University, 1993-1997
83. North America Forum, Institute for International Studies, Stanford University, 1993-1997
84. Research Associate, Institute for Policy Analysis, University of Toronto, 1987-present
85. Research Associate, Institute for Human Development, Life Course & Aging, U. of Toronto, 1989-present
86. Research Associate, Centre for International Studies, University of Toronto, 1997-
87. Research Associate, Joint Centre of Excellence for Research on Immigration and Settlement (CERIS), 1997-
88. PhD Co-ordinator, Centre for Industrial Relations, University of Toronto, 1997- 2017
89. Search Committee, Principle Woodsworth College, 1998
90. Adjunct Scientist, Institute for Work and Health, 1998-2004
91. Advisory Group, Window on Youth Employment, Ont. Association. of Youth Employment Centres, 1999-
92. Promotions Committee, Scarborough College, 1999-2003
93. Curriculum Committee, Centre for Industrial Relations, U. of Toronto, 1999-2015
94. Industrial Relations Research Association Nominating Committee, 2001-2002
95. Member, Expert Panel, Health, Human Resource Planning, Commission on the Future of Health Care in Canada (Romanow Commission), 2001
96. Head, Expert Panel for Delphi Project with Canadian Leaders, on Preparing Canada's Youth for the Job Market of the Future, SPR for Human Resources Development Canada, 2001
97. Member, Expert Panel, Labour Market Intelligence, Information Technology Sector, HRDC Sectoral Studies and Partnership Program, 2001-2009
98. Member, Expert Panel, Minister of Labour's Roundtable on Modernizing Labour Policy within a Human Capital Strategy, 2001
99. Member, Advisory Group, Labour Mobility and Human Capital Formation Cluster, HRDC, Industry Canada, Policy Research Initiative, 2001-2006
100. Co-Investigator, Canadian Institute of Health Research project on "International Comparisons of Disability Policy Systems" (Lead Investigator, Alina Gildner, Institute for Work and Health), 2002-2005.
101. Search Committee, Director of Centre for International Studies, University of Toronto, 2003
102. Construction Sector Council, Technical Committee, 2002- 2004

103. Advisory Committee to RALUT (Retired Academics and Librarians, University of Toronto), 2002- present
104. Industrial Relations Research Association Education Awards Committee, 2002-2005
105. Conference Advisory Committee, 1st Caribbean Labour Policy Conference, 2002-03.
106. Canada Research Chairs, College of Reviewers, 2000-present
107. Statistics Canada Advisory Committee on Labour Statistics, 2002-2017
108. Ontario Ministry of Training, Colleges and Universities, 2002-
109. Peer Review Committee, Access to Research Data Centre Program Proposals, 2003-present
110. Panel of Experts on Worksharing While Learning and Increased Referrals to Training, Human Resources Development Canada, February 2004.
111. Experts Roundtable on Employer-Supported Training in Canada. Human Resources Development Canada, Industry Canada and Social Science Humanities Research Council, October 2004.
112. Experts Roundtable on Labour Market Adjustment Due to Population Aging in Canada. Human Resources Development Canada, Industry Canada and Social Science Humanities Research Council, October 2004.
113. Advisory Committee, Statistics Canada Workplace and Employee Survey (WES), 2003-2008.
114. Experts Roundtable on Markets for Skilled Labour In Canada. Resources Development Canada, Industry Canada and Social Science Humanities Research Council, March 2004.
115. Panel of Experts for Review of Federal Worksharing While Learning Program, 2004.
116. Expert Panel from Canada to Japan for Review of Workers' Compensation, 2004.
117. Expert Advisory Committee to Ontario Association of Youth Employment Centres on EVIDENCE Program Evaluation Services, 2004-.
118. Sector Council Research Advisory Group, Conference Board of Canada, 2004.
119. Advisory Board, Social and Economic Dimensions of An Aging Population (SEDAP), 2004-.
120. External Research Advisory Committee, Human Resources and Skill Development Canada, 2005- 2008.
121. Expert Advisory Group on Medium-Term Policy Planning, Human Resources and Skill Development Canada, 2005-2008t.
122. Advisory Panel, Employment Insurance Monitoring and Assessment Report (MARS), 2005-2015.
123. Apprenticeship Advisory Panel, Human Resources and Skill Development Canada, 2005-06.
124. American Biographical Institute, Research Board of Advisors, 2005-present.
125. Labour Market Information Expert Panel, Software Human Resource Council (now Information and Communications Technology Council), 2005-2009.
126. Academic Advisory Committee for Employer-Sponsored Training, Human Resources and Skill Development Canada, 2005-06
127. Labour Market Information Expert Panel, Supply Chain Sector Council, 2007
128. Youth Employment Community of Practice Initiative, Boreal Institute for Civil Society, Munk Centre for International Studies, 2006 -
129. Search Committee, Joint Economics and Political Science appointment, 2006
130. Search Committee, Scarborough Campus, Economics/ Management, 2006-07
131. U of T School of Public Policy and Governance, Advisory Board, 2006-
132. Economics Advancement Committee for Sessional Lecturers, 2006-07.

133. Canadian Labour and Skills Research Network (CLSRN), advisory committee, 2005-
134. Ontario Expert Commission on Pensions, 2007-08.
135. Federal Expert Panel on Older Workers (Erminie Cohen, Chair) 2007-08
136. Labour Market Information Expert Panel, Child Care Sector Council, 2008-09.
137. Program Director, Employee Representation, Human Resources and Workplace Practices Area, SSHRC Canadian Labour Research Cluster, 2006 – 2011
138. Expert Advisory Panel, Federal/Provincial/Territorial Joint Evaluation Working Group for Evaluation Framework of the Labour Market Agreements, 2009 - ,
139. Atlantic Institute of Market Studies, Advisory Board, 2009- present
140. International Advisory Board, British Journal of Industrial Relations, 2009 –
141. Woodsworth College Council, member, 2010- 2016.
142. External Expert Panel, Ontario Human Capital Trends Scanning Project 2010 –
143. Canadian Labour and Skills Researcher Network organizing committee, 2010-
144. Expert Panel for National Child Benefit Evaluation, 2010 –
145. Desjardins Advisor Roundtable on CAP Pension Plan, 2012
146. Catalyst Thought Leaders Panel on Career Paths of High Potential Females in Canada, 2012.
147. WZB Social Science Research Centre Berlin, December 2012
148. Program Chair, Canadian Labour and Skills Research Network Meetings, Montreal May 2013.
149. Research Advisory Board, Northern Policy Institute, 2013- 2019.
150. Ontario Pay Equity Commission Gender Wage Gap Strategy Steering Committee, 2016-17
151. Research Director, Ontario Changing Workplace Review (of Ontario's Employment Standards Act and Labour Relations Act), 2016-2017.
152. Member of the Network of Experts on Federal Labour Standards, 2017- .
153. Fellow of the Global Labor Organization, 2018 - present.
154. Treasury Board of Canada, Federal Pay Equity Reform, 2016-present
155. Pay Equity Commission, Canadian Human Rights Commission, 2018- present

RECENT PAPERS AT CONFERENCES

"Women's Wages in Canada: Legal Issues," Conference on Women's Wages: Stability and Change in Six Industrialized Countries, Chicago, March 1990 (with R. Robb).

"Economic Aspects of Women's Wages in Canada," Conference on Women's Wages: Stability and Change in Six Industrialized Countries, Chicago, March 1990 (with C. Riddell).

"Work Incentive and Redistributive Effects of Union Pension Plans in Canada," Conference on The Future Roles of Union, Industry and Government in Industrial Relations, University of Minnesota, April 1990 (with J. Pesando and P. Shun).

"Year One of the Free Trade Agreement: The View from Canada," Industrial Relations Research Association, Spring Meeting, Buffalo, May 1990 (with G. Betcherman).

"Canadian Labour Relations Legislation and Strike Activity in Canada," Industrial Relations Research Association, Spring Meeting, Buffalo, May 1990 (with A. Melino and F. Reid).

"The Impact of Early Retirement Pensions on Employee Turnover," Canadian Economics Association Meeting, Victoria, June 1990 (with D. Hyatt and J. Pesando).

"Policy Issues of the B.C. Task Force on Employment and Training," Canadian Economics Association Meeting, Victoria, June 1990 (with C. Riddell).

"Canadian Labour Policies and Global Competition," International Business and Trade Conference on Canadian Federalism and Global Competition, Toronto, 1990 (with A. Verma).

"Economic Issues Pertaining to Pay Equity," Conference on Human Rights and Employment, McGill University, May 1991 (with C. Riddell).

"The Impact of Economic Difficulties in the Enterprise on Working Conditions: Canada," International Society for Labour Law and Social Security, XIIIth World Congress, Athens, September 1991 (with Roy Heenan, William Kaplan and Jeffrey Sack).

"The Impact of Free Trade on the Collective Agreement," Conference on North American Free Trade, University of Minnesota, November 1991 (with A. Verma).

"Immigrant Assimilation into the Canadian Labour Market," Joint Session of the American Economic Association and the North American Economics and Finance Association, New Orleans, December 1991 (with D. Bloom and G. Grenier).

"Job Loss and its Effect on the Market Value of the Firm," Joint Session of the Industrial Relations Research Association and the North American Economics and Finance Association, New Orleans, December 1991 (with A. Verma and S. Verma).

"Competitiveness and the Workplace," Prime Minister's Roundtable on Government and Competitiveness for the Federal Prosperity Initiative, Informetrica, Ottawa, April 1992.

"Reversing Canada's Training Deficit: Public and Private Initiatives in the 1990's." Symposium on Vocational Training: International Perspective, Laval University, Quebec, September 1992 (with J. Sack, D. Savage and J. Eaton).

"Productivity and Wage Convergence Under Asymmetric Trade," North American Agricultural Policy Research Consortium Meetings, Stanford University, June 4-5, 1993 (with C. Reynolds).

"Reducing the Regulatory Component of Labour Legislation," Ontario Premier's Council Conference on New Approaches to Regulation, University of Toronto, Centre for International Studies, April 29, 1993 (with R. Robb).

"Re-employment and Accommodation Requirements Under Workers' Compensation," Conference on Workers' Compensation, Queen's University, April 1993 (with D. Hyatt and D. Law).

"Labour Market Implications of Outward Direct Foreign Investment," Conference on Canadian Based Multinationals, Sponsored by Industry Canada, Montreal, Nov. 8-9, 1993 (with S. Verma).

"Free Trade and Its Implications for Industrial Relations and Human Resource Management," 2nd Industrial Relations Congress of the Americas, Valencia, Venezuela, Sept. 1-4, 1993 (with A. Verma).

"The Changing Labour Market Position of Canadian Immigrants," Canadian Employment Research Forum, Ottawa, March 11, 1994 (with D. Bloom and G. Grenier).

"The Impact of Structural Adjustment on Labour Markets and Income Distribution," Conference on the Impact of Structural Adjustments on Labor Markets and Income Distribution, San Jose, Costa Rica, Sept. 8-9, 1994.

"Labor Flexibility and Productivity in Canada: Markets and Institutions," Conference on Labor Flexibility and Productivity, Guadalajara, Mexico, Oct. 5-7, 1994 (with M. Baker and S. Horton).

"Public Pension Plans in the United States and Canada," W.E. Upjohn Institute Conference on Employee Benefits, Labor Costs and Labor Markets in Canada and the United States, Nov. 4-6, 1994 (with D. Hyatt and J. Pesando).

"Employee Buyouts in Canada: A Blending of Cultures?" International Industrial Relations Association 10th World Congress, Washington, D.C., May 1995 (with J. Sack, J. McCartney, D. Wakely and J. Eaton).

"Jobs, Labour Standards and Promoting Competitive Advantage," International Industrial Relations Association 10th World Congress, Washington, D.C., May 1995 (with W.C. Riddell).

"Training in Canada," Conference on Labour Market Policy in Canada and Latin America Under Economic Integration, Toronto, December 1995 (with W.C. Riddell).

"Unemployment Insurance: Lessons from Canada," Conference on Labour Market Policy in Canada and Latin America Under Economic Integration, Toronto, December 1995 (with W.C. Riddell).

"Lessons From the Canadian Experience with Sector Councils," Industrial Relations Research Association Meetings, San Francisco, January 7, 1996 (with A. Sharpe).

"Magnitude and Sources of Retirement Income for Canadian Women," American Economic Association Meetings, San Francisco, January 6, 1996 (with D. Hyatt and J. Pesando).

"Legal Structure, Dispute Resolution and Compensation in the Canadian Public Sector," Industrial Relations Research Association, San Francisco, January 6, 1996 (with D. Hyatt).

"Sector Councils in Canada," Conference on the Emergence of Sector Councils in Canada, Montreal, January 12-13, 1996 (with A. Sharpe).

"Sector Councils: A Unique Canadian Institution for Labour-Management Relations," Canadian Industrial Relations Association Meetings, Brock University, May 30, 1996 (with A. Sharpe).

"Federal Employment Equity Initiatives in Canada: An Assessment," Industrial Relations Research Association Meetings, New Orleans, January 6, 1997 (with H. Jain and S. Taggar).

"Intergenerational Accounting of Workers' Compensation Unfunded Liabilities," Statistics Canada and Human Resources Development Canada Conference in Intergenerational Equity, Ottawa, Feb.20, 1997 (with D. Hyatt).

"The Changing Nature of Work: Implications for Public Policy," IRPP Conference on Adapting Public Policy to a Labour Market in Transition. Montreal, April 18-19, 1997 (with C. Riddell).

"Worksharing and Working Time Issues in Canada," IRPP Conference on Adapting Public Policy to a Labour Market in Transition. Montreal, April 18-19, 1997 (with F. Reid).

- "Labour Policy Under a Transformed Economic and Workplace Environment," Conference on Industrial Relations in the New Workplace. Université Laval, September 18-20, 1997 (with R. Chaykowski).
- "Employment Standards in a Global Economy," Conference on Labour Policy in the New Millenium, Prince Edward Island, September 1998 (with R. Chaykowski).
- "The Impact of Strike Replacement Bans in Canada," Industrial Relations Research Association Meetings, New York, January 3, 1999 (with P. Cramton and J. Tracy)
- "Canadian Labour in the Global Economy," Conference on Labour and the World of Labour. Grainau, Germany, February 19-21, 1999 (with Anil Verma).
- "Youth Unemployment: Canada 1976-1998," Centre for the Study of Living Standards Conference on Structural Unemployment, Ottawa, April 23-24, 1999 (with A. Sharpe and S. Wald).
- "The Integration of Labour Markets in North America," SSHRC Trends Conference on North America Integration, Ottawa: May 14-15, 1999 (with R. Gomez).
- "Program Evaluation Criteria Applied to Pay Equity in Ontario," Conference on Occupational Gender Segregation, Montreal, October 15-17, 1999 (with P. Lanoie).
- "The Evolution and Mechanics of Pay Equity in Ontario," Conference on Occupational Gender Segregation, Montreal, October 15-17, 1999.
- "Simulating the Effects of Childcare Policy in Canada," Canadian Employment Research Forum, Vancouver, June 1, 2000 (with G. Cleveland, D. Hyatt and M. Krashinsky)
- "The Education – Unemployment Relationship: Israel and Canada," 8th Biennial Jerusalem Conference in Canadian Studies, June 26, 2000 (with N. Meltz and J. Weisberg)
- "Contingent Work: The Role of the Market, Collective Bargaining and Legislation." Industrial Relations Research Association, New Orleans, January 6, 2001 (with D. Hyatt)
- "From 'Playstations' to 'Workstations: Youth Preferences for Unionization in Canada." Presented at the International Conference on Union Growth, University of Toronto, April 2001 (with R. Gomez and N. Meltz).
- "The Impact of Minimum Wages on Older Workers' Employment." Canadian Industrial Relations Association Meetings, Quebec City, May 2001 (with Tony Fang)
- "Mandatory Retirement: Lessons from Canada," Canadian Industrial Relations Association Meetings, Quebec City, May 2001 (with R. Gomez and A. Luchak)
- "Public Policy, Pensions and Retirement Decisions" Canadian Industrial Relations Association Meetings, Quebec City, May 2001 (with A. Luchak and T. Fang)
- "Globalization and Labour Issues," Conference on Globalization of the Economy: Implications for Labour Markets, Society and the State, Ottawa: May 2001 (with R. Chaykowski)
- "Mandatory Retirement as a Constraint in Transitions to Retirement," Presented at the Comparative HRM Conference, Barcelona, Spain, June 2001 (with R. Gomez and A. Luchak).
- "Employment Equity in Canada and the U.S." Industrial Relations Research Association, Atlanta, January 4-6, 2002 (with D. Hyatt and Sara Slinn)

“The Experience Good Model of Union Membership,” 23rd Annual Middlebury Economic Conference on Changing Role of Unions, April 12-14, 2002 (with R. Gomez)

“The Impact of Liberalisation and Globalisation on Labour Market Policies in Latin America and the Caribbean,” Conference in Honour of Al Berry on Social and Economic Impacts of Liberalisation and Globalisation: Effects on Labour Markets and Income Distribution, Toronto, April 19-20, 2002. (with A. Downes and R. Gomez)

“Labour Market Integration in North America and Social Policy Convergence,” Conference on Social and Labour Market Aspects of North American Linkages. Human Resources Development Canada and Industry Canada. Montreal: November 20-22, 2002. (with R. Gomez)

“Job Openings, Job Search and Labour Market Information in Latin America and the Caribbean,” U.S. Department of Labor Bureau of International Affairs Symposium on Improving Labour Market Opportunities and Security for Workers in Developing Countries, Washington, D. C., January 6, 2003 (with A. Downes).

“Social Risks and Labour,” Panel on the Role of Government, University of Toronto Law School, May 14, 2003 (with M. Trebilcock).

“Are Young People’s Voices Changing? Youth Preferences for Voice at the Workplace in Canada.” Conference on Youth Employment in the Global Economy, Hofstra University, September 15-16, 2004, (with M. Campolieti and R. Gomez)

“Non-Standard and Vulnerable Workers.” Labour Law Conference on Administering Labour Law, London, University of Western Ontario, October 14-15, 2005 (with R. Gomez).

“Seniors’ Income Adequacy.” Expert Roundtable on Seniors, Social Development Canada, Ottawa: January 19-20, 2006. (with Michael Baker).

“The Effect of Workforce Aging on Labour Market Institutions and Workplace and Human Resource Practices.” Human Resources Development, Industry Canada, SSHRC Skills Research Initiative Conference, Ottawa, January 27, 2006 (with R. Gomez).

“Costs and Benefits of Workforce Aging and Retirement on Firms.” Human Resources Development, Industry Canada, SSHRC Skills Research Initiative Conference, Ottawa, January 27, 2006 (with R. Gomez).

“Volunteer Work and Disabled Workers.” Society for the Advancement of Socio-Economics (SASE) Conference, Trier, Germany, June 2006 (with M, Campolieti and R. Gomez).

“Adjustment in Labour Markets Internal and External to the Firm,” Industry Canada, Human Resources Development Canada and SSHRC Skills Research Initiative Conference on Adjustments in Labour Markets, Ottawa, September 14, 15, 2006 (with R. Gomez).

“Imperfections in the Market for Skilled Workers,” Industry Canada, Human Resources Development Canada and SSHRC Skills Research Initiative Conference on Adjustments in Labour Markets, Ottawa, September 14, 15, 2006 (with R. Gomez).

“Labour Adjustment Implications of Offshoring of Business Services,” Industry Canada Conference on Offshore Outsourcing: Capitalizing on Lessons Learned. Toronto, October 26, 27, 2006 (with Rafael Gomez)

“University of Toronto School of Public Policy and Governance Conference on Social Insurance for Health Care” Economic, Legal and Political Considerations, November 9-10, 2006.

“Workplace Productivity Issues,” Labour Canada Ministerial Roundtable on Employer Productivity, Meach Lake, December 7 and 8, 2006.

“Skill Acquisition of Dropouts and Subsequent Labour Market Behaviour,” Pacific Rim Conference (Western Economic Association), Guanghua School of Management, China, January 2007 (with M. Campolieti and T. Fang).

“Dropouts: Subsequent Skill Acquisition and Labour Market Behaviour,” Conference on the Youth in Transition Survey. Gatineau Quebec, February 20, 2007 (with M. Campolieti and T. Fang).

“Barriers to the Inter-Provincial Mobility of Labour,” Industry Canada Conference on Internal Trade. Ottawa, March 30, 2007 (with R. Gomez).

“Youth Employment Issues and OECD Initiatives,” Human Resources Development Canada, June 12, 2007.

“Older Workers and Retirement.” Federal Task Force on Older Workers. Montebello, June 28, 2007.

“Labour Market Information: Economic Perspective,” Gatineau, Quebec, July 12, 2007 (with Ron Rocheleau).

“Skill Acquisition and Subsequent Labour Market Behaviour of Dropouts,” CLSRN Conference on Education and Training, Kingston, September 17, 2007 (with M. Campolieti and Tony Fang).

“Volunteering, Income Support Programs and Disabled Persons.” CLSRN Conference on Labour Market Adjustment, Montreal, September 28, 2007 (with M. Campolieti and R. Gomez)

“For Whom the Retirement Bell Tolls: Intergenerational Comparisons Using the 1994 and 2002 General Social Survey.” CLSRN Conference on Labour Market Adjustment,” Montreal, September 28, 2007 (with R. Gomez).

“Mandatory Retirement: Myths, Myths and More Damn Myths,” Conference on Retirement Policy Issues in Canada. Kingston: John Deutsch Institute, October 26, 27, 2007 (with R. Gomez).

“Disabled Persons and Non-Standard Work” International Conference on Economics, Disability and Employment,” Applied Economics Society and ONCE Foundation, Madrid Spain, Nov. 16, 2007.(with M. Campolieti and R. Gomez)

“The Effects of Minimum Wages on Employment and Wages: Evidence from a Natural Experiment in China,” Conference on 100 Years of Minimum Wage Regulation, Centre for Economic Performance, London School of Economics, December 13-14, 2007 (with Jing Wang).

“Minimum Wage and Older Workers.” Conference on 100 Years of Minimum Wage Regulation, Centre for Economic Performance, London School of Economics, December 13-14, 2007 (with Tony Fang).

“Minimum Wage Impacts from a Pre-Specified Research Design: China 2000-2005,” Labor and Employment Relations Association Meetings, New Orleans, January 2008 (with Jing Wang)

“Examination of Male-Female Compensation Differentials in China,” Canadian Industrial Relations Association Meetings, Vancouver, June 5,6, 2008 (with Lin Xiu)

“Linkages Between Workplace Skills Training and Firm Productivity: Analysis Using the WES 1999-2004,” HRDC-IC Conference on Employer-Sponsored Training, Ottawa, Feb. 27, 2009 (with T. Fang).

“Investment in Machinery and Equipment and Incidence of Workplace Training as Drivers of Firm Productivity: Analysis Using WES,” HRDC-IC Conference on Employer-Sponsored Training, Ottawa, Feb. 27, 2009 (with T. Fang).

“Employer-Sponsored Pensions and Labour Mobility,” Human Resources and Skills Development Canada, Ottawa, March 19, 2009 (with R. Gomez).

“Returns to Apprenticeship: Analysis Based on the 2006 Census,” Canadian Labour and Skills Network Conference, Vancouver, January 22, 2010. (with H. Krashinsky).

“Changes in the Labour Market and the Nature of Employment in Western Countries,” Conference on Employment Regulation after the Demise of the Standard Employment Contract: Innovations in Regulatory Design. Bellagio Italy, September 20 – 24, 2010.

“Macroeconomic Impacts of Canadian Immigration: An Empirical Analysis Using the Focus Model,” CERIS-Ontario Metropolis Centre, Toronto, October 22, 2010 (with Peter Dungan and Tony Fang)

“Macroeconomic Impacts of Canadian Immigration: An Empirical Analysis Using the Focus Model,” Citizenship and Immigration Canada, October 26, 2010 (with Peter Dungan and Tony Fang)

“Macroeconomic Impacts of Canadian Immigration: An Empirical Analysis Using the Focus Model,” Conference on the Economics of Immigration, University of Ottawa, October 29,30 2010 (with Peter Dungan and Tony Fang)

“Lifelong Relative Income and the Life Satisfaction of Older Adults in Canada,” Institute for Life Course and Ageing, November 11, 2010 (with Umar Boodoo and Rafael Gomez)

“The Labour Adjustment Implications of Service Offshoring: Evidence from Canada,” Conference on Outsourcing/ Offshoring of Service Work,” London School of Economics, November 16, 17, 2010 (with R. Gomez and R. Morissette).

“Disability in the Off-Reserve Aboriginal Community: A Detailed Analysis Using the 2006 Participation and Activity Limitation Survey,” Ottawa: Conference on Disability Issues, March 14,15, 2011 (with Byron Lee).

“Economic Resilience Among Vulnerable Groups in Canada: Longitudinal Analysis Based on SLID. Conference on Resilience and Vulnerability, Ottawa: Human Resources and Skills Development Canada, Sept. 8, 2011 (with Tony Fang).

“Successful Apprenticeships: Review of Existing Research and Findings,” Toronto: Ontario Construction Secretariat, October 2012 (with Bill Empey)

“Poverty Dynamics of Vulnerable Groups in Canada: Longitudinal Analysis Based on SLID 1993-2010,” Ottawa: CLSRN/IRPP Conference on Inequality in Canada: Feb. 24/24, 2014 (with T. Fang).

“Impact of Minimum Wages on Migrant Workers Wages, Employment and Hours in China,” Boston: Allied Social Science Meetings, January 4, 2015 (with J. Yang).

“The Effect of Literacy and Essential Skills on Labour Market Outcomes for Canadian Workers: A Summary Report. Ottawa: Canadian Apprenticeship Forum, January 21, 2014 (with H. Krashinsky).

“Gender, Entrepreneurial Career Choice, and Entrepreneurship Outcomes” LERA and Allied Social Science Meetings, January 9, 2022 (with Lin Xiu and Xiaogang He).

Ph.D. THESIS COMMITTEE (* Denotes Supervisor)

1. Huberman, Michael. Economics, "An Analysis of the Cotton Spinning Market." 1984.
2. Tenjo, Jaime. Economics, "Unemployment in Columbia as a Result of Expectations." 1985.
3. Evans, Patricia. Social Work, "Work, Welfare and the Sole-Support Mother." 1985.
4. Gilbert, Beth. Management, "Unionism and QWL." 1986.
5. Gross, Dominique. Economics, "Structural and Cyclical Unemployment." 1987.
6. Jolly, Michael. Economics, "The British Motor Industry and the Labour Market During the Interwar Period." 1988.
7. *Cleveland, Gordon. Economics, "Modal Choice of Childcare Arrangements by Employed Mothers." 1990.
8. *Eden, Genevieve. Industrial Relations, "Unjust Dismissal in the Canadian Federal Jurisdiction." 1990
9. Frieson, Jane. Economics, "Dynamic Demand for Labour." 1991.
10. South, Nancy. Economics, "Price Contingent Wage Contracts." 1991.
11. Reilly, Kevin. Economics, "Intertemporal Labour Supply, Firm Size-Wage Effects & Union Wage Differentials." 1991.
12. *Hebdon, Robert. Industrial Relations, "Industrial Conflict Under Ontario's No Strike Law." 1992.
13. *Hyatt, Doug. Industrial Relations, "Issues in the Compensation of Injured Workers: Returns to Risk, Work Incentives and Accommodation." 1992.
14. *Mazerolle, Maurice. Industrial Relations, "Long-Term Employment Outcomes of Individuals Following Job Loss From Plant Closures." 1993.
15. Stephen, Maureen. Industrial Relations, "Collective Bargaining Outcomes and the Performance of the Firm." 1993.
16. Bergeron, Jean-Guy. Industrial Relations, "Unionization in the Private Service Sector." 1993.
17. Venne, Rosemary. Industrial Relations, "Alternative Worktime Arrangements: The Compressed Workweek." 1993.
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33. * Fang, Tony. Industrial Relations. "Three Essays on Pension Plans in Canada." 2004.
34. Ian Sackinovsky, Industrial Relations, "Consultation and the Superior-Subordinate Relationship," (In progress)
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45. * Byron Lee, Industrial Relations and Human Resources, "Three Essays on Employment Policy," March 23, 2010.
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51. * Rachel Aleks, Industrial Relations and Human Resources, "Three Essays on Union Organizing and Collective Bargaining," June 2014. [won the Susan B. Eaton Labor and Employment Relations Association Scholar-Practitioner Research Award in 2013, and Hartle Award for best thesis in public policy in 2015].
52. Alana Arshoff, Industrial Relations and Human Resources, "The Impact of Primes on Workplace Behaviors." September 2014.
53. Joanna Pitek, Industrial Relations and Human Resources, "Flexible Work Arrangements and Co-Worker Perceptions: the Relationship between Values, Job Satisfaction and Organizational Commitment, November 2014.
54. Amy Linden, Industrial Relations and Human Resources, "Potential Discrimination Against Younger Mothers: A Resume Audit Study," August 2015.
55. Muhammad Umar Boodoo. "Institutions and Stakeholder Influence on CEO Compensation and Corporate Social Responsibility," (Faculty External), June 2016.
56. *Tingting Zhang, "Three Essays on Occupational Licensing," (co-supervise with R. Gomez), August 2017. Winner of the 2018 LERA Best Dissertation Award.
57. Elham Marzi, "The Relationship between Flexible Work Arrangements and Work Life Balance in the Canadian Public Sector," March 2018
58. Kourtney Koebel, "Essays on Policy Evaluation, the Working Poor, and Gender Inequality in the Labour Market." November 2022. [Hartle Award for best thesis in public policy in 2023].
59. Guenther Lomas, "Management Practices and Workplace Outcomes: A Machine Learning Approach."
60. Natalie Shammas, "Profound Moments: The Consequences of Experiencing Life-Altering Events for Legal Decision Making."

WORK SUBMITTED AND IN PROGRESS

- “The Short-Term Effects of Covid-19 on Labour Market Outcomes of Recent Immigrants to Canada” (with Tony Fang and Viet Ha)
- “Intersectional Analysis of the Labour Market Implications of Covid: The Triple-Whammy of Female, Children and Lower-Skill: (with Tony Fang and Viet Ha) revise-and-resubmit.
- “Gender, Entrepreneurial Career Choice, and Entrepreneurship Outcomes” (with Lin Xiu and Xiaogang He)
- “Effectiveness of Youth Employment Programs”
- “Implications of Regional and International Integration for Workplace Policy and Law,” (with Rafael Gomez)
- “Macroeconomic Impacts of Immigration In The Canadian Atlantic Region: An Empirical Analysis Using The Focus Model,” (with Peter Duggan, Tony Fang and Steve Murphy)
- Labour Market Economics: Theory, Evidence and Policy in Canada, 10th edition, Toronto: McGraw-Hill, 2021.(with K. Bedard, D. Benjamin, T. Lemieux, T. Schirle, M. Skuterude and W.C. Riddell).
- Too Big to Fail v. Too Small to See: Rectifying the Bias Against Spillover Multiplier Effects of SMEs and Female Entrepreneurship