

# Iga Magda

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## Current positions

- 2010–present **Associate Professor**, *Warsaw School of Economics, Warsaw, Poland.*  
Teaching: labour economics, macroeconomics, health economics; in Polish and English
- 2012–present **Vice president**, *Institute for Structural Research (IBS), Warsaw, Poland.*  
Non governmental research foundation
- 2018–present **Research Fellow**, *IZA Institute of Labor Economics, Bonn, Germany.*

## Past positions

- 2012–2013 **Member of Advisory Board on Employment Policies for people aged 50+**,  
*Ministry of Labour and Social Policy, Warsaw, Poland.*
- 2005–2009 **Expert, Head of Labour Market Analyses Unit**, *Ministry of Labour and Social Policy, Warsaw, Poland.*  
planning and coordinating Unit's analytical works; management and supervision of research projects; data support to policymakers

## Education

- 2010–2018 **Habilitation**, *in Economics, Warsaw, Poland.*
- 2004–2010 **PhD**, *Warsaw School of Economics, Warsaw, Poland.*  
PhD Thesis: *Labour market mobility among low paid workers*, under supervision of M. GÅtra
- 1999–2004 **MA**, *Warsaw School of Economics, Warsaw, Poland.*  
Quantitative methods

## Research interests

- Labour economics    Gender gaps, trade unions, wage and income inequalities, non standard employment, youth labour market
- Population economics    Family policies
- Health economics    Insurance market, health care systems

## Awards, grants and scholarships

- 2020–2023 **National Science Center, Poland, research grant**, *Why does she earn less? Gender gaps progression in early career.*

*updated June 2021*

- 2018–2022 **National Science Center, Poland, research grant**, *Working time flexibility, personality traits and gender pay gaps*.
- 2018–2022 **EEA international research grants**, *Youth Employment*.
- 2014–2018 **National Science Center, Poland, research grant**, *Gender wage differences: a cohort analysis*.
- 2013, 2016, 2019 **Award for publishing achievements**, *Warsaw School of Economics' Rector*.
- 2012–2013 **ERSTE Foundation Fellowship**.
- 2011–2012 **CERGE-EI research grant**.
- 2009–2009 **Visiting Researcher**, *Center for Research and Analysis of Migration*, University College London, UK.
- 2007–2008 **Visiting Researcher, Institute for Social and Economic Research**, *European Center for Analysis in the Social Sciences*, University of Essex, Colchester, UK.

## Languages

Polish	Native speaker
English	Fluent
French	Fluent
German	Good
Russian	Basic

## Conference and workshops presentations

- 2021 Kyiv School of Economics (Kyiv/ online); Population Association of America annual conference (US/online)
- 2020 keynote lecture on *Gender inequality in Central and Eastern Europe after 30 years of economic transition* at the 12th Joint IOS/APB/EACES Summer Academy on Central and Eastern Europe, July 2020; IBS & the World Bank conference (Warsaw, Poland)
- 2019 IBS & the World Bank conference (Warsaw, Poland); Australian Gender Economics Workshop (Melbourne, Australia); Women in the Belarusian Labor Market seminar (Minsk, Belarus), IAAEU workshop (Trier, Germany); Gender and Family in the Labor Market conference (Prague, Czechia); World Bank Jobs and Development 2019 conference (Washington DC, USA)
- 2018 World Bank Jobs and Development 2018 conference (Bogota, Columbia); European Population Conference (Brussels, Belgium); IZA World Conference (Berlin, Germany); European Association of Labour Economics (Lyon, France); IZA/HSE Workshop (Moscow, Russia)
- 2017 EU-data User Conference (Mannheim, Germany); Population Association of America (Chicago, USA); IBS Jobs Conference (Warsaw, Poland); III NDC conference (Rome, Italy)

- 2016 Population Association of America (DC, USA); Warsaw School of Economics (Warsaw, Poland); Warsaw International Economic Meeting (Warsaw, Poland); European Association of Labour Economists conference (Ghent, Belgium); Counterfactual Methods for Policy Impact Evaluation 2016 (Milan, Italy); Jobs and Development 2016 conference (DC, USA)
- 2015 IBS Jobs and Development conference (Warsaw, Poland); IAFFE conference (Berlin, Germany)
- 2014 Warsaw International Economic Meeting (Warsaw, Poland); European Population Conference (Budapest, Hungary); Population Association of America (Boston, USA); Conference on Challenges of Population Aging in Asia (Hong Kong)
- 2013 Warsaw International Economic Meeting (Warsaw, Poland); ERSTE workshop (Vienna, Austria)
- 2012 CERGE- EI Global Development Network seminar (Prague, Czech Republic)

### Publications: peer reviewed papers in English

***The Gender Dimension of Occupational Exposure to Contagion in Europe***, with Lewandowski P., Lipowska K., Feminist Economics, vol 49, Issue 2, pp. 499-552; doi:<https://doi.org/10.1016/j.jce.2020.08.002>

***Gender Pay Gaps in Domestic and Foreign-Owned Firms***, with K. Salach, Empirical Economics, Oct. 2020; doi:<https://doi.org/10.1007/s00181-020-01950-z>

***Firms and wage inequality in Central and Eastern Europe***, with J. Gromadzki and S. Moriconi, Journal of Comparative Economics, vol 49, Issue 2, pp. 499-552; doi:<https://doi.org/10.1016/j.jce.2020.08.002>

***The effect of child benefit on female labor supply***, with Kielczewska A., Brandt, N., IZA Journal of Labor Policy, vol.10, no.1, 2020, pp.-. <https://doi.org/10.2478/izajolp-2020-0017>

***Do Women Managers Lower Gender Pay Gaps? Evidence from Public and Private Firms***, with E. Cukrowska-Torzewska, Feminist Economics, 1-26, 2019, doi:<https://doi.org/10.1080/13545701.2019.1634828>

***The gender wage gap in the workplace: Does the age of the firm matter?***, with E. Cukrowska-Torzewska, European Journal of Industrial Relations 2019, doi: <https://doi.org/10.1177/0959680118825071>

***Job retention among older workers in Central and Eastern Europe***, with W. Hardy, A. Kielczewska and P. Lewandowski, Baltic Journal of Economics 2018: vol 18, pp. 69-94 doi: <https://doi.org/10.1080/1406099X.2018.1514562>

***The labor market in Poland, 2000-2016***, with P. Lewandowski, IZA World of Labor 2018: 426 doi: 10.15185/izawol.426

***Trade unions in CEE: continuing to make a difference?***, IZA World of Labor, 360, May 2017, doi:10.15185/izawol.360

***Skills mismatch in the New and Old Member States - are generations affected differently?***, with A. Chłóć,,- Domiń, czak and Ł. Sienkiewicz, Philosophy.Sociology, Issue 4, 2016

***Lower coverage but stronger unions? Institutional changes and union wage premia in central Europe***, with D. Marsden and S. Moriconi, *Journal of Comparative Economics*, Volume 44, Issue 3, pp. 638-656, 2016

***Collective Agreements, Wages and Firms' Cohorts: Evidence from Central Europe***, with D. Marsden and S. Moriconi, *Industrial and Labour Relations Review*, vol. 65, No 3., 2012

***Wage differentials across sectors in Europe: an east-west comparison***, with F. Rycx, I. Tojerow, D. Valsamis, *Economics of Transition*, Volume 19, Issue 4, pages 749 to 769, October 2011

## Publications: peer reviewed papers in Polish

***Wykształcenie zawodowe, elastyczne zatrudnienie a podnoszenie swoich kwalifikacji*** (*Vocational education, flexible employment and skills' upgrading*), *Edukacja* 1/2016

***Dynamika płac w cyklu życia a indywidualny stan zdrowia*** (*Life cycle wage dynamics and individual health*), with M. Lis, *Gospodarka Narodowa*, 4(272), 2014

***Sytuacja osób starszych na polskim rynku pracy***, *Situation of the older workers on the Polish labour market*, with A. Ruzik - Sierdzinska, *Ekonomista*, no 5, 2012

## Publications: Working papers and policy papers

***Increasing female labour force participation in Poland***, IBS Policy Paper No 1/2020

***Will the Polish pension system go bankrupt?***, with P. Lewandowski and J. Sawulski, IBS Policy Paper No 2/2019

***Working Time Flexibility and Parental Quality Time Spent with Children***, with R. Keister, IZA Discussion Paper No 11507, April 2018

***The Impact of Life-Course Developments on Pensions in the NDC Systems in Poland, Italy and Sweden and Point System in Germany***, with ChŁon-Dominczak A., Gora M., Kotowska I., Ruzik-Sierdzinska A, Strzelecki P., IZA Discussion Paper No. 11341., 2018

***Inequality of opportunity in Central and Eastern Europe: accounting for changes over time***, with M. Brzezinski, IBS Working Paper 5/2016

***The impact of the minimum wage on job separations and working hours among young people in Poland***, with A. Baranowska- Rataj, Working Papers 75, Institute of Statistics and Demography, Warsaw School of Economics, 2015

***Does flexible employment pay? European evidence on the wage perspectives of female workers***, with M. Potoczna, NEUJOBS Working Paper No. 16.3, CEPS, Brussels 2014

***An assessment of possible improvements to the functioning of the Polish health-care system***, with K. Szczygielski, research report for the Ernst & Young 'Better government' programme 2011

## Publications: Book chapters, book editions (selected)

*Patterns of labour market participation and their impact on the well-being of older women*, with Chlon-Dominczak A. and P. Strzelecki in: Bořsch-Supan, A.; Bristle, J.; Andersen-Ranberg, K; Brugiavini, A; Jusot, F; Litwin, H; Weber, G. (eds.) (2019): Health and socio-economic status over the life course. First results from SHARE Waves 6 and 7. De Gruyter, Berlin/Boston.

*Praca a zdrowie i umiejetnosci poznawcze pokolenia 50+ (Employment, health and cognitive skills of the 50+ generation)*, in: Myck M. i Oczkowska M. (ed) Pokolenie 50+ w Polsce na tle Europy: aktywnosc, zdrowie i jakosc zycia (Generation 50+ in Poland compared to Europe: activity, health and quality of life), Ministry of Family, Labour and Social Policy, 2017

*Temporary employment, unemployment and employment protection legislation in Poland*, with P. Lewandowski, in: A. Piasna and M. Myant (ed.) "Myths of employment deregulation: how it neither creates jobs nor reduces labour market segmentation", ETUI, Brussels, 2017

*Family policy and labour supply in Poland*, with I. Kotowska, in: Lewandowski P., Rutkowski J. (ed.) "Population ageing, labour market and public finance in Poland", European Commission Representation in Poland, 2017

*Long-Term Unemployment in Poland*, with P. Lewandowski, in: Bentolila and Jansen (ed): 'Long-Term Unemployment after the Great Recession: Causes and Remedies', VoxEU eBook, 2016

*Gender inequalities in the Polish labour market*, with J. Baran, R. Keister and P. Lewandowski, in: Razzu G. (ed.): "Gender Inequality in the Eastern European Labour Market: Twenty-five Years of Transition since the Fall of Communism", Routledge, UK, 2016

*Precarious Employment in Europe*, with Broughton, A.; Green, M.; Rickard, C.; Swift, S.; Eichhorst, W.; Tobsch, V.; Magda, I.; Lewandowski, P.; Keister, R.; Jonaviciene, D.; Ramos Martin, N.E.; Valsamis, D.; Tros, F., *Employment and Social Affairs*, European Parliament, 2016

*Women as workers in the middle of a marathon*, with M. Potoczna, in: Green, Pink & Silver? The Future of Labour in Europe", ed. Miroslav Beblavy, Ilaria Maselli, Marcela Veselkova, CEPS, 2015

*Employment in Poland 2013: Labour in the Age of Structural change*, with P. Lewandowski (co-ed.), HRDC Warsaw, 2014

*Employment in Poland 2012: Labour market during the recovery from the crisis*, with P. Lewandowski (co-ed.), HRDC Warsaw, 2013

*Employment in Poland 2011 - Poverty and jobs*, with M. Bukowski (co-ed.) HRDC 2012, MPRA Paper 50185, University Library of Munich, Germany, 2013

*Skill Mismatch in Europe*, with R. Böeheim, and M. Zweimüller in, in: D. Marsden and F. Rycx (ed.) "Wage Structures, Employment Adjustments and Globalization", Palgrave Macmillian, 2010

## Research projects

- 2020–2023 **'Why does she earn less? Gender gaps progression in early career'**, *National Science Center, Poland*, Role: Principal investigator.
- 2020–2022 **'VIRAGE - Visualising And Measuring The Role Of Industrial Relations In Addressing Gender Equality'**, *European Commission*, Role: Project leader in Poland, researcher.
- 2018–2022 **'Youth employment partnerSHIP - evaluation studies in Spain, Hungary, Italy and Poland'**, *EEA grants*, Role: Project Leader.
- 2018–2022 **'Working time flexibility, personality traits and gender pay gaps'**, *National Science Center, Poland*, Role: Principal investigator.
- 2015–2020 **'Evaluation of support provided for young people'**, *Ministry of Economic Development*, Role: project leader.
- 2017–2018 **'Family policy transfers and female labour supply'**, *OECD*, Role: project leader and principal investigator.
- 2014–2018 **'Gender pay gaps: a cohort analysis'**, *National Science Center, Poland*, Role: Principal investigator.
- 2014–2016 **'Jobs and Development: Creating Multi-Disciplinary Solutions'**, *The World Bank*, Role: researcher, co-coordinator.
- 2016–2016 **'Assesing social benefits of investments into sport'**, *Ministry of Sport and Tourism*, Role: project leader.
- 2015–2015 **'Gender pay gaps: measurement and tool development'**, *Ministry of Labour and Social Policy*, Role: project leader.
- 2013–2015 **'Determinants of educational decisions'**, *Institute for Educational Research*, Role: workpackage leader, researcher.
- 2013–2014 **'What makes young people the marginalized labour market group? Evidence from Poland'**, *ERSTE Foundation research grant*, Role: Principal investigator (with Anna Baranowska).
- 2012–2013 **'What drives youth unemployment during crises? The role of job creation, job destruction and labour market institutions'**, *CERGE-EI (Global Development Network) research grant*, Role: Principal investigator (with Anna Baranowska).
- 2011–2014 **'NEUJOBS - Employment 2025: How will multiple transitions affect the European labour market'**, *FP7 project*, Role: Work package leader, researcher.
- 2011–2012 **'An assessment of possible improvements to the functioning of the Polish healthcare system'**, *E&Y Better Government Programme*, Role: Principal investigator.

## Work in progress

*Within household wage differences*, with Ewa Cukrowska - Torzewska and Marta Palczynska

*Working time flexibility*, with Katarzyna Lipowska

*Gender pay gaps in early careers* with T. Zajac, A. Chlon-Dominczak, M.Jasinski and M.Bozykowski