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Personal details

Name: Harald Dale-Olsen
Born: 1966
Address: Syd-Fossum 15, 1359 Eiksmarka
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Key qualifications

- Expert knowledge related to theoretical and empirical analysis of wages, mobility, health issues, CEO remuneration, job creation and destruction.
- Expert knowledge about the utilisation of Norwegian administrative registers for analytical purposes related to labour market issues.

Positions and affiliations

2004–05: Visiting academic at Department of Economics, University College London (November 1, 2004 to May 31, 2005).
1997– : Institute for Social Research.
Senior Research Fellow (13.9.2002 –).
Research Fellow and Research Assistant (1997–2002).
1995–96: Statistics Norway, Division for Labour Market Statistics.
Senior Executive Officer.
1994–95: Foundation for Social and Industry Research/Department of Economics, University of Oslo. Research Assistant (October, 1994–February, 1995).

Education

1999–03: University of Oslo, The Faculty of Social Sciences, Dr. Polit. (PhD.) in Economics
Thesis: *Payment Policies, Recruitment and Worker Turnover (defended March 21st, 2003)*
1991–94: University of Oslo, The Faculty of Social Sciences, Cand. Oecon. (Master)
Dissertation: *Production in the bus transport sector (in Norwegian)*
1990–91: University of Oslo, The Faculty of Mathematics and Natural Sciences:
1985–88 Courses in mathematics, statistics and information technology.

Project Management, Grants, Doctoral Scholarships

2008-2009: ”Lederlønninger og andre topplønninger i det norske arbeidsmarkedet” financed by the Norwegian Ministry of Labour and Social Inclusion. Project manager.
2008-2011: “Friends or foes”, financed by the Norwegian Research Council grant no.187298.Project manager.
2005-2006: ”Velferdskontrakter” (Welfare contracts) financed by the Norwegian Ministry of Labour and Social Inclusion. Project manager.
2001-2002: ”Frynsegoder – Tillegg til grunnlønn 2” (“Fringe Benefits – Supplementary Wage Elements 2”). Project manager.
2000-2001: ”Jobb- og arbeidskraftsstrømmer i Norge og OECD” (Job – and Worker Flows in Norway and the OECD). Project manager.
1999–2000: One of the organisers of *The Nordic Workshop on Labour Market Research with Register data* in Tampere, Finland, April 10-11th, 2000.
1999-2001: Doctoral scholarship. Funding awarded by Norwegian Research Council Project no. 411.91 ”Employment relationship: birth, life and death”.
1999: ”Tillegg til grunnlønn 1” (Supplementary Wage Elements 1). Part-time project manager.

Prizes

1998: Winner of the FAFO-prize 1998 for the study *Lønn for arbeid* (ISF-report No. 97:16) (a survey of Norwegian studies focussing on issues related to wage determination).

Other relevant activities

- 1999–** : External examiner Department of Economics, University of Oslo.
2006: supervisor master-thesis, 2003-:Guest lecturer/team work (ECON1810-organisation, strategy and management, ECON4245-Economics of the firm, ECON4715-labour economics, 2009-: lecturer/team work (ECON4715)
- 2002–** : Referee:Scandinavian Journal of Economics, Finnish Economic Papers, The Manchester School, British Journal of Industrial Relations, International Journal of Manpower, Nordic Journal of Political Economy, Labour Economics, Personnel Review, Scottish Journal of Political Economy, Søkelys på arbeidslivet.
- 1999–** : Representative for the employees on ISFs board of directors from 2001 (deputy representative 2000). Representative for the research fellows on ISFs research board 1999 and from 2009.

Publications

Articles – International journals and books

- Dale-Olsen, H. (2010). "Job and worker flows at the firm level." In Marsden, D. and F. Rycx, eds., *Wage Structures, Employment Adjustments and Globalization: Evidence from Linked and Firm-level Panel Data*. London: Palgrave Macmillan (forthcoming).
- Barth, E., and H. Dale-Olsen (2009). "Monopsonistic Discrimination and the Gender Wage Gap." *Labour Economics* (forthcoming).
- Dale-Olsen, H. (2006). "Worker Turnover, Capital Dispersion and Matching." *Labour*, 20: 395-431.
- Dale-Olsen, H. (2006). "Estimating Workers' Marginal Willingness to Pay for Safety Using Linked Employer-Employee Data." *Economica* 73: 99-127.
- Dale-Olsen, H. (2006). "Wages, Fringe Benefits and Worker Turnover." *Labour Economics* 13: 87-106.
- Barth, E. and H. Dale-Olsen (2002). "Skill-Group Size and Wages." *New Zealand Economic Papers* 36:83-84.
- Barth, E. and H. Dale-Olsen (2000). "Churning in the Norwegian Labor Market. Gender Differences in Job and Worker Mobility" In Gustafsson, Siv og Danièle Meulders, ed., *Gender and the Labour Market. Econometric Evidence on Obstacles in Achieving Gender Equality*. London: Macmillan.
- Mastekaasa, A. and H. Dale-Olsen (2000), "Do women or men have the less healthy jobs? An analysis of gender differences in sickness absence". *European Sociological Review* 16: 267-286.
- Barth, E. and H. Dale-Olsen (1999). "The Employer's Wage Policy and Worker Turnover." In Haltiwanger, John C., Julia I. Lane, James R. Spletzer, Jules Theeuwes and Kenneth R. Troske, ed., *The Creation and Analysis of Matched Employer-Employee Data*. London: North Holland.

Articles – Norwegian journals and books

- Dale-Olsen, H. (2007). "Lykke og glede – interessante begreper for forskning og politikk." *Søkehys på arbeidslivet* nr. 3/07: 361 - 374.
- Dale-Olsen, H. (2006). "Økende mobilitet i det norske arbeidet?" *Søkehys på arbeidsmarkedet* nr. 1/06: 3-11.
- Dale-Olsen, H.; I. Hardoy; A. Storvik and H. Torp (2005). "IA-avtalen og yrkesaktivitet blant personer med redusert funksjonsevne." *Søkehys på arbeidsmarkedet* nr. 2/05: 269–282.
- Dale-Olsen, H. (2005). "Attraktive frynsegoder?" *Søkehys på arbeidsmarkedet* nr. 1/05: 83–94.
- Dale-Olsen, H. (2005). Etablering og nedlegging av bedrifter, bedrifters størrelse og levetid. I Torp, H. (red.). *Nytt arbeidsliv. Medvirking, inkludering og belønning*. Oslo: Gyldendal fagbok.: 250-271.
- Barth, E. and H. Dale-Olsen (2004). "Lønnsforskjellene mellom kvinner og menn i et 30 års perspektiv." *Søkehys på arbeidsmarkedet* nr.1/04: 65–74.
- Dale-Olsen, H. (2003). "Avlønning på toppen i arbeidslivet." *Økonomisk forum* 57(9): 37–47.
- Dale-Olsen, H. (2003). "Topplønninger i det norske arbeidsliv. Hvordan er de relatert til prestasjon?" *Søkehys på arbeidsmarkedet* nr.1/03: 61–72.
- Dale-Olsen, H. (2002). "Topplønninger i det norske arbeidsliv. Lave i norsk målestokk?" *Søkehys på arbeidsmarkedet* nr.2/02: 201–210.
- Dale-Olsen, H. (2001). "Kjønnsforskjeller i frynsegoder." *Søkehys på arbeidsmarkedet* nr.2/01:185-194.
- Dale-Olsen, H. and G. Høgsnes (1999). "Kjønnsforskjeller i tilleggslønn." *Søkehys på arbeidsmarkedet* nr. 1/99: 85-96.
- Dale-Olsen, H. (1998). "Kjønnsforskjeller i jobb- og arbeidskraftsstrømmer". *Søkehys på arbeidsmarkedet* nr. 2/98 : 147-156.
- Barth, E. and H. Dale-Olsen (1997). "Arbeidsmarkedsstrømmer i Norge". *Søkehys på arbeidsmarkedet* nr. 2/97, 121-126.

Selected reports, essays and other publications

- Dale-Olsen, H og K.M. Nilsen (2009a). *Lønnsspredning, leder- og topplønninger i det norske arbeidsmarkedet*. ISF-rapport 2009:4.
- Dale-Olsen, H. (2007). Review: Tranøy, B.S., "Markedets makt over sinnene". *Tidskrift for samfunnsforskning* 48:451 – 454.
- Dale-Olsen, H.; M. Røed and P. Schøne (2006). *Omfang av arbeidsmarkedstiltak: Betyr det noe?* ISF-rapport nr. 2006:12.
- Dale-Olsen, H. and P. Schøne (2006). *Omfang og effekter av vilkår i velferden. En kunnskapsstatus om velferdskontrakter*. ISF-rapport nr. 2006: 7. Oslo: Institutt for samfunnsforskning.

- Dale-Olsen, H. (2006). "Analysing fringe benefits policies using linked employer-employee data. Norwegian experiences." In: Bryson, A., J. Forth and C. Barber (ed.), *Making Linked Employer-Employee Data Relevant to Policy*, DTI Occasional Paper Serie No.4, 2006: 45 – 77.
- Dale-Olsen, H.; I. Hardoy; A. Storvik and H. Torp (2005). *LA-avtalen og yrkesaktivitet blant personer med redusert funksjonsevne*. ISF-rapport nr. 2005:9.
- Dale-Olsen, H. (2005). "Omstillinger." In P. Schøne, ed., *Det nye arbeidsmarkedet. Kunnskapsstatus og problemstillinger*. Norges forskningsråd. Arbeidslivsprogrammet:49-76.
- Dale-Olsen, H. (2004). Skaper høyere lederlønninger bedre bedrifter? Aftenposten 8.06.2004.
- Barth, E. and H. Dale-Olsen (2003). "Regionale lønnsforskjeller." Vedlegg 4 til NOU *Konkurransesevne, lønnsdannelse og kronekurs*. Oslo: Finansdepartementet.
- Dale-Olsen, H. (2003). *Payment Policies, Recruitment and Worker Turnover*. Dr. Polit. avhandling i samfunnsøkonomi. Oslo: Økonomisk institutt, Universitetet i Oslo.
- Dale-Olsen, H. (2002). *Forskjeller i frynsegoder mellom kvinner og menn i perioden 1992-97*. ISF-report 2002/4.
- Dale-Olsen, H. and D. Rønningen (2001). "The Importance of Definitions of Data and Observation Frequencies for Job and Worker Flows – Norwegian Experiences 1996-1997." In Pilegaard Jensen, Torben og Anders Holm, ed., *Nordic Labour Market Research on Register Data*. TemaNord 2001:593. Copenhagen: Nordic Council.
- Dale-Olsen, H., and H. Torp (2001). "Using Administrative Register Data in Research – Obvious Benefits and Hidden Pitfalls?" In Pilegaard Jensen, Torben og Anders Holm, ed., *Nordic Labour Market Research on Register Data*. TemaNord 2001:593. Copenhagen: Nordic Council.
- Dale-Olsen, H. and D. Rønningen (2000). *Jobb- og arbeidskraftsstrømmer. En komparativ analyse med fokus på årsaker*. Samfunnsøkonomiske studier 104. Oslo og Kongsvinger: Statistisk sentralbyrå.

Unpublished works

Under evaluation

- Barth, E., and Dale-Olsen, H. (2002). Firm Size or Group Size Effect on Wages? Presented at Conference on Linked Employer/Employee Data 2002 in Wellington, and at SOLE 2002 in Baltimore.
- Dale-Olsen, H. (2005/2007). Fringe Attraction. Compensation Policies, Worker Turnover and Firm Performance. Paper presented at LaboratorioRevelli conference on Labor market flows, productivity and wage dynamics 2007 in Turin, 2005 Econometric Society World Conference in London, PSI/DTI 2005 workshop "Making linked employer-employee data policy relevant".
- Bryson, A. and H. Dale-Olsen (2008). A tale of two countries: Unions, closures and growth in UK and Norway. CEP Discussion paper No 867. Paper presented at LSE workshop 7.12.2007, LEED-conference in Brussels, 6-7.2.2008, CEP and IFS seminars spring 2008, EEA 2008 and EALE2008.
- Dale-Olsen, H.(2008a). Firm performance, executive pay and the return on effort. Paper presented at ESEM 2008.
- Dale-Olsen, H. (2008b). Executive pay determination and firm performance. Paper presented at EALE2008.

Under work

- Barth, E., A., Bryson, and H. Dale-Olsen (2009a). Is family-ownership detrimental to workplaces? The impact of family-ownership on workplace closures and ownership change. Paper to be presented at the ESEM2009.
- Barth, E., A., Bryson, and H. Dale-Olsen (2009b). How Does Innovation Affect Worker Well-being? Paper to be presented at EALE2009 in Tallinn.
- Dale-Olsen, H. (2009a). Absenteeism, efficiency wages and tax reforms. Paper presented at NIESR (UK) seminar series December 2008 and at ESPE2009 in Seville.
- Dale-Olsen, H and K.M. Nilsen (2009b). The Matthew principle in practice? – On the development of wage dispersion in Norway and the relation to changes in the profitability distribution of firms. Paper presented at Workshop on Firms and Wages: New Research Using Linked Employer-Employee Data in Budapest May 2009.
- Dale-Olsen, H. (2009b). Sickness Absence, Performance Pay and Team Work. Paper to be presented at Workshop on Sickness Absence in Uppsala, November 2009.