

# Curriculum Vitae

Astrid Kunze  
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## Contact Address:

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## Personal details:

German citizen, born in Cologne; resident in Norway since 2003.

## Research Interests:

Labour Economics, Applied Micro-econometrics, Public Economics, Family Economics and Gender Economics, Corporate Finance.

## Secondary Research Interests:

Macro-Economics, Industrial Organisation.

## Employment:

Since 2017 : Professor of Economics, NHH.  
2005-2017 : Associate Professor, Department of Economics, NHH.  
2002-2005 : Assistant Professor, Department of Economics, NHH.  
2000-2002: Research Associate, IZA Institute for the Study of Labor, Bonn, Germany.  
1998-1999: Teaching Assistant, Econometrics (University College London).  
1994: Teaching Assistant, Public Economics (University Osnabrück).  
1993: Research Assistant (Deutsche Institut der Wirtschaft (DIW), Berlin).  
1991-1993: Teaching Assistant, Econometrics (University Bielefeld).  
1986-89: Business Programme Degree (Wirtschaftsassistentin), Bayer AG Leverkusen.

## Institutional Responsibilities:

2021: Workshop on German and Norwegian register data and family economics, IAB/SSB/NHH, initiator and organisation committee member. (60 participants) funded by Norwegian Center for Taxation at NHH.  
2020: Scientific committee member of IAB/LISER Workshop on Digitization and work, at LISER.  
Since 2018: Member of the CEMS Gender and Diversity Management group.  
2019-2021: Board member of the Department of Economics, NHH.  
2018 Deputy board member of the Department of Economics, NHH.  
2014-2016 Council (re-elected) member of ESPE-European Society of Population Economics.  
2011-2013 Council (elected) member of ESPE-European Society of Population Economics.  
2013 spring Board member of the Department of Economics, NHH.  
2009-2013 Deputy board member of the Department of Economics, NHH.  
2005-2009 Steering Committee Empirical Labour Economics (ELE).

## Memberships of Scientific Societies

2020- Fellow of Center for Business Economics (CBE) Center, NHH.

- 2019- Fellow of Center for Corporate Finance (CCF) Center, NHH.  
 2015- Research Fellow CESifo.  
 2011- Member of the Ausschuss für Bevölkerungsökonomie of Verein für Socialpolitik.  
 2002- IZA Research Fellow, Bonn (Germany)  
 European Economic Association (EEA), American Economic Association (AEA),  
 European Association of Labor Economics (EALE), European Society of Population Economics (ESPE), Verein für Socialpolitik.

**Education:**

- 2000: PhD in Economics from the University College, London, UK.  
 1995: MSc in Economics (Diplom Volkswirt). University of Bielefeld.

**Other Selected Work Experiences:**

- 1993: Temporary Research Assistant, Project: Student Survey, Center for Interdisciplinary University Didactic, University of Bielefeld.  
 1992-1993: Temporary Research Assistant, DIW (<https://www.diw.de/en>), Berlin. Research project: Consequences of German unification and its policy implications for Korea (published).  
 1991/1992: Student representative leader, University of Bielefeld.  
 1990: Work Placement in research section (business cycle and national accounting), German Economic Institute (IW - <https://www.iwkoeln.de/en.html>), Cologne

**Language Proficiency:**

German (native speaker), English (fluent), Norwegian (fluent), French, Spanish, Dutch (basic).

**Research:****Citations and other Statistics (as of September 2021)**

Google Scholar: 1411 citations, h-index 14.  
 RePEc/IDEAS Ranking: Norway (rank 92).  
 Twitter: 680 followers

**Refereed Publications:**

- “Do generous parental leave policies help female top earners?” joint with Gozde Corekcioglu and Marco Francesconi, *Oxford Review of Economic Policy*, 36(4), 882-902, 2020.  
 “The effect of children on earnings inequality among men”, *Review of Economics of the Household*, 18, 683 - 710, 2020.  
 “Gender Wage Gap in Developed Countries”, Chap. 16 in the Handbook on Women and the Economy, Oxford University Press, (ed.) Susan L. Averett, Laura M. Argys, and Saul D. Hoffman, 369-424, 2018.  
 “Women Helping Women? Evidence from Private Sector Data on Plant Hierarchies” joint with Amalia Miller, *Review of Economics and Statistics*, 99(5): 769-775, 2017.  
 “Types of absence from work and wages of young German workers with apprenticeship training”, *Journal for Labour Market Research*, 51(5), 1-24, 2017.  
 “Gender differences in job search among young workers: A study using displaced workers in the US joint with Ken R. Troske (University of Kentucky), *Southern Economic Journal*, 82(1), 185 - 207, 2015.  
 “The family gap in career progression, *Research in Labor Economics*, 41, 115-142, 2015.  
 “Work and Wage Dynamics around Childbirth” (joint with Mette Ejrnaes), *Scandinavian Journal of Economics*, 115 (3), 856-877, 2013.

“Life-cycle Patterns in Male/Female Differences in Job Search” (joint with Ken R. Troske), *Labour Economics*, 19, 176-185, 2012.

“High Skilled Migration and the Exertion of Effort by the Local Population” (joint with Gil S. Epstein, Melanie Ward), *Scottish Journal of Political Economy*, 56(3), July 2009.

“Gender wage gap studies: Consistency and decomposition”, *Empirical Economics*, 35, 63-76, 2008.

“Vocational training and gender: Wages and occupational mobility among young workers” (joint with Bernd Fitzenberger), *Oxford Review of Economic Policy*, 21(3), 392-415, 2005.

“The Evolution of the Gender Wage Gap”, *Labour Economics*, 12, 73-97, 2005.

“The demand for high-skilled workers and immigration policy” (joint with Thomas Bauer), *Brussels Economic Review*, 47, 1-19, 2004.

“Gender Differences in Entry Wages and Early Career Wages”, *Annales d’Economie et Statistique*, 71/72, 245-266, 2003.

“Looking Again at Instrumental Variable Estimation in the Gender Wage Gap Literature”, *Research in Labor Economics*, 20, 373-294, 2001.

#### **Other Refereed Publications in Norwegian, etc.:**

Kunze, A. (2020): “Kjønnsmessig mangfold i ledelsen” (Gender diversity in top management), *Magma*, No. 320, årgang 23, 3/2020.

#### **Working Papers and Work in Progress:**

“Do generous parental leave policies help female top earners?” joint with Gozde Corekcioglu and Marco Francesconi, NHH Discussion Paper No. 13275/2020 (IZA DP. CESifo DP).

“Universal Childcare for the Youngest and Maternal Employment” (joint with Xingfei Liu), NHH Discussion Paper No. 12146/2019.

“Wage Dips and Drops around first Birth” (joint with Mette Ejrnæs), NHH DP 03/2004.

“The Timing of Careers and Human Capital Depreciation”, 2002, *IZA Discussion Paper* No. 509.

#### **Other Publications, Book Chapters and Reports:**

Introduction/Fagleder Kvinner og Toppledelse (Women and Top leadership) in special issue Kvinner og Toppledelse i *Magma*, No. 320, årgang 23, 3/2020.

“Parental Leave policies as good HR policies”, *commentary on IZA World of Labor webpage*, 2019.

“Parental Leave and Maternal Labour Supply”, *IZA World of Labor*, 2016.

“Karriere og mødre: en studie av privat sektor i Norge”, in Sigtona Halrynjo og Mari Teigen (ed.) (2016), *U/likestilling i arbeidslivet (Un/Equality in Worklife)*. Oslo: Gyldendal Akademisk.

Kunze, Astrid and Thorburn, Karin S., 2014, Introduktion, in Kunze and Thorburn (eds.), *Yrke karriär och lön: Kvinnors och mäns olika villkor på den svenska arbetsmarknaden*, SOU 2014:81, chapter 8, 189-215.

“Warum wir in Sachen Chancengleichheit nach Skandinavien schauen sollten. Interview” in *Chancengleichheit*, Personal Quarterly, 03/2013.

“Career interruptions of women, and child care systems - An international comparison”, in: *Frühkindliche Bildung und Betreuung - Reformen aus ökonomischer, pädagogischer und psychologischer Perspektive*, Europäische Schriften zu Staat und Wirtschaft, Bd. 23, Ed. Prof. D. Klaus-Dirk Henke, Nomos, 2008.

“The Future of Family Friendly Policies - A Comparison between Germany and the Scandinavian Countries” (joint with Mette Ejrnæs, Nina and Smith and Mette Verner) IZA Compact, 2/2002, October 2002.

“The Demand for internationally highly qualified workers (Die Nachfrage nach internationalen hochqualifizierten Beschäftigten) - A study for the German Federal Ministry of Education and Research”, BMBF, Bonn 2001, IZA Report No 4 (joint with Rainer Winkelmann, Lilo Locher and Melanie Ward).

“German Unification-An Example for Korea”, Hrsg.: Flassbeck, H; Horn, G.A.: Gutachten des DIW im Auftrag von KDI, Seoul; Dartmouth, London, 1996 (Autorengemeinschaft).

### **Reports to the Government, EU Grants etc.:**

Mitbestimmung und Geschlechter Diversität in Boards - Vergleichsanalyse für Deutschland und Norwegen (joint with Katrin Scharfenkamp, University of Duisburg Essen), Hans Boeckler Stiftung, June 2020.

Comment on “Supporting Families with Children through the Tax and Welfare System”, Norges Grant project 'Lifetime economic impacts of maternity', May 2015.

Comment on “Wage differences related to motherhood and children in the family”, Norges Grant project 'Lifetime economic impacts of maternity', May 2016.

Comment on “From maternity to unemployment: Women with young children returning to the labour market”, Norges Grant project 'Lifetime economic impacts of maternity', May 2015.

Comment on “(Non-) discrimination against female job applicants for maternity-related reasons: Experiment”, Norges Grant project 'Lifetime economic impacts of maternity', Jan. 2016

Kunze, Astrid and Karin Thorburn (eds.), 2014, Women’s career and wages - “Yrke karriär och lön: Kvinnors och mäns olika villkor på den svenska arbetsmarknaden”, Report to the Swedish Government, SOU 2014:81, ISBN 978-91-38-24200-1.

### **Awards and Internal Research Grants:**

2017: Excellence in Reviewing Certificate from Labour Economics, 2017.

Research fund of the Norwegian Research Council and NHH (Småforsk) for research on labour market mobility and family economics, 2007-2015: (70000 Nkr in 2015)

Award for the paper: *Male-Female Wage Differentials and Occupational Segregation*, at European Society of Population Economics Conference, 1999.

Flick Research Fund, PhD scholarship, 1996-1999.

### **External Project Funding, Large Data Projects and Participation:**

#### **External Major Project Funding:**

1. 2021-2027 **Principle Investigator**, Norwegian Research Council VAM Proj.No. 315760, Project Title: Challenges to shaping an inclusive work-life in rapidly changing labour markets: Firms, Human capital, and Family policy, 1.2 Mio Euro.

2. 2020-2023: **Co-investigator** on behalf of NHH “EquAl in ReacHing AspiRaTions” EARHART financed by the GRIEG programme, Norway grants, National Science Center Poland, Principal Investigator: dr hab. Joanna Bożena Tyrowicz (550 000 Euro total)

3. 2018-2022: **Principal investigator** on behalf of NHH acting as expertise partner in the project “Youth employment partnerSHIP - evaluation studies in Spain, Hungary, Italy and Poland”, financed by the “EEA and Norway Grants Fund for Youth Employment”. (1.2 Mio Euro total).

4. 2019-2020: **Principal investigator** for the project “Co-determination and gender diversity on boards A comparative study for Norway and Germany” from the Hans Bckler Stiftung, Dusseldorf, Germany (8000 Euro) Duration: 12 months.

#### **Other Funds, Large Data Projects and Participation:**

2017-2024: Commissioned to use Norwegian register data for the project: “Project Human capital, family policies and firms” (SSB Norwegian register data) with international group of researchers (M. Francesconi (UEssex), C. Gathmann (Heidelberg), A. Miller (U. Virginia), G. Corekcioglu (Kadir Has Uni.)). Funding for data access: approx. 450000 Nkr.

2017-2024: Principle Investigator: Project Human capital, family policies and firms (SSB Register data) with international group of researchers.

2014-2024: Project Flexible work arrangements (SSB labour force survey data) with Xingfei Liu (UALberta). Funding for data access: approx. 20000 Nkr.

2020: Centre for Ethics and Economics at NHH, for *Do Generous Parental Leave Policies Help Female Managers? Evidence from Norway*, Jan 2020 (grant 22500 NOK).

2018: Contract to access LPP Linked Personal Panel (from FDZ-IAB) (supervised Masterthesis project: Does tech at the workplace affect employee well-being and work-life balance?).

2018-2020: Contract to access SIAB Sample of Integrated Labour Market Biographies (from FDZ-IAB) (research on maternal employment and childcare).

2014-2016: Norwegian partner/expert in project ‘Lifetime economic impacts of maternity’, Norwegian-Czech cooperation with Gender Studies (Prague) , project supported by the Open Society Fund Prague, from the programme Let’s Give (Wo)men a Chance, financed by Norway Grants, 10000 Euro.

2001-2003: European Network on Human Mobility (ENMOB) - EU Funded Project in cooperation with IZA.

E.ON Ruhrgas Stipend for research visits to Humboldt University Berlin, IZA (Bonn), IAB (Nuernberg): Research project on gender differences in labour market behaviour - 2004/2005, 2006/2007, 2007/2008, 2009/2010, 2013/2014.

Funding of Econometric Team, by NHH Masterprogramme and the Department of Economics, 2008-2012.

2008: Changes in the Labor Market - SNF project funded by Norwegian Research Council, project manager: Prof. Kjell G. Salvanes (Norwegian School of Economics - NHH).

2005-2008: Family, work and welfare: Economic Perspectives - SNF project funded by Norwegian Research Council, project manager: Prof. Kjell Erik Lommerud (University of Bergen).

Nordic Centre of Excellence on Empirical Labor Economics (ELE), financed by the joint committee for Nordic Research Councils for the Humanities and the Social Sciences, Prof. Kjell G. Salvanes (Bergen), Prof. Per-Anders Edin (Uppsala), Prof. Michael Rosholm (Arhus), Prof. Markus Janti (Helsinki), 2005-2009.

#### **Organisation of Scientific Meetings:**

2021 Organiser of the IAB/SSB/NHH workshop on Research with German and Norwegian register data on family economics, 26/27 May 2021, online.

2017-2019 NHH Seminar Series Gender Equality in Academia (initiator and co-organiser)

2016- Interdepartmental Seminar Series Firm Behaviour and Performance at NHH (joint with Dep. of Management) started up and organized by Kunze/Timmermans.

2014-2016: PhD Workshop of the Economics Department at NHH and University of Bergen, biannual .

2014: Academic workshop “Career, wages and women” at NHH (joint with Thorburn,Stensakker)

2014: Corporate workshop “Career, wages and women” at NHH (joint with Thorburn, Stensakker)

2014: American Economics Association Annual Meetings, Philadelphia, Co-Organizer in the session: Gender and Organization

2013: 7th Meeting of the Nordic Econometric Network, Bergen.

2008-2011: NHH master and PhD students team participating at the Econometric Game in Amsterdam.

2004: “Inequality in the Labor Market”, CEPR/RTN/NHH, Bergen.

2002: “The Future of Family and Work: Evaluating Family Friendly Policies”, IZA/CIM, Bonn

### **Experience as Consultant and Policy Advisor:**

*Panel at GW4 gender equality and academics in the UK (virtual), 2020.*

*Fachtagung zum Endbericht des FPoG*

(Gesetzes für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst ein)

Bundesministerium für Familie, Senioren, Frauen und Jugend, Berlin, 03/12/2019.

*Expert in the Forum Equality oriented personal management*

invited by Sachverständigenkommission des Zweiten Gleichstellungsberichts der Bundesregierung, April 2016.

*Report to the Swedish Government 2014:*

Editor of the anthology “Wages, compensation and career” (joint with Karin Thorburn) for the Delegation. for Gender Equality

*Invited Lecture ‘Wages, compensation and career’:*

at the Nordic Conference on Equal Pay, organised by the Icelandic presidency in the Nordic Council of Ministers in Reykjaviceland, on 13th November 2014.

*Podium discussant on Work and Family:*

at the conference 2014 ‘Work and Family in the European area (Spannungsfeld Arbeit und Familie im Europäischen Kontext) in Berlin, in cooperation with Friedrich-Ebert-Stiftung and Norwegisch-Deutschen Willy-Brandt-Stiftung at HUMBOLDT-VIADRINA School of Governance GmbH.

### **PhD Thesis supervision, Mentor, Advisor on Gender Diversity in Academics:**

Supervisor: Hautmann, Anna (Labour Economics), PhD student at University of Heidelberg, start 2019

Mentor in IAB IAB-Mentoringprogrammes, 2019.

### **PhD Dissertation Committees:**

Karin Monstad (Education and fertility), NHH, 2007:

Sami Napari (careers), University of Helsinki, 2008.

Line Naper (Education), University of Trondheim, 2008.

Xiuhei Han (Housing markets), University of Oslo, 2008.

Nisar Ahmad (Unemployment), University of Aarhus, 2009.

Nina Falch (Unemployment), (University of Oslo) 2015.

### **Editor Experience:**

Editor, special issue on *Gender and top management*, Magma, No.3, 2020.

Kunze, Astrid and Karin Thorburn (eds.), 2014, Women's career and wages - "Yrke karriär och lön: Kvinnors och mäns olika villkor på den svenska arbetsmarknaden", SOU 2014:81.

**Referee for the Following Journals and Publishers:**

Journal of Labor Economics, Review of Economics and Statistics, MIT Press, Quarterly Journal of Economics, European Economic Review, Journal of the European Economic Association, Demography, Economic Journal, Canadian Journal of Economics, *Economica*, *Economics Letter*, *Economics of Transition*, *Economic Inquiry*, *Industrial and Labor Relations Review*, *Industrial Relations*, *International Journal of Manpower*, *IZA Journal of Labor Policy*, *Journal of Economic Behavior and Organization*, *Journal of Population Economics*, *Journal of Labor Economics*, *Journal of Family and Marriage*, *Labour Economics*, *Management Science*, *Oxford Bulletin of Economics and Statistics*, *Oxford Economic Papers*, *Population and Development Review*, *Research in Labor Economics*, *Scandinavian Journal of Economics*, MIT Press.

**Referee for the Following Institutions, incl. Recruitment Committees:**

Humboldt University Berlin, University of Bergen.  
 Swiss National Science Foundation.  
 Canadian National Science Foundation.  
 Finnish National Science Foundation.  
 University of Bergen.  
 University of North-South Norway.  
 University of Molde.  
 Høyskolen Kristiania.  
 Copenhagen Business School.

**Referee/Scientific Program Committee for the Following Conferences:**

European Society of Population Economics (ESPE), 2010-2019.  
 Verein für Socialpolitik, 2012, 2013.

**Mobility: Recent Research Visits:**

2019: University of California, Santa Barbara (November).  
 2019: Univ. of Cologne (March/April).  
 2017: University of Alberta (March), Univ. of Cologne (May and June).  
 2016: IAB (Feb.), University of Cologne and IZA, Bonn (July), University of Cologne (Nov.).  
 2015: IAB, Nuernberg, IZA, Bonn, University of Essex, CES, University of Muenchen (June/July), ZEW (Mannheim), University of Cologne and LISER (Luxembourg).  
 2015: Summer: Visiting Professor at CES, Munich.  
 2014: Visiting Professor University of Bonn/IZA, August 2013-August 2014.  
 2009 Spring: Visiting Professor at IAB, Nürnberg.  
 2006-2007: Visiting Professor at the IZA, University of Bonn.

**Professional Presentations:**

2021: Invited to as session at the Royal Economic Society, Kadir Has University, NHH-CBE Seminar, EARIE Conference (online Bergen), scheduled: Frisch Center, Warsaw Seminar LABSAM.  
 2020: University of Oxford, University of Lund, SOIE. Verein fr Socialpolitik (German Economic Association), organised session: Gender and Leadership, Scheduled: University College London, University of Reading.

2019: ISF/World Bank Conference, Warsaw; University of Cologne. SOFI (Stockholm), SOIE (Stockholm), University of California Santa Barbara, University of Copenhagen, Workshop University Frankfurt.

2018: Workshop LMU Muenchen, ESPE (Antwerpen), IZA World of labor Conference (Berlin), EEA, UCologne, UBergen, SSB, Oslo, Gender quota on boards - yes, no? at Stockholm Business School.

2017: University of Mainz, Univ. Alberta (March) and University of British Columbia, Univ. Trier (May), ESPE (Univ. Glasgow), University of Essex, Univ. Paderborn. Meetings of Spanish Economists (SAEe), Barcelona.

2016: U Tübingen, Workshop “Autonomy at Work and Employee Involvement: Causes and Consequences”, IAB - Nürnberg. CERGE-EI, Prague, IFS (Oslo), Invited session organized by the board of population economics at the Verein für Socialpolitik, Augsburg.

2015: SFI (Copenhagen), UCollege Østfold, ESPE (Izmir), ULinz. EEA (Mannheim), Workshop Family Economics (UCopenhagen), Invited Speaker in Prague, Gender Studies - Conference, Workshop of the Ausschuss fuer Bevoelkerungspolitik- Verein fuer Socialpolitik, IAB/ZEW Workshop : Assessing the Impact of Human Reource MAnagement Practices (Mannheim).

2014: AEA Annual Meetings, Philadelphia, January (Organizer and presenter in the session: Gender and Organization), ZEW - Workshop “Familienpolitik in Deutschland im Spiegel der Wissenschaft”, U Cologne, POEK Conference (U Cologne), U Mannheim, Ludwig-Maximilian U (München). IAB (Nürnberg), DIW Berlin, ESPE (Braga), EALE (Ljubljana)

2013: University of Copenhagen, Frisch Center, Workshop of ELE, Aarhus; ESPE Conference, Aarhus, Meeting of the German Economic Association, Düsseldorf, EALE Conference, Turin, U Hamburg. RWI Essen, U Oslo, U Konstanz.

2012: University of Mannheim, SOLE (Chicago), Rand (Washington DC), ESPE (Bern), IZA (Bonn), EALE in Bonn, University of Dublin, Ireland.

2011: Invited by the Research Board of Population Economics, Mannheim, ESEM, Oslo, EALE, Cyprus, 7th Norwegian-German Workshop in Public Economics (CESifo).

2010: University of Freiburg; Workshop on Flexibility in Heterogeneous Labour Markets research Network financed by the German Research Foundation (DFG), ZEW Mannheim; University of Oslo, University of Essex, European Society of Population Economics (ESPE), in Essen, Germany, ISF (Oslo), University of Cologne, University of Frankfurt.

2009: IAB, Nuernberg, Germany; Workshop on Family Economics, ELE, Svolvaer, Norway; ESEM, Barcelona.

2008: Institute for Economics (IFS), Oslo; State University Ohio, US; University of Kentucky, US; European Society for Population Economics Meeting, Flexibility in Heterogeneous Labour Markets research Network of the German Research Foundation (DFG), Mannheim Conference; London; Humboldt University Berlin; University of Lausanne; IZA, Bonn; Summer Institute of the Nordic Network on Empirical Labor Economics (ELE), Aarhus, Denmark.

2007: Early Childhood Development and Education from a Economics Perspective, invited speaker, University of Münster.

2005: European Society for Population Economics (ESPE) Meeting, Bergen; 12th Panel Data Conference, Copenhagen; 1. User-conference for the data of the IAB and BA, Nürnberg, RWI, Essen; Flexibility in Heterogeneous Labour Markets, Network DFG, Mannheim.

2004: ESPE, Bergen; The Economics of Family, Gender and Work, CEPR/SNF Workshop, Bergen; The Nature of Discrimination, IZA Workshop, Bonn.

2003: The Economics of Gender Issues: Widening the Dabate, ZEW Mannheim and University of Mannheim; 25th National Research Meeting for Economists, University of Bergen; 2nd Nordic Econometric Meeting, NHH, Bergen



2002: ESEM, Venice; EALE, Paris; ESPE, Bilbao; SOFI, Stockholm; IFAU, Uppsala; NHH, Bergen; Discrimination and Unequal Outcomes, ADRES/CEPR/Universite due Maine Conference, Le Mans; The Future of Family and Work: Evaluating Family Friendly Policies, CIM/IZA Workshop, Bonn; ZEW Summer School, Mannheim.

2001: CEPR Workshop on Non-Standard Contracts, Milan; Labour Demand, Education and the Dynamics of Social Exclusion, CEPR/EUI Conference, Florence; The International Mobility of Highly Skilled Workers, IZA, Bonn; Gender Differences in Earnings and Labour Market Participation in the U.K. and Germany, ZEW, Mannheim; Royal Economic Society Meeting, Durham, UK; ESPE meeting, Athens, Greece; University of Bergen, Aarhus School of Business.

2000: Zeuthen Workshop on Search Theory (with Dale Mortenson), University of Copenhagen; CLS, Aarhus.

1997-1999: ESPE in Essex, 1997; Simposium de Analisis Economico in Barcelona in Spain, 1998; IZA-CEPR Summer School at Ammersee, 1998; University of Mannheim, 1998; IZA Seminar, 1999; ESPE in Turin, 1999.

### Recent Media Appearance:

Overfladisk tallbruk i diskrimineringsdebatten, 27 Sept. 2020.

Familienpolitische Fehlzündung: Warum das Betreuungsgeld ungenutzt verpufft, IZA Newsroom, 2014.

Kvinner taper på verneplikt, Kronikk, Dagens Næringsliv, June 2013.

On human capital - Karrieredagen, in *Dagbladet*, 2012.

### Media Coverage of my Research (Selected Articles):

#### *International Press:*

Research Briefs in Economic Policy, Do generous parental leave policies help top female earners?. Cato Institute, Boston, 21 Oct. 2020.

Can women have it all: Childcare, paid parental leave and keeping women working, Asia and The Pacific Policy Society, Policy Forum, 2019. Link: <https://www.policyforum.net/can-women-have-it-all/>

Corporate Peak still out of reach for most Women, Financial Times, 5 March, 2015. Link: <http://www.ft.com/intl/cms/s/0/9223bb1e-b83b-11e4-86bb-00144feab7de.htmlaxzz3WrDDMSEH>.

How to redress the gender imbalance, Times Higher Education. Link: <https://www.timeshighereducation.com/features/how-to-redress-the-gender-imbalance/2020135.article>.

Frau fördert Frau, Wirtschaftswoche, 11 Feb. 2015. Link: <https://www.wiwo.de/erfolg/management/studie-frau-foerdert-frau/11361288.html>.

#### *Norwegian Press:*

Hvor er alle kvinnene ved handelshyskolene?, DN, May 2018.

Kvinner har feil, menn har potensial, DN, 30 May 2015.

I denne likestillingsstatistikk blir vi knust, E24, 25 May 2015.

Kvinner hjelper hverandre opp og frem på job. Eller?, Aftenposten, 28 Sept. 2014.

Derfor sakker kvinner akterut (Finansavisen, 27 Sept. 2014.)

De lønnsome barn, Finansavisen, 5 May 2014.

Høyt utdannede kvinner taper mest på å få barn, DN, Forskning.no, Dec. 2013.

Disse kvinnene taper mest på å få barn, E24, Dec. 2013.

On NHH Team for Econometric Game, in *K7 Bulletin, Paraplyen*, 2012.

**Teaching statement:**

I have developed new courses and mastertheses in the field of diversity and inclusive worklife in firms and equality and gender economics at NHH. My teaching approach is applied and research based. I give classical lectures using power point presentations. The lectures on economic theory and econometric methods are accompanied by examples and empirical studies from research papers. My goal is to create active engagement among the students and teach the problems from various perspectives. I use situational problem sets and Harvard Business School type case studies on questions related to equality, management issues related to business ethics and equality, diversity policies. I use situation based assignment questions that the students solve in groups. This is to practice problem solving, academic writing, relate the theory to (topical) economic questions as well as prepare them for the final exam or for writing term papers. Guestlectures from the private sector supplement the courses. All courses at the master and PhD level are taught in English at NHH. I teach and supervise in English and Norwegian. In all my courses, and in particular under COVID, I have increased the time in the courses allocated to group work and activities that create social contact (online) and academic interactions among the students and between students and faculty. I also have followed up students particular in order to ensure that they have it well as students. I have produced videos of short lectures as well as life streams to enable students to follow the course in a flexible way and increase engagement.

During the previous year, I have shared the course STR445 with a junior colleague in a tenure track position. This is to increase presence of the topics diversity in firms and equality in the NHH portfolio of courses with a particular emphasis on firms, and to include new faculty members teaching courses in this area.

**NHH participated in 2021 at the Econometric Game in Amsterdam**

Courses in quantitative economics and econometrics are an integral part of the NHH studies. Together with my colleague Prof. Øivind Anti Nilsen, we have sent a team of students to the international, highly competitive Econometrics Game at Free University of Amsterdam. We have raised funding, selected a team 5 students, master and PhD students from NHH and the department of Economics, coached them and sent to the Econometric Game in Amsterdam (online). They came under the top 10 universities in this highly competitive field of international universities. See Paraplyen for coverage. <https://wceconometrics.com/>.

**Development of significant new courses (research based) taught at NHH:**

*STR445 Human Capital, Mobility and Diversity in Firms* (Master), 2011- .

*ETI451 Diversity in Firms and Ethics* (Master), 2015- .

**As Professor at Norwegian School of Economics since 2017:****ECN 402 Econometrics (Master):**

*Econometrics* (Master) (130-300 students).

**STR 445 Management and Strategy (Master):**

*Human Capital, Mobility and Diversity in Firms* (Master) (approx. 40 students per year).

**ETI451 Business Ethics (Master):**

*Diversity in Firms and Ethics* (Master)(40-120 students per year).