

## Paul Redmond

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### Positions Held

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2025-present Associate Research Professor, Economic and Social Research Institute (ESRI)  
2025-present Adjunct Professor, Trinity College Dublin  
2026-present Managing Editor, Economic and Social Review  
2026-present Research Fellow, IZA@LISER Network

### Previous Positions

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2022-2025 Senior Research Officer, Economic and Social Research Institute (ESRI)  
2017-2022 Research Officer, Economic and Social Research Institute (ESRI)  
2016-2017 Postdoctoral Research Fellow, Economic and Social Research Institute (ESRI)  
2020-2023 Occasional Lecturer, Queen's University Belfast  
2011-2016 Research Affiliate, Irish Fiscal Policy Research Centre  
2014-2016 Assistant Lecturer in Economics, Dublin Institute of Technology  
2013-2014 Assistant Lecturer in Economics, Maynooth University  
2010-2013 Teaching Assistant, Maynooth University

### Education

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2010-2014 PhD in Economics, Maynooth University  
2009-2010 MA in Economics, Maynooth University (1.1. honours)  
2002-2006 BSc in Business Studies, Finance Specialisation, Dublin Institute of Technology (1.1 honours)

### Teaching Qualification

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2014-2015 Postgraduate Diploma in Third Level Learning and Teaching, Dublin Institute of Technology

### Other Qualifications

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2023-2024 Irish Sign Language, QQI Level 3, Irish Deaf Society

### Publications in Academic Journals

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- Kelly, L., Redmond, P. and Brosnan, L. (2026) "When Jobs Change: Skills Mismatch and the Value of Training" *British Journal of Industrial Relations*, forthcoming.
- Stoll, H., Munley, V. and Redmond, P. (2026) "Does the Measure of Party System Size Matter with Incomplete Election Returns? The Case of Ireland" *Electoral Studies*, forthcoming.
- Redmond, P., McGuinness, S. and Kelly, E. (2026) "Labour Market Dynamics of Minimum Wage Workers" *Applied Economics*, 58 (10): 1985-1997.
- Redmond, P., Staffa, E. and McGuinness, S. (2025) "A Comparison of Approaches for Identifying Minimum Wage Workers: Direct Question Versus Administrative Earnings Data" *British Journal of Industrial Relations*, 63 (4): 616-630.
- Redmond, P. and McGuinness, S. (2025) "The Impact of a Minimum Wage Increase on Hours Worked: Heterogeneous Effects by Gender and Sector" *Economica*, 92 (365): 84-106.
- Redmond, P., Munley, V. and Garcia-Rodriguez, A. (2025) "Determinants of Incumbent Electoral Success: Evidence from 30 Years of Irish Elections" *The Economic and Social Review*, 56 (2): 285-305.
- Munley, V., Garcia-Rodriguez, A. and Redmond, P. (2023) "The Impact of Voter Turnout on Referendum Outcomes: Evidence from Ireland" *Public Choice*, 194 (3-4): 369-393.

- Redmond, P., McGuinness, S. and Keane, C. (2023) "The Impact of One Parent Family Payment Reforms on the Labour Market Outcomes of Lone Parents" *Oxford Economic Papers*, 75 (2): 346-370.
- McGuinness, S., Pouliakas, K. and Redmond, P. (2023) "Skills-displacing technological change and its impact on jobs: Challenging technological alarmism?" *Economics of Innovation and New Technology*, 32 (3): 370-392.
- Redmond, P. and McFadden, C. (2023) "Young People Not in Employment, Education or Training (NEET): Concepts, Consequences and Policy Approaches" *Economic and Social Review*, 54 (4): 285-327.
- Redmond, P. and McGuinness, S. (2022) "Consumption in Retirement: Heterogeneous Effects by Household Type and Gender." *Journal of Population Ageing*, 15 (2): 473-491.
- Barrett, M., Doorley, K., Redmond, P. and Roantree, B. (2022) "How has the Gender Earnings Gap in Ireland Changed in Thirty Years?" *Social Sciences*, 11 (8): 1-21.
- Redmond, P., Doorley, K. and McGuinness, S. (2021) "The Impact of a Minimum Wage Change on the Distribution of Wages and Household Income." *Oxford Economic Papers*, 73 (3):1034-1056.
- McGuinness, S., Redmond, P. and Delaney, J. (2020) "Minimum wage non-compliance." *Applied Economics Letters*, 27 (20): 1663-1666.
- Redmond, P. and McGuinness, S. (2020) "Explaining the gender gap in job satisfaction." *Applied Economics Letters*, 27 (17). 1415-1418.
- Garcia Rodriguez, A. and Redmond, P. (2020). "Rainfall, population density and voter turnout." *Electoral Studies*, 64: 1-11.
- Bergin, A., Kelly, E. and Redmond, P. (2020). "The labor market in Ireland, 2000-2018." *IZA World of Labor*.
- Delaney, J., McGuinness, S., Pouliakas, K. and Redmond, P. (2020). "Educational expansion and overeducation of young graduates: A comparative analysis of 30 European countries." *Oxford Review of Education*, 46 (1): 10-29.
- Redmond, P. and McGuinness, S. (2019). "The gender wage gap in Europe: Job preferences, gender convergence and distributional effects." *Oxford Bulletin of Economics and Statistics*, 81 (3): 564-587.
- McGuinness, S. and Redmond, P. (2019). "The Impact of a minimum wage increase on temporary contract workers." *Fiscal Studies*, 40 (2): 149-173.
- McGuinness, S., Pouliakas, K. and Redmond, P. (2018). "Skills mismatch: Concepts, measurement and policy approaches." *Journal of Economic Surveys*, 32 (4): 985-1015.
- Redmond, P. and McGuinness, S. (2018). "Assessing the impact of the minimum wage in Ireland." *CESifo Dice Report*.
- Redmond, P. (2017). "Incumbent-challenger and open-seat elections in a spatial model of political competition." *Public Choice*, 170 (1-2): 79-97.
- Redmond, P. and Whelan, A. (2017). "Educational attainment and skill utilisation in the Irish labour market: An EU comparison." *Quarterly Economic Commentary Special Article*, Winter 2017.

Redmond, P., McGuinness, S. and Kelly, E. (2017). "Did increasing the state pension age in Ireland affect the retirement rate of 65-year-olds?" *Quarterly Economic Commentary Special Article*, Autumn 2017.

Redmond, P. and Regan, J. (2015). "Incumbency advantage in a proportional electoral system: A regression discontinuity analysis of Irish elections." *European Journal of Political Economy*, 38: 244-256.

Pastine, I., Pastine, T. and Redmond, P. (2015). "Incumbent-quality advantage and counterfactual electoral stagnation in the U.S. Senate." *Politics*, 35 (1): 32-45.

### **Policy Reports / Book Chapters**

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Redmond, P., Kelly, L., Creaton, H. (2026). "The impact of a minimum wage increase on employment: Evidence from employment." Economic and Social Research Institute, Dublin.

Redmond, P., Kelly, L., Staffa, E. (2025). "A study of minimum wage employment in Ireland using online job vacancy data." Economic and Social Research Institute, Dublin.

McGuinness, S., Staffa, E., Redmond, P., Whelan, A. (2025). "Skills mismatch: What do we already know and what do we need to know?", in Wolbers, M. and Verhaest, D. (eds.) *Handbook of Education and Work*. Elgar Handbooks in Education.

McGuinness, S., Staffa, E. and Redmond, P. (2024). "Is there a skills problem in Europe?", in Baltina, L. and Hogarth, T. (eds.) *Re-thinking Europe's Skill Needs: Reflections following the European Year of Skills*. Fondazione Giacomo Brodolini, Rome.

Redmond, P., Staffa, E., Ciprikis, K., McGuinness, S. and Gilmore, O. (2023). "Sub-minimum wages in Ireland." Economic and Social Research Institute, Dublin.

Redmond, P., Ciprikis, K. and Staffa, E. (2023). "Job quality of minimum wage workers in Ireland." Economic and Social Research Institute, Dublin.

Redmond, P., McGuinness, S. and Ciprikis, K. (2022). "A universal basic income for Ireland: Lessons from the international literature." Economic and Social Research Institute, Dublin.

Redmond, P. and McGuinness, S. (2022). "Heterogeneous effects of a minimum wage increase on hours worked." Economic and Social Research Institute, Dublin.

Redmond, P., Maitre, B. and McGuinness, S. (2021). "A comparative assessment of minimum wage employment in Europe." Economic and Social Research Institute, Dublin.

Redmond, P. and McGuinness, S. (2021). "The impact of the 2016 minimum wage increase on average labour costs, hours worked and employment in Irish firms." Economic and Social Research Institute, Dublin.

Walsh, B., Redmond, P. and Roantree, B. (2020). "Differences in risk of severe outcomes from Covid-19 across occupations in Ireland." Economic and Social Research Institute, Dublin.

Redmond, P. and McGuinness, S. (2020). "Assessing the employment impact of technological change and automation: The role of employers' practices." Cedefop research paper No. 79. Publications office of the European Union, Luxembourg.

Redmond, P. and McGuinness, S. (2020). "Who can work from home in Ireland?" Economic and Social Research Institute, Dublin.

Redmond, P. and McGuinness, S. (2020). "Essential employees during the Covid-19 crisis." Economic and Social Research Institute, Dublin.

Redmond, P. (2020). "Minimum wage policy in Ireland." Economic and Social Research Institute, Dublin.

Bergin, A., McGuinness, S., and Redmond, P. (2019). "Educational mismatch: Analysis of labour force survey data." International Labour Organization, Geneva.

Delaney, J., McGuinness, S. and Redmond, P. (2019). "Skills mismatch in low- and middle-income countries: Key synthesis findings and policy recommendations." International Labour Organization, Geneva.

Kelly, E., McGuinness, S., Redmond, P., Savage, M. and Walsh, J. (2019). "An initial evaluation of the effectiveness of Intreo activation reforms." Economic and Social Research Institute, Dublin.

McGuinness, S. and Redmond, P. (2018). "Estimating the effect of an increase in the minimum wage on hours worked and employment in Ireland." Economic and Social Research Institute, Dublin

Maitre, B., McGuinness, S. and Redmond, P. (2017). "A study of minimum wage employment in Ireland: The role of worker, household and job characteristics." Economic and Social Research Institute, Dublin.

McGuinness, S., Pouliakas, K. and Redmond, P. (2017). "How useful is the concept of skills mismatch?" International Labour Organisation, Employment Policy Department. ILO, Geneva.

Maitre, B., McGuinness, S. and Redmond, P. (2016). "A note on the national minimum wage." Published as Chapter 6 of *Recommendations for the National Minimum Wage 2016*, Low Pay Commission, Dublin, Ireland.

### **Appointments and Advisory Boards**

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2024-present	Irish Electoral Commission Research Advisory Group
2024-present	TU Dublin Advisory Panel for School of Accounting, Economics and Finance
2023-present	Technical Co-ordinator, TRAILS Horizon Europe Project
2023-2025	Steering Committee Member, Basic Income for the Arts Pilot Scheme
2021-2023	Steering Committee Member, Cowork4YOUTH EEA and Norway Grants Project
2018-2019	Steering Committee Member, The Impact of Digitilisation on Ireland's Workforce, Department of Business, Enterprise & Innovation

### **Academic Awards**

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Geary Prize in Economics for achieving first place in the MA Economics, Maynooth University (2010)  
Gold Medal for achieving first place in the BSc Business Studies, Dublin Institute of Technology (2006)  
Overall Gold Medal for academic excellence in the College of Business, Dublin Institute of Technology (2006)

### **Referee For**

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*The Economic Journal; Journal of Human Resources; Economica; European Journal of Political Economy; Public Choice; Social Science Research; Journal of Development Economics; Industrial Relations: A Journal of Economy and Society; British Journal of Industrial Relations; Review of Economics of the Household; Journal of Labor Research; Employee Relations; Economic and Social Review; Journal of Population Ageing; Legislative Studies Quarterly; International Journal of Manpower; Empirical Economics; Electoral Studies; Education Economics; Applied Economics Letters; Social Sciences; PS: Political Science & Politics*

## Conference and Seminar Presentations

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Irish Economics Association Annual Conference 2025, Belfast  
CEDFEOP Conference on Digital Transitions and Skill Mismatches, Thessaloniki, December 2024  
Scottish Economic Society Conference 2024, Glasgow  
University of Bath, Department of Economics Seminar Series, May 2024  
Public Choice Society Annual Conference 2022, Nashville, Tennessee  
Political Studies Association of Ireland Annual Conference, 2021, University College Dublin  
EALE SOLE AASLE World Conference 2020 (virtual conference)  
European Association of Labour Economists Conference 2019, Uppsala  
Irish Economics Association Annual Conference 2019, Cork  
Political Studies Association of Ireland Conference, 2018, Limerick  
NERI Annual Labour Market Conference 2018, NUI Galway  
Irish Economics Association Annual Conference 2018, Dublin  
Association of Italian Labour Economists Conference, Cosenza, September 2017  
Economic and Social Research Institute, Seminar Series, February 2017  
Rimini Centre for Economic Analysis 2016 Conference, Waterloo, Ontario  
University College Dublin, Economics Seminar Series, September 2015  
Irish Economics Association Annual Conference 2015, Institute of Bankers, IFSC, Dublin  
NUI Galway, Economics Seminar Series, January 2015  
National University of Ireland Maynooth, Political Competition Workshop, November 2014  
National University of Ireland Maynooth, Economics and Finance Seminar Series, December 2013  
Political Studies Association of Ireland Annual Conference 2013, Trinity College Dublin  
Irish Economics Association Annual Conference 2012, Institute of Bankers, IFSC, Dublin  
Political Studies Association of Ireland Annual Conference 2012, University of Ulster, Derry  
Policy and Politics Conference 2012, University of Bristol

## Teaching

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2022-present	Trinity College Dublin: Applied policy evaluation (MSc Economic Policy)
2019-present	ESRI: Applied causal analysis using Stata (employee training course)
2020-2023	Queen's University Belfast: Labour economics (undergraduate)
2014-2016	Technological University Dublin: Principles of economics (undergraduate), statistics (undergraduate), portfolio management (undergraduate), game theory (undergraduate), macroeconomics (postgraduate)
2012-2014	Maynooth University: Advanced microeconomics (undergraduate), corporate finance (undergraduate), introduction to Stata (postgraduate)