

# Dr. Jan Rutkowski

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## PROFILE

A *development and labor economist* specializing in policy analysis with an extensive experience in advising governments in developing countries on labor market reforms, policies and programs.

## AREAS OF EXPERTISE

- Labor market policies, institutions and reforms;
- Labor market diagnostics;
- Labor market information and monitoring;
- Labor market skills;
- Labor market outcomes and poverty;
- Business environment and labor market performance.

## PROFESSIONAL EXPERIENCE

**The World Bank**

**January 2019 – to date**

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*Senior Consultant.* Member of the World Bank task team supporting the Saudi Ministry of Labor and Social Development in developing a Labor Market Strategy. Advised the Government on the development of a Labor Market Information System and on the organization of a Labor Market Observatory. Developed an instrument for a Skills Demand Survey.

**Ministry of Labour and Social Protection  
Kenya**

**September 2018 – to date**

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*Technical Advisor.* Assisting the Ministry in developing a labor market information system.

**Institute for Structural Research (IBS)  
Poland**

**June 2017 – to date**

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*Director for Policy Research. Editor in chief of "IBS Policy Papers".* Directs public policy research, including developing research concepts, determining key policy questions, providing plans for policy research papers, and developing policy recommendations.

**Boston Consulting Group** **2017**

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*Consultant.* Review of the Labor Market and Social Welfare strategies, Saudi Arabia.

**Oliver Wyman** **2017**

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*Consultant.* Provided advice on policies to reduce informal employment.

**The World Bank** **June 1994 – June 2017**

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**2005 – 2017** *Lead Economist, Social Protection and Labor Global Practice*

- Led policy dialogue with governments on labor market reforms, jobs and employment;
- Advised governments on a variety of labor related issues, including informality and segmentation, labor regulations, minimum wage policy, skills, and labor market information system;
- Led and carried out a number of studies aiming at identifying key labor market challenges in client countries, and recommending measures to address them.
- Contributed to the design of the World Bank development policy loans, and employment promotion projects.

**2003 – 2005** *Senior Labor Economist, Human Development Economics, Europe and Central Asia region.*

**2000 – 2003** *Economist, Human Development Economics, Europe and Central Asia region.*

**1994 - 2000** *Long-term Consultant*

**Princeton University** **September 1992 – April 1994**

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*Visiting Fellow, Woodrow Wilson School of Public and International Affairs.* Carried out research on labor markets in transition economies.

**London School of Economics** **September 1991 – June 1992**

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*Research Visitor, Centre for Economic Performance.* Research on labor markets in transition economies.

**Center for Economics and Statistics,  
Central Statistical Office** **1978 –1991**

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**1987 - 1991** *Senior Research Economist, and Chief of Social Development Section.* Led the Center's activities in the area of living standards and poverty.

**1980 - 1986** *Research Economist.* Carried out research on the relationship between economic growth and social development, and was involved in international comparisons of the standards of living.

**1978 - 1980**      *Research Assistant.*

## **COUNTRY WORK EXPERIENCE**

Involved in World Bank projects in the following countries:

Albania, Armenia, Azerbaijan, Bhutan, Bulgaria, Croatia, Czech Republic, Georgia, Hungary, Kazakhstan, Kenya, Lithuania, Macedonia (FYR), Moldova, Mongolia, Montenegro, Myanmar, Philippines, Poland, Russia, Saudi Arabia, Serbia, Tajikistan, Tunisia, Ukraine, Uzbekistan and Vietnam.

## **EDUCATION**

1978 - M.A. in Economics, Warsaw University

1986 - Ph.D. in Economics, Warsaw University

## **AWARDS AND FELLOWSHIPS**

- Fulbright Fellowship, 1992-93 (at Princeton University)
- Ph.D. thesis was awarded a Minister of Education prize
- M.A. thesis won the first award in the Ministry of Labor and Social Policy Award Competition

## **MEMBERSHIP OF PROFESSIONAL ORGANIZATIONS**

American Economic Association; IZA Research Fellow, European Association of Labour Economists; Polish Statistical Society

## **LANGUAGES**

- Polish (native)
- English (fluent)
- Russian (fluent)
- German (basic)

## **PUBLICATIONS**

Full list of publications comprises over 70 articles, contributions to collective works and discussion papers. Articles and working papers published since 2000 include:

How to Reduce Energy Poverty in Poland? IBS Policy Paper No. 01/2018, Warsaw (co-author).

Labor Market Observatories: Critical Success Factors. Job Notes; No. 4. World Bank, Washington, DC. 2018 (lead author).

Developing Socio-emotional Skills for the Philippines, World Bank, Washington, DC, 2017 (co-author).

Missing Skills. Results of the Skills Module of the Moldovan Labor Market Forecast Survey, Washington, DC, 2016 (lead author).

Employment and Poverty in the Philippines, Social Protection Policy Note No. 9, World Bank, Washington DC. 2016.

Philippine Labor Market Review, World Bank, Washington DC, 2016 (principal author).

*Skilling Up Vietnam*, World Bank, Washington DC, 2014 (contributing author).

*Labor Policy to Promote Good Jobs in Tunisia*, World Bank, Washington DC, 2015 (contributing author).

*Developing Skills for Innovative Growth in the Russian Federation*, World Bank, Washington DC, 2013 (co-author of the chapter on skills demand).

Skills Employers Seek: Results of the Armenia STEP Employer Skills Survey. *World Bank, Washington, DC, 2013*

Workforce Skills in the Eyes of the Employers: Results of the Georgia STEP Employer Skills Survey. World Bank, Washington, DC, 2013

Skills Mismatch and Unemployment. Labor Market Challenges in Georgia, World Bank, Washington DC, 2013.

Armenia. Promoting Productive Employment, World Bank, Washington DC, 2012.

Chapter on Demand for skills in: Skills, Not Just Diplomas, World Bank, Washington, DC, 2012 (L. Sondergaard and M. Murthi, eds.)

Croatia. Social Impact of the Crisis and Building Resilience, World Bank, Washington DC, 2012 (with S. Madzarevic-Sujster).

Employment Protection Legislation and Labor Market Outcomes: Theory, Evidence and Lessons for Croatia, World Bank, Washington DC, 2011 (with S. Madzarevic-Sujster).

"Ukraine Labor Demand Study", World Bank, 2009.

Improving Employment Chances of the Roma in the Czech Republic, World Bank 2008; (with Ch. Bodewig).

*Priorities for Labor Market Reforms in Poland*, Ministry of Labor and Social Policy, Warsaw, 2008. (in Polish).

"From the Shortage of Jobs to the Shortage of Skilled Workers. Labor Markets in the New EU Member States" IZA Discussion Paper No. 3202, 2007.

"Taxation of Labor" in Ch. Grey and A.Vourdakakis (eds.), Fiscal Policy and Economic Growth in ECA, World Bank, Washington, D.C., 2007.

Ukraine Jobs Study: Fostering Productivity and Job Creation, World Bank 2006, Washington DC.

"Labor Market Developments during Economic Transition", Policy Research Working Paper 3894, World Bank, Washington, D.C, April 2006.

*Enhancing Job Opportunities: Eastern Europe and the Former Soviet Union*, World Bank, Washington, D.C, 2005 (with S. Scarpetta)

“Impact of Globalization and Macro Economic Policies on Health Care Labor Markets”, World Bank Discussion Paper, 2005, (with A. Preker and others).

Minimum wage: Curse or Blessing? Social Protection Primer Note, 2005.

“Labor Markets”, in N. Barr (Ed.) Labor Markets and Social Policy: The Accession and Beyond, Washington DC: The World Bank, 2005 (with M. Rashid and D. Fretwell).

Labor Market Interventions during the Transition in ECA, Spectrum, Summer 2004.

Firms, Jobs and Employment in Moldova, Policy Research Working Paper No. 3253, World Bank, Washington, D.C, March 2004.

Does Strict Employment Protection Discourage Job Creation? Evidence from Croatia. Policy Research Working Paper 3104, World Bank, Washington, D.C, August 2003.

Why is Unemployment so High in Bulgaria? Policy Research Working Paper 3017, World Bank, Washington, D.C, April 2003.

Rapid Labor Reallocation with a Stagnant Unemployment Pool, Policy Research Working Paper 2946, World Bank, Washington, D.C, January 2003.

Job Creation and Job Destruction in Poland, Bank i Kredyt, No 11-12, 2002

Poland’s Labor Market: The Challenge of Job Creation, A World Bank Country Study, Washington, D.C., 2001 (co-author).

Poland: Regional Dimensions of Unemployment, in: B. Funck and L. Pizzati (eds.), *Labor, Employment, and Social Policies in the EU Enlargement Process. Changing Perspectives and Policy Options*, Conference Edition, The World Bank, Washington D.C., 2002 (with M. Przybyla).

Earnings Inequality in Transition Economies of Central Europe. Trends and Patterns during the 1990s, World Bank, Social Protection Discussion Paper No. 0117, July 2001.

Labor Markets in Transition Economies: Recent Developments and Future Challenges, World Bank, Social Protection Discussion Paper No. 0111, April 2001, (with Mansoor Rashid)

“Earnings Mobility during the Transition: The Case of Hungary.” *MOCT-MOST. Economic Policy in Transitional Economies*, Vol. 11, No. 1, 2001