

# Niels Westergård-Nielsen

[NWN.INT@CBS.DK](mailto:NWN.INT@CBS.DK)

Professor

MSc (Econ), University of Aarhus, 1975

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

Mobile+45 21442250

Home +45 44440201

## Research Areas

- Personnel Economics, Corporate Performance
- Wage formation at individual and firm level, unemployment and employment
- Job creation and destruction
- Entrepreneurship

## Academic Experience

- Associate Professor, Aarhus School of Business. Department of Economics, 1984-1989.
- Professor, Aarhus School of Business. Department of Economics, 1989 - 2013
- Director, Center for Corporate Performance, Aarhus School of Business, 2002 - 2013.
- Director, Centre for Labour Market and Social Research, CLS, University of Aarhus, 1993 - 1999.
- Research Fellow, IZA, Bonn, 2000 - present.
- Visiting fellow Dep of Economics, University of Wisconsin, Madison, 1979-1980.
- Research Fellow, Dep of Economics, University of Chicago, 1983.
- 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.
- Visiting Professor, Hoover Institution, Stanford University 1997
- Visiting fellow NBER and Harvard University, 1997.
- Visiting Professor, Curtin University, Western Australia, January-February 1998.
- Russell Sage Scholar, New York, 2007/08

## Other Professional Activities

Member of

- Wage Commission commissioned by the Danish Minister of Finance, 2008-2010.
- Country leader of Russell Sage project on Low wage in Europe, 2005-2009.

- 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.
- 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, Copenhagen, 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 and 2012.
- Consultant for the World Bank on the labour market of Zambia, 1994-97,
- Consultant for the World Bank on Namibia on demand for labour, 2003.
- Coordinator of EU research project within the SPES program, 1991-93.

## Teaching Area

Teaches bachelor level Economics (Micro, Macro and Descriptive 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 and in Personnel Economics, Spring 2010

Lecturer at European Science Days (international Ph.D. course in Personnel Economics in Steyr, Austria, July 2000

## 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, 2nd edition 2006, and 3rd edition 2010.

- Beskrivende dansk økonomi (Descriptive Danish Economy) (with T.M. Andersen, H. Linderoth and V. Smith), HandelsVidenskab Bogforlaget, 1<sup>st</sup> edition, 2002, 490 p. and 2nd edition 2005, 3rd edition 2008, and 4th edition 2012.
- 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) Mental illness and labour market outcomes: employment and earnings 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), *National Bureau of Economic Research*, Boston 2009
- Appelbaum, Eileen, Gerhard Bosh, Jerome Gautié, Geoff Mason, Ken Mayhew, Wiemer Salverda, John Schmitt and N. Westergaard-Nielsen, Introduction and overview in Gautié, J. and J.Schmitt (eds) *Low Wage Work in the Wealthy World*, New York 2010.
- Gautié, J., Niels Westergaard-Nielsen and Jon Schmitt with Ken Mayhew, *The Impact of Institutions on the Supply Side*, in Gautié, J. and J.Schmitt (eds) *Low Wage Work in the Wealthy World*, New York 2010.
- Bingley, P. and Niels Westergaard-Nielsen: *Intergenerational Transmission and day Care in JOHN ERMISCH, MARKUS JÄNTTI, TIMOTHY M. SMEEDING* (eds) *From Parents to Children: The Intergenerational Transmission of Advantage*, Russell Sage Foundation, New York 2012
- Paul Bingley, Miles Corak, and Niels Westergård-Nielsen *Equality of Opportunity and Intergenerational Transmission of employers Care in JOHN ERMISCH, MARKUS JÄNTTI, TIMOTHY M. SMEEDING* (eds) *From Parents to Children: The Intergenerational Transmission of Advantage*, Russell Sage Foundation, New York 2012.

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 lønforskelle 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. **8**
- Returns to Tenure, Firm-Specific Human Capital and Worker Heterogeneity, (with P. Bingley), *International Journal of manpower*, Vol 24 No 7, 2003. **7**

- 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. **6**
- A. Frederiksen and N.W-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. **5**
- 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. **4**
- 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. **3**
- Clark, A. , N. Kristensen and N. Westergård-Nielsen, Job satisfaction and co-worker wages: Status or signal? *Economic Journal* 119, 430-447, 2009 **2**
- **Sickness absence and workplace levels of satisfaction with psychosocial work conditions at public service workplaces.** / Munch-Hansen, Torsten ; Wieclaw, Joanna ; Agerbo, Esben ; Westergård-Nielsen, Niels ; Rosenklide, M ; Bonde, Jens Peter. In: *American Journal of Industrial Medicine*, Vol. 52, Nr. 2, 2009, s. 153-161.
- **Psychosocial work environment and antidepressant medication : A prospective cohort study.** / Bonde, Jens Peter ; Munch-Hansen, Torsten ; Wieclaw, Joanna ; Westergård-Nielsen, Niels Chr. ; Agerbo, Esben. In: *B M C Public Health*, Vol. 9, Nr. 262, 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.
- **Unemployment and mental disorders : Evidence from Danish panel data.** / Eriksson, Tor Viking ; Agerbo, Esben ; Mortensen, Preben Bo ; Westergård-Nielsen, Niels Chr..in: *International Journal of Mental Health*, Vol. 39, Nr. 2, 2010, s. 56-73
- Elena Cottini, Takao Kato and Niels Westergaard-Nielsen: Adverse Working Conditions, High-Involvement Work Practices and Labor Turnover: Evidence from Danish Linked Employer-Employee Data, *Labour Economics* 2011.**1**
- A. Frederiksen, R. Ibsen, M. Rosholm and N. Westergaard-Nielsen: Labour Market Signalling and Unemployment Duration: An Empirical Analysis Using Employer-Employee Data, Forthcoming, *Economic Letters*, 2013.**9**
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#### 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.
- Incitamentter 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](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](http://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](http://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, IZA
- **Job Creation by Firms in Denmark.** / Ibsen, Rikke Falkner ; Westergård-Nielsen, Niels. Bonn : IZA. Institute for the Study of Labor / Forschungsinstitut zur Zukunft der Arbeit, 2011. s. 1-33 (Discussion Paper; 5458).
- **Regional Jobskabelse i Danmark.** / Ibsen, Rikke Falkner ; Westergård-Nielsen, Niels. Aarhus University, Business and Social Sciences, 2011. (Working Paper; 11-14).
- IZA discussion papers:



- Nielsen  
Filip Pertold
- 6671 Niels C. Westergård-  
Nielsen  
Ioana Neamtu [How Are Firms Affected by the Crisis and How Do They React?](#)
- 5593 Paul Bingley  
Miles Corak  
Niels C. Westergård-  
Nielsen [The Intergenerational Transmission of Employers in Canada and Denmark](#)
- 5458 Rikke Ibsen  
Niels C. Westergård-  
Nielsen [Job Creation by Firms in Denmark](#)
- 3813 Andrew E. Clark  
Nicolai Kristensen  
Niels C. Westergård-  
Nielsen [Economic Satisfaction and Income Rank in Small Neighbourhoods](#)  
(published in: Journal of the European Economic Association, 2009, 7, (2-3), 519–527)
- 3073 Andrew E. Clark  
Nicolai Kristensen  
Niels C. Westergård-  
Nielsen [Job Satisfaction and Co-worker Wages: Status or Signal?](#)  
(published in: Economic Journal, 2009, 119 (536), 430–447)
- 2329 Nicolai Kristensen  
Niels C. Westergård-  
Nielsen [A Large-Scale Validation Study of Measurement Errors in Longitudinal Survey Data](#)  
(published in: Journal of Economic and Social Measurement, 2007, 32 (2-3), 65-92)
- 2132 Anders Frederiksen  
Rikke Ibsen  
Michael Rosholm  
Niels C. Westergård-  
Nielsen [Labour Market Signalling and Unemployment Duration: An Empirical Analysis Using Employer-Employee Data](#)
- 1816 Christian Grund  
Niels C. Westergård-  
Nielsen [Age Structure of the Workforce and Firm Performance](#)  
(revised version published in: International Journal of Manpower, 2008, 29(5), 410-422)
- 1402 Christian Grund  
Niels C. Westergård-  
Nielsen [The Dispersion of Employees' Wage Increases and Firm Performance](#)  
(revised version published in: Industrial and Labor Relations Review, 2008, 61 (4), 485-501)
- 1026 Nicolai Kristensen  
Niels C. Westergård-  
Nielsen [Does Low Job Satisfaction Lead to Job Mobility?](#)  
(published as 'Job satisfaction and quits – Which job characteristics matters most?' in: Nationaløkonomisk Tidsskrift / Danish Economic Journal, 2006, 144 (2), 230-248)
- 414 Anders Frederiksen  
Niels C. Westergård-Nielsen [Where Did They Go?](#)  
(published in: Labour Economics, 2007, 14 (5), 811-828)

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