

Professor Zafiris Tzannatos

Dr Zafiris Tzannatos is a Senior Consultant for Strategy and Policy as well as Fellow of the Lebanese Center for Policy Studies in Lebanon where he was previously Professor and Chair of the Economics Department at the American University of Beirut.

Between 1992 and 2008 he has served as Advisor to Managing Director of the World Bank where he was also Manager for Social Protection in the Middle East and North Africa as well as Leader of the Global Child Labor Program that he initiated. At the Bank he set up the labor program and organized and led the first capacity building workshops starting in 1993.

More recently, he was Senior Advisor for the 22 Arab States at the ILO office in Beirut, and before that, for governments in the Middle East and the GCC – including Lebanon (Ministry of Social Affairs), Qatar (Planning Council), and the UAE (Abu Dhabi, General Secretariat of the Executive Council) as well as development consulting firms.

Since 1979 he has held academic, research and honorary positions in several universities in the UK, visited more than 80 countries and worked with regional and international organizations as well as governments of industrialized, transition, emerging and developing economies across all continents.

His publications include 15 books and monographs, and more than 250 reports and papers in the areas of development strategy, labor economics, education, gender and child labor and broader social policy.

His current research is on the post-2010 developments in the Arab region, the GCC and the euro crisis.

He received his First Degree *Summa Cum Laude* from the Law School at the University of Athens; Doctorate in Economics at the University of London; and Executive Education at Harvard University and the J.F. Kennedy School of Government.

Curriculum Vitae
Professor Zafiris Tzannatos

Personal

Greek national

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Key Areas of Expertise/Activities

- 40+ years academic, governmental and international organizations experience
- Program/project/research management and strategy development
- Published 15 books and more than 250 papers/reports/notes
- Referee for academic publications, book houses and research/ policy proposals
- Thematic areas: development strategy and policy, structural adjustment and fiscal stabilization, labor economics, social protection, education, training, gender, child labor and broader social policy; euro crisis.
- Visited more than 80 high income, emerging, developing and low-income countries
- Delivered/ participated in hundreds of research, policy and capacity building events.

Current Employment

- Senior Fellow, Lebanese Center for Policy Studies, Beirut, Lebanon
- (Independent) Senior Consultant for Development Strategy and Social Policy

Previous Employment

2015	Visiting Professor , Mediterranean Academy for Diplomatic Studies (MEDAC), University of Malta, Valetta
2013 - 2014	Senior Adviser for Strategy and Policy , Silatech, Doha, Qatar
2012 - 2013	Adviser , General Secretariat of the Executive Council, Abu Dhabi, UAE
2010 - 2012	Senior Adviser for the Arab States , International Labour Organization
2006 - 2007	Adviser to the Minister of Social Affairs, Lebanon , (on leave from the World Bank)
2003 - 2004	Professor and Chair , Economics, American University of Beirut, Lebanon (on sabbatical from the World Bank)
1992 – 2008	World Bank: Adviser to Managing Director Spokesperson , Labor and Social Protection Manager , Social Protection, Middle East and North Africa Region Leader and Founder , Global Child Labor Program Lead Economist , Labor and Social Protection
1991-1992	Senior Research Fellow , (Professorial Rank), University of St. Andrews, Scotland
1984-1991	Senior Lecturer , University of Buckingham, England
1982-1984	Lecturer , University of Southampton, England
1981-1987	Correspondent , European Industrial Relations Review
1980-1982	Research/Teaching Assistant , London Schools of Economics, England
1978-1982	Teaching Assistant , University College, University of London, England

Consultancies and Other Activities/Employment

UNDP 2019 –
PWC/ Strategy&, 2014 - 2018
Leading Point 2015 – 2016
Alphasights 2016 –
Booz & Co, 2009, 2010, 2013
World Bank, 1987-1991, 2004, 2008 – 2010, 2013 -
ILO (International Labor Organization), 1988, 2009, 2013 -
ESCWA (Economic and Social Commission of Western Asia), 2004, 2009 – 2010, 2013
UNICEF/IFI (Issam Fares Institute), 2010
EU/ERF/FEMISE (Forum Euro-Méditerranéen des Instituts Economiques), 2004, 2017
LCPS (Lebanese Center for Policy Studies), 2012
European Union (EUROSTAT) 1990, 1991, 2006
Government of Qatar, General Secretariat for Development Planning, 2004 - 2009
Government of Malaysia/UNDP/ILO, 1988 (Team Leader for 6th Plan: Education)
Government of Ethiopia/IDA, 1986 (Team Leader: 10-year Industrial Manpower Plan)
Bulgarian Academy of Sciences/EEC, 1991
Labour Line Europe, 1984-1985 (Research Associate)
British Equal Opportunities Commission, 1981-1982

Education

Ph.D. (Econ), University College, University of London, 1983
M. A. (Econ), Faculty of Social Sciences, University of Kent at Canterbury, 1978
B.Sc. (Econ, Summa cum Laude), Faculty of Law, University of Athens, 1976

Executive Education

HBS/Stanford/INSEAD/Kennedy School of Government: Executive Development Program, 2000
Harvard Business School (HBS): Certificate in Finance, 2000
Harvard Institute for International Development/World Bank Institute: Pensions Certificate, 1999

University Teaching

Core: Economic Theory (Micro); Mathematical Economics; Econometrics
Specialized: Labor Economics; Industrial Economics; Comparative Economic Systems;
Applied Economics; Development Economics; Social/Public Policy,
International Economics

Non-University Teaching/Executive Training

Founder and Organizer of WBG (World Bank Group) Labor Market Flagship Course, 1993-1997
Organizer of WBI (World Bank Institute)/Middle East Regional Pensions Conference, 1999
Organizer of WBI (World Bank Institute)/Middle East Regional Labor Conference, 2005
Organizer of many international/regional/national conferences (see below)
Co-organizer of WBG/ILO/UNICEF joint conferences/courses on child labor
Contents developer and lecturer/trainer in numerous learning events and international/
regional/national conferences/workshops/courses for the World Bank, International Monetary
Fund (IMF), International Labor Organization (ILO), International Training Center (ITC) and other
international organizations on globalization, development strategy and policy, structural
adjustment and fiscal consolidation, privatization, labor, social protection, gender, education,
training, children and social policy.

Research/Academic Activities

- 1992-1995 **Honorary Research Fellow**, University of St. Andrews, Scotland
- 1988-1992 **Research Fellow**, Center for Research in Economic Development and International Trade, University of Nottingham, England
- 1981, 2010 **Appointed Examiner**, University of London; **External Examiner** (Ph.D.), London School of Economics, **External Examiner** (PhD) University of Bocconi, Italy
- 1988 **Associate Professor** (Elect), University of the Aegean, Greece
- 1983- **Academic Referee/ Peer Reviewer**: SSRC (Social Sciences Research Council); Economic Journal, Economica, Applied Economics; British Journal of Industrial Relations; Manchester School; International Journal of Educational Development; Feminist Economics; Contemporary Economic Policy; International Journal of Manpower, South Slav Journal; Greek Economic Review; KOE (Center for Economic Studies, Athens School of Economics); World Bank Research Observer; World Bank Economic Review; Education Economics; Journal of Developing Areas, CESifo Center for Economic Studies and Ifo Institute for Economic Research; World Development, Journal of Population Economics, Basic Research Journal of Education research and Review, Journal of Economic Behavior & Organization, United Nations Development Program (various reports), IZA Institute for the Study of Labor, UNDP Arab Human Development Report; Review of Middle East, Economic and Social Commission West Asia (ESCWA), International Labour Organization, Economics and Finance, Issam Fares Institute, Middle East Development Journal, Health Systems and Reforms, Review of Middle East Economics and Finance, Development Policy Review
- 1983- **Book referee**: Cambridge University Press; Irwin Publisher; Harvester Press; World Bank Publications, Palgrave, Macmillan

Books and Monographs

- 1) Women and Equal Pay, 1985
Cambridge University Press, Cambridge UK (co-author with A. Zabalza)
- 2) Socialism in Greece: The First Four Years, 1986
Gower, Hampshire (editor and contributor)
- 3) Las Mujeres y la Igualda Salarial en Gran Bretana, 1987
Madrid: Ministerio de Trabajo y Seguridad Social (Spanish Translation of (1))
- 4) Current Issues on Labor Economics, 1989
Macmillan, Houndmills (co-editor with D. Sapsford and contributor)
- 5) Women's Employment and Pay in Latin America, 1992
World Bank (Publisher), Washington DC (co-author with G. Psacharopoulos)
- 6) Case Studies on Women's Employment and Pay in Latin America, 1992
World Bank (Publisher), Washington DC (co-editor with G. Psacharopoulos)
- 7) The Economics of the Labour Market, 1993
Macmillan, Houndmills (co-author with D. Sapsford)
- 8) El Empleo y la Remuneracion de la Mujer en America Latina, 1993
World Bank (Publisher), Washington DC (Spanish Translation of (5))
- 9) Bulgaria and the European Community: The Transformation of the Labour Market and Social Policy, A View Towards Europe, 1994,
Ivan Danov Publisher: Sofia (co-editor with I. Beleva et al. and contributor)
- 10) Out of the Margin: Feminist Perspectives on Economics, 1995
Routledge, London (co-editor with E. Kuiper, J. Sap, S Feiner and N. Ott)
- 11) Child Labor Handbook, 2002
World Bank, (Social Protection Department: No. 0206): Washington DC.
(co-author with A. Cigno and F. Rosati)
- 12) Unions and Collective Bargaining: Economic Effects in a Global Environment, 2002
World Bank (Publisher), Washington DC (co-author with T. Aidt)
- 13) Employment Creation and Social Protection in the Middle East and North Africa, 2002
The American University in Cairo Press, New York and Cairo
(co-editor with H. Handoussa and contributor)
- 14) The Economics of Child Labor, 2003
Special issue of the World Bank Economic Review (guest co-editor with K. Basu)
- 15) Child Labor and Education in Latin America: An Economic Perspective, 2010
Palgrave Macmillan (co-editor with P. Orazem and G. Sedlacek and contributor)
- 16) Greece and Structural Adjustment 2010-12: The Numbers, the Program and the International Experience Since 1980, (in Greek: Η Ελλάδα Των Μνημονιων 2010-2012: Οι Αριθμοι, Το Προγραμμα και η Διεθνής Εμπειρια απο το 1980). Athens: Gutenberg. 2016
- 17) Economic Management Under Fire (coauthor with Ahmed Galal et al.). Euromed, Economic Research Forum and Femise. 2017.

Dissertations

- 18) Female Labour Force Participation in Britain: 1850-1970
M. Sc. Dissertation, University of Kent, 1978
- 19) Gynaecconomics: Aspects of Female Employment and Pay
Ph.D. Thesis, University of London, 1983

World Bank: Strategy, Analytical, Operational and Project Work

- 20) Trinidad and Tobago: Structural Adjustment Project. Contributor (Social Impact), 1988
- 21) Women in Latin America. Technical Report (principal investigator). LAC Human Resources Technical Department, 1990.
- 22) Poverty Assessment in Jordan (contributor to Vol. I and principal author of Volume II: The Labor Market). MN2HR 1993.
- 23) Guatemala Poverty Assessment (Chapter on Labor Markets and Poverty). Latin America Region, 1994
- 24) Jordan: Consolidating Economic Adjustment and Establishing the Base for Sustainable Growth (in two volumes). Chapter 7 (Labor Market and Employment). Country Operations Dept II, MNA, 1994.
- 25) Toward Gender Equality: The Role of Public Policy (member of the core team for this “Mini-WDR on Women” prepared for the Beijing Conference). Poverty and Social Policy Department. Development in Practice Series, 1995.
- 26) Training and the Labor Market in Indonesia: Productivity Growth and Employment Gains. Gray Cover (task manager and co-author with H. Sayed). EA3PH. 1997 -16990.
- 27) Jordan Higher Education Development Study, HR Division Country Dept II, MENA Region (contributor), 1996
- 28) Child Labor: Issues and Directions for the World Bank. (co-author with P. Fallon). Paper present and discussed at the Bank Board of Executive Directors. HDNSP. 1997.
- 29) Operational Policy Note No. 11.03/OP 4.11 on Management of Cultural Property. Member of the Core Team. 1997.
- 30) Korea Economy Recovery Projects. Team member (labor markets/ social protection) in three operations following the financial crisis, 1997-8.
- 31) Thailand: Competitiveness and Sustainable Economic Recovery Member of the Core Team and Leader/Principal Author of the Labor Markets Module. World Bank Thailand Office. 1997
- 32) Jordan: Training and Employment Support Project: MNSHD. Project presented at the Board and declared effective in 1998. Task Manager
- 33) “Social Protection Sector Strategy: From Safety Net to Springboard” (team member).
- 34) Reducing Vulnerability and Increasing Opportunity: Social Protection in the Middle East and North Africa. Team leader and principal author of this regional strategy published in the Orientation in Development Series. The World Bank: Middle East and North Africa Department, 2001
- 35) Training Funds in Morocco, Tunisia and France: A Review. Principal author, 2001
- 36) Lebanon Public Expenditure Review. Chapter on Public Social Spending. Principal author. 2005.
- 37) Qatar Labor Market Strategy. Task manager and principal author, 2005
- 38) Bosnia Labor Market Update. Task manager and principal author, 2005
- 39) Thailand Social Protection Strategy. Principal Author. 2006
- 40) Lebanon Economic and Social Impact Assessment: Labor Markets and Employment. Principal author. 2006
- 41) Morocco, Growth and Labor Market Report. Chapter on Active Labor Market Programs,. Principal author, 2007
- 42) Timor Leste Youth Development and the Labor Market. Task manager and principal author, 2007

World Bank: Operational and Project Work (continued)

- 43) Yemen, Toward Social Protection Strategy. Task manager and principal author, 2007.
- 44) Lebanon: Social Strategy. Task manager and principal author – on secondment to the Lebanese Ministry of Social Affairs, 2007.
- 45) Kuwait, Civil Service Salary and Benefit Reform, Task manager and principal author, 2008
- 46) The Policy Environment for Job Creation in the Arab Economies (task manager and author). World Bank, Middle East and North Region and Mohammed Bin Rashid Al Maktoum Foundation, Dubai, 2008
- 47) Yemen: A Social Protection Strategy. Task manager and principal author, 2008.
- 48) Yemen: “The Labor Market and Education” in Country Strategy Report “Education in Yemen”, 2009
- 49) Saudi Arabia: Policy Note on “The Labor Market and Saudization”. 2009
- 50) Migration in MENA: An Evaluation of Three Sector Reports, 2009
- 51) Saudi Arabia: Policy Note on the Labor Market , 2010
- 52) Oman: Mid Term Review of the 2020 Vision, Labor Section, 2010
- 53) Kurdistan Regional Government: Social Protection Framework, Assessment, 2015
- 54) Bahrain: Health Insurance Report: Impact on Payroll Contributions 2015
- 55) Kurdistan Regional Government: Social Protection Strategy, 2016
- 56) Evaluation of ALMPs in Jordan. 2018.

World Bank Research: Numbered Papers/Notes

- 57) World Bank Lending for Labor Markets (with A. Dar) Poverty and Social Policy Department, Discussion Paper No. 93.
- 58) Training and Skills Development in the East Asian NIC’s: A Comparison and Lessons for Developing Countries. (with Geraint Johnes) Poverty and Social Policy Department , Discussion Paper No. 95.
- 59) The Political Economy of Labor Reforms. Poverty and Social Policy Department , Discussion Paper No. 98.
- 60) Latin American Women’s Earnings and Participation in the Labor Force (with G. Psacharopoulos) Policy Research Working Papers WPS 856.
- 61) Do Women Workers Gain or Lose During Economic Growth and Adjustment. Human Resources Development (HRO) Note No. 50.
- 62) Economic Justification of Training Interventions: Should They Satisfy Needs or Correct Market Failures? (with H. Sayed) Human Resources Development (HRO) Note No. 62.
- 63) Bank Lending for Labor Markets 1991-1995. (with A. Dar) Human Resources Development (HRO) Note No. 64
- 64) World Bank Lending for Labor Markets: 1991 to 1996. (with Amit Dar) Social Protection Discussion Paper Series, No, 9801
- 65) Export Processing Zones: A Review in Need of Update. Social Protection Discussion Paper Series, No, 9802 (With T. Kusago)
- 66) Women and the Labor Market Changes in the Global Economy: Growth Helps, Inequalities Hurt and Public Policy Matters”. Social Protection Discussion Paper Series, No, 9808
- 67) Unemployment Benefits. (with Suzanne Roddis) Social Protection Discussion Paper Series, No, 9813

World Bank Research: Numbered Papers/Notes (continued)

- 68) Family Allowances. (with Suzanne Roddis) Social Protection Discussion Paper Series, No, 9814
- 69) Child Labor and School Enrollment in Thailand in the 1990s. Social Protection Discussion Paper Series, No, 9818
- 70) Active Labor Market Programs: A Review of the Evidence from Evaluations. (with Amit Dar) Social Protection Discussion Paper Series, No, 9901
- 71) Programmes Actifs Pour Le Marche Du Travail: Un Aperçu Général Des Evidences Resultant Des Evaluations. Social Protection Discussion Papers Series No. 0105 (French translation of the previous paper)
- 72) World Bank Lending for Labor Markets: 1991 to 1998. (with Amit Dar) Social Protection Discussion Paper Series, No, 9902
- 73) The Costs and Benefits of Collective Bargaining. Social Protection Discussion Paper Series, No, 0120 (with Toke Aidt).
- 74) Child Labor, Nutrition and Education in Rural India: An Economic Analysis of Parental Choice and Policy Options (with Alessandro Cigno and, Furio Rosati) Social Protection Discussion Paper Series, No, 0131.
- 75) The World Bank and Children: A Review of Activities. Social Protection Discussion Paper Series, No, 0220 (with Iqbal Kaur)
- 76) Child Labor: What Have We Learnt? (with Sonia Bhalotra) Social Protection Discussion Paper Series, No, 0317
- 77) Child Labor: An Expository Framework of Altruistic and Non-Altruistic Models (with Furio Rosati) Social Protection Discussion Paper Series, No, 0305

ILO Reports

- 78) Report on Education for the 6th Malaysian Plan. UNDP/ILO and Prime Minister's Office: Economic Planning Unit. Kuala Lumpur. 1988.
- 79) The Malaysian Education System in a Comparative Context. International Labour Organization. Geneva. 1989.
- 80) The Impact of the Financial Crisis on the Labor Market and Social Sectors in the ESCWA Region. ILO/ESCWA, 2009
- 81) The Global Financial, Economic and Social Crisis and the Arab Countries: A Review of the Evidence and Policies for Employment Creation and Social Protection. ILO, Beirut 2009
- 82) Lebanon: Country Brief. ILO, Beirut, 2010
- 83) "Rapid Assessment of the Effects of the Global Financial and Economic Crisis on the Labor Market in Jordan". ILO, Beirut, 2010
- 84) The Labour Market After the Crisis in the Arab States: Trends, Policy Responses and Challenges in the Recovery, ILO, Geneva (with Tariq Haq and Dorothea Schmidt). February 2011
- 85) "Decent Work and Youth Employment (2011). ILO, Geneva.
- 86) An Analysis of Economic Growth, Employment, Productivity and Incomes: The Case of Saudi Arabia in 2000s. Beirut 2012
- 87) Adjustments in the Public Sector in Europe: Report on Greece. (with Y. Monogios). Geneva: ILO, 2012
- 88) Rethinking Economic Growth: Towards Productive and Inclusive Arab Societies. Beirut: ILO/ UNDP.

ILO Reports (continued)

- 89) Lebanon: A Decent Work Country Policy Analysis, Beirut 2013
- 90) Creating More and Better Jobs for Saudi Nationals: A Review of National Policy Measures. Beirut, 2013
- 91) Labour Demand and Social Dialogue: Two Binding Constraints for Creating Decent Employment and Ensuring Effective Utilization of Human Resources in the Arab Region?, presented at "Jeddah: Islamic Development Bank, 2011 and published in ILO Employment Policy Department Working Paper No. 164, 2014.
- 92) Jordan: The National Employment Strategy 2011-2020. An Update and Future Directions. ILO Beirut 2015
- 93) Effective Labor Policy for the Tourism Industry in Oman. ILO/ Oman Chamber of Commerce and Industry. 2016
- 94) Lebanon: Industrial Policy and Employment, Beirut, 2016
- 95) Gender Gaps in the Labor Market in Jordan, Lebanon and oPt: Three Questions Answered. 2016
- 96) Employment and Skills in the Middle East since 2010: A Statistical Analysis and Review of Challenges, 2017
- 97) Portugal: An Assessment of Economic, Social and Policy Developments in the Labour Market. 2018
- 98) The Sustainability of the State-led Model and the Role of the Private Sector for the Future of Work in MENA. 2018
- 99) Freedom of Association and Collective Bargaining: The Economic Case. 2018.

Other Reports/Papers

- 100) Have Women Benefited From Equal Pay? British Equal Opportunities Commission (with A. Zabalza). Manchester, England. 1983
- 101) Ten-Year Plan for Qualified Manpower Requirements in the Industrial Sector. IDA and Government of Ethiopia: Ministry of Higher Education, Addis Ababa. 1986.
- 102) The Malaysian Education System in a Comparative Context. International Labour Organization. Geneva. 1989.
- 103) The European Labour Market: Evidence from the Harmonized Surveys of the 12-Member States. European Economic Community: EUROSTAT. Luxembourg. 1991.
- 104) The Labor Market In The ESCWA Region. United Nations Economic and Social Commission of West Asia (ESCWA). 2004
- 105) Syria Country Profile on Labor and Human Resource Development. EU/ERF (Economic Research Forum)/Forum Euro-Méditerranéen des Instituts Economiques (FEMISE) (with N. Kabbani), 2005
- 106) Lebanon: Towards a Social Protection Strategy. Government of Lebanon. Ministry of Social Affairs, 2007
- 107) Qatar: An Evaluation of the Labor Market Strategy. Government of Qatar, General Secretariat of Development Planning, 2008
- 108) Youth, Employment, Skills and Investment in the ESCWA Region. Economic and Social Commission for Western Asia, Beirut, 2009.

Other Reports/Papers (continued)

- 109) International Evidence on Labor Market Programs and Options for the Human Resources Development Fund (HRDF/Kingdom of Saudi Arabia). Booz Allen Hamilton, 2010
- 110) Youth, Education and Employment in the ESCWA Region: There is no Shortage of Skills but Low Demand for Skills. UNICEF/Issam Fares Institute for Public Policy and International Affairs, Beirut, 2010
- 111) Decreasing the Gender Gap in Employment and Pay in the Arab World: Measuring the Gains for Women, Youth and Society". Arab Planning Institute, 2010
- 112) Youth Employment in the GCC States: Is it the Youth (and Schools), Employment (and Migrants) or the Gulf (and Oil)? Cambridge: Gulf Research Center
- 113) Strengthening entrepreneurship and alluring Arab youth into it: A policy Note. Doha, Silatech, 2016 (with Maya Sioufi) (forthcoming)
- 114) "Employment and Rates of Return to Education in the Arab Countries: Gender and Public Sector Perspectives". Policy Brief. Economic Research Forum, 2016
- 115)
- 116) Rates of Return in the Arab States and in the World. Economic Research Forum, 2016
- 117) Bottlenecked Arab Youth: One-in-Four Already Left Behind by the Age of 15? A Policy Note. Doha, Silatech, 2016 (with Lara Batlouni) (forthcoming)
- 118) We Have Education, Where are the Jobs? Job Creation and Returns to Education in the Arab World. A Policy Note. Doha, Silatech, 2016 (with Joanna Abdel Ahad).
- 119) "Employment and Rates of Return to Education in the Arab Countries: Gender and Public Sector Perspectives". Policy Brief. Economic Research Forum, 2016

Journal Articles/Edited Contributions/Notes

- 120) The Anatomy of the Rise of the Female Relative Wages in the 1970s: Evidence from the New Earnings Survey (with A. Zabalza) British Journal of Industrial Relations, Vol. 22, 1984.
- 121) The Effect of Britain Anti-Discriminatory Legislation on Relative Pay and Employment (with A. Zabalza) Economic Journal, Vol. 95, 1985.
- 122) Sex Discrimination Legislation and the Variability of Female Employment (with A. Zabalza) Applied Economics, Vol. 17, 1986.
- 123) Socialism in Greece: Past and Present in Z. Tzannatos (ed.) Socialism in Greece: the First Four Years, Gower, 1986.
- 124) Trade Unions in Greece: 1945-1981 and 1981-1983 (with G. Catephores) in Z. Tzannatos (ed.) Socialism in Greece: the First Four Years, Gower, 1986.
- 125) A Comment on Women's Legal Status and Changing Position in Greece in Z. Tzannatos (ed.) Socialism in Greece: The First Four Years, Gower, 1986.
- 126) Socialism in Ethiopia, Socialistike Theoria and Praxis (in Greek) 1987
- 127) Equal Pay in Greece and Britain, Industrial Relations Journal, Vol. 18, 1987.
- 128) Narrowing the Pay Gap for Women, Long Range Planning, Vol. 20, 1987.
- 129) A General Equilibrium Model of Discrimination and its Effects on Incomes, Scottish Journal of Political Economy, Vol. 34, 1987.
- 130) Union Versus Non-Union Wages, Arithmetic Versus Geometric Means and Grouped Data Revisited, Bulletin of Economic Research, Vol. 21, 1987.

Journal Articles/Edited Contributions/Notes (continued)

- 131) Female Discrimination: Has the State Unshackled the Market?, *Economic Affairs*, Vol. 7, 1987.
- 132) The Greek Labour Market: Current Perspectives and Future Prospects, *Greek Economic Review*, Vol. 9, 1987.
- 133) Reply to the Comments on the Effects of Britain's Anti-Discriminatory Legislation (with A. Zabalza), *Economic Journal*, Vol. 98, 1988.
- 134) The Distribution of Earnings in Britain, *Developments in Economics*, Vol. 4, 1988.
- 135) An Economist's View of Dr. Mouzelis' Politics in the Semi-Periphery, *Greek Economic Review*, Vol. 10, 1988.
- 136) Female Labor Force Participation: An International Perspective (with G. Psacharopoulos), *World Bank Research Observer*, Vol. 4, 1989.
- 137) Women's Wages and Equal Pay in Greece, *Journal of Modern Greek Studies*, Vol. 7, 1989.
- 138) The Long-Run Effects of the Sex Integration of the British Labour Market, *Journal of Economic Studies*, Vol. 15, 1989.
- 139) The Paradox of Declining Fertility and Stable Female Labor Supply, University of Buckingham Discussion Paper in Economics No 51/1988.
- 140) Neoliberalism and the Miners Strike in Britain, *Socialistike Theoria and Praxis* (in Greek)
- 141) A Critique of Winiecki's Scenarios on East and West, *South Slav Journal*, Vol. 11, No. 2-3, 1988.
- 142) An Economic Approach to Fertility in Britain since 1860 (with J. Symons), *Journal of Population Economics*, Vol. 2, 1989.
- 143) Recent Developments in Labour Economics (with D. Sapsford) in D. Sapsford and Z. Tzannatos (eds.) *Current Issues in Labour Economics*, Macmillan, 1989.
- 144) The Economics of Discrimination: Theory and British Evidence in D. Sapsford and Z. Tzannatos (eds.) *Current Issues in Labour Economics*, Macmillan, 1989.
- 145) Employment Segregation: Can We Measure it and What Does the Measure Mean?, *British Journal of Industrial Relations*, Vol. 28, 1990
- 146) The European Social Harmonization Policy: Some Labour Market Effects, *European Research*, Vol. 1, 1990.
- 147) Greece at the Cross Roads: The Political and Economic Dimension, *South Slav Journal*, Vol. 12, No. 3-4, 1990.
- 148) Sex Differentials in the Labour Market, *Economic Review*, Vol. 7, No. 5, 1990.
- 149) Reverse Racial Discrimination in Education: Does it Help the Poor and at What Cost?, *International Journal of Educational Development*, Vol. 12, 1991.
- 150) Female Labor Force Participation and Education (with G. Psacharopoulos) in G. Psacharopoulos (ed.) *Essays on Poverty, Equity and Growth*. Pergamon Press, 1991.
- 151) Manpower Planning in the Ethiopian Industrial Sector in B. Balasubramanyan and J. Bates (eds.) *Case Studies in Economic Development*, Vol. 2, Macmillan, 1993.
- 152) What is New in Labour Economics? in J. Maloney (ed.) *What is New in Economics*, Manchester University Press, 1991.
- 153) Participación de la Fuerza Laboral Feminina: Perspectiva Internacional (with G. Psacharopoulos). *Docencia Post-Secundaria*. Vol. 19, No. 2, 1991.
- 154) Labor Market Benefits from Improving Women's Human Capital: An Empirical Study for Latin America. *Journal of Abstracts and Articles in International Education*, Vol. 19, No. 1, 1992.

Journal Articles/Edited Contributions/Notes (continued)

- 155) Economic and Demographic Effects on Working Women in Latin America (with G. Psacharopoulos) *Journal of Population Economics*, Vol. 6, 1993.
- 156) The Labour Market in Bulgaria and the EEC: More "Processes", Fewer "Targets". Part III in I. Beleva et al. "Bulgaria and the European Community: The Transformation of the Labour Market and Social Policy, A View Towards Europe". Ivan Danov Publisher: Sofia (for the Bulgarian Academy of Sciences), 1993.
- 157) Labor Policies and Regulatory Regimes. Chapter 9 in Claudio Frischtak (ed.) *Regulatory Policies and Reform: A Comparative Perspective*. Washington DC: The World Bank (Private Sector Development Department), 1996.
- 158) The Effect of Britain's Anti-discriminatory Legislation in P. Burnstein (ed.) *Equal Pay Opportunity: Labor Market Discrimination and Public Policy* (reprint of "The Effect of Britain Anti-Discriminatory Legislation on Relative Pay and Employment" in *Economic Journal*, Vol. 95, 1985). Aldine de Gruyter. 1993.
- 159) Determinants of Labor Earnings Inequality and Labor Market Policies to Reduce Poverty in Jordan. *Economic Research Forum Newsletter*, Vol. III, No. 4, 1996.
- 160) Training and Skills Development in the East Asian NIC's: A Comparison and Lessons for Developing Countries.(with Geraint Johnes) in *Journal of Vocational Education and Training*, Vol. 49, no. 3, 1997.
- 161) Women's Labor Incomes in Nelly Stromquist (editor in chief) *Encyclopedia of Third World Women*. New York: Garland Publishing. 1998
- 162) "Labor Market and Human Resource Development" Chapter 5 in "Economic Trends in the MENA Region:. Cairo Economic Research Forum.
- 163) Gender Segregation (with H. Sayed) in Nelly Stromquist (editor in chief) *Encyclopedia of Third World Women*. New York: Garland Publishing. 1998
- 164) Vocational Education and Training in Jordan: Performance, Issues and Prospects. (with Victor Billeh). Paper presented at the Economic Research Forum for the Arab Countries, Iran and Turkey Regional Conference, Beirut, 1997 and published in the conference proceedings.
- 165) "Skills for Competitiveness in Thailand" (with John Middleton) in Johanna Witte, Stefan Koeberle (eds.) *Competitiveness and Sustainable Economic Recovery in Thailand (1998)*. A joint Publication of the National Economic and Social Development Board and the World Bank Thailand Office.
- 166) Women and Labor Market Changes in the Global Economy: Growth helps, Inequalities Hurt and Public Policy Matters. *World Development* Vol. 27 (3): pp. 551- 569 (1999)
- 167) The Effect of Britain's Anti-discriminatory Legislation in Marianne Ferber (ed.) *Women in the Labor Market* (Two Volumes: reprint of EJ article). Edward Elgar. 1998.
- 168) Building Stronger Foundations: The World Bank and Child in World Bank: The World Bank and Children (special publication for the Geneva 2000 Social Summit).
- 169) Australia (with Alan Abrahart) country chapter in I. Gill, F. Fluitman and Amit Dar (eds.) *Constraints and Innovations in Reform of Vocational and Education and Training*. Oxford University Press for the World Bank and the International Labor Organization. 2000
- 170) Indonesia (with H. Sayed) country chapter in I. Gill, F. Fluitman and Amit Dar (eds.) *Constraints and Innovations in Reform of Vocational and Education and Training*. Oxford University Press for the World Bank and the International Labor Organization. 2000

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- 248) "Providing a Social Safety Net and Education: Prerequisites to Building a Modern State". Lebanese Centre for Policy Studies, 2017
- 249) "Young People Need Jobs, and So Do Their Parents" (with M. Kawar). Venture, September 2017.
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- 252) "Economic Values in the Arab World Favor Capitalism". Economic Research Forum Policy Perspective No. 25, 2018.
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(A number of papers have been translated into Arabic, French, German, Greek, Portuguese, Russian, Spanish, Bahasa Indonesia/Malaysia).

Countries Visited

Afghanistan; Australia; Austria; Bahrain; Barbados; Belgium; Bosnia Herzegovina; Brazil; Bulgaria; Canada; Croatia; Cyprus; Czech Republic; Denmark; Dubai; Egypt; Ethiopia; France; Georgia; Germany; Greece; Hong Kong; Hungary; Indonesia; Iraq; Israel; Italy; Japan; Jordan; Kenya; Kuwait; Lebanon; Lichtenstein; Luxemburg; North Macedonia; Malaysia; Malta; Mauritius; Mexico; Morocco; New Zealand; Norway; Oman; Palestine; Poland; Qatar; Rwanda; Saudi Arabia; Serbia; Slovakia; Slovenia; South Africa; South Korea; Seychelles; Spain; Sweden; Switzerland; Syria; Tanzania; Thailand; the Netherlands; Timor Leste; Trinidad and Tobago; Tunisia; Turkey; Uganda; United Arab Emirates; United Kingdom; United States of America; Yemen; Yugoslavia.

Conferences/Seminars

Organization, participation and presentations in plenary sessions in more than 150 conferences in all continents, including Rio de Janeiro, Brazil (1988: International Comparative Education Society); Prague (1992: ICES); Comparative Education Society in Europe, Dijon (1992); Amsterdam (1993: European Conference on Feminist Economics); Training in Indonesia (Depnaker, Jakarta) 1994; International Conference on Feminist Economics Tours, France (1995: International Association for Feminist Economics); Cairo (Mediterranean Development Forum); Seoul (with ILO – on labor and financial crisis; 1998); Cyprus (MENA Regional Conference on Pensions – with WBI; 2000); International Feminist Economics Association (1994: Washington DC); World Bank/Washington (on Child Labor – Children’s Week; 2000); Hatfield Polytechnic (1986); Turin (Training and Education – with the European Training Foundation ETU/WBI; 2000), Harvard Institute for International Development (Economics and Gender –1996); International Center for Research on Women (The Hague, 1996), World Bank Human Development Week (Various Years), University of Ottawa/Human Rights Center/Government of Canada (International Cooperation and Labor Standards, 1996), Mediterranean Development Forum (various years); International Association for Feminist Economics, Brown University (1998), , Amsterdam (1998: International Association for Feminist Economics), Washington (1997): Women and Economic Restructuring in the Middle East), Economic Research Forum (Kuwait, 1996; Cairo, 1999), Seoul/Korea (1998): International Conference on Labor Policies (1998); Korean Labor Institute); International Labor Organization (ILO) and the U.S. Global March Organizing Committee (Washington DC, 1998); Geneva 2000; Watson Institute/Brown University Conference on Gender in the Middle East; Various seminars organized by World Bank, IMF, IADB, ILO, UNICEF, ICRW, Child Labor Coalition (2000: Washington), The US Government, Congressional Caucus on Human Rights (2001); Economic Research Forum/Cairo/Beirut (various years); Regional Conference on Education Investment Opportunities in the Balkans, Athens (2002); ICFTU, Global Trade Unions, Brussels (2003); Conseil Economique et Social, Paris (2003); OECD (2003), ILO Social Commission on Globalization (2003); London, Trade Unions Congress (2003); Danish and Swedish Trade Unions Federations (2003); ILO Governing Body on Social Dimension of Globalization (2003); Directions in Development Series, Palais des Nations, Geneva (2003); Economic and Social Council, Athens (2003); Middle East and North Africa Conference on Vulnerable and Disadvantaged Children (DC, 2003), Industrial Relations Research Association, Washington (2003), US State Department Worldwide Labor Officers’ Conference (2003), USAID (2003), Child Labor, AUB, (2004); Qatar Labor Market Strategy, Doha (2004); Bosnia Herzegovina Economic and Social Council/University of Sarajevo (2005), Doha Development Forum (2005); Arab Urban Development Institute (AUDI) Conference on Urban Children and Youth in the MENA Region, Dubai (2005); ILO Conference on Labour Market Institutions and Employment in Developing Countries, Geneva (2005); Thailand Country Development Partnership (ASEM) on Social Protection, Bangkok (2006); World Bank/UN/UNIFEM/UN Millennium Project on the Gender MDG, Washington DC (2006);

Conferences/Seminars (continued)

ILO/World Bank/Gov of Timor Leste workshop on Minimum Wages, Dili (2006); Qatar Labor Market Symposium, Doha (2006); Qatar University Labor Market Workshop (2006); Social Protection Workshop, Sanaa (2006), Migration Policy Institute Conference, Samos (2006); EU/Gov of Greece Migration Conference, Rhodes (2006); EUROMED Ministerial Meeting on Gender, Rabat, (2006); Heinrich Boll Foundation/CRTD-A Conference on Gender and Trade in the Mashreq and Maghreb Region, Beirut (2006); Turning Qatar into a Competitive Knowledge-Based Economy, Doha (2007), Formation de Compétences, Protection Sociale, et Création d'Emplois. Genre, Activité et Emploi, Rabat, Morocco (2007), Doha Democracy and Development Forum, Qatar (2007); Social Protection in the Middle East, World Bank Institute, Amman, Jordan (2007), Child Labor in MENA, AMIDEAST/ACCESS, Beirut (2007), GCC Symposium on Labor Markets, Government of Qatar, Doha, (2007); Arab Regional Conference on Pensions, Cyprus (2007), Conference on Child Labour, Education and Youth Employment, Understanding Children's Work Project and Universidad Carlos III. Madrid, (2008); 14th Regional Conference on Pension, Cyprus, (2008), Carnegie Middle East Center, Beirut (2008), International Training Center, Turin (2009), University of Malta/EUROMED Seminar for Diplomats (2009), The Financial and Economic Crisis of 2008: 2000 Years Before and 20 Years Later, Kourkoumelata Center, Greece (2009), Regional High level Forum on the Impacts of the International Financial Crisis on ESCWA Member Countries, Damascus, (2009); MENA K-Economy/ Biblioteca Alexandria, Egypt (2009), ESCWA Expert Group Meeting on Moving the Development Agenda Forward: Opportunities and Potential Gains, Beirut (2009), Science, Technology and Innovations in Jordan, Lebanon and Syria, World Bank, Jordan (2009), Higher Education in MENA, Economic Research Forum for the Middle East, North Africa, Iran and Turkey, Jordan (2009), Effective Engagement and Developing Responses to the Financial and Economic Crisis, ILO/Austrian development Cooperation. Zagreb, Croatia (2009), Arab Employment Forum, ILO, Beirut, Lebanon (2009), ESCWA Workshop on MGDs, Beirut (2009), EU/World Bank Labor Migration Conference, Brussels, Belgium (2009), The Position of Women in the Global Economy of Tomorrow, Chamber of Commerce and Industry, Cephalonia, Greece (2009); Regional Conference on Aging, Nicosia, Cyprus (2009), The Dynamics of Gender Equality in the EU, ILO, Beirut (2010), The Social Impact of the Crisis on the Arab World (ESCWA, Beirut, 2009), GCC Diversification Forum (Doha, 2010), What Can Arab Countries Expect from the Experience of the EU with Gender Equality (EUROMED Academy, Malta, 2010), Women and Youth in Arab Development (Arab Planning Institute, Cairo, 2010), Family Policy and Female Employment (World Bank, Washington DC, 2010), Global Job Crisis and Labor Market and Social Policies (Turin, International Training Center, 2010), Gender and Development (GTZ, Inwent, World Bank: Berlin 2010), Job Quality and Productive Employment in the Middle East (World Bank/ International Labour Organization, Turin 2010), Gaps and Challenges for Regional Youth Development (ESCWA/ UN Regional Coordination Meeting, Beirut 2010), Promotion of Employment and Decent Work (Centre arabe pour l' administration du travail et l' employ – ACLAE, Beirut 2010), The Global Crisis and the Effects of Pensions (Muhanna Foundation, Cyprus, 2010), Lessons from the Crisis and Way Forward (Geneva, ILO, 2011); Addressing Unemployment and Underemployment in the IsDB Member Countries in the Post-Crisis World, Jeddah, Islamic Development Bank, (2011); Arab Human Development Challenges, UNDP, Cairo (2011); Quantitative Analytical Model for the Arab Region, ESCWA, Beirut (2011); Economic Challenges and Policy Recommendations in the Mediterranean, EUROMED Academy for Diplomats, University of Malta (2011); The Greek Crisis, Technical Education Institute Ionian Islands (2011); The Arab Uprising and its Economic and Political Implications on Lebanon, The Lebanese Center For Policy Studies and the Konrad-Adenauer- Stiftung, Beirut (2011); National and Regional MDGs Priorities in the Arab Region", Beirut, Economic and Social Commission for Western Asia (2011); Pro-Employment Macroeconomic Policy and Sectoral Strategies and the Informal Economy, ILO, Geneva (2011);

Conferences/Seminars (continued)

The Short Term Employment and Long Term Effects of the Financial and Debt Crisis, 18th Regional Conference on Social Protection, Nicosia, Cyprus (2011); Doha Forum on Decent Work and Poverty Reduction, Doha International Institute for Family Studies and Development, Qatar (2011), Integration of Economic and Employment Policy, Economic and Social Commission for West Asia, Beirut (2011), The Debt Crisis in Europe, Geneva (Int Labour Organization, (2011), Determinants and Consequences of Migration in the Arab Region, Economic Research Forum, Beirut (2011), Regional Bipartite Workshop on “Workers’ and Employers’ Organizations and the United Nations” (International Labor organization, Beirut, 2011), Youth Unemployment in the Arab States (Friedrich Ebert Stiftung Foundation, Beirut, 2012), Women in the Arab World (Collective for Research and Training on Development – Action, YWCA, Beirut 2012), The Lebanese Labor Market (Lebanese Center for Policy Studies, Beirut, 2012), The Greek Fiscal and Economic Crisis (Greek Organization of Employers, Athens, 2012), The Economics of the Arab Spring, (EUROMED Academy, Malta, 2010), Women in the EU and the Arab Region (Lebanese University, Beirut, 2012), Qatari Under-performance on Education (Qatar University, Doha 2012), Public Debt and Social Dialogue in Europe (International Labor Organization, Geneva, 2012), Public Sector Adjustments in Europe (European Commission/ ILO, Brussels, 2012), Gulf Research Center, Cambridge (2012), Wage Policies in the Arab Countries, Regional Tripartite Meeting, Amman (2012), Regional Meeting of Labour Statisticians, 19th International Conference of Labor Statisticians, ESCWA, Beirut (2012), Role of Employers’ Organizations and Chambers of Commerce and Industry in a New Arab Dispensation, ITC/EOs, Muscat (2012), First Arab Economic Forum, ESCWA, Beirut (2012), Global Entrepreneurship Summit, Dubai (2012), Rethinking Economic Growth in the Arab Region, Carnegie, Beirut (2013), Gulf Thinkers Meeting on Employment, World Bank, Dubai (2013), Matching Talent to Business Needs, Emirates Foundation, Abu Dhabi (2013), Arab Regional Conference on Social Safety Nets, International Monetary Fund, Kuwait (2013), Wages and International Labor Standards, International Labor Organization/ General Confederation of Lebanese Workers, Beirut (2103); Youth, Higher Education and Competitiveness, Microsoft/UAE Ministry of Culture and Youth, Dubai (2013), The Job Crisis in Greece, IMF/ILO/EU, Athens (2013); Arab Family, Poverty, Employment, Social Integration and Inter-generational Solidarity, International Institute for Family and Development, Doha (2013), Youth Unemployment in Arab Countries, ESCWA, Beirut (2013), Annual Conference of the Arab Thought Foundation (FIKR12) on Enabling Job Creation in the Arab World, Dubai (2013), The Economic Program of Greece after 2010 and Prospects till 2020, Kourkoumelata Center, Greece (2013); Annual Conference of Institut des Finances Basil Fuleihan of Lebanon and Arab Planning Institute on "Human Capital Formation in the Public Sector and the Challenge of Building the State in Times of Crisis", Kuwait (2014); The Youth, the Economy and Social Justice in the Arab Region, Issam Fares Institute and American University of Beirut (2014); Social Justice and Economic Development, Economic Research Forum, Cairo (2014); The Pulse of Arab Street, Harvard/Kennedy School/Economic Research Forum (2014); The Design and Implementation of Effective Social Safety Nets, World Bank/ International Monetary Fund/ Middle East Center for Economics and Finance, Kuwait (2014); Social Protection in the Arab World, International Labour Organization, Amman (2014); World Economic Congress, International Economics Association, Dead Sea, Jordan (2014), The Future of the Arab Youth, Silatech/SOAS, London (2014); Arab Human Development Report on Youth, UNDP, Amman, Jordan (2014); Increasing Youth Participation in MENA, Georgetown University, Doha (2014); The Arab Uprisings, School of Oriental and Africa Studies, London (2014); The Pulse of the Arab Spring, ERF/ Dauphine University, Paris (2014); Country Analysis of Iraq, Lebanon and Syria, International Training Center, Turin (2014); Social Policy in Lebanon, Social Sciences Research Council/UK, Beirut (2014); MENA Social Policy Conference, University of Bath, (2014);

Conferences/Seminars (continued)

The Mediterranean in Transition, EuroMed Academy, Malta (2014); 5th Conference of the International Research Network of the National Center for Scientific Research on Economic Development After the Arab Uprisings”, Dauphine University, Paris (2014); Social Protection in the Middle East and North Africa: A New Policy Agenda, Chatham House, London (2014); The Arab Middle Class, Economic and Social Commission for West Asia, ESCWA, Beirut (2014); MENA Conference, University of Bath, England (2014), Labor Markets in an International and Regional Context, Scania Academy (2015); Human Resource Policies, Industrial relations and International Labour Standards in Enterprises, ILO, Muscat (2015); Social Safety Nets in the Arab Region, IMF/ World Bank, Kuwait (2015); How to create employment in the MENA region, Enriching the Middle East's Economic Future. Doha Forum, Qatar (2015); The Arab Spring, Salahaddin University, Erbil (2015); Symposium of Fair Teacher Pay, Ministry of Education and ILO, Amman (2015); Impact of the Humanitarian Assistance on the Lebanese Economy, UNDP, Beirut (2015); Gender Equality in the MENA Region, Economic Research Forum of the Middle East, Iran and Turkey, Cairo (2015); Welfare Losses from Gender Gaps in the Labor Market, Ramallah, ILO/Ministry of Labor (2015); Rewriting the Arab Social Contract: Toward Inclusive Development and Politics in the Arab World, John F. Kennedy School of Government/ Harvard University (2015); Arab Regional Employers Meeting, ILO, Beirut (2016); The National Employment Strategy, Amman ILO/Ministry of Labor (2015); Launching a Homegrown Development Agenda to Address the Syrian Refugee Crisis, Lebanese Center for Policy Studies, Beirut (2016); Social Safety Nets in the Arab Region, IMF/ World Bank, Kuwait (2016), Unlocking the Potential of the Private Sector in South Med Countries, AUB, Beirut (2016), The Greek Adjustment Program, Athens: Athens University, PANTEIO University, Piraeus University, ELIAMEP/Hellenic Foundation for European and Foreign Policy (2016); High Level on Social Protection, Egyptian Government/ World Bank, Cairo (2017); Effective Labor Policy for the Tourism Sector in Oman, Employers Organization/ILO, Muscat (2017); The Greek Adjustment Program: Lessons for Jordan, Jordan Strategy Forum, Amman (2017); The Socioeconomic Dimension of Political Change in Post-Revolutionary Egypt and Tunisia and the Latin American Experiences, Peace Research Institute/ University of Sfax/ Arab Forum for Alternatives, Frankfurt (2018); SDGs in Action, World Government Forum, Dubai (2018); MENA Youth Research Consortium, Canada International Development Research Centre (IDRC) and the Lebanese Center for Policy Studies (LCPS), Beirut (2018); Lebanon UN Country Team Retreat, Beirut (2018); Employment Creation through Industrial Policy in the Middle East and North Africa, DIE (German Development Institute) and GIZ (German Society for International Cooperation), Bonn, (2018); Evaluation of ALMPs in Jordan, Jordan Strategy Forum (Amman) (2019); International DAVO Congress/ German Development Institute, Hamburg (2019).

Media: Television Appearances, Radio/Press Interviews including BBC, CNBC (China), OTV (Lebanon), MTV (Lebanon), ERT (Greece), UN Radio, Al Jazeera, TV Malta, Radio France Internationale, L' Orient le Jour, Financial Times, Guardian, Daily Star, The Executive) and media in Britain, France, Spain, Germany, Denmark, Finland, Sweden, Norway, Greece, Lebanon, Qatar, Middle East, Mexico, Chile, Colombia, Belgium, Uruguay, Australia, South Africa, Brazil, Philippines, United Arab Emirates and USA.