

Curriculum vitae

Tor Eriksson

Professor of Economics, Aarhus School of Business, Aarhus University,
Aarhus, Denmark

Born on February 9, 1952 in Pargas, Finland

Nationality: Finnish

Mother tongue: Swedish

My loved ones: my wife Li Ming Wang; my three daughters: Jenny, Ellinor and Fredrika (from an earlier marriage) plus my little granddaughter Astrid. My current family also includes a terrific young guy called Xiang.

Degrees

- Master of Social Sciences, Åbo Akademi University, 1976
- Licentiate of Social Sciences, Åbo Akademi University, 1979
- Ph.D., Åbo Akademi University, 1986
- Docent (unpaid), Åbo Akademi University, 1989

Academic appointments

- Åbo Akademi University, 1977-1981, 1988-89
- Academy of Finland, junior researcher, 1981-84, and senior research scholarship, (academic year) 1990-91
- Finnish Ministry of Labour, Head Secretary of State Commission on employment research, 1985-86
- Turku School of Economics and Business Administration, 1987-88, 1989-91, 1992-94
- University of Helsinki, 1988-89
- ETLA (The Research Institute of the Finnish Economy), Helsinki, part-time researcher, 1989-90
- VATT (Government Institute for Economic Research), Helsinki, part-time researcher, 1993-94
- Aarhus School of Business, Professor of Economics, 1994 - present
- Center for Social and Labour Market Research (CLS), Aarhus, research associate 1995 - 99 and board member 1996-99
- Frisch Centre for Economic Research, University of Oslo, research associate 2003 - 2006
- Center for Corporate Performance (CCP), research director and member of board, 2002 - present; acting director 1.9. 2007 - 31.7. 2008

- Member of working group in Personnel Economics at National Bureau of Economic Research (NBER), Cambridge, Mass., 2002 – present
- Member of Nordic Center of Excellence (Empirical Labor Economics), 2006-present
- Member of Management Committee of Action ISO701 (European Union), 2008 - 2012

Visiting appointments

- Swedish Institute of Social Research, Stockholm University, Visiting doctoral student, 1982-83
- Institute of International Economic Studies, Stockholm, Research Fellow, 1986-87
- FIEF (Trade Union Institute of Economic Research), Stockholm, Visiting Researcher, Autumn 1987
- Stanford University, Institute for International Studies, Visiting Scholar, July 2002, July 2003, July 2004, and June 2005
- GATE (CNRS), Université Lumière Lyon II, Professeur invité, November 2003; March, 2005; March, 2006, March 2007, January and April, 2009
- Université Paris II Panthéon-Assas, Professeur invité, March 2004, May 2006, February 2008
- Dongbei University of Finance and Economics, Dalian, P.R. China, Visiting Scholar; September 2005 – January 2006
- Hitotsubashi University, Institute of Economic Research, Tokyo, October 2009

Honors

- Senator Julius Nummelin´s prize for best Masters thesis, 1996
- President Mauno Koivisto´s prize for young researcher in social sciences, 1986
- Prize for best paper at the Vth International Conference in Oenometrics, Thessaloniki 1997

Academic administration

- Faculty board, Åbo Akademi University, 1988-89
- Member of CIR (committee on international relations), Aarhus School of Business, 1995-98
- Director of the study board, Masters programmes, Aarhus School of Business, 2002-2005
- Member of Academic Council, Aarhus School of Business, Aarhus University, 2007-9

Academic associations

- Finnish Society of Economic Research (Taloustieteellinen seura), Board member, 1989-90
- European Association of Labour Economists (EALE), Executive Committee member, 1996-98
- European Association of Labour Economists (EALE), Member of the Elections Committee, 2001- present
- CAED, Executive Committee member, 2005 - present

Supervision of PhD and PhLic-students

- Seven PhLic-theses at several Finnish universities
- A dozen PhD-theses at Aarhus School of Business and elsewhere

Academic expert statements

- Expert statements on Ph.D. theses and docent applications at the Universities of Helsinki, Joensuu, Jyväskylä, Uppsala, Stockholm, CERGE-EI (Prague) and Åbo Akademi
- Faculty opponent or committee member of doctoral dissertations at the Universities of Brussels, Helsinki, Joensuu, Lund, Stockholm, Uppsala, Venice, Aarhus, Chung-Hsing University (Taichun, Taiwan), Université Panthéon-Assas (Paris II), and the Business Schools in Bergen, Copenhagen, Helsinki and Aarhus
- Examiner of Licentiate theses at the Universities of Helsinki, Turku, Joensuu, Jyväskylä, Stockholm, Uppsala, and the Business Schools in Turku and Helsinki
- Expert in appointments of research professors, directors or senior researchers for the Social Science Research Councils in Belgium, Britain, Finland, Norway, Sweden, and the Czech Republic
- Statements on promotions to the Universities of Southern Denmark (Odense), Stockholm, Åbo Akademi, and Tampere, Harvard Business School, and the Business Schools in Turku and Aarhus
- Chair of the panel for the evaluation of the Faculty of Business and Economics in the Evaluation of the research activities in 2000-2004 at the University of Jyväskylä, 2005
- Chair of the committee for evaluation of research at the Government Institute for Economic Research, Helsinki, 2007

Editorial positions

- Ekonomiska Samfundets Tidskrift, Member of editorial board 1987-91, Editor, 1992-94
- Finnish Economic Papers, Associate Editor, 1988-94
- Corporate Ownership and Control, Member of Editorial Board, 2003 - present
- International Journal of Economics Research, Member of Editorial Board, 2004 - present
- Member of editorial advisory board of Research on Finnish Society, 2007 - present
- Member of editorial advisory board of Open Business Journal, 2008 - present
- Member of editorial advisory board of Open Economics Journal, 2008-present

Refereeing for journals in recent years

- Acta Sociologica, American Economic Review, Applied Economics, Applied Economics Quarterly, Applied Financial Economics, British Journal of Industrial Relations, China Economic Review, Danish Economic Journal, Economic Inquiry, Economic Journal, European Economic Review, Finnish Economic Papers, Industrial Relations, International Journal of Business Economics, International Journal of Industrial Organization, Journal of Economics and Management Strategy, Journal of the European Economic Association, Journal of Labor Economics, Journal of Management Studies, Journal of Management and Governance, Journal of Political Economy, Journal of Population Economics, Journal of Public Administration Research and Theory, Journal of Public Economics, Journal of Sports Economics, Labour Economics, Management Science, Managerial and Decision Economics, Manchester School, Open Business Journal, Oxford Bulletin of Economics and Statistics, Portuguese Economic Journal, Public Administration Review, Scandinavian Journal of Economics, Scandinavian Journal of Management, Social Science & Medicine, Southern Economic Journal

Ongoing research

- Head of the research project "Trends of developments in globalization and internationalization - the impact on Danish companies and their employees" 2005-2009, funded by the Tuborg foundation
- Work using the European Working Conditions Survey (with Jaime Ortega, Mike Gibbs)

- Post-transition wages and wage structures in the Czech Republic (with Mariola Pytlikova and Frederic Warzynski)
- Firms' adoption of work, pay and training practices (with Takao Kato)
- The balance between wages and fringe benefits (with Nicolai Kristensen)
- Respect and the duration of the employment relationship (with Marie Claire Villeval)
- Inequality of opportunity in China (with Yingqiang Zhang)

Publications

- **Recent working papers**

Increased Sorting and Wage Inequality in the Czech Republic: New Evidence Using Linked Employer-Employee Dataset. *Aarhus School of Business, Aarhus University, Department of Economics Working Paper 05-2009*, ISBN 9788778824226 (print). ISBN 9788778824233 (online). (with M. Pytliková and F. Warzynski) (submitted)

Performance Pay and the "Time Squeeze". *Aarhus School of Business, Aarhus University, Department of Economics Working Paper 04-2007* (with J. Ortega) (submitted)

American Exceptionalism Reconsidered: A Comparison of Intergenerational Earnings Mobility in the Nordic Countries, the United Kingdom and the United States. *IZA discussion paper 1938 (Top Ten download as IZA dp and in SSRN's Poverty, Income Distribution & Income Assistance-series)*. (with A. Björklund, B. Bratsberg, M. Jäntti, R. Naylor, O. Raaum, K. Røed and E. Österbacka) (submitted)

Earnings Persistence across Generations: Transmission through Health? *University of Oslo, Department of Economics Discussion Paper 35/2005* (with B. Bratsberg and O. Raaum) (revise & resubmit to **Health Economics**)

New Workplace Practices and the Gender Wage Gap: Can the New Economy be the Great Equalizer? *IZA discussion paper 2038, 2006* (with N. Datta Gupta) (Revised version titled "HRM Practices and the Within-Firm Gender Wage Gap" has been submitted)

Vacancy Duration, Wage Offers and Job Requirements – Pre-Match Data Evidence. *Aarhus School of Business, Aarhus University, Department of Economics Working Paper 06-2009* (with L-H Chen) (submitted)

Foreign Ownership and Wages in Emerging Economies: Evidence from Czech Republic. *Aarhus School of Business, Aarhus University, Department of Economics Working Paper 14-2009*, ISBN 9788778824035 (print). (with M Pytliková) (submitted)

An Empirical Analysis of the Development of Obesity and Its Determinants over the Life Cycle. Paper presented at the IHEA 7th World Congress in Beijing, July 2009 (with S Cavaco and A Skalli)

Inequality of Opportunity and Income Inequality in Nine Chinese Provinces, 1989-2006 *Aarhus School of Business, Aarhus University, Department of Economics Working Paper 18-2009* (with Y Zhang) (submitted)

How Many Danish Jobs Can (Potentially) Be Done Elsewhere? *Aarhus School of Business, Aarhus University, Department of Economics Working Paper 16-2009*

The Screening Function of Certification – Evidence from the Freshmen Labor Market. Paper presented at the CAED 2009 Conference in Tokyo, October 2-4 (with L-H Chen)

- **Recent articles in refereed journals**

“Working in the Boundary between Market and Flexicurity: Housekeeping in Danish Hotels”, forthcoming in *International Labour Review*, 2009 (with J. Li)

“Unemployment and Mental Disorders – Evidence from Danish Panel Data”, forthcoming in *International Journal of Mental Health* (with E Agerbo, P B Mortensen and N Westergård-Nielsen)

“Small Open Economy Firms in International Trade: Evidence from Danish Transactions-Level Data”, *Danish Economic Journal (Nationaløkonomisk Tidsskrift)*, 2009 (147), 175-194 (with V Smeets and F Warzynski)

“Feedback and Incentives: Experimental Evidence”, *Labour Economics*, 2009 (16), 679-688 (with A. Poulsen and M. C. Villeval)

“Does Self-Selection Improve the Efficiency of Tournaments?”, *Economic Inquiry*, 2009 (47), 530-48 (with S. Teyssier and M. C. Villeval)

“Performance-Pay, Sorting and Social Motivation”, *Journal of Economic Behavior and Organization*, 2008 (68), 412-421 (with M. C. Villeval)

“Marital Sorting, Household Labor Supply, and Intergenerational Earnings Mobility across Countries”, *The Berkeley Electronic Journal of Economic Analysis & Policy*: Vol. 7: Issue 2 (Advances), Article 7, 2008. Available at: <http://www.bepress.com/bejeap/vol7/iss2/art7> (with O. Raaum, B. Bratsberg, K Røed, E. Österbacka, M. Jäntti and R. Naylor)

“Nonlinearity in Intergenerational Earnings Mobility: Consequences for Cross-Country Comparisons”, *Economic Journal*, 2007 (117), C72-C92 (with B. Bratsberg, K. Røed, O. Raaum, M. Jäntti, R. Naylor and E. Österbacka)

“An Analysis of the Determinants of Job Satisfaction when Individuals’ Baseline Satisfaction Levels May Differ”, *Applied Economics*, 2007 (39), 2413-2423 (with A. C. D’Addio and P. Frijters)

“Gavner god ledelse bundlinien? Resultater fra en undersøgelse af 1.100 danske virksomheder”, *Ledelse & Erhvervsøkonomi*, 2007 (70), 5-17 (with V. Smith)

“Inter-Industry Wage Differentials and Unobserved Ability: Siblings Evidence from Five Countries”, *Industrial Relations*, 2007 (46), 171-202 (with A. Björklund, B. Bratsberg, M. Jäntti and O. Raaum)

“Firm Spin-offs in Denmark, 1981-2000: Patterns of Entry and Exit”, *International Journal of Industrial Organization*, 2006 (24), 1021-1040 (with J. M. Kuhn)

“The Adoption of Job Rotation Practices: Testing the Theories”, *Industrial and Labor Relations Review*, 2006 (59), 653- 666 (with J. Ortega)

“Managerial Pay and Executive Turnover in the Czech and Slovak Republics”, *Economics of Transition*, 2005 (13), 659-677

“The Prevalence of Internal Labour Markets – New Evidence from Panel Data”, *International Journal of Economics Research*, 2005 (2), 1-20 (with A. Werwatz)

“The Managerial Power Impact on Compensation – Some Further Evidence”, *Corporate Ownership and Control*, 2005 (2), 2005, 87-93

“R&D and Productivity in Danish Firms: Some Empirical Evidence”, *Applied Economics*, 2004 (36), 1797-1806 (with V. Smith, M. Dilling-Hansen and E. S. Madsen)

“Firm-level Consequences of Large Minimum Wage Increases in the Czech and Slovak Republics”, *Labour. Review of Labour Economics and Industrial Relations*, 2004 (18), 75-103 (with M. Pytliková)

“Brother Correlations in Earnings in Denmark, Finland, Norway and Sweden Compared to the United States”, *Journal of Population Economics*, 2002 (15), 757-772 (with A. Björklund, M. Jäntti, O. Raaum and E. Österbacka)

“Determinants of Board and CEO Turnover in Denmark”, *Empirica* 2001 (28), 243-257 (with M. Dilling-Hansen, E. S. Madsen & V. Smith)

“Risks of suicide in relation to income level in people admitted to hospital with mental illness: nested case-control study”, *British Medical Journal* (322), 2001

February 10, 334-335 (with E. Agerbo, P.B. Mortensen, P. Qin and N. Westergård-Nielsen), also republished in *British Medical Journal USA* (1), 2001, 259-260

“Convergence in Alcohol Consumption: Time Series Based Tests of Bivariate Convergence in European Countries”, *Cahiers d'Économie et Sociologie Rurales* no. 60-61, 2001, 60-74 (with J. Bentzen and V. Smith)

“Produktivitetsforskelle mellem danske virksomheder - afhængighed af brancheforhold.”, *Nationaløkonomisk Tidsskrift* 2001 (139), 131- 146 (with E. S. Madsen, V. Smith & M. Dilling-Hansen)

“Gender Differences in Risk Factors for Suicide in Denmark”, *British Journal of Psychiatry* 2000 (177), 546-550 (with P. Qin, E. Agerbo, P. B. Mortensen and N. Westergård-Nielsen)

“Alcohol Consumption and Drunken Driving in the Nordic Countries - An Empirical Analysis”, *Cahiers Scientifiques de L'Observatoire des Conjonctures Vinicoles Europeennes* , Nr 3, 2000 (with J. Bentzen and V. Smith)

“Executive Pay and Firm Performance: Danish Evidence”, *Scandinavian Journal of Management* 2000 (16), 269 - 286 (with M. Lausten)

“What Determines Managers' Pay? Evidence from Denmark”, *Long Range Planning*, 2000 (33), 544-559

“Psychiatric Illness and Other Risk Factors for Suicide in Denmark”, *The Lancet* (355) 2000, Jan. 1, 9-12 (with P. B. Mortensen, E. Agerbo, P. Qin and N. Westergård-Nielsen)

“An Analysis of the Determinants of Managerial Pay in the Czech Republic”, *Prague Economic Papers* 1999 (8), 209-219 (with J. Gottvald and P. Mráček)

“Rational Addiction and Alcohol Consumption: Evidence from the Nordic Countries”, *Journal of Consumer Policy*, 1999 (22), 257- 279 (with J. Bentzen & V. Smith)

“Executive Compensation and Tournament Theory: Empirical Tests on Danish Data”, *Journal of Labor Economics*, 1999 (17), 262-280
Also in: E. P. Lazear and R. McNabb (eds.), *Personnel Economics, Volume II: Performance*, 110-148. The International Library of Critical Writings in Economics Series No. 171, 2004. Edward Elgar Publishing

“Hvad bestemmer forekomsten og omfanget af virksomhedens F&U-investeringer?”, *Nationaløkonomisk Tidsskrift*, 1999 (137), 66-80 (with M. Dilling-Hansen, E.S. Madsen & V. Smith)

“Konkurrenceforholdenes betydning for danske virksomheders produktivitet”, *Nationaløkonomisk Tidsskrift* 1998 (136), 138-151 (with M. Dilling-Hansen, E. S. Madsen and V. Smith)

“Unemployment and Mental Health. Evidence from Research in the Nordic Countries”, *Scandinavian Journal of Social Welfare* 1998 (7), 219-235 (with A. Björklund)

“Unemployment Flows in Finland: A Time Series Analysis”, *Labour. Review of Labour Economics and Industrial Relations* 1998 (12), 569 - 591 (with J. Pehkonen)

“The Distribution of Earnings in Finland, 1971-90”, *European Economic Review*, 1997 (41), 1763-1779 (with M. Jäntti)

- **Recent contributions in books**

Guest editor of Volume 11 of **Advances in the Economic Analysis of Participatory and Labor-Managed Firms**, forthcoming in 2010

“Labour Market Outcomes of Internationalization – What Have We Learnt from Analyses of Microdata on Firms and Their Employees?”, forthcoming in: D. Marsden and F. Rycx (eds.), **Wage Structures, Employment Adjustments and Globalization: Evidence from Linked and Firm-level Panel Data Sets**. Palgrave Macmillan, 2009

“Productivity Differences in an International Pharmaceutical Firm”, in: R. Freeman and K. Shaw (eds.), **International Differences in the Business Practices & Productivity of Firms**. University of Chicago Press and National Bureau of Economic Research, 2009, 173-192 (with N. Westergård-Nielsen)

“tournaments”, in: S. Durlauf and L. Blume (eds.), **The New Palgrave Dictionary of Economics**, 2nd (online) edition (www.dictionaryofeconomics.com). Palgrave Macmillan, 2009, <http://www.dictionaryofeconomics.com/article?id=pde2008_T000250> doi:10.1057/9780230226203.1898

“Wage and Labor Mobility in Denmark, 1980-2000”, in: E. Lazear and K. Shaw (eds.), **The Structure of Wages: An International Comparison**. University of Chicago Press and National Bureau of Economic Research, 2009, 101 - 123 (with N. Westergård-Nielsen)

“Restructuring Meets Flexicurity: Housekeeping Work in Danish Hotels”, in: N. Westergård-Nielsen (ed.), **Low-Wage Work in Denmark**. The Russell Sage Foundation Case Studies of Job Quality in Advanced Economies; Russell Sage Foundation, New York, 2008, 186-217 (with J. Li)

“High-Performance Work Practices, Incentive Pay Schemes, Performance Evaluation Systems and Male-Female Wages”, in: B. Mahy, R. Plasman and F. Rycx (eds.), **Gender Pay Differentials: Cross-National Evidence from Micro-Data**, Palgrave-McMillan, 2006, 34 - 60 (with N. Datta Gupta)

“Hvordan påvirker globaliseringen arbejdsmarkedet?”, Chapter 2 in: Eriksson T., R. Ibsen, J. Li and N. Westergård-Nielsen: **Globalisering og det danske arbejdsmarked**, DJØFs Forlag; København, 2006, 7-31

”Internationale virksomheder i Danmark”, Chapter 3 in: Eriksson T., R. Ibsen, J. Li and N. Westergård-Nielsen: **Globalisering og det danske arbejdsmarked**, DJØFs Forlag; København, 2006, 33-49

“Socio-economic Status and Health – Bits of Evidence from Denmark”, in: E. Johansson, A. Skalli and I. Theodissou (eds.), **Are the Healthier Wealthier or the Wealthier Healthier? The European Evidence**, Taloustieto, Helsinki, 2006, 73-84

“Resultatløn i danske virksomheder”, in: **Total Quality Management** 2/2005, Børsens Ledelses-håndbøger. København, Børsens Forlag, (with N. Westergård-Nielsen)

“Family Structure and Labour Market Success: The Influence of Siblings and Birth Order on the Earnings of Young Adults in Norway, Finland and Sweden”, in: M. Corak (ed.), **Generational Income Mobility in North America and Europe**. Cambridge; Cambridge University Press 2004, 207-225 (with A. Björklund, M. Jäntti, O. Raaum and E. Österbacka)

“Mental Illness and Labour Market Outcomes – Employment and Earnings”, in: D. Marcotte and V. Wilcox-Gok (eds.), **Economics of Gender and Mental Illness**. Elsevier Science, 2004, 73-94 (with E. Agerbo, P. B. Mortensen and N. Westergård-Nielsen)

“Incitamentsystemer i dansk personaleledelse”, in: **Total Quality Management** 4/2003, Børsens Ledelseshåndbøger. København, Børsens Forlag

“The Effects of New Work Practices – Evidence from Employer-Employee Data”, in T. Kato and J. Pliskin (eds), **The Determinants of the Incidence and the Effects of Participatory Organizations**. Advances in the Economic Analysis of Participatory and Labor-Managed Firms, Vol 7, 2003, 1-30. JAI Press

“Comments (on the papers by Ackum-Agell & Lundin, and by Härmäläinen)”, in: S. Ilmakunnas and E. Koskela (eds), **Towards Higher Employment: The Role of Labour Market Institutions**. VATT Publishers, Helsinki 2002, 136-137

“Labour Market Changes and Mental Illness: Denmark during the 1980s”, in: G.A. Cornia and R. Paniciá (eds): **The Mortality Crisis in Transitional Economies**. Oxford; Oxford University Press, 2000, 370 – 391

“Søgeadfærd og dagpenge -- teori og empiri”, kapitel 2 i: **Dagpengesystemene i Norden og tilpasning på arbejdsmarkedet**. Nordisk Ministerråd, TemaNord 1999:572, København 1999, 28-63 (with P. Jensen and P.J. Pedersen)

“Søgeadfærd og søgestrategier i de nordiske lande”, kapitel 5 i: **Dagpengesystemene i Norden og tilpasningen på arbejdsmarkedet**. Nordisk Ministerråd, TemaNord 1999:572, København 1999, 117-146 (with P. Jensen and P.J. Pedersen)

- **Other recent publications**

Internationaliseringen av de nordiska arbetsmarknaderna och dess konsekvenser för arbetskraftsefterfrågan. *TemaNord* 2008:552. Copenhagen, The Nordic Council of Ministers, 2008

Report from the VATT Evaluation Panel 2007. VATT-muistioita 78, Government Institute of Economic Research, Helsinki, 2007 (with S. Burgess, A. Huhtala and P. Vartia)

Ledelse og performance – hvad betaler sig? Rapport fra Nationaløkonomisk institut ved Handelshøjskolen, Aarhus Universitet, 2007 (with E. S. Madsen og V. Smith)

Socio-economic and occupational effects on the health inequality of the older workforce. Report from the SOCIOLD project to the European Commission, 2006 (with S. Cavaco)

The potential of firm-level panel data and linked employer-employee microdata for employment analysis. Report to the European Commission, DG Employment and Social Affairs, 2003

“Nye måder at organisere og aflønne arbejde på – dansk evidens”, **Søkelys på arbejdsmarkedet**, 2003 (20), 287-300

High-tech Spin-Offs in the Nordic Countries. Summary Report. **SINTEF. STEP Report 22-2003** (with S. O. Nås, T. Sandven, J. Andersson, B. Tegsjö, O. Lehtoranta and M. Virtaharju.

High-tech Spin-Offs in the Nordic Countries. Main Report. **SINTEF. STEP Report 23-2003** (with S.O. Nås, T. Sandven, J. Andersson, B. Tegsjö, O. Lehtoranta and M. Virtaharju).

High-tech Spin-Offs in the Nordic Countries. Statistical Annex. **SINTEF. STEP Report 24-2003** (with S. O. Nås, T. Sandven, J. Andersson, B. Tegsjö, O. Lehtoranta and M. Virtaharju)

“Tidsbegränsade anställningar – danska erfarenheter”, **Arbetsmarknad & Arbetsliv**, 2003 (9), 227-241 (with P. Jensen)

Research Programme for the Economic Crisis of the 1990s: Reasons, Events and Consequences 1998-2001. Evaluation Report. **Publications of the Academy of Finland 7/02** (with W. Korpi and O. Krantz)

Har nye arbejdsorganisationer og aflønningsformer fundet plads i danske virksomheder?. **CLS Rapport 00-1** (with C. Ø. Poulsen and N. Westergård-Nielsen)

Låglönejobb – fällor och språngbräden. Nordiska erfarenheter i internationell belysning. Näringslivets ekonomiska forskningsinstitut (ETLA) Serie B: 167. Taloustieto; Helsinki; 2000 (with R. Asplund) (64 p.)