

CURRICULUM VITAE

John G. Sessions

PERSONAL

Name: John Grant Sessions

Nationality: British

Personal Status: Married (1-8-92); Two children (4-8-93, 16-10-97)

Qualifications:

| | |
|---------------|--|
| BSc Economics | University of Southampton <i>First Class Honours</i> |
| MSc Economics | London School of Economics |
| PhD Economics | London School of Economics <i>Unemployment, Earnings and Absence</i> Supervisors: Professor Saul Estrin (LSE) Professor Richard Jackman (LSE) Examiners: Professor Monojit Chaterjee (Dundee) Professor Alan Manning (LSE) |

Interests: Labour Economics; Industrial Organisation

Current Position: **Professor of Economics**
Department of Economics and International Development
University of Bath
Claverton Down,
Bath, BA2 7AY
England

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http: www.bath.ac.uk/econ-dev

Previously:

| | |
|------------|---|
| 2003-2005: | Reader in Economics, University of Bath, England |
| 1998-2003: | Reader in Economics, Brunel University, England |
| 1997-1998: | Lecturer in Economics, Brunel University, England |
| 1990-1997: | Lecturer in Economics, Loughborough University, England |

- Honours:** *IZA (Institut zur Zukunft der Arbeit), Bonn, Germany*
Research Fellow, 2007.
- Visiting Positions:** *Dartmouth College, New Hampshire, USA*
Visiting Professor, 2008
- University of Illinois at Urbana-Champaign, USA*
Visiting Professor, 2001
- Universite-Pantheon-Assas Paris II, France*
Visiting Professor, 2000
- University of Trier, Germany*
Visiting Associate Professor, 1993-1995
- External Examiner:** *University of Dundee*
Undergraduate Degrees in Economics: 2005 - Date
- University of Wales Aberystwyth*
Undergraduate Degrees in Economics: 2004 - Date
- University of London*
External Degrees in Economics: 2003 – 2006
- Loughborough University*
Undergraduate Degrees in Economics: 2000 - 2003
- Birbeck College, University of London*
Postgraduate Certificate in Economics and Postgraduate
Certificate in Economics and Finance: 1999 – 2003
- PhD Examiner:** *Royal Holloway, University of London*
L. Calmfors: *Determinants of Earnings in the Libyan
Urban Labour Market (1998)*
- Loughborough University*
K. Baldwin: *The Economics of Information and
Piecewise Linear Limited Liability Profit
Sharing Contracts (2000)*
- University of Nottingham*
M. Hisarcikilar: *Gender Based Discrimination in the
Turkish Labour Market (2004)*
- University of Birmingham*
C. Brown: *Determinants of Students' Choice of
Medical School in the UK (2004)*

University of Wales Swansea

A. Mussurov: *Human Capital, Screening and Discrimination in Kazakhstan* (2005)

University of Newcastle

A. Ma: *The Economics of Incentives and Remunerations* (2005)

University of Leicester

N. Theodoropoulos: *The Economics of Incentives and Remunerations* (2006)

University of Birmingham

Xiayang Liu: *Private Rates of Return to Education During China's Transition Periods: Methods and Results* (2007)

University of Sydney

Stephen Cheung: *Credentials and Learning in the Labour Market for Young Australians* (2007)

University of Sheffield

Juloawati Janius: *The Malaysian Co-operative Movement: An Empirical Analysis* (2007)

University of Southampton

Abdol Samad Nawi: *Essays on Total Factor productivity, International Trade, Business Cycles and Mark-Up* (2007)

University of Bath

Tian Qiui: *Private Returns to Education: Earnings, Health and Well-Being* (2009)

PhD Supervisor:*University of Bath*

A. Katsaros: *European Labour Market Flexibility (In Progress)*

G. Yu: *Expectations and Sentiments (Awarded 2007).*

Current Position: *Research Officer, University of Sheffield*

Brunel University

N. Tsitsianis: *An Empirical Investigation of Labour Market Patterns in Britain: An Exploration into Entry and Exit from Self-Employment (Awarded 2003).*

Current Position: *Lecturer in Economics, University of Hertfordshire*

Loughborough University

D. Watson: *Low Pay and Poverty: Implications for the Minimum Wage (Awarded 1999)*

Current Position: *Lecturer in Economics, University of Swansea*

M. Haynes: *The Role of Education in the Labour Market: An Empirical Analysis (Awarded 1997)*

Current Position: *Private Enterprise*

S. Brown: *The Absence Decision: A Theoretical and Empirical Analysis (Awarded 1996)*

Current Position: *Professor of Economics and Head of Department, University of Sheffield*

RESEARCH**Working Papers**

1. 'The Effects of Customer Discrimination on Inter-Occupational Pay Gaps in a Monopsony Firm.' (With O. Bodvarson).
2. 'Experience Earnings Profiles and Monitoring.' (with N. Theodoropoulos).
3. 'Systematic Heterogeneity in Expectations Errors.' (with J. Easaw and G. Ye).
4. 'Earnings Profiles and Agency.' (with J. Skatun).

Published Papers**Papers in Refereed Journals**

1. 'An Exposition on the Nature of the Wage Curve.' *Scandinavian Journal of Economics*, 95(2), 239-244, 1993.
2. 'Unemployment Stigma, Multiple Equilibria and Shirking: A Social-Psychological Interpretation of Hysteresis.' *Labour*, 8(3), 355-375, 1994.
3. 'Islamic Economics: The Emergence of a New Paradigm.' (with J. Presley). *Economic Journal*, 104, pp. 584-596, 1994.

4. 'Absenteeism, Efficiency Wages and Shirking.' (with T. Barmby and J. Treble). *Scandinavian Journal of Economics*, 96(4), pp. 561-566, 1994.
5. 'The Economics of Absence: Theory and Evidence.' (with S. Brown). *Journal of Economic Surveys*, 10(1), pp. 23-53, 1996.
6. 'Implications of Liberalised European Labour Markets.' (with S. Brown and K. Button). *Contemporary Economic Policy*, 14(1), January, pp. 58-70, 1996.
7. 'Real Business Cycles: Sectoral Versus Aggregate Shocks and the Elasticity of Demand for Income in Terms of Work Effort.' (with J. Presley). *Review of Political Economy*, 9(4), pp. 479-484, 1997.
8. 'Unemployment, Vacancies and Unjust Dismissals: The Cyclical Demand for Individual Grievance Procedures in Germany and Great Britain.' (with S. Brown). *Labour*, 11(2), pp. 329-349, 1997.
9. 'Housing Privatisation and the 'Right to Buy'.' (with S. Brown). *Applied Economics*, 29, pp. 581-590, 1997.
10. 'A Profile of British Unemployment: Regional Versus Demographic Influences.' (with S. Brown). *Regional Studies*, 31(4), pp. 351-366, 1997.
11. 'Jurassic Union Man?' (with S. Brown). *Labour*, 12(4), pp. 773-796, 1998.
12. 'Nature Nurtured? A Comparative Test of the Strong Screening Hypothesis.' (with S. Brown). *Scottish Journal of Political Economy*, 45(5), pp. 586-592, 1998.
13. 'Education and Employment Status.' (with S. Brown). *Economics of Education Review*, 18, pp. 397-404, 1999.
14. 'Profit Sharing and Absence.' (with S. Brown and F. Fakhfakh). *Industrial and Labor Relations Review*, 52(2), pp. 234-251, 1999.
15. 'Employee Militancy in Britain.' (with S. Brown). *Applied Economics*, 32(13), pp. 1767-1774, 2000.
16. 'The Effects of International Competition on the Labor Market Prospects of Union and Nonunion Workers.' (with S. Brown). *Journal of Labor Research*, 12(3), pp. 22-40, 2001.
17. 'Actual and Optimal Labour Supply.' (with S. Brown). *Applied Economics Letters*, 8(2), pp. 111-113, 2001.
18. 'Experience-Earnings Profiles, Education and Gender.' (with S. Brown). *Journal of Economic Studies*, 28(6), pp. 408-421, 2001.
19. 'Supervisor Heterogeneity: An Analysis of UK Microdata.' (with S. Brown). *Scottish Journal of Political Economy*, 49(4), pp. 407-17, 2002.
20. 'Changing Labour Market Flexibility in the European Union.' (with E. J. Pentecost). *Review of World Economics*, 138, pp. 148-160, 2002.

21. Earnings, Education, and Fixed-Term Contracts. *Scottish Journal of Political Economy*, 50(4), pp. 492-506, 2003.
22. ‘Attitudes, Expectations and Sharing.’ (with S. Brown). *Labour*, 17(4), pp. 543-69, 2003.
23. ‘Absenteeism, Presenteeism and Shirking.’ (with S. Brown). *Economic Issues*, 9(1), pp. 15-21, 2005.
24. ‘Windfalls, Wealth, and the Transition to Self-Employment.’ (with Y. Georgellis and N. Tsitsianis). *Small Business Economics*, 25(5), pp. 407-428, 2005.
25. ‘Employee Attitudes, Earnings and Fixed-Term Contracts: International Evidence.’ (with S. Brown). *Review of World Economics*, 141(2), pp. 296-317, 2005.
26. ‘Self-Employment Longitudinal Dynamics: A Review of the Literature.’ (with Y. Georgellis and N. Tsitsianis). *Economic Issues*, 10(2), pp. 51-84, 2005.
27. ‘Some Evidence on the Relationship Between Performance Related Pay and the Shape of the Experience-Earnings Profile.’ (with S. Brown). *Southern Economic Journal*, 72(3), pp. 660-676, 2006.
28. ‘Labour Market Flexibility and Macroeconomics Policy in the European Union.’ (with E. J. Pentecost). *Developments in Economics*, 22, pp. 43-57, 2006.
29. ‘Risk Preference and Employment Contract Type.’ (with S. Brown, L. Farrell, and M. N. Harris). *Journal of the Royal Statistical Society (Series A)*, 169 (4), 849–863, 2006.
30. ‘Self-Employment Matching: An Analysis of Dual Earner Couples and Working Households.’ (with S. Brown and L. Farrell). *Small Business Economics*, 26(2), pp. 155-172, 2006.
31. ‘Screening, Education and Earnings: An Empirical Analysis of Personality and Competency Tests.’ (with S. Brown). *Economics of Education Review*, 25(5), pp. 498-509, 2006.
32. ‘Pecuniary and Non-Pecuniary Aspects of Self-Employment Survival?’ (with Y. Georgellis and N. Tsitsianis). *Quarterly Review of Economics and Finance*, 47(1), pp. 94-111, 2007.
33. ‘The Relative Contributions of Wage and Hours Constraints to Working Poverty in Britain.’ (with S. Brown and D. Watson). *Journal of Population Economics*, 20(2), pp. 445-463, 2007.
34. ‘Social Capital and Windfalls: An Empirical Analysis.’ (with Y. Georgellis and N. Tsitsianis). *Economics Letters*, 99, pp. 521–525, 2008.
35. ‘Wages, Supervision and Sharing.’ *Quarterly Review of Economics and Finance*, 48, pp. 653–672, 2008.

Papers in Edited Works

1. 'Saudi Arabia: Problems of Economic Development in the 1990's.' (with J. Presley and A. J. Westaway). In R. Kimber (ed), *Middle East Studies*. (BRISMES: London), 1993.
2. 'Alternative Vision of International Monetary Reform: Comments.' In M. Iqbal and D. T. Llewellyn (eds), *Islamic Banking and Finance: New Perspective on Profit Sharing and Risk*. (Edward Elgar: Cheltenham), 2002.
3. 'International Competition and Trade Unions.' (with S. Brown). In P. V. Wunnava (ed.), *The Changing Role of Unions*. (M. E. Sharpe: New York), 2004.
4. 'Signalling and Screening.' (with S. Brown). In G. Johnes and J. Johnes (eds), *International Handbook on the Economics of Education*. (Edward Elgar: Cheltenham). 2005.

Contributions to Published Conference Proceedings

1. 'Absenteeism, Efficiency Wages and Shirking'. (with T. Barmby and J. Treble). In *Papers of the Third European Association of Labour Economists (EALE) Conference*, 1992.
2. 'Unemployment Stigma, Multiple Equilibria and Shirking.' In *Papers of the Fourth European Association of Labour Economists (EALE) Conference*, 1993.
3. 'Unemployment, Vacancies and Unjust Dismissals: The Cyclical Demand for Individual Grievance Procedures in Germany and Great Britain.' (with S. Brown and B. Frick). In *Papers of the Fifth European Association of Labour Economists (EALE) Conference*, 1994.
4. 'Absenteeism and Profit-Sharing.' (with S. Brown and F. Fakhfakh). In *Papers of the Sixth European Association of Labour Economists (EALE) Conference*, 1995.
5. 'The Aggregate Demand and Supply Model: An Exposition in the Light of Keynes'.(with E. J. Pentecost). In *Theories et Methodes de la Macroeconomie, Universitie Paris I-Pantheon-Sorbonne*, 1996.
6. 'Some Evidence on the Relationship Between Performance Related Pay and the Shape of the Experience-Earnings Profile.' (with S. Brown). In *Papers of the Eleventh European Association of Labour Economists (EALE) Conference*, 2002.
7. 'Wages, Supervision and Sharing.' (with S. Brown). In *Papers of the Twelfth European Association of Labour Economists (EALE) Conference*, 2003.

Other Conference Papers

1. 'The Implications of Liberalised European Labour Markets.' (With S. Brown and K. Button). To *69th Annual Western Economics Association Conference*, Vancouver, 29 June - 3 July 1994.

2. 'Unemployment, Vacancies and Unjust Dismissals: The Cyclical Demand for Individual Grievance Procedures in Germany and Great Britain.' (with S. Brown and B. Frick). To *6th Annual International Conference on Socio-Economics*, Paris, 15 July - 17 July, 1994.
3. 'A Profile of British Unemployment: Regional Versus Demographic Influences.' (with S. Brown). To *34th European Regional Studies Conference*, Groningen, 22 August - 25 August, 1994.
4. 'Attitudes to Islamic Economics: A Survey of Some Empirical Evidence.' (with J. Presley). To *International Workshop on Islamic Political Economy in Capitalist Globalisation: An Agenda for Change*, Universiti Sains Malaysia, Pinnang, Malaysia, 12 December - 14 December, 1994.
5. 'The Peace Dividend of Islamic Economics.' To *International Workshop on Islamic Political Economy in Capitalist Globalisation: An Agenda for Change*. (with J. Wright). Universiti Sains Malaysia, Pinnang, Malaysia, 12 December - 14 December, 1994.
6. 'A Profile of British Unemployment: Regional Versus Demographic Influences.' (with S. Brown). To *70th Western Economic Association Conference*, San Diego, 6 July - 10 July, 1995.
7. 'Jurassic Union Man: A Profile of the British Trade Union Member.' (with S. Brown). To *71st Western Economic Association Conference*, San Francisco, 1 July - 5 July, 1996.
8. 'Trade and Trade Unions: A British Perspective.' (with S. Brown). To *71st Western Economic Association Conference*, San Francisco, 1 July - 5 July, 1996.
9. 'Experience-Earnings Profiles and the Cost of Agency.' (with S. Brown). To *72nd Western Economic Association Conference*, Seattle, 28 June - 2 July, 1997.
10. 'Absenteeism and Profit Sharing: An Analysis of French Panel Data.' (with S. Brown and F. Fakhfakh). To *72nd Western Economic Association Conference*, Seattle, 28 June - 2 July, 1997.
11. 'Experience-Earnings Profiles and the Cost of Agency.' (with S. Brown). To *Royal Economic Society Annual Conference*, Warwick, 31 March - 3 April, 1998.
12. 'Education and Employment Status.' (with S. Brown). To *73rd Western Economic Association Conference*, Lake Tahoe, 29 June - 2 July, 1998.
13. 'Profit Sharing and the Trade off between Pay and Monitoring.' (with S. Brown). To *75th Western Economic Association Conference*, Vancouver, 29 June - 3 July, 2000.
14. 'Changing Labour Market Flexibility in the European Union.' (with E. J. Pentecost). To *ENEPRI International Workshop on EMU and Asymmetries in Labour Markets*, Paris 29 September - 30 September 2000.

15. 'Wages, Supervision and Sharing.' (with S. Brown). To *Royal Economic Society Annual Conference*, Durham, 31 March – 3 April, 2001.
16. 'Wages, Supervision and Sharing.' (with S. Brown). To *Education and Employment Economics Group Conference*, Leicester, 2 July – 4 July, 2001.
17. 'The Effect of Education on Permanent and Fixed-Term Contract Earnings.' (with S. Brown). To *76th Western Economic Association Conference*, San Francisco, USA, 2 July - 5 July, 2001.
18. 'International Competition and Trade Unions.' To *The Changing Role of Unions: Twenty-Third Annual Middlebury Economics Conference*, Middlebury College, Middlebury, Vermont, USA, 13 April -14 April, 2002.
19. 'Some Evidence on the Relationship Between Performance Related Pay and the Shape of the Experience-Earnings Profile.' (with S. Brown), To *Human Capital and Labour Markets*, Universitat Dortmund, 25 April - 26 April, 2002.
20. 'Some Evidence on the Relationship Between Performance Related Pay and the Shape of the Experience-Earnings Profile.' (with S. Brown), To *The Econometrics of Wages - Annual Conference of the Applied Econometrics Association*, Brussels, Belgium, 28 May - 29 May, 2002.
21. 'Employment Contract Matching: An Analysis of Dual Earner Couples and Working Households.' (with S. Brown and L. Farrell). To *European Society for Population Economics Annual Congress*, Bilbao, Spain, 13 June -15 June, 2002.
22. 'Education, Earnings and Fixed Term Contracts.' (with S. Brown). To *78th Western Economic Association Conference*, Denver, USA, 10 July - 14 July, 2003.
23. 'Screening, Education and Earnings: An Empirical Analysis of Personality and Competency Tests.' (with S. Brown). To *78th Western Economic Association Conference*, Denver, USA, 10 July - 14 July, 2003.
24. 'The Effects of Customer Discrimination on Inter-Occupational Pay.' (with Örn B. Bodvarsson). To *WEAI/HKEA Pacific Rim Conference*, Hong Kong, 15 January – 18 January, 2005.
25. 'The Effects of Customer Discrimination on Inter-Occupational Pay.' (with Örn B. Bodvarsson). To *European Society for Population Economics (ESPE) Annual Conference*, Paris, 4 June – 9 June, 2005.
26. 'The Measurement of Racial Discrimination in Pay between Job Categories: Theory and Test.' (with Örn B. Bodvarsson). To *80th Western Economic Association Conference*, San Francisco, USA, 7 July - 10 July, 2005.
27. 'The Measurement of Racial Discrimination in Pay between Job Categories: Theory and Test.' (with Örn B. Bodvarsson). To *Society of Labor Economists (SOLE) 12th Annual Meeting*, Chicago, USA, 4 May – 5 May, 2007.
28. 'The Measurement of Racial Discrimination in Pay between Job Categories: Theory and Test.' (with Örn B. Bodvarsson). To *European Association of Labor Economists*

(EALE) 12th Annual Meeting, Amsterdam, Netherlands, 18 September – 22 September, 2008.

29. ‘Tenure, Wage Profiles and Monitoring.’ (with Nikos Theodoropoulos). To *European Association of Labor Economists (EALE) 12th Annual Meeting*, Amsterdam, Netherlands, 18 September – 22 September, 2008..

Grants

| | |
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| €135000 | <i>Belgie (National Bank of Belgium): ‘Wage Flexibility in Europe: A Comparative International Study of its Determinants.’</i> (with E. J. Pentecost, J. Plasmans and A. Van Poeck). |
| £15000 | Brunel University <i>BRIEF</i> award, May 1998 |
| £300 | British Academy Travel Grant. To attend 72nd Western Economic Association Conference, Seattle, July 2-8, 1997. |
| £5000 | Loughborough University, Devolved University Research Funds: ‘The Economics of Unfair Dismissals.’ |
| £300 | British Academy Travel Grant. To attend 70th Western Economic Association Conference, San Diego, July 6-10, 1995. |
| £2800 | Loughborough University, Devolved University Research Funds: ‘Regional Unemployment.’ |
| £150 | ESRC Travel Grant. To attend <i>European Association of Labour Economists’ Fourth Annual Conference</i> , Maastricht, September 1993 |

Miscellaneous

Refereeing

Bulletin of Economic Research; Contemporary Economic Policy; Economica; Economic Journal; Economic Modelling; Education Economics; International Journal of Manpower; Journal of Economic Surveys; Journal of Macroeconomics; Managerial and Decision Economics; Manchester School; Quarterly Review of Economics and Finance; Scandinavian Journal of Economics.

Staff Seminars

University of Aberdeen; University of Aberystwyth (2); University of Bangor; Brunel University (4); City University; University of Keele; University of Kent (2); University of Lancaster; University of Leeds; Loughborough University (6); University of Manchester; Middlesex University; University of Newcastle; University of Nottingham (2); Universite Pantheon Paris II (2); Royal Holloway and Bedford New College; University of Sheffield; University of Southampton (2); University of Sussex; University of Trier (2).

Invitations

- Invited Session Organiser:** *Contemporary Economic Policy Forum*
Western Economic Association Annual Conference
Seattle, July, 1997.
- Contemporary Economic Policy Forum,*
Western Economic Association Annual Conference
San Francisco, June, 1996.
- Invited Discussant:** *Cinquieme Journee D'Etude du GDR CNRS*
'Analyse Quantitative Des Donnes Individuelles en
Economie du Travail', Universite Paris I, November 1993.

TEACHING

- University of Bath:** **Responsible Examiner**
Advanced Microeconomics (Year 3)
Labour Economics (Year 3)
The Economics of Industry (Year 2)
- Other Teaching**
Intermediate Macroeconomics (Year 2)
- Brunel University:** **Responsible Examiner**
Advanced Microeconomics (Year 3)
Industrial Organisation (Year 3)
Intermediate Macroeconomics (Year 2)
Introductory Microeconomics (Year 1)
Labour Economics (Year 3)
Mathematical Economics (Year 2)
- Postgraduate Supervision**
PhD: N. Tsitsianis: *Self-Employment (2003)*
MSc: Several dissertations successfully supervised.
- University of Illinois:** **Responsible Examiner**
Industrial Competition and Monopoly (Econ 380)
Labour Problems (Econ 240)
- Loughborough University:** **Responsible Examiner**
Advanced Microeconomics (Year 3)
Labour Economics (Years 3)
Introductory Macroeconomics (Year 1)
Microeconomic Theory and Policy (MSc)
Introductory Microeconomics (Year 1)
- Postgraduate Supervision**
PhD: S. Brown: *The Economics of Absence (1996)*
M. Haynes: *Human Capital & Signalling (1997)*

D. Watson: *Minimum Wages & Poverty* (1999)
 MSc: Several dissertations successfully supervised.

Other Teaching

Competitive Strategy and Risk Management (MSc)
 Macroeconomic / Microeconomic Tutorials (Years 1, 2)
 PhD Internal Examiner
 MPhil Internal examiner

London School of Economics: Summer School

Intermediate-Microeconomics Class Teacher (1990-1993)
 Advanced-Microeconomics Class Teacher (1994)

Undergraduate

Intermediate Microeconomics Class Teacher (1989-1990)

University of Trier:

Visiting Associate Professor

Labour Economics (1993 - 1995)

Open University:

Tutor

East Midlands Region (1991 - 1994)

ADMINISTRATION

University of Bath

Head of Department (2005-2008)

Chair of University Sabbatical Working Party (2006)

Director of Studies for Research Students (2004-2005)

Member of Faculty Board of Studies(2004-2008)

Member of Faculty Research Committee (2004-2005)

Member of University Academic Appeals Committee
 (2004-2005)

Brunel University:

Senior Tutor (2000-2003)

Director of Undergraduate Admissions (1997-2000)

QAA Aspect Group Leader (*Student Support and Guidance*): Graded 4 (Overall 22), March 2001.

Member of Department Research Committee

Member of Department Teaching Committee

Member of Faculty Board of Studies (1997-2003)

Probationary Staff Mentor (1997-2003)

Loughborough University:

Programme Director: Economics Combined Honours
Year I Tutor: Economics Combined Honours
Departmental Representative: Board of Studies, School of
Human and Environmental Studies
Deputy Director: Centre for Research into European
Economics and Finance (CREEF)
SOCRATES Exchange Students Supervisor
Member of Departmental Courses Committee
Member of Departmental Research Committee
Post Graduate Research Students Liaison Officer
Departmental Macintosh Computer Representative
Author - Departmental Annual Report.
Author - Postgraduate Prospectus.
Cluster Co-ordinator (Local Sixth Form Liaison Scheme)