

Niels Westergård-Nielsen

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Professor

MSc (Econ), University of Aarhus, 1975

PhD (lic.polit), University of Copenhagen, 1982

Aarhus School of Business, University of Aarhus

Department of Economics

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Research Areas

- Wage formation at individual and firm level, unemployment and employment
- Matched worker and firm data
- Personnel Economics
- Health Economics

Academic Experience

- Professor, The Aarhus School of Business. Department of Economics, 1989 - present.
- Director, Center for Corporate Performance, Aarhus School of Business, 2002 - present.
- Director, Centre for Labour Market and Social Research, CLS, University of Aarhus, 1993 - present.
- Research Fellow, IZA, Bonn, 2000 - present.
- Member of Personnel Economics Group, National Bureau of Economic Research, Cambridge, Mass., USA, 2002 - present.
- Member of the PhD Educational Board, Aarhus School of Business, 1992-94.
- Member of the International Committee, Aarhus School of Business, 1990-94.
- Chairman, Computing Committee, Aarhus School of Business, 1984-93.
- Lecturer at European Science Days (international Ph.D. course in Personnel Economics in Steyr, Austria, July 2003)
- Visiting Professor, Hoover Institution, NBER and Harvard University, 1997. Visiting Professor, Curtin University, Western Australia, January-February 1998.
- Russell Sage Scholar 2007/08

Other Professional Activities

Member of

- Wage Commission commissioned by the Danish Minister of Finance, 2008-2010.
- Business Dynamics Panel under National Academy of Science, Washington, DC, 2004-06
- The Danish Government Commission on Family and Work Life, 2006-2007
- Scientific Committee of Centre for European Labour Market Research, University of Aberdeen, 2000 - present.
- Scientific Committee of the Work Environment Program, Ministry of Employment, 2003-2009.
- the joint commission on the development of the business sector in Greenland, appointed by the Greenland Home Rule and the Danish Government, 2003.
- Research committee under the Norwegian Research Council, 1997-2002.
- Evaluation Committee under the Norwegian Research Council, 2002-2004
- the Research board of the Social Research Institute, Copenhagen, 1988-2002
- the research board of the Ministry of Labour, 1990 - 2001.
- the coordination/directing group for Nordic project on "the Nordic Labour Market in the 1990s" under Nordic Council of Ministers.
- the board of EALE (European Association of Labour Economists) 1990-1997.
- the "Baltic Sea"-committee under the Danish Department of Labour, 2001.
- the Danish tripartite governmental commission on Unemployment, financing and activation, Spring 1992.
- Project coordinator, PURE project under EU-TSER program, 1998-2000
- Chairman of the governmental Commission on Apprentices, Ministry of Education, 1992.
- Coordinator of Tempus program under EC to aid the Faculty of Economics, Ostrava, Czech Republic, 1991-94.
- Consulting for the OECD 1986,1993-97.
- Consultant for the World Bank on the labour market of Zambia, 1994-97, and of Namibia, 2003.
- Country leader of Russell Sage project on Low wage in Europe
- Coordinator of EU research project within the SPES program, 1991-93.

Teaching Area

Teaches bachelor level Economics and master level in Economics of Human Resources. MBA courses in Personnel Economics.

PhD course in Economics of Education, University of Zürich, Spring 2007

Publications

General books:

- E. Bøye (red.): Beskrivende Økonomi, 1985, 1987 and 1990 and Linderoth (ed): Beskrivende Økonomi, 1993, 1996 and 1999.
- [The Danish Economy. An International Perspective](#) (with T.M. Andersen, B. Dalum, H. Linderoth and V. Smith). DJØF Publishing Copenhagen, 2001, 269 p.

- Beskrivende dansk økonomi (Descriptive Danish Economy) (with T.M. Andersen, H. Linderoth and V. Smith), HandelsVidenskab Bogforlaget, 1st edition, 2002, 490 p. and 2nd edition 2005, and 3rd edition 2008.
- Eriksson, Tor, Rikke Ibsen, Jingkun Li and Niels Westergård-Nielsen, Globalisering og det danske arbejdsmarked (Globalizing and the Danish Labor Market) DJØF's forlag, København 2006.

Books, contributions (1990 -):

- Temporary Layoffs (with P.Jensen), in Hartog, J, G.Ridder and J.Theeuwes, *Panel data and labour market studies*, North-Holland, 1990.
- Editor (together with H.Bunzel and P.Jensen) *Panel Data and Labour Market Dynamics*, North-Holland, 1993.
- The Labour Market Behaviour of Danish Lone Mothers (with Nina Smith and Ian Walker), i Bunzel, Jensen and Westergård-Nielsen (eds): *Panel Data and Labour Market Dynamics*, North Holland, 1993.
- The Effects of Labour Market Training on Wages and Unemployment: Some Danish Results (with Peder J.Pedersen, Peter Jensen and Nina Smith), in Bunzel, Jensen and Westergård-Nielsen (eds): *Panel Data and Labour Market Dynamics*, North Holland, 1993.
- Unemployment: A Review of the Evidence From Panel Data (with Peder J.Pedersen), *OECD Economic Studies*, no 20, 1993.
- The Importance of Linear Hiring and Firing Costs, Discussion published in J.van Ours, Pfann and Ridder: *Labour Demand and Equilibrium Wage Formation*, Contributions to Economic Analysis, Amsterdam, 1993.
- Wage Mobility in Denmark and Finland. A Comparative Study for the Years 1980-1994 (with R. Asplund and P. Bingley), in: *Comparaisons de Salaires Internationales, Ministère du Travail et des Affaires Sociales*, 1996, pp. 244-26.
- Year to Year Wage Mobility in the Danish and Finnish Private Sector, 1980-94 (with R. Asplund and P. Bingley), in: *The Reflection of the Czech Economic Reform*, Technical University, Ostrava, 1996, pp. 1-17.
- Individuelle lønforskelle mellem og inden for virksomheder (with P. Bingley), Arbejdsmarkedspolitisk årbog, Arbejdsministeriet, 1995.
- Editor: *Wage differentials in the Nordic Countries*, North-Holland, 1996.
- Wage Distribution across Individuals (with R. Asplund, E. Barth, C. le Grand and A. Mastekaasa), in E. Wadensjö (ed): *The Nordic Labour Markets in the 1990's*, 1996.
- The labour Behaviour of UK and Danish Lone Mothers (with N. Smith and I. Walker), in Beth Allen (ed) *Proceedings of the 10th World Conference of the International Economic Association 1992*, Vol 2, Macmillan Press London, 1996.
- Wage Mobility for Low-Wage Earners in Denmark and Finland (with R. Asplund and P. Bingley), in Asplund, R., P. Sloane and I. Theodossiou (eds): *Low Pay and Earnings Mobility in Europe*, E. Elgar 1998.
- Unemployment: What do we know from Longitudinal Data? (with P.J.Pedersen), in Lange, T. (ed): *Unemployment in Theory and Practice*, E. Elgar, 1998.
- [Wage Dispersion, Employment and Unemployment: Possible Tradeoffs](#), EC/DGV and OECD seminar: Wages and Employment, European Commission, 1999.
- Employer Wage Differentials in the US and Denmark (with P. Bingley, S. Bronars and M. Famulari). In: Haltiwanger, Lane, Spletzer and Troske (eds.): *The Creation and Analysis of Employer-Employee Matched Data*, North Holland, 1999.
- Linking employer-employee data - the Danish Experience in Kooperation zwischen Wissenschaft und amtlicher Statistik - Praxis und Perspektiven, Statistisches Bundesamt, Wiesbaden.

- Wages and Human Capital: The Danish Evidence (with J.J. Christensen). In Asplund, R. and P.T. Pereira (eds.): *Returns to Human Capital in Europe*, Helsinki, 1999.
- Unemployment. A Review of the Evidence from Panel Data (with P.Pedersen). In Junankar, P.N. (ed.): *The Economics of Unemployment*, Elgar, 2000.
- Introduction (with C. Harmon and I. Walker) in Harmon, C., I. Walker and N. Westergaard-Nielsen (eds.): *Education and Earnings in Europe*, 2001, Elgar.
- Denmark (with J.J. Christensen) in Harmon, C., I. Walker and N. Westergaard-Nielsen (eds.): *Education and Earnings in Europe*, 2001, Elgar.
- 20 Years of Labour Market Policies in Denmark, in Ilmakuunas, S. and E. Koskela (eds.) *Towards Higher Employment*, Government Institute for Economic Research, Helsinki, 2002.
- (with Agerbo, Eriksson and Mortensen) Gender Differences with respect to marital status and labor market outcomes in Marcotte, D. and Wilcox-Gok (eds), *The Economics of Gender and Mental Health*, Elsevier, 2004.
- Bingley, P and N. Westergaard-Nielsen, Job Changes and Wage Growth over the careers of Private Sector Workers in Denmark, in eds H. Bunzel, B.J. Christensen, G. R. Neumann and J-M. Robin: *Structural Models of Wage and Employment Dynamics*", *Contributions to Economic Analysis*, Vol. 275, 2006.
- Eriksson, T and N. Westergaard-Nielsen, Wage and Labor Mobility in Denmark, 1980-2000, in Lazear, E. and K Shaw (eds) *The Structure of Wages*, National Bureau of Economic Research, 2009.
- Ibsen, R. og N. Westergård-Nielsen, Medlemsskab af a-kasser og fleksibilitet, i Arbejdsdirektoratet, *Arbejdsløshedsforsikringsloven 1907-2007*, København 2007.
- Westergaard-Nielsen, (ed), *Low-Wage Work in Denmark*, Russell Sage Foundation, Case Studies of Job Quality in advanced economies, Russell Sage, New York 2008.
- Tor Eriksson and Niels Westergaard-Nielsen, International Productivity Differences in a Pharmaceutical Firm, in K. Shaw and E. Lazear (eds), NBER, Forthcoming.

Journals:

- Arbejdsløshedens og Beskæftigelsens regionale struktur 1948-78 (The regional structure of employment and unemployment 1948-78 (with an English summary), Working Paper 1982-3, *Studies in Labor Market Dynamics*, Institute of Economics, University of Aarhus. A final version appeared in *Nationaløkonomisk Tidsskrift*, 1985 nr. 2.
- En søgemodel for overgangen fra uddannelse til erhverv: Teori og Empiri. *Nationaløkonomisk Tidsskrift*, forår 1983 nr. 2.
- Varigheden og frekvens af ledighedsperioder på det danske arbejdsmarked (with P.J. Pedersen), *Nationaløkonomisk Tidsskrift*, 1984.
- Unemployment experience of Demographic Groups (with P.J. Pedersen), *Scandinavian Population Studies*, 7, Helsinki 1985.
- A Search Model Applied to the Transition from Education to Work (with P. Jensen), *Review of Economic Studies*, p. 461-471, 1987.
- Wage differentials due to gender (with N. Smith), *Journal of Population Economics*, Heidelberg, Vol. 1. p.115-130, 1988.
- Udviklingen i lønforskel mellem den offentlige og private sektor (with N. Smith), *Nationaløkonomisk Tidsskrift*, bind 126, nr. 1, 1988.
- Introduction. Session on Empirical Studies of the European labour Market using micro/economic data sets. 33, 1989, *European Economic Review*.
- The use of register data in economic analysis, *Schweizerische Zeitschrift für Volkswirtschaft und Statistik*, 1989.

- Wage Differentials Between the Public and the Private Sectors (with P.J.Pedersen, J. Beyer Schmidt-Sørensen and N. Smith) *Journal of Public Economics*, pp 125-45, 1990.
- Long-run international trends in aggregate unionization (with G. Neumann and P.J.Pedersen), *European Journal of Political Economy* 7, pp 249-274, 1991.
- Unemployment: A Review of the Evidence From Panel Data (with P.J.Pedersen), *OECD Economic Studies*, no 20, 1993.
- Arbejdsmarkedets strukturproblemer, (Structural problems on the labour market) *Nationaløkonomisk Tidsskrift* 131, 1993.
- Disoccupazione: una rassegna dell'evidenza empirica basata su dati longitudinali (with P.J.Pedersen), *Lavoro e Relazioni Industriali*, n 2. Apr-Giu, 1994.
- [The Impact of Subsidies on the Number of New Apprentices \(with A.R. Rasmussen\), *Research in Labour Economics*, Vol. 18, 1999, pp. 359-375.](#)
- Virksomhedernes Sociale Ansvar, *Arbejdsliv*, 1, nr. 2, 1999.
- Psychiatric Illness and Risk Factors for Suicide in Denmark (with E. Agerbo, T. Eriksson, P.B. Mortensen and P. Quin), *The Lancet*, 355, no. 1, pp. 9-12, 2000.
- Returns to Schooling in LDCs: New Evidence from Zambia (with H. Skyt Nielsen), *Economic Development and Cultural Change*, vol. 49, no. 2, 2001.
- [Risk of suicide in relation to income level in people admitted to hospital with mental illness: nested case-control study](#) (with E. Agerbo, P.B. Mortensen, T. Eriksson and P. Qin). *British Medical Journal (BMJ)*, vol. 322, 2001.. Also published in *BMJ-USA*, Feb. 2001.
- Afkast til human kapital i Danmark, 1981-1995 (with J.J. Christensen). *Nationaløkonomisk Tidsskrift*, Bd. 139, nr. 2, 2001.
- The Return to Firm-Specific Human Capital (with P. Bingley). *New Zealand Economic Papers*, 2002.
- Bingley, Paul and Niels Westergaard-Nielsen [Personnel Policy and Profit](#), *Journal of Business Research*, 2003.
- Returns to Tenure, Firm-Specific Human Capital and Worker Heterogeneity, (with P. Bingley), *International Journal of manpower*, Vol 24 No 7, 2003.
- Ibsen, R. and N. Westergaard-Nielsen, Job Creation and Destruction over the Business Cycles and the Impact on Individual Job Flows in Denmark 1980-2001, *Journal of German Statistical Association*, Vol 89.2, 2005.
- A. Frederiksen and NW-N, Where did they go? *Labour Economics*, Vol 14, nr 5, p 811-828, 2007.
- Kristensen, N and N. Westergaard-Nielsen: Job Satisfaction and Quits -- Which Job Characteristics Matters Most? *Danish Economic Journal*, Bd 144 no 2, 2006.
- Christian Grund and Niels Westergaard-Nielsen, Age Structure of the Workforce and Firm Performance, *International Journal of Manpower*, Vol 29, no 5, p410-422, 2008.
- Nicolai Kristensen and Niels Westergaard-Nielsen A Large-Scale Validation Study of Measurement Errors in Longitudinal Survey Data, *Journal of Economic and Social Measurement*, 2007.
- Christian Grund and Niels Westergaard-Nielsen, The Dispersion of Employees' Wage Increase and Firm Performance, *International Labor Relations Review*, 2008.
- Clark, A. , N. Kristensen and N. Westergård-Nielsen, Job satisfaction and co-worker wages: Status or signal? *Economic Journal* 119, 430-447, 2009
- Clark, A. , N. Kristensen and N. Westergård-Nielsen, Economic Satisfaction and Income Rank in Small Neighbourhoods, *Journal of European Economic Association*, 7(2-3):519-527, 2009.

Selected Working Papers (1990 -):

- International Trends in Aggregate Unionization (with G.R. Neumann and P.J. Pedersen), Working Paper 90-4, Studies in Labour Market Dynamics, The Aarhus School of Business, 1990.
- Lay Offs and the duration of Unemployment: An Empirical Analysis (with P. Jensen), Working Paper, European University Institute, Firenze, 1990.
- Arbejdsmarkedsuddannelserne. Evaluering af effekten på arbejdsløshed og løn (with P.J. Pedersen, P. Jensen and N. Smith), Working Paper 91-3, Studies in Labour Market Dynamics, The Aarhus School of Business, 1991.
- Child care and housing subsidy effects on the labour market behaviour of Danish lone mothers (with N. Smith and I. Walker), conference paper, ESPE, Pisa, 1991.
- Wage differentials in the Nordic countries (with R. Asplund, E. Barth, C. le Grand and A. Mastekaasa), 1991.
- A description of various types of unemployment spells in the Danish labour market (with P. Jensen and I. Steen Mikkelsen), Working Paper 92-4, Centre for Labour Economics, 1992.
- Labour Market Behaviour of Danish Lone Mothers (with N. Smith and I. Walker), Working Paper 93-2, Centre for Labour Economics, 1993.
- The Effects of Labour Market Training Programs where initial conditions differ, Working Paper 93-3, Centre for Labour Economics, 1993.
- [Wage Mobility in Denmark 1980-1990](#) (with P. Bingley and N.H. Bjørn), Working Paper 95-10, Centre for Labour Market and Social Research, 1995.
- Strukturproblemer og Arbejdsmarkedspolitik i Danmark, Rapport 95-2, CLS, 1995.
- Udviklingen i aktive og passive arbejdsmarkedsforanstaltninger, Rapport 96-1, CLS, 1996.
- Worker and Plant Wages: Estimates from a Multi-level Model (with P. Bingley), Working Paper 96-10, Centre for Labour Market and Social Research, 1996.
- Apprenticeship Training in Denmark %96 the impact of subsidies (with A. Rasmussen), Working Paper 97-07, Centre for Labour Market and Social Research, 1997.
- [Unemployment and Mental disorders - An Empirical Analysis](#) (with E. Agerbo, T. Eriksson and P.B. Mortensen). Working Paper 98-02, Centre for Labour Market and Social Research, 1998.
- [Returns to Schooling in LDCs: New Evidence from Zambia](#) (with H. Skyt Nielsen), Working Paper 98-10, Centre for Labour Market and Social Research, 1998.
- [Three Elements of Personnel Policy: Worker Flows, Retention and Pay](#) (with P. Bingley), Working Paper 98-16, Centre for Labour Market and Social Research, 1998.
- [Mental illness and labour market outcomes: employment and earnings](#) (with E. Agerbo, T. Eriksson and P.B. Mortensen), Working Paper 99-04, Centre for Labour Market and Social Research, 1999.
- ["Beyond Manucentrism" - Some Fresh Facts About Job and Worker Flows](#) (with P. Bingley, T. Eriksson and A. Werwatz). Working Paper 99-09, Centre for Labour Market and Social Research, 1999.
- [Har nye arbejdsorganisationer og aflønningsformer fundet indpas i danske virksomheder](#) (with T. Eriksson and C.Ø. Poulsen)? Rapport 00-01, Centre for Labour Market and Social Research, 2000.
- [Beskæftigelsen på Samsø](#) (with N.K. Sørensen). Rapport 00-02, Centre for Labour Market and Social Research, 2000.
- [Work place wage growth and worker retention](#) (with P. Bingley and S. Bronars).
- [Afkast til human kapital i Danmark, 1981-1995](#) (with J.J. Christensen).
- [20 Years of Labour Market Policies in Denmark](#).
- [Danish Labour Market Policy: Is it worth it?](#) Working Paper 01-10, Centre for Labour Market and Social Research, 2001.

- [Where did they go?](#) (with A. Frederiksen). Working Paper 01-11, Centre for Labour Market and Social Research, 2001.
- Where did they go? (with A. Frederiksen). Discussion Paper, IZA, Bonn.
- Alcohol abuse, employment, earnings and marital status (with E. Agerbo, T. Eriksson and P.B. Mortensen). Paper presented at the 7th Conference on Oenometrics, St. Helena, California, May 21-22, 2001.
- [Returns to tenure](#) (with P. Bingley), 2002.
- [Policies for Full Employment](#) (with R. Layard, S. Nickell and J. de Koning), 2002.
- Linking Employer-employee Data, Ceies, Eurostat. 2003.
- [Personnel Economics, lønsystemer og kompensation](#), HRM i Industrien, nr. 12, Dansk Industri, nov. 2002.
- [Udfordringer for det danske og europæiske arbejdsmarked](#), Økonomi og Politik, 2002.
- [Labour Market Behaviour when Minds Are not so Beautiful. An Analysis of Schizophrenia and Affective Diseases and the Labour Market](#) (with E. Agerbo, T. Eriksson and P.B. Mortensen). Paper presented at AEA, 2003 Meeting, Washington, January 2003.
- Incitamenten på arbejdsmarkedet – et økonomisk perspektiv på beskæftigelsespolitikken, Indlæg ved Beskæftigelsesministeriets forskningskonference, 2003.
- Anders Frederiksen and Niels Westergård-Nielsen: Where Did They Go?, IZA, discussion paper, 414, 2003. http://www.iza.org/en/webcontent/publications/papers/viewAbstract?dp_id=414
- Nicolai Kristensen and Niels Westergård-Nielsen: Does Low Job Satisfaction Lead to Job Mobility? IZA, discussion paper, 1026, 2004.
- Christian Grund, Niels Westergård-Nielsen The Dispersion of Employees' Wage Increases and Firm Performance, IZA, discussion paper, 1402, 2004.
- Christian Grund, Niels Westergård-Nielsen, Age Structure of the Workforce and Firm Performance, DP 1816
www.iza.org/en/webcontent/publications/papers/viewAbstract?dp_id=1816
- Eriksson, Tor; Westergaard-Nielsen, Niels; Resultatløn i danske virksomheder (in Danish only) in Ledeshåndbogen Total Quality Management, 2/April 2005
- Anders Frederiksen, Rikke Ibsen, Michael Rosholm, Niels Westergård-Nielsen Labour Market Signalling and Unemployment Duration: An Empirical Analysis Using Employer-Employee Data, Dp 2132, May 2006, IZA,
www.iza.org/en/webcontent/publications/papers/viewAbstract?dp_id=2132
- Nicolai Kristensen and Niels Westergård-Nielsen: A Large-Scale Validation Study of Measurement Errors in Longitudinal Survey Data, Dp 2329, IZA
- Buhai, S., E. Cottini and N. Westergaard-Nielsen, The Impact of Workplace Conditions on Firm Performance, working paper, 2008.
- Sebastian Buhai & Elena Cottini & Niels Westergård-Nielsen, 2008. "The Impact of Workplace Conditions on Firm Performance," Tinbergen Institute Discussion Papers 08-077/3, Tinbergen Institute.
- Clark, A., N. Kristensen and N. Westergaard-Nielsen: Job Satisfaction and Co-worker Wages: Status or Signal?, IZA Discussion Paper, 2007
- Kuhn, J. and N. Westergaard-Nielsen: Employee Mobility and Productivity Dynamics, forthcoming.
- Ibsen, R. and N. Westergaard-Nielsen: Danish "Flexicurity": Are the Secure Flexible and the Flexible, Secure?, forthcoming.
- Elena Cottini, Takao Kato and Niels Westergård Nielsen Adverse Working Conditions, High-Involvement Work Practices and Labor Turnover: Evidence from Danish Linked Employer-Employee Data, forthcoming