

## Curriculum Vitae March, 2021

Name: Fredrik Heyman  
Born: Stockholm, Sweden, March 9, 1969  
Citizenship: Swedish  
Civil status: Married, two children

Home address: De Geersgatan 14, 115 29 Stockholm  
Mobile +46 (0) 733 30 82 48

Work address: Research Institute of Industrial Economics (IFN)  
Grevgatan 34, 102 15 Stockholm  
Phone: + 46 8 665 4537  
E-mail: [fredrik.heyman@ifn.se](mailto:fredrik.heyman@ifn.se)

Affiliated researcher at Lund University

### Academic degrees

2009 *Stockholm School of Economics*: Associate Professor (*Docent*) in Economics.

2002 *Stockholm School of Economics*: Ph.D. in Economics.  
Thesis: Empirical Studies on Wages, Firm Performance and Job Turnover.

1995 *Stockholm University*: M.Sc. in Economics.

### Professional Experience

2006 - *Research Institute of Industrial Economics (IFN)*: Research fellow.  
Senior Research fellow 2016-  
(parental leave 1/2 – 6/8 2006)

2002 - 2005 *Trade Union Institute for Economic Research (FIEF)*: Research fellow  
(parental leave 1/4 – 31/8 2003)

2000 - 2002 *Trade Union Institute for Economic Research (FIEF)*: Affiliated PhD student.

1998 - 1999 *National Institute of Economic Research (KI)*: Affiliated PhD student.

1993 - 1996 *Stockholm University, Department of Economics*: Teaching Assistant.

### Teaching Experience

2014 - *Lund University*  
International economics

2009 - 2010 *Stockholm School of Economics*  
Master econometrics

2004 - 2005	<b>Karolinska Institutet</b> Econometrics
1997 - 2000	<b>Stockholm School of Economics:</b> Mathematics for Economists.
1993 - 1996	<b>Stockholm University:</b> Microeconomics (theory) Microeconomics (applied) Macroeconomics (theory) Macroeconomics (applied)

## **Publications**

“Globalization, the Jobs Ladder and Economic Mobility” (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *European Economic Review*, Vol. 127, August 2020.

“Digitization-based automation and occupational dynamics” (with Malin Gardberg, Pehr-Johan Norbäck and Lars Persson), *Economics Letter*, Vol. 189, April 2020.

“Foreign Direct Investment, Source Country Heterogeneity and Management Practices” (with Rickard Hammarberg and Pehr-Johan Norbäck), *Economica*, Vol. 86, Issue 342, April 2019.

“The Turnaround of the Swedish Economy: Lessons from Large Business Sector Reforms” (with Pehr-Johan Norbäck and Lars Persson), *World Bank Research Observer*, Vol. 34, Issue 2, August 2019

“Has the Swedish Business Sector Become More Entrepreneurial than the U.S. Business Sector?” (with Pehr-Johan Norbäck, Lars Persson and Fredrik Andersson), *Research Policy*, Vol. 48, Issue 7, 2019

“Globalization, Job Tasks and the Demand for Different Occupations” (with Fredrik Sjöholm), *Travail et Emploi*, Vol. 159, October 2019 (special issue covering a Paris workshop on job polarization).

“Who Creates Jobs and Who Creates Productivity? Small versus Large versus Young versus Old” (with Pehr-Johan Norbäck and Lars Persson), *Economics Letters*, Vol. 164, March 2018.

“Global Engagement and the Occupational Structure of Firms” (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *European Economic Review*, Vol. 100, November 2017.

Job Polarization, Job Tasks and the Role of Firms, *Economics Letters*, Vol. 145, August 2016.

Global Engagement, Complex Tasks, and the Distribution of Occupational Employment (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *Review of International Economics*, Vol. 24, No.4, 2016.

Employment Protection Reform, Enforcement in Collective Agreements and Worker Flows (with Per Skedinger), *Industrial Relations*, Vol. 55, Issue 4, October 2016.

The Dynamics of Offshoring and Institutions (with Patrik Gustavsson Tingvall), *B.E. Journal of Economic Analysis and Policy*, Vol. 15, Issue 4, October 2015.

Globalization and Imperfect Labor Market Sorting (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *Journal of International Economics*, Vol. 94, Issue 2, November 2014.

Multinational Firms, Acquisitions and Job Tasks (with Katariina Hakkala and Fredrik Sjöholm), *European Economic Review* Vol. 66, February 2014.

Liberalized Trade and Worker-Firm Matching Sorting (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *American Economic Review Papers & Proceedings*, Vol. 102, No. 3, May 2012.

Competition, Takeovers, and Gender Discrimination (with Helena Svaleryd and Jonas Vlachos), Working Paper No. 734, Research Institute of Industrial Economics, *Industrial and Labor Relations Review*, Vol. 66, No. 2, April 2013.

Acquisitions, Multinationals, and Wage Dispersion (with Patrik Gustavsson Tingvall and Fredrik Sjöholm), *Canadian Journal of Economics*, Vol. 44, No. 2 May 2011.

Cross-Border Acquisitions, Multinationals and Wage Elasticities (with Katariina Hakkala and Fredrik Sjöholm), *Review of World Economics*, Vol. 146, No. 2, 2010.

Do Entrenched Managers Pay Their Workers More? (with Henrik Cronqvist, Mattias Nilsson, Helena Svaleryd and Jonas Vlachos), *Journal of Finance*, Vol. 64, No. 1, 2009.

Is there Really a Foreign Ownership Wage Premium? Evidence from Matched Employer-Employee Data (with Patrik Gustavsson Tingvall and Fredrik Sjöholm), *Journal of International Economics*, Vol. 73, No. 2, 2007.

Microdata Evidence on Rent-Sharing (with Mahmood Arai), *Applied Economics*, Vol. 41, No. 23, 2009.

How Wage Compression Affects Job Turnover, *Journal of Labor Research*, Vol. 29, No. 1, 2008.

Firm Size or Firm Age? The Effect on Wages Using Matched Employer-Employee Data, *LABOUR: Review of Labour Economics and Industrial Relations*, Vol. 21, No. 2, 2007.

Pay Inequality and Firm Performance: Evidence from Matched Employer-Employee Data, *Applied Economics*, Vol. 37, No. 11, 2005.

Temporary Contracts and the Dynamics of Job Turnover (with Mahmood Arai), *Economics Bulletin*, Vol. 10, No. 4, 2004.

*Empirical Studies on Wages, Firm Performance and Job Turnover*, Ph.D. thesis, EFI, The Economic Research Institute, Stockholm School of Economics, 2002.

## **Books**

*"Digitalisation, Productivity and Jobs: A European Perspective "*, in A. Bakardjieva Engelbrekt, A. Michalski and L. Oxelheim, eds., *The European Union and the Technology Shift*. Palgrave Macmillan (with Pehr-Johan Norbäck and Lars Persson), 2021.

## **Working Papers and Mimeoos with different submission status**

"Artificial Intelligence, Robotics, Work and Productivity: The Role of Firm Heterogeneity" (with Pehr-Johan Norbäck and Lars Persson), Working Paper No. 1382, Research Institute of Industrial Economics, 2021.

"Globalization, Recruitments and Job Mobility" (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), Working Paper No. 1354, Research Institute of Industrial Economics, 2020.

"Talent, Career Choice and Competition: The Gender Wage Gap at the Top" (with Pehr-Johan Norbäck and Lars Persson), Working Paper No. 1169, Research Institute of Industrial Economics, 2017.

"Multinational firms and the Job Ladder" (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), 2020, work in progress.

"Foreign Direct Investments, Automation and Wage Inequality" (with Malin Gardberg and Joacim Tåg), 2020, work in progress.

"Who Creates Wages? Small versus Large versus Young versus Old" (with Pehr-Johan Norbäck and Lars Persson), 2020, work in progress.

"Reskilling and automation" (with Malin Gardberg, Pehr-Johan Norbäck and Lars Persson), 2020, work in progress.

"The Turnaround of Swedish Industry: Firm Diversity and Job and Productivity Dynamics" (with Pehr-Johan Norbäck and Lars Persson), Working Paper No. 1079, Research Institute of Industrial Economics, 2015, longer version of "The Turnaround of the Swedish Economy: Lessons from Business Sector Reforms" (see above).

"Decomposition of macro- and micro-sources of competitiveness" (with Erling Barth, Ari Hyytinen and Mika Maliranta), mimeo

"Globalization and the Organization of Firms and Plants Within Corporations (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), work in progress.

## In Swedish:

*"Digitalieringen, produktiviteten och jobben – ett europeiskt perspektiv"*, i A. Bakardjieva Engelbrekt, A. Michalski och L. Oxelheim, red., EU och teknologiskiftet. Europaperspektiv 2020. Stockholm: Santérus Förlag (with Pehr-Johan Norbäck and Lars Persson), 2020.

*Företagsomställning och strukturomvandling i samband med ekonomiska kriser* (with Pehr-Johan Norbäck and Lars Persson), rapport till Expertgruppen för Studier i Offentlig ekonomi (ESO), 2021, work in progress.

*En regional analys av digitalisering och jobbpolarisering i det svenska näringslivet*, underlagsrapport till Långtidsutredningen 2019 (with Lars Persson), 2019.

*Globalisering och svensk arbetsmarknad* (with Fredrik Sjöholm), SNS Förlag, 2018.

Produktmarknadskonkurrens och skillnader i löner mellan kvinnliga och manliga chefer, *Ekonomisk Debatt*, Vol. 46, No 4, 2018 (with Pehr-Johan Norbäck and Lars Persson), 2018.

*"Digitalisering och produktivitet – en forskningsöversikt"* (with Pehr-Johan Norbäck and Lars Persson), Uppdragsforskningsrapport Tillväxtanalys, 2018.

*Digitaliseringens dynamik – en ESO-rapport om strukturomvandlingen i svenskt näringsliv* (with Pehr-Johan Norbäck and Lars Persson), rapport till Expertgruppen för Studier i Offentlig ekonomi (ESO), 2016:4.

*Produktivitet och företagsdynamik i svenskt näringsliv 1996-2009* (with Pehr-Johan Norbäck and Lars Persson), IFN Policy Paper no. 65, 2014

*Produktmarknadskonkurrens och diskriminering: Teori och empiri* (with Pehr-Johan Norbäck and Lars Persson), Uppdragsforskningsrapport Konkurrensverket 2014:7.

*Var skapas jobben? En ESO-rapport om dynamiken i svenskt näringsliv 1990 till 2009* (with Pehr-Johan Norbäck and Lars Persson), rapport till Expertgruppen för offentlig ekonomi (ESO), 2013.

*Jobbdynamiken i svenskt näringsliv 1990 till 2009: teori och empiri* (with Pehr-Johan Norbäck and Lars Persson), rapport till Expertgruppen för offentlig ekonomi (ESO). (Längre version av ESO-rapport ovan som innehåller teori.), IFN Policy Paper nr 60, 2013.

Lönespridning inom företag och produktivitet – en internationell forskningsöversikt, *Ekonomiska Samfundets tidskrift*, No. 1, april 2012.

*Sambandet mellan lönespridning inom företag och produktivitet: vad säger forskningen?*, IFN Policy Paper nr 52, 2012.

*Konkurrens- och effektivitetseffekter av privatiseringar* (with Pehr-Johan Norbäck and Lars Persson), Uppdragsforskningsrapport Konkurrensverket 2012:4.

*Utlandsägande och utländska uppköp: Vilken betydelse har huvudägarens hemvist?* (with Pehr-Johan Norbäck), Uppdragsforskningsrapport Näringsdepartementet 2012, IFN Policy Paper nr 61, 2013.

Globalisering och matchning på arbetsmarknaden, *Ekonomisk Debatt*, Vol. 40, No 1, 2012 (with Fredrik Sjöholm), 2012.

*Arbetsmarknadseffekter av utländska direktinvesteringar* (with Katariina Hakkala and Fredrik Sjöholm), underlagsrapport nr 16 till Globaliseringsrådet, 2008.

"Utlandsägande och löner i Sverige", *Ekonomisk Debatt*, Vol. 34, No 4, 2006 (with Fredrik Sjöholm and Patrik Gustavsson Tingvall).

## Misc.

*Nordic Collaboration under Staying Competitive: Challenges for a small open Economy.* Comparative Nordic study financed by the Norwegian Research Council. Work in progress, 2016.

*Changes in the wage structure and bargaining system in the Nordic Countries.* Comparative Nordic study financed by The Councils for research in the humanities and social sciences in the Nordic countries

*Internationalisation of the Nordic labour and its consequences for labour demand – a comparative research project.* Comparative Nordic study financed by The Councils for research in the humanities and social sciences in the Nordic countries.

A master course in Econometrics, 160 pp, 2010.

A basic course in Econometrics, 75 pp, 2004.

## Scholarships and Grants

2021 - 2022	Torsten Söderbergs Stiftelse.
2020 - 2021	Johan och Jakob Söderbergs Stiftelse.
2019 - 2020	Torsten Söderbergs Stiftelse.
2017 - 2019	Jan Wallander and Tom Hedelius Foundation.
2017 - 2018	Johan och Jakob Söderbergs Stiftelse.
2016 - 2018	The Norwegian Research Council.
2014 - 2016	The Swedish Council for Health, Working Life and Welfare (FORTE (fd FAS)).
2013 – 2016	Torsten Söderbergs Stiftelse.
2010 - 2012	The Swedish Research Council (Vetenskapsrådet).
2007 - 2009	The Swedish Research Council (Vetenskapsrådet).
2007 - 2009	Jan Wallander and Tom Hedelius Foundation.
2006 - 2007	The Swedish Council for Working Life and Social Research (FAS).
2002 – 2005	Jan Wallander and Tom Hedelius Foundation.
1996 – 2002	Stockholm School of Economics, PhD-student scholarship and Ragnar Söderbergs Foundation.

## Conference Presentations

Conference on Europaperspektiv 2020 (invited presentation), Stockholm, February 2020.

Conference on job polarisation (invited presentation), Paris, June 2018.

European Economic Association (EEA) meeting in Lisbon, Portugal, August 2017.

IFN conference on Globalization and New Technology: Effects on Firms and Workers, Stockholm, June 2017.

European Economic Association (EEA) meeting in Geneva, Switzerland, August 2016.

Policy seminar on ESO report (digitalization), Stockholm, June 2016.

OECD, Workshop on “Global value chains, jobs and skills”, October 2015 (invited speaker).

European Trade Study Group (ESTG) Conference in Birmingham, Great Britain, September 2013.

Policy seminar on ESO report (job dynamics), Stockholm, June 2013.

Workshop on Employment, wage discrimination and poverty, meeting on research project, Brussels, Belgium, January 2013 (keynote speaker).

IFN conference on Globalization, Organization and the Ownership of Firms, Stockholm, June 2012 (invited discussant).

European Association of Labour Economists (EALE) Conference in Cyprus, September 2011.

Nationell konferens i nationalekonomi, Uppsala, September 2011.

European Integration in Swedish Economic Research (SNEE), Mölle, May 2011.

Comparative Analysis of Enterprise Data (CAED) conference in London, September 2010.

Nationell konferens i nationalekonomi, Lund, October 2010.

European Trade Study Group (ESTG) Conference in Rome, Italy, September 2009.

IFN Workshop on Testing Trade Models with Labour Market Heterogeneity, Stockholm, December 2008 (invited presentation).

IFN Workshop on Market Structure, Ownership, and Firm Performance in East Asia, Stockholm, September 2008 (invited discussant).

European Association of Labour Economists (EALE) Conference in Amsterdam, the Netherlands, September 2008.

European Integration in Swedish Economic Research (SNEE), Mölle, May 2008.

Society of Labor Economists (SOLE), Columbia University, New York, May 2008.

Globalization and Labor Markets, Copenhagen, Denmark, March 2008 (invited presentation).

European Association of Labour Economists (EALE) Conference in Oslo, Norway, September 2007.

European Trade Study Group (ESTG) Conference in Athens, Greece, September 2007.

European Trade Study Group (ESTG) Conference in Vienna, Austria, September 2006.

Workshop on Internationalization of markets and ownership, Stockholm, September 2005.

European Association of Labour Economists (EALE) Conference in Lisbon, Portugal, September 2004.

European Association of Labour Economists (EALE) Conference in

Seville, Spain, September 2003.  
Workshop on International Competition, Technical Progress and Productivity,  
Örebro, Sweden, January 2003.  
European Economic Association (EEA) meeting in Lausanne, Switzerland,  
September 2001.  
International Atlantic Economic Conference in Montreal, Canada, October  
1999.  
European Association of Labour Economists (EALE) Conference in  
Regensburg, Germany, September 1999.

## **Seminar Presentations**

Stockholm School of Economics  
Stockholm University  
Uppsala University  
Swedish Institute for Social Research (SOFI)  
Research Institute of Industrial Economics (IFN)  
Trade Union Institute for Economic Research (FIEF)  
Växjö University  
IFAU, Uppsala  
University of Bergen  
Statistics Sweden (SCB)  
Ministry of Finance  
Ministry of Industry, Employment and Communications  
Swedish National Board of Trade  
Foreign Ministry  
The Government Offices of Sweden, Rosenbad  
Swedish Agency for Growth Policy Analysis (Tillväxtanalys)  
Finanspolitiska Rådet (Swedish Fiscal Policy Council)  
Svenskt Näringsliv (Confederation of Swedish Enterprise)  
Ratio  
Örebro University  
National Institute of Economic Research (KI)  
SNS, Centre for Business and Policy Studies  
Nationalekonomiska föreningen (the Swedish Economic Association)

## **Miscellaneous**

Member of grading committee for PhD, Stockholm University, 2020.  
Member of grading committee for PhD, Stockholm School of Economics, 2019.  
Review of thesis chapter for PhD, Lund University, 2019.  
Member of peer review panel, Långtidsutredningen 2019.  
Member of peer review panel, Vetenskapsrådet, “Horisont 2020”.  
Member of grading committee for PhD, Stockholm University, 2018.  
Consulting to Growth Analysis (Tillväxtanalys). Research summary on digitalization and productivity,  
2018.  
Co-organizer: IFN Stockholm Conference 2017, “Globalization and New Technology: Effects on Firms  
and Workers”, Stockholm, June 15–16  
Opponent, Final PhD Seminar, Lund University, 2016.  
Opponent, Final PhD Seminar, Uppsala University, 2015.



Member of grading committee for PhD, Lund University, 2014  
Member of grading committee for PhD, Örebro University, 2013  
Member of grading committee for PhD, Royal Institute of Technology (KTH), 2013  
Opponent, Lic. Seminar, Uppsala University, 2012.  
Member of the board, Swedish Institute for Social Research at Stockholm University (SOFI).  
Consulting to Invest Sweden. Analysis on Acquisitions and Greenfields in Sweden, 2010.  
Member of grading committee for PhD, Stockholm University, 2009  
Opponent, Final PhD Seminar, Stockholm University, 2009.  
Consulting to The Swedish Government's Inquiry on Exports, SOU 2008:90.  
Opponent, Final PhD Seminar, Örebro University, 2005.

### **Prices and Awards**

2006 Best paper award, Financial Management Association, European Meeting  
(Paper: Do entrenched Managers Pay their Workers More?)

1996 *Civilekonomernas* award for best master thesis.

### **Refereeing**

Economica (\*2), Labour Economics (\*5), Scandinavian Journal of Economics (\*8), Journal of International Economics (\*3), International Journal of Manpower, IFAU, Manchester School, Economic Inquiry, Industrial Relations, World Economy, European Economic Review(\*2), Economic Development and Cultural Change, Contemporary Economic Policy, Economics of Innovation and New Technology, Review of International Economics(\*3), The B.E. Journal of Economic Analysis and Policy (\*2), Review of World Economics (\*3), Annals of Regional Science, Journal of Economic Behavior & Organization, Industrial and Labor Relations Review.

### **Some recent media contributions**

DI Debatt 2019-10-28: *Konkurrenslagstiftning nyckeln till svenska entreprenörers framgång* (with Pehr-Johan Norbäck and Lars Persson).

DN Debatt 2019-05-10: *Är Sveriges tid som stormakt i entreprenörskap över?* (with Pehr-Johan Norbäck and Lars Persson).

SvD Debatt 2018-06-04: *Förstklassig utbildning vapen i globaliseringen* (with Fredrik Sjöholm).

SvD Debatt 2016-06-16: *Digitalisering har gynnat Sverige* (with Pehr-Johan Norbäck and Lars Persson).

SvD Debatt 2013-06-04: *Stöd till småföretag skapar inte fler jobb* (with Pehr-Johan Norbäck and Lars Persson).

Vox CEPR Policy Portal 2019-08-12 and World Economic Forum 2019-08-13: *How Sweden became more entrepreneurial than the US* (with Pehr-Johan Norbäck and Lars Persson).

Stigler Center Blog at the University of Chicago Booth School of Business 2018-09-06: *How the Market Can Help Break the Glass Ceiling for Women in Management* (with Pehr-Johan Norbäck and Lars Persson).

SVT Forum 2020-02-05: Presentation of *"Digitalieringen, produktiviteten och jobben – ett europeiskt perspektiv"*, Europaperspektiv 2020 (see above).

SVT Forum 2018-06-05: Presentation of *Globalisering och svensk arbetsmarknad* (see above)

SVT Forum 2016-06-16: Presentation of *Digitaliseringens dynamik – en ESO-rapport om strukturomvandlingen i svenskt näringsliv* (see above).