

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

- 2022–2025 **Gender norms and labour market outcomes**, *National Science Centre research grant, Poland, PI; joint project with FU Berlin*

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- 2020–2024 **Why does she earn less? Gender gaps progression in early career**, *National Science Center, Poland, research grant, PI*
- 2018–2022 **Working time flexibility, personality traits and gender pay gaps**, *National Science Center, Poland, research grant, PI*
- 2018–2022 **EEA international research grants**, *Youth Employment*
- 2014–2018 **Gender wage differences: a cohort analysis**, *National Science Center, Poland, research grant, PI*
- 2013, 2016, 2019, 2022 **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

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| Polish | Native speaker |
| English | Fluent |
| French | Fluent |
| German | Good |
| Russian | Basic |

Conference and workshops presentations

- 2022 Budapest Institute, seminar on ALMP evaluation; Population Association of America annual conference (US/online); Brussels, Youth employment conference (organizer); ZIF Workshop Equal Pay in Practice, Bielefeld, Germany; European Association of Labour Economics (Padova, Italy);
- 2021 Kyiv School of Economics (Kyiv/ online); Population Association of America annual conference (US)
- 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

What if she earns more? Gender norms, income inequality, and the division of housework, with Cukrowska-Torzewska E. and Palczynska M. (2023), Journal of Family and Economic Issues, forthcoming;

The labor market in Poland, 2000-2021, with P. Lewandowski, IZA World of Labor 2023: 426 doi: 10.15185/izawol.426

The Gender Dimension of Occupational Exposure to Contagion in Europe, with Lewandowski P., Lipowska K., Feminist Economics, vol 49, Issue 2, pp. 499-552; <https://doi.org/10.1080/13545701.2021.1880016>

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](https://doi.org/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](https://doi.org/10.15185/izawol.360)

Skills mismatch in the New and Old Member States - are generations affected differently?, with A. ChŁon- Dominiczak and L. 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

Rynek pracy w Polsce: przemiany i wyzwania (The Labour market in Poland: changes and challenges), with Z. Kowalik, Ubezpieczenia Społeczne. Teoria i praktyka, 5-22

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

The Employment Effects of the Disability Education Gap in Europe, with M. Albinowski and A. Rozszczypala, IZA Discussion Paper No 15932, March 2023

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)

Flexibility of Working Time Arrangements and Female Labor Market Outcome, with K. Lipowska in: Molina, J.A (eds.). (2022), *Mothers in the Labor Market*. Springer, Cham

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 socioeconomic 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: Razu 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 Macmillan, 2010

Research projects

- 2022–2025 **Gender norms and labour market outcomes**, *National Science Centre grant, Poland, PI ; joint project with FU Berlin*
- 2023–2026 **Paths2Include: European Labour Markets under Pressure. Pathways to Include Persons in Vulnerable Situations** , *H2020 research grant, researcher, WP coordinator*
- 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
- 2023–2026 **SHARE: Survey of Health, Ageing and Retirement in Europe**, *ESF research project, researcher*
- 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

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- 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: work package 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

Gender pay gaps in Academia, with M. Feldy, J. Bielinski and A. Knapinska

The employment effects of a wage subsidy for the young during an economic recovery with A. Kunze and M. Palczynska

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