

Ana Rute CARDOSO

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Office address: IAE-CSIC
Institute for Economic Analysis, Spanish National Research Council
Campus UAB, 08193 Bellaterra, Barcelona, Spain
Telephone: +34 936 917 157 Fax: +34 935 801 452
E-mail: anarute.cardoso@iae.csic.es

Citizenship: Portuguese

EDUCATION

- Habilitation (*Agregação*), Economics, ISEG, Lisbon Technical University, Portugal, 2006
- PhD, Economics, European University Institute, Florence, Italy, 1997
- Master, Economics, ISEG, Lisbon Technical University, Portugal, 1992
- Bachelor, Economics, ISEG, Lisbon Technical University, Portugal, 1987

CURRENT POSITION

- Associate Research Professor (*Investigador Científico*), Institute for Economic Analysis, Spanish National Research Council (IAE-CSIC), Barcelona, Spain, 2008- (on leave 2021-2024)
- Affiliated Professor, Barcelona School of Economics (BSE), Spain, 2008- (on leave 2021-2024)

PREVIOUS POSITIONS

- Research Professor, University of Lisbon, Institute of Social Sciences, Lisbon, Portugal, 2021-2024
- Senior Research Associate, Institute for the Study of Labor (IZA), Bonn, Germany, 2004-2008
- Research Associate, Institute for the Study of Labor (IZA), Bonn, Germany, 2002–2003
- Associate Professor, University of Minho, Braga, Portugal, 2001-2006 (on leave 2002-2006)
- Assistant Professor, University of Minho, Braga, Portugal, 1997-2001
- Teaching Assistant, University of Minho, Braga, Portugal, 1987-1997
- Trainee, Norrbotten County Administration, Luleå, Sweden, Sept-Nov 1986

VISITING POSITIONS AND FELLOWSHIPS

- Research Fellow, Institute of Labor Economics (IZA), Bonn, Germany, 2008-
- External Fellow, Centre for Research and Analysis of Migration (CReAM), London, UK, 2019-
- Visiting Scholar, University of California, Berkeley, USA, April-May 2016, Jan-Dec 2011
- Visiting Fellow, Bank of Portugal, Lisbon, Portugal, Nov-Dec 2018, Apr 2017, Apr & Dec 2015, Apr-Jul 2002, May 2000
- Consultant, International Labour Organization (ILO), 2024, 2022, 2020, 2013
- Consultant, World Bank, 2005–2006
- Visiting Fellow, Australian National University, Canberra, Australia, Mar-Jun 2001
- Research Associate, Suntory and Toyota International Centre for Economics and Related Disciplines (STICERD), London School of Economics, UK, Nov-Dec 1995

AWARDS

- Corresponding Member, *Academy of Sciences of Lisbon*, Portugal, 2022-
- *Prize for the Best PhD Thesis in Economics* defended 1995-1998 at the European University Institute, Florence, Italy, 1999
- First prize, *Research on Gender Inequality in the Workplace*, Ministry of Employment, Portugal, 1993

MAIN ACADEMIC ADMINISTRATION AND SERVICE

- Evaluation Panel, European Research Council (ERC) Starting Grant Call, Social Sciences & Humanities, SH1 Individuals, Markets and Organisations - economics, finance, management, 2021
- Academic Advisory Committee for the DataResSS (Data for Research in Social Sciences), an initiative of IDESCAT (Statistical Institute of Catalonia) and BGSE (Barcelona Graduate School of Economics), Spain, 2015-2021
- Evaluation Panel, State Research Agency (AEI), Spain, Hiring Programs *Juan de la Cierva* and *Ramón y Cajal*, 2019
- Projects Evaluation Panel, State Research Agency (AIE / ANEP), Spain, 2021, 2020, 2019, 2016, 2014, 2013, 2012
- Commission for the Evaluation and Accreditation of Economics Degrees, Agency for Evaluation and Accreditation of Higher Education (A3ES), Portugal, 2014-2015
- Head of the Advisory Board of the International Data Service Center (IDSC), IZA, Germany, 2014-2016
- Elected member of the Executive Committee of the European Association of Labour Economists (EALE), 2006-2012
- Treasurer of the European Association of Labour Economists (EALE), 2006-2012
- Coordinator of the Research Network “Insights on Immigration and Development” (INSIDE), IAE-CSIC, Barcelona, Spain, 2009-2010
- Deputy-Director of the Research Program “The Future of Labor”, IZA, Germany, 2004-2008
- Coordinator of the IZA European Summer School in Labor Economics, Germany, 2003-2008
- Director of Undergraduate Studies in Economics, Univ. Minho, Portugal, 1998–1999

PUBLICATIONS: JOURNALS SUBJECT TO PEER-REVIEW PROCESS

- "What lies behind the returns to schooling: The role of labor market sorting and worker heterogeneity." *The Review of Economics and Statistics*, forthcoming (with Pedro Portugal, Hugo Reis, and Paulo Guimarães)
- "War-driven permanent emigration, sex ratios, and female labor force participation." *Journal of Human Resources*, forthcoming (with Louis-Philippe Morin)
- "Wage flexibility under sectoral bargaining." *Journal of the European Economic Association*, 2022, 20(5): 2013–2061. DOI: 10.1093/jeea/jvac020 (with David Card)
- "The long-run impact of minimum wages on workers' careers: Evidence from two decades of longitudinal linked employer-employee data." *Scandinavian Economic Journal*, 2019, 121(4): 1337-1380. DOI: 10.1111/sjoe.12327
- "Firms and labor market inequality: Evidence and some theory." *Journal of Labor Economics*, 2018, 36(S1): S13-S70. DOI: 10.1086/694153 (with David Card, Joerg Heining, and Patrick Kline)

- "Bargaining, sorting and the gender wage gap: Quantifying the impact of firms on the relative pay of women." *Quarterly Journal of Economics*, 2016, 131(2): 633-686. DOI: 10.1093/qje/qjv038 (with David Card and Patrick Kline)
- "What drives the gender wage gap? A look at the role of firm and job-title heterogeneity." *Oxford Economic Papers*, 2016, 68(2): 506-524. DOI: 10.1093/oep/gpv069 (with Paulo Guimarães and Pedro Portugal)
- "Misperceptions of unemployment and individual labor market outcomes." *IZA Journal of Labor Policy*, 2016, 5(13). DOI: 10.1186/s40173-016-0069-6 (with Annalisa Loviglio and Lavinia Piemontese)
- "Can compulsory military service raise civilian wages? Evidence from the peacetime draft in Portugal." *American Economic Journal: Applied Economics*, 2012, 4(4): 57-93. DOI: 10.1257/app.4.4.57 (with David Card)
- "Money and rank in the labor market." *Economics Letters*, 2012, 115(2): 325-328. DOI: 10.1016/j.econlet.2011.12.025
- "The timing of labor demand." *Annals of Economics and Statistics*, 2012, 105/106: 15-34. DOI: 10.2307/23646454 (with Daniel S. Hamermesh and José Varejão)
- "Are older workers worthy of their pay? An empirical investigation of age-productivity and age-wage nexuses." *De Economist*, 2011, 159(2): 95-111. DOI: 10.1007/s10645-011-9163-8 (with Paulo Guimarães and José Varejão)
- "Female-led firms and gender wage policies." *Industrial and Labor Relations Review*, 2010, 64(1): 143-163. DOI: 10.1177/001979391006400107 (with Rudolf Winter-Ebmer)
- "Comparing the early research performance of .PhD graduates in labor economics in Europe and the USA." *Scientometrics*, 2010, 84(3): 621-637. DOI: 10.1007/s11192-009-0136-5 (with Paulo Guimarães and Klaus F. Zimmermann)
- "Trends in economic research: an international perspective." *Kyklos*, 2010, 63(4): 479-494. DOI: 10.1111/j.1467-6435.2010.00484.x (with Paulo Guimarães and Klaus F. Zimmermann)
- "Children's and parents' time use: Empirical evidence on investment in human capital in France, Germany and Italy." *Review of Economics of the Household*, 2010, 8(4): 479-504. DOI: 10.1007/s11150-010-9090-5 (with Chiara Monfardini and Elsa Fontainha)
- "Wage mobility in Israel: the effect of sectoral concentration." *Journal of Labor Research*, 2010, 31(2): 146-161. DOI: 10.1007/s12122-010-9087-0 (with Shoshana Neuman and Adrian Ziderman)
- "Microfoundations for wage flexibility: wage insurance at the firm level." *Scandinavian Journal of Economics*, 2009, 111(1): 29-50. DOI: 10.1111/j.1467-9442.2008.01553.x (with Miguel Portela)
- "Perceptions of the Bologna process: What do students' choices reveal?" *Higher Education*, 2009, 58(4): 465-474. DOI: 10.1007/s10734-009-9205-1 (with Miguel Portela, Carla Sá and Fernando Alexandre)
- "The dynamics of job creation and destruction for university graduates: why a rising unemployment rate can be misleading." *Applied Economics*, 2009, 41(19): 2513-2521. DOI: 10.1080/00036840802293339 (with Priscila Ferreira)
- "Demand for higher education programs: the impact of the Bologna process." *CESifo Economic Studies*, 2008, 54(2): 229-247. DOI: 10.1093/cesifo/ifn013 (with Miguel Portela, Carla Sá and Fernando Alexandre)
- "Jobs for young university graduates." *Economics Letters*, 2007, 94(2): 271-277. DOI: 10.1016/j.econlet.2006.06.042

- "Disentangling the minimum wage puzzle: an analysis of worker accessions and separations from a longitudinal matched employer-employee data set." *Journal of the European Economic Association*, 2006, 4(5): 988-1013. DOI: 10.1162/JEEA.2006.4.5.988 (with Pedro Portugal)
- "Wage mobility: do institutions make a difference?" *Labour Economics*, 2006, 13(3): 387-404. DOI: 10.1016/j.labeco.2004.10.004
- "Contractual wages and the wage cushion under different bargaining settings." *Journal of Labor Economics*, 2005, 23(4): 875-902. DOI: 10.1086/491608 (with Pedro Portugal)
- "Gender segregation and the wage gap in Portugal: an analysis at the establishment level." *Journal of Economic Inequality*, 2005, 3(2): 145-168. DOI: 10.1007/s10888-005-4495-8 (with José A. Cabral Vieira and Miguel Portela)
- "Wage differentials across firms: an application of multilevel modeling." *Journal of Applied Econometrics*, 2000, 15(4): 343-354. DOI: 10.1002/1099-1255(200007/08)15:4<343::AID-JAE565>3.0.CO;2-6
- "Does a firm apply a consistent pay standard to all of its workforce?" *Economics Letters*, 2000, 67(2): 217-222. DOI: 10.1016/S0165-1765(99)00232-3
- "Firm's wage policies and the rise in labor market inequality: the case of Portugal." *Industrial and Labor Relations Review*, 1999, 53(1): 87-102. DOI: 10.2307/2696163
- "Earnings inequality in Portugal: high and rising?" *Review of Income and Wealth*, 1998, 44(3): 325-343. DOI: 10.1111/j.1475-4991.1998.tb00285.x
- "Workers or employers: who is shaping wage inequality?" *Oxford Bulletin of Economics and Statistics*, 1997, 59(4): 523-547. DOI: 10.1111/1468-0084.00081
- "Women at work and economic development: who's pushing what?" *Review of Radical Political Economics*, 1996, 28(3): 1-34. DOI: 10.1177/048661349602800301
- "Regional inequalities in Europe – have they really been decreasing?" *Applied Economics*, 1993, 25(8): 1093-1100. DOI: 10.1080/000368493000000089

PUBLICATIONS: BOOK CHAPTERS

- "Do firms compress the wage distribution?" in David Marsden and François Rycx (eds.), *Wage Structures, Employment Adjustments and Globalization: Evidence from Linked and Firm-level Panel Data*. Hampshire: Palgrave Macmillan, 2010, p. 202-218
- "Temporary help services employment in Portugal, 1995-2000", in David H. Autor (ed.), *Studies of Labor Market Intermediation*. Chicago: Chicago University Press and NBER, 2009, p. 520-560 (with René Boeheim)
- "Technical progress and wage dispersion in Portugal" [in Portuguese], in Pedro Lains (ed.), *Sem Fronteiras: Os Novos Horizontes da Economia Portuguesa*. Lisbon: Imprensa de Ciências Sociais, 2009, p. 265-282
- "Disentangling the minimum wage puzzle: an analysis of worker accessions and separations", in John T. Addison (ed.), *Recent Developments in Labor Economics*, vol I. Cheltenham: Edward Elgar, 2007, p. 179-204 (reprinted from *Journal of the European Economic Association*, 4(5), 2006: 988-1013) (with Pedro Portugal)
- "The impact of increased openness on job creation and job destruction in Portugal", in Robert Anderton, Paul Brenton and John Whalley (eds.), *Globalization and the Labour Market: Trade, Technology and Less-skilled Workers in Europe and the United States*. London: Routledge, 2006, p. 29-37

- “The impact of minimum wages on job flows”, in Ivo Marx and Wiemer Salverda (eds.), *Low-wage Employment in Europe: Perspectives for Improvement*. Antwerp: Acco, 2005, p. 111-116 (with Pedro Portugal)
- “Earnings inequality in Portugal and Spain: contrasts and similarities”, in Daniel Cohen, Thomas Piketty and Gilles Saint-Paul (eds.), *The Economics of Rising Inequalities*. Oxford: Oxford University Press, 2002, p. 55-73 (with Olga Cantó and Juan F. Jimeno)
- “Integration and inequality: lessons from the accessions of Portugal and Spain to the EU”, in World Bank, *Making Transition Work for Everyone: Poverty and Inequality in Europe and Central Asia – Background Papers*. Washington, DC: The World Bank, 2000, p. 11-147 (with Juan F. Jimeno, Olga Cantó, Mario Izquierdo, and Carlos Farinha Rodrigues)

DISSEMINATION OF RESEARCH

- “Why do women still earn less than men? Lessons from Claudia Goldin and David Card, Nobel Laureates in economics” [in Portuguese], Speech at the *Academy of Sciences of Lisbon*, November 23, 2023
- “The impact of collective bargaining on wages in Portugal.” Debate organized *by Práxis – Reflection and Debate on Labor and Trade Unions*, videoconference, May 18, 2022 (with David Card)
- “Wage flexibility under collective bargaining.” *Blog Portuguese Economy Research Report*, February 17, 2022, <https://research.pej.pt/2022/02/wage-flexibility-under-collective-bargaining/> (with David Card)
- “Firms and labor market inequality: the gender pay gap.” *Workshop Productivity and Pay: Does the Workplace Matter?*, OECD, Paris, March 15, 2019
- “Wages: does it matter where you work?”, *BGSE Focus* (Barcelona Graduate School of Economics). <http://focus.barcelonagse.eu/wages-does-it-matter-where-you-work/> (December 27, 2017) (with David Card, Joerg Heining, and Patrick Kline)
- “The gender wage gap: how firms influence women’s pay relative to men.” *Microeconomic Insights: Distilling Research for Public Debate*. <http://microeconomicinsights.org/>, December 1, 2016 (with David Card and Patrick Kline)
- “Implementing the Bologna process.” *Vox*. <http://www.VoxEU.org>, December 18, 2008 (with Miguel Portela, Carla Sá, Fernando Alexandre)

RESEARCH GRANTS, COORDINATOR

- Foundation for Science and Technology, Portugal, 2023-2026, 2008–2009, 2002-2005, 1999-2001
- Ministry of the Economy and Competitiveness, Spain, 2020-2024 (coord. until 2021), 2017-2020, 2013–2015
- Ministry of Science and Innovation, Spain, 2011, 2010-2012
- Government of Catalonia, Spain, 2009–2013
- Spanish National Research Council, Spain, 2008–2009
- Commission of the European Communities, Sixth Framework Programme, Marie Curie Conferences and Training Courses, 2004-2007
- Research fellowship, European University Institute, Florence, Italy, 1995-1997
- Research fellowship, Ministry of Foreign Affairs, Portugal, 1993-1995

RESEARCH GRANTS, TEAM MEMBER

- Research Council, Norway, 2013-2018, coord. Kalle Moene (Univ. Oslo, Norway)

- Foundation for Science and Technology, Portugal: 2021-2024, coord. Pedro Teixeira (Center for Research in Higher Education Policies –CIPES–, Universities of Aveiro and Porto, Portugal)
- Foundation for Science and Technology, Portugal: 2021-2024, 2018-2021; coord. Pedro Portugal (Nova School of Business and Economics, Portugal)
- Government of Catalonia, Spain, 2014-2017, coord. Ada Ferrer (IAE-CSIC; Spain)
- Foundation for Science and Technology, Portugal: 2012–2015, coord. José Varejão (Univ. Porto, Portugal)
- Foundation for Science and Technology, Portugal: 2001–2004, coord. Pedro Telhado Pereira (Univ. Nova Lisboa, Portugal)
- Commission of the European Communities: 2004-2007, 2002-2004, coord. Wiemer Salverda (Univ. Amsterdam, The Netherlands)
- Commission of the European Communities: 2006–2007, coord. David Marsden (LSE, UK)
- Commission of the European Communities: 1998-2000, coord. John Whalley (U. Warwick, UK)
- Council of Deans of the Portuguese Universities (CRUP), 1998, coord. Juan Jimeno (Univ. Alcala de Henares, Spain)

ORGANIZATION OF INTERNATIONAL CONFERENCES – SCIENTIFIC COMMITTEE MEMBER

- Linked Employer-Employee Data Workshop, Copenhagen Business School, Denmark, 2024
- Collective Bargaining in the 21st Century, Academy of Sciences of Lisbon, Portugal, 2023, www.collectivebargaining21st.com (with David Card)
- European Economic Association Annual Congress, 2022 (Co-lead Chair of the labor economics program) 2020, 2018, 2009, 2008
- World Conference of the European Association of Labour Economists (EALE), the Society of Labor Economists (SOLE), and the Asian Australasian Society of Labour Economists (AASLE), 2020
- World Conference of the European Association of Labour Economists (EALE) and the Society of Labor Economists (SOLE), 2015, 2010
- Annual Conference of the European Association of Labour Economists, 2019, 2018, 2017, 2016, 2014, 2012, 2011, 2009, 2008, 2007
- Annual Conference of the European Society for Population Economics, 2016, 2015, 2014
- Inaugural Conference of the Asian and Australasian Society of Labour Economics (AASLE), 2017
- Congress of the Spanish Economic Association, 2022, 2019, 2018, 2017, 2016, 2011, 2010, 2009
- Meeting of the Portuguese Economic Journal, 2021, 2019, 2017, 2015 (Chair of the Scientific Committee), 2010
- Spanish Labour Economics Conference, 2019
- Barcelona Graduate School of Economics Winter Workshops, 2013
- Conference Comparative Analysis of Enterprise (Micro) Data, org. US Bureau of the Census, Federal Reserve Bank of Chicago, and OECD, 2006
- Annual Conference of the Portuguese Society for Research in Economics, 2002

CO-ORGANIZATION OF WORKSHOPS AND SEMINARS

- Bellaterra Applied Seminars, *Univ. Autònoma de Barcelona* and IAE-CSIC, Spain, 2009 to 2011
- INSIDE Workshop - Insights on Immigration and Development, IEA-CSIC, Spain, 2010

- Research in Economics: Rewards, Evaluation and Funding, IZA, Germany, 2008
- IZA-SOLE Transatlantic Meeting of Labor Economists, Germany, 2008
- Long-term Care, IZA, Germany, 2007
- Non-Market Time in Economics, IZA, Germany, 2007
- 7th to 11th IZA European Summer School in Labor Economics, Germany, 2004 to 2007
- The Well-Being of the Elderly: Income, Consumption and Health, IZA, Germany, 2006
- The Older Worker in the Labor Market, org. IZA, Portugal, 2005
- Women and the Labor Market in Europe, IZA, Germany, 2004
- LoWER Conference Combining Work, Home and Education, Portugal, 2001

SUPERVISION OF PH.D. THESES

- Jose García-Louzao Pérez, *Univ. Autònoma de Barcelona*, Spain, 2019
- Cândida Machado, Univ. Minho, Portugal, 2010
- Raquel Mendes, Univ. Minho, Portugal, 2009

SUPERVISION OF MASTER'S THESES

- Oriana Alvarez Vos, *Univ. Autònoma de Barcelona*, Spain, 2017
- Jose García-Louzao Pérez, *Univ. Autònoma de Barcelona*, Spain, 2015
- Ezgi Kaya, *Univ. Autònoma de Barcelona*, Spain, 2010
- Priscila Ferreira, Univ. Minho, Portugal, 2003
- Ana Coelho, Univ. Minho, Portugal, 2003
- Cândida Machado, Univ. Minho, Portugal, 2003
- José Carlos Alexandre, Univ. Minho, Portugal, 2001
- Miguel Portela, Univ. Minho, Portugal, 2000

MAIN TEACHING ACTIVITY

- Graduate, Barcelona Graduate School of Economics, Spain (2012/2013 to 2017/2018):
 - > Economics of Labor Market Policy, Masters in Economics of Public Policy
- Graduate, *Univ. Autònoma Barcelona*, Spain (2009/2010):
 - > Empirical Microeconomics, International Doctorate in Economic Analysis
- Graduate, Univ. Minho, Portugal (1996 to 1998):
 - > Microeconomics
- Undergraduate, Univ. Minho, Portugal (1996 to 2002):
 - > Labor Economics
 - > Microeconomics
 - > Industrial Economics