Curriculum Vitae

PERSONAL INFORMATION

Mihails Hazans

mihails.hazans@lu.lv
Web of Science ResearcherID N-7043-2017
https://www.scopus.com/authid/detail.uri?authorId=6506691140
https://www.researchgate.net/profile/Mihails_Hazans
http://ssrn.com/author=443463
http://econpapers.repec.org/RAS/pha232.htm
https://scholar.google.lv/citations?hl=en&pli=1&user=AO2UXssAAAAJ
https://www.semanticscholar.org/author/Mihails-Hazans/103654481
https://orcid.org/0000-0001-8107-2767
Skype mihazan

Sex Male | Nationality Latvian

WORK EXPERIENCE

2013-Present

Leading researcher

University of Latvia, Faculty of Economics and Social Sciences
Aspazijas Blvd 5, LV - 1050 Riga (Latvia);
Supervising and participating in research projects

09/2025 -

Leading researcher, Baltic International Centre for Economic Policy Studies (BICEPS). Contributing to a pan-European study of the labour market response to shocks at the individual worker and industry level.

2001–Present

Freelance consultant and researcher

Mihails Hazans, Riga, (Latvia)

Conducting research and providing expert services to national research and government institutions and international organizations (Including European Commission, the World Bank, OECD, ILO, European Labour Authority, European Training Foundation; European Agency for Reconstruction, USAID) in the fields of labour economics, labour market policy, migration, economics of education.

Business or sector: Research and consulting

1975–Present

Full Professor (since 2007)

Faculty of Economics and Social Sciences, University of Latvia
Aspazijas Blvd 5, LV - 1050 Riga (Latvia)

Teaching undergraduate and graduate courses in Labour Economics and Mathematical Economics (undergraduate), Practical Research Methodology, Economic Policy, Investment Portfolio Theory, International Business Financial Environment, Quantitative Methods of Financial Analysis, Methods of Analysing and Forecasting the Economy, Microeconomic Concepts in Economic Research (graduate).

EDUCATION AND TRAINING

1996

Certificates

Summer School of Economics, Stefan Batory Foundation (Poland)

Intermediate Microeconomics, Industrial Organization

1994–1995

Certificates

EuroFaculty (Tartu - Riga - Vilnius)

Microeconomics, Macroeconomics, Econometrics, Economics of Transition

1989–1992

Dr. Math. (PhD) (granted by University of Latvia)

University of St.-Petersburg, Mathematics

1972–1975	Candidate of physical and mathematical sciences (granted by Voronezh State University, Russia). University of Latvia, Mathematics
1967–1972	Higher education in Mathematics, diploma with distinction
	University of Latvia, Mathematics

PERSONAL SKILLS

Mother tongue(s): Russian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
Latvian	C2	C2	C2	C2	C2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2: Proficient user
Common European Framework of Reference for Languages

Communication skills

- Rich experience in teamwork and team leadership in research and other academic projects
- Rich experience in public presentation as invited speaker, chair, panelist, participant or discussant at conferences, workshops, round tables, etc.
- Commenting on labour market and demography issues in national and international media
- Intercultural skills confirmed by experience in teaching to and cooperating with students and colleagues from different countries

Organisational / managerial skills

Experience in organizing and leading interdisciplinary research projects

Job-related skills

- Statistical and econometric analysis of survey and administrative data
- Survey design
- Policy analysis

Computer skills

MS Office, Stata, SPSS

ADDITIONAL INFORMATION

Publications

Refereed Journal Articles

"Human values and selection into supervisory positions: Evidence from nine European countries", *International Journal of Manpower,* 2025. https://doi.org/10.1108/IJM-07-2024-0458 (with J. Masso & P. B. Maurseth). [SCOPUS, Web of Science]

"Personality traits, remote work and productivity", *International Labour Review*, 2025, 164 (3) (forthcoming, with Nicolas Gavoille) [SCOPUS, Web of Science]

"STEM-oriented secondary education in Latvia: Spatial inequalities in access and achievements", *Regional Studies, Regional Science*, 2025, 12(1), 634-654. https://doi.org/10.1080/21681376.2025.2525432 (with Rasmus Bøgh Holmen, Jānis Upenieks and Oksana Žabko), [SCOPUS]

"Ethnic and parental effects on schooling outcomes before and during the transition: Evidence from the Baltic countries", *J. of Population Economics*, 2008, 21(3): 719-749 (with Ija Trapeznikova and Olga Rastrigina). https://doi.org/10.1007/s00148-007-0134-y [SCOPUS, Web of Science]

"Workers' Valuation of the Remaining Employment Contract Duration", *Economica, 2008,* 75 (297): 116–139 (with Jos van Ommeren). https://doi.org/10.1111/j.1468-0335.2007.00599.x [SCOPUS, Web of Science]

"Looking for the Workforce: The Elderly, Discouraged Workers, Minorities and Students in the Baltic Labour Markets", *Empirica*, 2007, 34(4): 319-349. https://doi.org/10.1007/s10663-006-9029-5 [SCOPUS]

"A Stock-Flow Matching Approach to Evaluation of Public Training Program in a High Unemployment Environment", *LABOUR: Review of Labour Economics and Industrial Relations*, 2007, 21 (3): 503-540 https://doi.org/10.1111/j.1467-9914.2007.00382.x (with J. Dmitrijeva) [SCOPUS]

"Does Commuting Reduce Wage Disparities?" *Growth and Change*, 2004, 35 (3): 360-390. https://doi.org/10.1111/j.1468-2257.2004.00253.x [SCOPUS, Web of Science]

"How parallel markets fuelled chronic shortage in the Soviet official sector." *Baltic Journal of Economics*, 1999, vol. 2: 3 – 58. Available at SSRN: http://ssrn.com/abstract=1074502

Refereed Working Papers and Conference Proceedings

"Tax Incentives to Encourage Corporate Investment in Latvia". Proceedings of 12th International Scientific Conference New Challenges in Economic and Business Development - Economic Inequality and Well-Being, Univ. of Latvia, Riga, Latvia, Oct 2, 2020, p. 160-173 (with Anna Pluta), ***https://www.researchgate.net/publication/373735182*** [Web of Science]

"What drives earnings of return migrants? Evidence from Latvia". Proceedings of 10th International Scientific Conference "New Challenges of Economic and Business Development - Productivity and Economic Growth. Riga, Latvia, May 10-12 2018", p. 235-245. [Web of Science]
https://www.bvef.lu.lv/fileadmin/user_upload/lu_portal/projekti/bvef/konferences/evf_conf2018/Proceedings_2018.pdf

"Latvia Tax Review" (with Emily Sinnott, Emilia Skrok, Bas Jacobs and others). Washington, D.C.: World Bank Group, 2017. http://documents.worldbank.org/curated/en/587291508511990249/pdf/120580-WP-P158470-PUBLIC-117p-WBLatviareportPOP.pdf

"What Explains Prevalence of Informal Employment in European Countries: The Role of Labor Institutions, Governance, Immigrants, and Growth". World Bank Policy Research Working Paper No. 5917, Washington DC: World Bank, 2011/12.Available at SSRN: http://ssrn.com/abstract=1972832

„Informal workers across Europe: Evidence from 30 European countries." World Bank Policy Research Working Paper No. 5912, Washington DC: World Bank, 2011/12.Available at SSRN: http://ssrn.com/abstract=1972128

„Unemployment and the Earnings Structure in Latvia." World Bank Policy Research Working Paper No. 3504, Washington DC: World Bank, 2005.Available at SSRN: http://ssrn.com/abstract=659103

Book Chapters:

"Emigration from Latvia: A Brief History and Driving Forces in the 21st Century", in Rita Kaša and Inta Mierina (eds.), The Emigrant Communities of Latvia: National Identity, Transnational Belonging and Return Migration. Berlin - Heidelberg: Springer Open (2019), 35-68. https://link.springer.com/chapter/10.1007/978-3-030-12092-4_3 [Web of Science

"Migration Experience of the Baltic Countries in the Context of Economic Crisis", in: Kahanec M., Zimmermann K. (eds) Labor Migration, EU Enlargement, and the Great Recession. Berlin - Heidelberg: Springer (2016), 297-344. https://doi.org/10.1007/978-3-662-45320-9_13 [SCOPUS]

"Emigration from Latvia's cities, regions and municipalities in the 21st century", in: Inta Mierina (ed.). Latvian emigrant communities: The diaspora of hope. (in Latvian). Riga: Institute of Philosophy and Sociology, University of Latvia (2015), 11-25. https://dspace.lu.lv/dspace/handle/7/31738

"Latvia's emigrants in European labour markets", in: Inta Mierina (ed.). Latvian emigrant communities: The diaspora of hope. (in Latvian). Riga: Institute of Philosophy and Sociology, University of Latvia (2015), 66-74. https://dspace.lu.lv/dspace/handle/7/31738

"Brain drain from Latvia in the 21st century", in: Inta Mierina (ed.). Latvian emigrant communities: The diaspora of hope. (in Latvian). Riga: Institute of Philosophy and Sociology, University of Latvia (2015), 85-92. https://dspace.lu.lv/dspace/handle/7/31738

"Emigration from Latvia: Recent trends and economic impact" in OECD, *Coping with Emigration in Baltic and East*

European Countries, OECD Publishing (2013), pp. 65-110. DOI: 10.1787/9789264204928-en [Library of Congress]

“Selectivity of migrants from Baltic countries before and after enlargement and responses to the crisis”, in Bela Galgóczi, Janine Leschke and Andrew Watt (eds). EU Labour Migration in Troubled Times: Skills Mismatch, Return and Policy Responses. Farnham, UK: Ashgate (2012), 169-208 [Web of Science, Scopus, Library of Congress, British Library].

“Labor market integration of ethnic minorities in Latvia”, in Martin Kahanec and Klaus F. Zimmermann (eds), Ethnic diversity in European labor markets: Challenges and solutions, Cheltenham, UK – Northampton, MA, USA: Edward Elgar (2011), 163-197. [SCOPUS, Web of Science, Library of Congress, British Library]

“The changing face of Latvian emigration, 2000-2010”, in: Brigita Zepa and Evija Kļave (eds), *Latvia. Human Development Report 2010/2011: National Identity, Mobility and Capability*. Riga: University of Latvia Press (2011), 77-101. https://dspace.lu.lv/dspace/handle/7/805

“The Post-Enlargement Migration Experience in the Baltic Labor Markets” (with Kaia Philips), in Martin Kahanec and Klaus F. Zimmermann (eds), *EU Labor Markets After Post-Enlargement Migration*, Berlin - Heidelberg: Springer (2010), 255-304 (also available as *IZA Discussion Paper* No. 5878, ftp.iza.org/dp5878.pdf). [SCOPUS, Web of Science, Library of Congress]

“Ethnic minorities in Latvian labour market, 1997-2009: Outcomes, integration drivers and barriers”, in Nils Muižnieks (ed.) *How integrated is Latvian Society? An Audit of Achievements, Failures and Challenges.* Riga, Latvia: University of Latvia Press (2010), 125-158. http://www.lu.lv/fileadmin/user_upload/lu_portal/zinas/Integracija_anglu.pdf [Library of Congress]

“Immigrants’ situation in Latvia: Quantitative data analysis”, in Brigita Zepa and Inese Šūpule (eds), Immigrants in Latvia: Possibilities and Conditions of Inclusion, Riga: BISS (2009): 85-110, http://www.biss.soc.lv/downloads/resources/imigrantu_integracija/Imigranti_EN.pdf

“L’impact des programmes de formation sur les flux de sortie du chômage : L’expérience de la Lettonie" (with Jekaterina Dmitrijeva), in: Hadjila Krifa-Schneider (ed.) L’élargissement de l’Union Européenne: Quels enjeux et défis majeurs?. Paris: L'Harmattan editions (collection "L'esprit economique"), 2007, 449-470.

"Latvia: Working Too Hard?" in Daniel Vaughan-Whitehead (ed.). *Working and Employment Conditions in New EU member States - Convergence or Diversity?* Geneva: ILO-EC (2005), 161-212. Available at SSRN: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=742124

Other selected publications:

Regional inequalities in access to STEM-oriented secondary education in Latvia. Preprint, ResearchGate, 2024. DOI: 10.13140/RG.2.2.28777.71520/1 (with R. B. Holmen, J. Upenieks & O. Žabko)

Human values and selection into supervisory positions: Evidence from nine European countries. IZA Discussion Paper No. 16643, 2023. https://www.iza.org/publications/dp/16643 (with J. Masso & P. B. Maurseth)

“Personality traits, remote work and productivity” (with Nicolas Gavoille). IZA Discussion Paper No. 15486 (2022). https://docs.iza.org/dp15486.pdf

“Languages, Crimea, Brexit, Covid: Why do people leave Latvia and what for do they return?” (with Kristina Hudenko, in Russian). Открытый город 9 (126), 2020, 30-35. Available at ResearchGate: https://www.researchgate.net/publication/344688269

“What kind of foreign experience boosts returnees' earnings? Evidence from Latvia”. Paper presented at the Inaugural Baltic Economic Conference. Vilnius, June 11-12, 2018. Available at ResearchGate: https://www.researchgate.net/publication/330875270

“Labour Market Policy Thematic Review 2018: An in-depth analysis of the emigration of skilled labour. Latvia”. Brussels: European Commission, Directorate-General for Employment, Social Affairs and Inclusion. European Centre of Expertise (ECE), 2018. Available at ResearchGate: https://www.researchgate.net/publication/328912663

"Labour market policy Thematic Review 2017: An in-depth analysis of the impact of reforms on inequality. Latvia" (with Anna Pluta), Brussels: European Commission, Directorate-General for Employment, Social Affairs and Inclusion. European Centre of Expertise (ECE), 2017. http://ec.europa.eu/social/BlobServlet?docId=17939&langId=en

"Returning to Latvia: Evidence from Survey of Return Migrants", Riga: Centre for Diaspora and Migration Research, University of Latvia, 2016. Research report (in Latvian),

http://www.diaspora.lu.lv/fileadmin/user_upload/lu_portal/projekti/diaspora/petijumi/Atgriesanas_Latvija_-_petijuma_zinojums.pdf

“Emigration from Latvia: Return Intention of Post-2000 Emigrants from Latvia". Background paper for OECD (2016). Reviews of Labour Market and Social Policies. Latvia. Paris: OECD.

“Teacher Remuneration in Latvia: An OECD Perspective”. Paris: OECD, 2014 (with Gaby Hostens, Maciej Jakubowski, Marco Kools and Richard Yelland). https://web-archive.oecd.org/2014-11-28/331047-oecd%20review%20of%20teacher%20remuneration%20in%20latvia_ops_final.pdf

"Study on preparation of antidiscrimination policy monitoring system". Research report to Society Integration Foundation (in Latvian), 2014 (with E. Kļave and B. Zepa). http://www.sif.gov.lv/images/files/SIF/progress-dazadiba/Petijums_diskr_final.pdf

"Post-Enlargement Return Migrants' Earnings Premium: Evidence from Latvia". Paper presented at EALE Conference 2008, Amsterdam, 18-20 September 2008. Available at SSRN: https://ssrn.com/abstract=1269728

Research Projects

Theme of the research, country (-ies)	Period	Beneficiary (Contracting authority)	Position, main tasks	Brief description of research (objectives, main activities)
Labour Market Response to Shocks: **St**rategies for **A**daptability and **R**esilience (StAR)	09//2025-12/2027	Baltic International Centre for Economic Policy Studies	Lead researcher	A pan-European study of the labour market response to shocks at the individual worker and industry level.
The Economic Integration of the Nordic-Baltic Region through Labour, Innovation, Investments, and Trade	03/2021-12/2023	EEA and Norway grants	Principal investigator	New labour market developments in the context of digitalization and social change. Designing surveys of employers and employees and analyzing the data. Policy recommendations.
Well-being in the context of liquid migration, Latvia	09/2018-08/2021	Latvian Council of Science	Lead researcher	Exploring the role of migrants as agents of change. Questionnaire design, econometric analysis.
Size and structure of Latvia's diaspora	09/2019-10/2019	Ministry of Foreign Affairs	Expert	Evaluating size and demographic structure of Latvia's diaspora around the world, as well as of the stock of return migrants in Latvia
Undeclared work, Latvia	08/2018-04/2019	European Commission	Country expert	Estimating informal employment and envelope wages in Latvia using survey microdata. Econometric analysis.
Investment Tax Incentives in the EU	03/2018-06/2019	The World Bank	Country expert	Estimating the effects of accelerated depreciation policy on firm investment using administrative firm-level data for 2007–2014. Preparing a paper.
Emigration of skilled labour, Latvia	07/2017-10/2017	European Commission	Country expert	In-depth analysis of the emigration of skilled labour from Latvia
Study of return migration, Latvia	11/2016-03/2017	University of Latvia	Expert	Designing questionnaire and supervising survey of return migrants. Econometric analysis of the results. Preparation of the report.
Latvia Tax System Review	04/2016-10/2017	The World Bank	Consultant (Advisor)	Advisor for the study. Assessment of the microenetrprise tax regime. Informal employment and envelope wages in Latvia.
Latvia - OECD Accession Review	04/2015 - 11/2015	OECD	Consultant	Ethnic wage gaps and undeclared earnings in Latvia and Estonia - econometric analysis of EU-SILC and LFS microdata
Latvia Active Aging	12/2014-12/2015	The World Bank	Consultant (Advisor)	Analysis of determinants of labor supply of older workers and obstacles to active aging
The emigrant communities of Latvia	01/2014-08/2015	Ministry of Education and Science	Lead researcher	Analysis of emigration and return migration processes.
Education Policy Review of Latvia	03/2014-10/2014	OECD	Consultant	Analysis of patterns and determinants of teacher pay and workload. Contribution to policy proposals.
Implementation of non-discrimination policies	11/2013 - 06/2014	European Commission	Senior expert	Design of a monitoring system (in the framework of the "*Progress*" programme). project)

Recent trends and economic impact of emigration from Latvia	10/2013-12/2013	OECD	Expert	Preparation of a paper for the conference jointly organized by OECD and Latvian MFA.
Latvia - Who is Unemployed, Inactive or Needy?	05/2012 – 04/2013	The World Bank	Advisor	Advise on the overall design of the study. Background Notes on Labour Market Developments and Informal Employment. Econometric analysis of Active Labour Market Policies
Intra-EU labour migration trends at times of the crisis – length of stay, skills, return (Baltic countries)	07/2010-10/2011	European Trade Union Institute (ETUI)	Expert	Preparation of a chapter on the Baltic countries for the book "*Intra-EU Migration in Troubled Times*"
Emigration from Latvia	10/2010 – 06/2011	Advanced Social and Political Research Institute	Lead researcher	Preparation of a chapter on trends and pattern of emigration from Latvia in 2000-2010 and on recent migration intentions for "Latvia. Human Development Report 2010/2011"
Multi-country policy study of unregistered employment and the shadow economy (30 European countries)	06/2010-12/2010	The World Bank	Consultant	Econometric analysis of flows between unemployment, unregistered employment, self-employment and formal employment and their relation to the economic cycle
Evaluation of teachers' pay reform in Latvia	03/2010-06/2010	The World Bank	Consultant	Econometric and statistical analysis of administrative and survey data in order to evaluate the change in incentives
Latvian labour market and household vulnerability analysis	05/2009-12/2009	The World Bank	Consultant	Analysis of Latvian labour market adjustment mechanisms and households' coping strategies during the economic crisis
Immigrants from outside the EU in Latvia	07/2009-12/2009	Baltic Institute of Social Sciences	Principal researcher	Survey design and analysis of survey data to describe the situation of recent non-EU immigrants
Migration (Latvia, Estonia, and Lithuania)	07/2008-12/2008	IZA (Bonn)	Book contributor	Preparation of a chapter for the book „EU Labor Markets After Post-Enlargement Migration."
Labour market integration of ethnic minorities in Latvia	12/2008-12/2009	Advanced Social and Political Research Institute	Principal researcher	Analysis of labour market outcomes, integration drivers and barriers
Labour market reform and workforce development - Republic of Montenegro	07/2007-07/2008	European Agency for Reconstruction	Expert	Scientific support in harmonisation of the Labour Force Survey with the *Eurostat* requirements
Study on the social and labour market integration of ethnic minorities	02/2007-09/2007	European Commission	Latvian expert	Preparation of the country report and policy recommendations
Latvia Living Standards Assessment	02/2006-06/2006	The World Bank	Consultant (labour market)	Statistical and econometric analysis of Labour force survey data to identify the trends in living standards of different social groups
Firm dynamics and productivity growth in ECA region	05/2006-01/2007	The World Bank	Latvian expert	Preparation of data and econometric analysis
Reasons and duration of unemployment and social exclusion in Latvia	05/2006-05/2007	Latvian Ministry of Welfare	Responsible researcher	Econometric analysis of Labour Force Survey and administrative data. Policy recommendations.
Gender equality issues in the labour market in Latvia	07/2006-11/2006	Latvian Ministry of Welfare	Expert	Econometric analysis of Labour Force Survey, Household Budget Survey, and other data

Determinants of wages in Latvia	09/2005-06/2006	Latvian Ministry of Welfare	Responsible researcher	Econometric analysis of Labour force survey and other data. Policy recommendations.
Regional studies on socio-psychological portrait of unemployed in Latvia	12/2005-06/2006	State Employment Agency of Latvia	Project supervisor and lead researcher	Study design, preparation of the questionnaire, analysis of the results, reporting. Preparation of policy recommendations.
Quality of life in Latvia	06/2005-11/2005	Commission for Strategic Analysis	Responsible researcher	Analysis of job and life satisfaction using survey data.
Emigration of Latvian labour force after the EU enlargement	09/2005-10/2005	Latvian Ministry of Economy	Lead expert	Analysing available information on post-enlargement emigration of Latvian labour force. Proposing design of a new study.
Working and employment conditions in new member states: Interaction and socio-economic impact	09/2004-03/2005	International Labour Organization (ILO)	Latvian expert	Case studies. Econometric analysis of LFS data. Preparation of a chapter for a book.
Demand for education in Albania: incentives and obstacles	01/2005-12/2005	CERGE-EI Foundation	Principal researcher	Econometric analysis of Living Standards Measurement Survey. Preparation of a paper.
Labour supply in the Baltic countries	09/2004-11/2004	European Commission, FP5 project ACCESSLAB	Researcher	Econometric analysis of LFS data to identify underutilized labour. Preparation of a paper.
Eurasia Labour Market Study, (Latvia, Estonia, Lithuania, Albania)	06/2004-09/2004	USAID	Team leader	Compilation of labour market statistics and policy information for labour market policy database on Latvia, Estonia, Lithuania, Albania
Choice of education in the Baltic countries	01/2004-12/2004	CERGE-EI Foundation	Principal researcher	Analysis of ethnic and parental effects on the choice of education level.
Labour market study, Albania (for Country Economic Memorandum)	01/2004-06/2004	The World Bank	Consultant (labour market analysis)	Econometric analysis of LFS, LSMS, and Population Census data with emphasis on unemployment, wages, and migration.
Firm-Level Dynamics and Productivity, Latvia	05/2003-11/2003	The World Bank	Country expert	Preparation of the database and econometric analysis.
Commuting in the Baltic countries	01/2003-12/2003	CERGE-EI Foundation	Principal researcher	Econometric analysis of LFS data
Impact of the free movement of persons on Latvian Labour Market after joining the EU	01/2003-08/2003	Bank of Latvia	Principal researcher	Carrying out a survey, statistical and econometric analysis of results. Preparation of medium-term forecast
Labour market study, Latvia (for Country Economic Memorandum)	01/2003-06/2003	The World Bank	Consultant (labour market analysis)	Econometric analysis of LFS data with the aim to understand the reasons of unemployment and the earnings structure.
Inter-Regional Mobility of Labour in the Baltic countries	01/2003-04/2003	European Commission	Researcher (FP5 project ACCESSLAB)	Analysis of migration trends and econometric analysis of determinants of migration decisions.
Labour Market and Social Policies in the Baltic Countries	2001-2002	OECD	Consultant	Econometric analysis of Latvian and Lithuanian LFS data, preparation of policy recommendations

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Selected Conference Presentations

2025. Alferi, L. & Hazans, M, Intra-European Remittances, Naturalization, and the Childcare Costs. 51st EBES Conference, Rome, April 11 – 13, 2025.

2023. Hazans, M., J. Masso, P. B. Maurseth & T. Paas, Human Values and Supervisory Responsibilities: A Comparative Evidence from the Baltic Sea Region. 44st EBES Conference – Istanbul, June 6 – 8, 2023.

2022. Gavoille, N. & M. Hazans, Personality traits, remote work and productivity. 41st EBES Conference - Berlin

2022. Gavoille, N. & M. Hazans. Could everybody work from home? Personality traits, remote work and productivity. "*4th Baltic Economic Conference*", Kaunas, June 27 – 28, 2022.

2022. Hazans, M. One size does not fit all: What do employees and employers make of their teleworking experience?", 80th International Scientific Conference of the University of Latvia.

2019. Hazans, M. & Pluta, A. Tax Incentives to Encourage Corporate Investment in Latvia. "*2nd Baltic Economic Conference*", Riga, June 10 – 11, 2019

2018. Hazans, M. What kind of foreign experience boosts returnees' earnings? Evidence from Latvia. *Inaugural Baltic Economic Conference*. Vilnius, June 11 – 12, 2018. https://www.researchgate.net/publication/330875270

2017. Hazans, M., Falco P. Immervoll H. & Minea A. How thick is the envelope? Worker-level estimates of undeclared earnings in Latvia and Estonia before, during and after the crisis // *International conference* "*Corruption, Tax Evasion and Institutions*", Stockholm School of Economics in Riga, Latvia. DOI: 10.13140/RG.2.2.36776.47367.

2017. Hazans, M. Microenterprise tax regime in Latvia: A fiscal black hole or a job creation tool? // *International conference "Corruption, Tax Evasion and Institutions"*, Stockholm School of Economics in Riga, Latvia. DOI: 10.13140/RG.2.2.12868.94080.

2016. Hazans, M. Emigration intentions in post-crisis Latvia. // *8th International Scientific Conference "New Challenges of Economic and Business Development – 2016: Society, Innovations and Collaborative Economy*", University of Latvia, Latvia, DOI: 10.13140/RG.2.2.12187.36648

2016. Hazans, M. Labour force participation and employment of population aged 50+ in Latvia: Drivers and obstacles. // University of Latvia 74th conference section "*Labour resources and social policy*", Latvia. DOI 10.13140/RG.2.2.16053.99049

2015. Hazans, M. Return Migration Intentions to Latvia, Based on Recent Survey of Emigrants // *International conference* "*Labour Migration in the Nordic - Baltic Region. New Trends of Labour Migration - Ready for the Changes?*", University of Tartu and Nordic Council of Ministers, Estonia, DOI: 10.13140/RG.2.2.35284.71042

2015. Hazans, M. Poland and the Baltics: The nature of the four emigration waves over 2000-2013 // *Joint Seminar on Active Aging,* The World Bank and the European Commission, Belgium, DOI: 10.13140/RG.2.2.32178.30408

2015. Hazans, M. Evaluation of active labour market programs in Latvia: What works for whom and for how long? / / *EU presidency conference "Inclusive labour markets in the EU: the role of improved job quality and enhanced inclusion"*, EMCO and SPC, Latvia, DOI: 10.13140/RG.2.2.33226.88004

2014. Hazans, M. Emigration Intentions and Fertility Potential in Latvia // *International conference "Labour Mobility and Transnationalism in the Nordic-Baltic Region"*, University of Tartu and Nordic Council of Ministers, Estonia, DOI: 10.13140/RG.2.2.34485.17121

2013. Hazans, M. Post-crisis developments in the Latvian labor market. Conference "*Beyond Recovery: Foundations for Inclusive Growth in Latvia"*, the World Bank and the Latvian Ministry of Welfare: Riga, Latvia, June 3, 2013 , 23 pp., DOI: 10.13140/RG.2.2.24418.84168

2012. Hazans, M. What explains prevalence of informal employment in European Countries: The role of labor institutions, governance, immigrants, and growth // *24th Annual Conference of European Association of Labour Economists*, Germany, DOI: 10.13140/RG.2.2.35166.74563

2011. Hazans, M. Informal workers across Europe: Evidence from 30 countries. *IZA/World Bank Workshop "Institutions and Informal Employment in Emerging and Transition Economies".* Bonn, June 2011. https://www.researchgate.net/publication/319181555

2009. Hazans, M. Adjustment to the current crisis in the Baltic labor markets. *IZA Employment Seminar*: "*The Current Crisis and the Labor Market*", Brussels, Nov. 13, 2009

Awards and Distinctions

2012 - Included in the list of top 10 achievements of Latvian science in 2012 for the study "Selectivity of migrants from Baltic countries before and after enlargement and responses to the crisis"

2011 - *The Spidola Award* of the *Economists Association 2010* (for research on emigration from Latvia).

Selected Invited Lectures

Invited presentation "Benefits and challenges of the freedom of movement for workers and access to the Single Market since the Baltic States joined the EU", at the European Labour Authority event "20th Anniversary of the 2004 Enlargement – Baltic States". Riga, May 23, 2024,

Invited presentation "Remote work – risks and perspective" at the workshop with CEOs of Latvia's local governments. Riga, November 5, 2021.

Keynote speaker at the conference “Demographic Challenges – From Knowledge to Action” in the series “Science Meets Parliaments” (#EUsci4Parl), Riga, February 11, 2019 (organized by the Latvian Ministry of Education and Science and the Joint Research Centre).

Baltic Real Estate Leaders Forum 2017, Riga, November 3, 2017. *Demographic Outlook for the Baltics.* https://onedrive.live.com/?authkey=%21AGDhGzQsiET504I&cid=1A7C08DFE245A4BE&id=1A7C08DFE245A4BE%211435&parId=1A7C08DFE245A4BE%211434&o=OneUp

Baltic Sea Labour Forum Round Table. *Labour Mobility: Challenge or Chance?* June 15, 2017. Berlin, Germany. http://www.bslf.eu/wp-content/uploads/2017/06/Hazans-Berlin-June-2017.pptx

Latvian Parliament (the Saeima). *Can Return Migration Mitigate Existing Shortages in the Labour Market?* Joint meeting of Citizenship, Migration and Social Cohesion Committee and Sustainable Development Committee, April 26, 2017.

Latvian Association of Local and Regional Governments. *Emigration from Latvia's cities, regions and municipalities in the 21st century*. February 9 , 2016

CRIE Nordic Regional Workshop on Counterfactual Impact Evaluation Methods 2015. *Evaluation of active labour market programs in Latvia*. Tallinn, Estonia, October 13-15, 2015.

Latvian Association of Local and Regional Governments. *Teacher pay in Latvia: Evidence from linked teacher-school data*. Lecture for the Education committee members. October 16, 2014

Latvian Ministry of Education and Science. *Teacher pay in Latvia: Evidence from linked teacher-school data.* Lecture for members of the working group on the Reform of Teacher Remuneration. October 2014

German Embassy in Latvia. *Demographic challenges for Latvia*. Briefing for delegation of the Bavarian parliament. May 27, 2014.

Latvian Ministry of Foreign Affairs and Latvian Association of Local and Regional Governments. Seminar "*Latvian Local Governments' Cooperation with Diaspora*". Presentation "*Who moved from Latvia and who plans to move? A survey of recent trends*". March 5, 2014

International conference "Youth Guarantee: Measures and Partnerships" held by the Latvian State Employment Agency. Presentation "*Youth unemployment and related problems in Latvia and Europe*"

Diaspora Studies Summer School co-organised by the Latvian Ministry of Foreign Affairs and University of Latvia Foundation. Jurmala, June 26, 2013: *Recent trends and economic impact of emigration from Latvia*

Swedish Chamber of Commerce in Latvia, May 15, 2012*: Situation in the Latvian labour market*. http://www.scc.lv/?DocID=684

The Aleksanteri Institute (University of Helsinki) and the Rosentals Society, April 18, 2012: *The changing face of Latvian emigration …and the changing face of Latvia*. http://www.helsinki.fi/aleksanteri/english/news/ev...

Latvian Ministry of the Foreign Affairs, the working group on diaspora issues, April 16, 2012: *The changing face of Latvian emigration …and the changing face of Latvia.*

Baltic Sea Region University Network and Baltic Sea Region rectors meeting and seminar "Legislation, Governance Structures and Economics of Education”, Riga, April 12, 2012: *Benefits from university education: Public and private effects on income, health, job satisfaction and quality of life – evidence from around the world.*

Latvian Parliament (the Saeima), Demography Subcommittee, March 13, 2012: *Demographic challenges for Latvia in the context of free movement of labour within the EU*.

American Chamber of Commerce in Latvia Outlook seminar, March 1, 2012. *Demographic challenges for Latvia in the context of free movement of labour within the EU*. http://www.amcham.lv/data/Latvia%20-%20changing%20face_Hazans_AmCham.pdf

Annual "Business Forecasts" conference of the *Dienas Bizness* newspaper, November 5, 2010: *Recent labour market trends in Latvia and Eastern Europe*.

Latvian Teachers Trade Union Council, October 15, 2010: *Evaluation of the teachers' pay reform*.

Latvian Ministry of Education and Science, Working group on "Money follows student", June 10, 2010: *Evaluation of the teachers' pay reform.*

"Economists Association 2010" spring session, May 22, 2010: *Latvian Labour Market during the Recession.*

Bank of Estonia open seminar, February 11, 2010: *Adjustment of Latvian Labour Market to the Crisis*.

Journal referee	2005-2025: *Growth and Change* (2), *Journal of Population Economics* (1), *Regional Studies* (1), *Review of Regional Studies* (1), *Scottish Journal of Political Economy* (1), *Baltic Journal of Economics* (4), *Journal of Baltic Studies* (2), *Eastern Journal of European Studies* (1), *European Journal of Industrial Relations* (1), *International Journal of Manpower* (2), *European Societies* (1), *Review of Social Economy* (1), *Migration Stu*dies (1), T*he Economic Journal* (1), *European Journal of Cultural and Political Sociology* (1), *Nonprofit and Voluntary Sector Quarterly* (1), *International Journal of Social Economics* (2)

Other Professionally Related Activities	2023 – member of European Economic Panel
	2023 - Scientific committee member, 5th Baltic Economic Conference. Riga, June 19-20, 2023
	2022 Organizer of international conference “New Labour Market Developments in the Context of Digitalisation and Social Change”, January 31, University of Latvia.
	2021 Scientific committee member, 2nd International conference "Corruption, Tax Evasion and Institutions", BICEPS and Stockholm School of Economics in Riga
	2021 - Scientific committee member, 3rd Baltic Economic Conference. Tartu, June 7-8, 2021
	2019 - Scientific committee member, 2nd Baltic Economic Conference. Riga, June 10-11, 2019
	2018 - Scientific committee member, Inaugural Baltic Economic Conference. Vilnius, June 11-12, 2018
	2018 – Member of the founding group of the Baltic Economic Association
	2016-2020, Scientific committee member, International conference "New Challenges of Economic and Business Development”, University of Latvia
	2017 Scientific committee member, International conference "Corruption, Tax Evasion and Institutions", BICEPS and Stockholm School of Economics in Riga
	05/2011- 12/2016 Member of Advisory Board, Latvian State Employment Agency
	2004 - 2015 International expert: The Dutch Social Science Research Council (PhD project application - 1), University of Tartu (PhD opponent - 3, staff evaluation - 1), The Estonian Science Foundation (postdoc project application -1)
	03/2012 - 05/2012 Host country expert at the Mutual Learning Programme's Peer Review Meeting on Emergency Public Works Programme in Latvia
	01/2008 - 05/2012 Member of Management Committee of the COST Action IS0701 “Comparative analysis of enterprise data: Industry dynamics, firm performance, and worker outcomes”
	2005 - 2010 Global Development Network Regional Research Competition referee
	09/2008 - 11/2008 European Training Foundation project „Labour market governance”, organisation of a high-level study visit by Montenegrin labour market stakeholders to Latvia.
	2005 Expert responsible for EURES evaluation in Latvia for EU-wide project *EE10232*
	12/2003 Visiting Professor,Centre d’Etudes des Politiques Economiques, University of Evry
	10/2002 Visiting Fellow, Centre for European Integration Studies (ZEI), University of Bonn
	09/2002 Short-term visiting researcher, Institute for Study of Labour (IZA)