



Tomasz Marek Mickiewicz

Born 24 December 1960

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PERSONAL DETAILS

Senior Lecturer in Economic Restructuring (since 2002), Social Science Department, School of Slavonic and East European Studies (SSEES), University College London

EDUCATION

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|-------------|---|
| 1985 – 1988 | Ph.D., Catholic University of Lublin (<i>‘Long-term Trends in the Structure of Retail Prices in Poland, 1944-1984’</i>) |
| 1979 – 1984 | M.A., Catholic University of Lublin (<i>‘Investment Cycles in the Polish Economy’</i>) |

PROFESSIONAL HISTORY: EMPLOYMENT

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|-------------|---|
| 2002- | University College London – SSEES – Senior Lecturer in Economic Restructuring |
| 1999 - 2002 | University College London – SSEES - Lecturer in Economic Restructuring |
| 1996-1999 | University of London - SSEES - Lecturer in Economic Restructuring |
| 1995 – 1996 | University of London – SSEES – Post-Doctoral Research Fellow |
| 1992 – 1996 | Catholic University of Lublin – Lecturer in Economics |
| 1991 – 1992 | University of California at Davis , Department of Economics and Institute of Governmental Affairs - Research Assistant |
| 1990 – 1991 | City of Lublin - Member of the City Board (Vice-President) |
| 1986 – 1992 | Catholic University of Lublin - Assistant Lecturer - Economics |

OTHER APPOINTMENTS AND AFFILIATIONS

College of Europe, Brugge, Department of Human Resource Management, MA Programme, Visiting Professor (1997-2001)

Associate of the **CASE** Institute since 2005

Member of the American Economic Association; Member of the European Association of the Comparative Economic Studies; Member of the Academy of Management

Peer review Activities:

- Invited to joint the editorial board of ‘Post-Communist Economies’ in September 2006
- Reviews of grant proposals: the British Academy, Nuffield Foundation, ESRC
- Reviews of submitted papers: *Ekonomika*, *Comparative Economic Studies*, *Europe-Asia Studies*, *Geographica Polonica*, *Growth and Change: A Journal of Urban and Regional Policy*, *Journal of International Relations and Development*, *Journal of Management Studies*, *Slovo*, *Transnational Corporations*
- Reviews of submitted book proposals: Edward Elgar, Palgrave-Macmillan
- Book reviews: *Economic Systems*, *Political Studies*, *Slavonic and East European Review*
- External advisor: EU Framework 6 Project on “Changes in Industrial Competitiveness as a Factor of Integration” (HPSE-CT-2002-00148), 2005

PRIZES, AWARDS

Economic Choice: the book was awarded one of the few equally-ranked prizes in the competition for the best economics textbook, organised by the Polish Economics Association in 1993

EXTERNALLY-FUNDED RESEARCH PROJECTS AND GRANTS

- Sep 2001- Dec 2004 ‘Regional Labour Market Adjustment in the Accession Candidate Countries’, EU Commission Framework 5 project, project partner, and co-ordinator of work package 5 on ‘**Wage and Employment Decisions of Enterprises in Downsized Industries**’ (main programme co-ordinator: Dr. P. Huber, WIFO Institute, Vienna). UCL budget: £42,443.
- Aug 2003-Aug 2004 ‘**Innovation policy issues in six applicant countries: the challenges**’, EU DG Enterprise study (project partner), approximate value: £40,000
- Aug 2000-Aug 2003 ‘**Innovation policy study in seven applicant countries: the challenges**’, EU DG Enterprise study EU contract: INNO-99-02 (project partner), approximate value: £40,000

- Jan 2001-Jun 2002 ‘**The Role of Relational Investors and Financial Institutions in Corporate Governance of Largest Polish Companies**’ (MB Grabowski Fund), project manager, value £3,000
- Oct 2000-Dec 2001 ‘**Corporate Governance, Relational Investors, Strategic Restructuring and Performance in Hungary and Poland**’, EU Commission ACE-Phare project, P98-1048-R. Principal co-ordinator. Other partners: University of Stirling, Birkbeck College, CASE Institute Warsaw, Hungarian Academy of Science, Central and East European Privatisation Network, Ljubljana. Budget: Euro 99,751.
- Jul 2000-Jan 2002 British Council Joint Research Collaboration Programme, **The reallocation of labour and the restructuring of industrial firms in Poland** (Polish partner: Polish Academy of Sciences), £4,000.
- Jun 1997 – Oct 1998 Poland - Consultant for the British “Know How” Fund - project on **bank-led restructuring of manufacturing firms**; impact assessment study, £3,000
- Jan 1993 – Jun 1995 Poland - Consultant for USAID - project on **support for small and medium size enterprises** - development of ‘business incubators’ and ‘innovation centres’, £100,000
- 1993 – 1996 Poland - Several research projects, financed by the Polish Committee for Scientific Research, International Centre for Economic Growth (US), Foreign and Commonwealth Office (UK), University of London, Grabowski Foundation (UK), Foundation for Polish Science, on restructuring and unemployment, £25,000
- June 1996 Hungary - Central European University research grant: restructuring and unemployment, £1,500

INVITED TALKS (SINCE MAY 2001):

- 31 Jul - 2 Aug 2006 University of Tartu, paper on inequality and freedom of entry
- 24 May 2006 Brighton Business School, paper on inequality and freedom of entry
- 10 May 2006 London Business School, paper on inequality and freedom of entry
- 27-28 April 2006 CEMI University of Brunel Conference: Discussant for Prof. Carlin paper on Multinational Corporate Financing
- 24-26 Nov 2005 **CASE / CEPS, Brussels**, Conference on “Changes in Industrial Competitiveness as a Factor of Integration”, principal discussant on Workpackage 6 (“Foreign and Domestic Firms as Catalysts in Changes in Competitiveness”)
- 3 November 2005 **University of Oxford**, St Antony’s College, Russian and Euroasian Study Centre: paper on Democracy and Reforms
- 16 March 2005 **University of Staffordshire**, paper on employment growth in Polish large companies

26 January 2005	University of Bristol: paper on employment growth of SMEs
19 November 2004	University of Wolverhampton: paper on employment growth of SMEs
9 November 2004	University of Oxford, St Antony's College, Russian and Euroasian Study Centre: paper on employment growth in Polish large companies
3 November 2004	London Business School: paper on independence of managers and performance
27 October 2004	Brunel University: paper on access to finance in Poland and Hungary
20 May 2004	University of Oxford, Economic Geography Group, paper on access to finance in Poland in Hungary
17 May 2004	Paderewski Institute, Warsaw, presentation on unemployment in Poland
12 March 2004	University of Cambridge, 13 MET Seminar, chairing the session on comparative institutional analysis
5 March 2004	Kopint-Datorg Institute, Budapest, paper on access to finance in Poland and Hungary
12 December 2003	University of Bristol, paper on financial constraints in investment
21-24 July 2003	University of Tartu, presentation of the paper on labour hoarding and insiders' control in manufacturing companies
15-17 May 2003	The World Bank ABCDE Annual Conference, Paris, discussant, panel on fiscal reforms in transition countries
28 February 2003	Trinity College, Dublin, presentation of the paper on wage determinants.
23 November 2002	European School of Management, Oxford. FDI in Poland.
10 May 2002:	University of Madrid: paper on Deindustrialisation in Transition Economies
18 January 2002:	Stockholm School of Economics, seminar on Polish economic crisis
15 November 2001:	Centre for Research into Communist Economies, London: presentation 'Polish Budget Crisis and Beyond'
26 July 2001:	University of Tartu, Estonia: paper on 'private benefits of control'
19 June 2001:	Polish University Abroad: seminar on privatisation effects in Poland
17 May 2001:	University of Oxford, Mansfield College: seminar on corporate governance under post-communist transition
TV presentations:	BBC 4, Eurobusiness, Polish TV (TVP).
Radio:	BBC World

Completed:

- Kate Bishop – Internationalisation and performance in CIS manufacturing companies – September 2003 (awarded with minor amendments). Present position: full-time researcher, UCL (previously at the office of National Statistics)
- Milan Nikolic – Inflation in Russia – June 2003 (awarded with minor amendments). Present position: part-time lecturer, University of Surrey.
- Roman Zyla – Small Enterprises at Ukraine – January 2002 (awarded with minor amendments). Present position: World Bank researcher, Kiev, Ukraine.

In progress:

- Gian Fazio – Foreign Direct investment and employment growth of the transnational corporations
- Jong-Kyu Lee (ORS award) – Economic growth in transition countries
- Beata Manthey –Regional Labour Markets in Poland and Spain
- Venla Sipila – Russian financial crisis of 1998

PhD examiner for: London School of Economics, Imperial College London, University of Staffordshire

TEACHING ACTIVITY

Key points on enabling activity in teaching:

When I joined SSEES as a permanent member of staff in 1996, the number of BA students taking the only social science programme (Contemporary East European Studies) each year was less than 10. A major reform of our BA teaching in economics was undertaken jointly by Prof. Alan Smith and myself. This resulted in the launch of a new BA in Economics and Business with East European Studies (EBEES) in 1999, shortly before SSEES merged with UCL. From the very outset, I have been the programme director for EBEES and retained this role until very recently. Initially, as the number of economists on the staff of SSEES varied between two and three, the launch of the programme was possible only thanks to co-operation with Birkbeck College and the link established with them in which I played an active role from the outset. Once we joined UCL, we further redesigned the programme to take advantage of synergies within UCL. The BA EBEES programme became the most successful programme at SSEES, and a critical factor in placing SSEES on a far stronger financial footing. EBEES remains the single most popular programme at SSEES and in addition to home and EU candidates, it attracts the largest number of overseas students at SSEES. Demand is still rising and, as a consequence, the entry criteria have been continuously upgraded. The programme was awarded 23 out of 24 in the teaching quality assessment taken. It is listed amongst the best BA programmes in economics in the UK (see The Sunday Times 2005 ranking). Its strength lies in an innovative approach, which combines discipline-based knowledge with economic policy issues relevant to the core SSEES region. .

I then turned my attention to the MA level, becoming the programme director for the MA Political Economy of Russian and Eastern Europe. Based on consensus with all my colleagues at SSEES, the MA reform was introduced in two phases. First, as implemented since 2004, we

changed the format of economics teaching from full units into half units to make it compatible with the rest of UCL. That resulted in students from the School of Public Policy being able to combine our courses with their core subjects and vice versa. It also made the programme more accessible to the visiting students. In addition, methodology training was strengthened by the introduction of modules on quantitative and qualitative methods, which also met ESRC requirements. The second, even more important phase however, is the new MA in Comparative Business Economics, which started in 2006/7. The programme fits very well with the overall UCL strategy of expansion in post-graduate teaching. It also responds to changes in our own field of research, as our region of interest is becoming more economically (and politically) integrated with the economic centre of Europe. Again, the programme components rely on innovative design, which combines topics central to current developments in economic research with reference to the SSEES region. An example is the new half course unit in Corporate Governance, Privatisation and Restructuring.

Finally, I co-ordinate all economics teaching at SSEES UCL, as head of the economics cluster.

Further details:

- Key teaching training undertaken: 1999-2003: University of London and UCL programmes for lecturers, modules on assessment methods, presentation skills, lecturing skills, working with small groups, membership in job-selection panels, disability awareness
- Courses taught at SSEES/UCL
 - *MA Corporate Governance, Privatisation and Restructuring* (1/2 unit)
 - *MA Economics of Transition* (1/2 unit)
 - *BA Emerging Market Economies* (contribute 5 lectures)
- Other Courses taught previously:
 - *MA Economic Transition in Russia and Central Europe* (SSEES)
 - *MA EU Enlargement, Human Resource Development and Institution Building in Eastern Europe* (College of Europe, Brugge)
 - *BA Topics in Microeconomics* (SSEES, until 2005; 1/2 unit, 2nd year; contents: labour, models of the firm)
 - *BA Introduction to Economics* (SSEES, Catholic University of Lublin)
 - *BA Applied Economics* (SSEES)
 - *BA Intermediate Microeconomics* (Catholic University of Lublin)
 - *BA Public Choice* (Catholic University of Lublin)

ENABLING ACTIVITY

In addition to the contributions to teaching covered in the previous section, other key enabling roles played within and outside the department include the following:

- Director of the ‘Centre for the Study of Economic and Social Change in Europe’. The Centre was launched in 2002 to create a focus for research, for SSEES and beyond. We combine internal funding with external funding (a recent example: sponsorship received from BICEPS (Latvia), which not only led to a successful two-day workshop 2005). As a result, we were able to run a successful series of seminars, workshops and conferences, which helped to make SSEES a leading U.K. based institution conducting economic research on ‘wider’ Europe and considerably raise our profile on the eve of the RAE. The Centre’s activities include the electronic publication of a working paper series, that attracts contributions not only from our own staff, but also from leading researchers from outside SSEES and is regularly referred to by some leading sources of research information on our area, including the World Bank ‘Beyond Transition’ / ‘Transition’ newsletter.
- Co-ordinator of the ‘Managing Economic Transition’ Network. Launched in 1999 jointly with colleagues from Manchester, the network now includes over one hundred researchers from the U.K. and continental Europe, and so far has organised 17 research seminars in Brighton, Bristol, Cambridge, Kingston, Manchester, Northampton, UCL and Wolverhampton. It became a regular platform for discussing research focused on the process of economic and institutional change in Europe, and has attracted key speakers from the U.K. and continental Europe.

In addition, I served on a number of committees, with two of them directly linked to policy-making and enabling:

- Member of the Senior Management Group, SSEES UCL
- Member of the Research and Funding Committee
- MA Programme Director: *Political Economy of Eastern Europe and Russia* since 2001; *Comparative Business Economics* since 2006.
- Member of the Postgraduate Teaching Committee

and performed two additional tasks related to enabling:

- Chair of the Examination Board, Social Sciences 2003-2005
- Admissions tutor and programme director for BA Economic and Business with East European Studies (EBEES), 1999-2002

RESEARCH ACTIVITY

I have had the opportunity to observe directly the functioning of the command economy, its crisis, and finally, the transition process to the market economy. This fortunate (from the intellectual development point of view) conjuncture of historical events in part resulted in my interest in comparative economic systems analysis.

My research (MA and PhD) originated with the analysis of the command economy, and I had the privilege of having one of the most lucid analysts of the old system as my supervisor (Prof. Kurowski). At the time I was a research student, and later a lecturer in the economics

department in late 1980s, at the Catholic University of Lublin, a unique place in the Soviet bloc, where rigorous economic discussion could be pursued with no outside interference. In 1988 and 1989 I co-organised two influential conferences, which led to enormous media resonance and attracted those people who were later to become the key policy makers, when the transition programme was eventually implemented in 1990. For the first time, we were able to discuss openly the necessity of enterprise reform and support for the private sector as a prerequisite for successful transition to a more efficient economic system.

Since then, most of my contributions have been focused on microeconomic aspects, and primarily on the control structures of industrial enterprises. In particular, several papers I wrote and co-authored considered the role of labour in enterprises and the implications for wage and employment decisions, a theme which continued to be highly policy-relevant, due to the design of the privatisation programmes in the transition economies. With the subsequent unravelling of the transition process, enterprise-level analysis led me also to consider the dynamic aspects of the transfer of ownership and control, namely the privatisation process. One of my two most quoted articles (Baltowski and Mickiewicz 2000) considers the Polish privatisation programme outcomes (i.e. control structures of enterprises) as an interaction between the institutional framework, economic interests and ideas. The endogeneity of ownership structures is also addressed in the empirical paper written jointly with Igor Filatotchev and Kate Bishop (2002).

On a parallel line of research, I have also been working on the implications of ownership transfer for both employment and wage decisions in enterprises, considering the temporary effects of privatisation, and contrasting privatised firms with both state firms and new private firms. I was one of the few researchers, who provided empirical evidence pointing to the fact that the difference between the ‘new private’ and ‘old’ firms (i.e. both state-owned and privatised) may be as important as the traditionally considered difference between the state and private sector. This is now becoming a popular point of view in the literature on the subject.

Gradually, my interest in corporate control and the role of ‘insiders’ in enterprises, led to a more direct focus on corporate governance issues, which, in turn, are also inherently linked to financial economics. Within this area, the 2001 paper with Igor Filatotchev led to a number of citations. The innovativeness of the paper is that it develops the idea that debt may not be as hard a disciplining device as is normally perceived: the collusion of banks (offering intermediated finance coupled with closer individualised monitoring) with controlling stakeholders may easily lead to expropriation of minority shareholders. Much of my current work can be traced back to this paper, and remains at the inter-section of the comparative economic systems and corporate governance issues. The selection of the paper on corporate governance, exporting and performance (written jointly with Igor Filatotchev and Natalia Isachenkova), as one of the best papers at one of the most competitive and prestigious conferences (Academy of Management Annual Meeting 2005), with over 5,000 submissions from around the world, indicates that my current collaborative work in this area has met with much interest.

My two books (2000; 2005) refer to the central themes in the economic transition literature. The book, which I co-authored in 2000, on ‘Unemployment in Transition’ ‘provides new insights’ and also ‘is enjoyable to read’ (review in the *Journal of Comparative Economics*, 29, 2001, pp. 770-772). It presents a model of transition, which is based on the differences in behaviour of enterprises and demonstrates how privatisation interacts with fiscal issues. The work expands in an original manner one of the central themes in the transition literature, i.e.

the quest for the optimum pace of systemic change. Our contribution was to demonstrate that while the slowing down of the process of change may appear to be beneficial in the short term (as in Aghion and Blanchard 1994), it is no longer a beneficial policy option when seen from the long term perspective.

The 2005 book returns to the key tenets posited in the economic transition literature and combines a critical theoretical analysis with a vast range of econometric tests. Some of the key new conclusions relate to the interaction between the processes of political and economic change and demonstrate empirically that democratic institutions and free media may facilitate consensus and therefore reforms; evidence, which contradicts that strand in literature that stresses the need for technocratic or even authoritarian economic-policy-making.

Number of entries in Journal of Economic Literature categories in recently written papers

JEL Category	Economic Systems	Financial economics	Labour	Quantitative methods	micro-economics	Industrial Organisation	Other categories
Year of publication							
2006	2	0	0	0	1	0	1
2005	2	0	2	2	1	1	1
2004	2	1	1	1	1	1	0
2003	0	0	0	0	0	0	2
2002	1	1	0	0	0	0	0
2001	0	1	0	0	0	0	0
Total No of entries	7	3	3	3	3	2	4

SELECTED PUBLICATIONS

Authored books:

- (1) Tomasz Mickiewicz, *Economic Transition in Central Europe and the Commonwealth of Independent States*, Palgrave Macmillan, Houndmills, October 2005
- (2) Tomasz Mickiewicz, and Janice Bell, *Transitional Unemployment or Transition to Unemployment. Restructuring and Labour Markets in Eastern Europe*, Harwood Academic Publishers, Amsterdam 2000
- (3) Tomasz Mickiewicz, *Economic Choice*, Norbertinum, Lublin 1996 (in Polish).

Edited volumes:

- (4) Tomasz Mickiewicz, *Corporate Governance in Poland and Russia*, Palgrave Macmillan, Houndmills, October 2006.
- (5) Piotr Jaworski and Tomasz Mickiewicz, *Polish EU Accession in Comparative Perspective: Macroeconomics, Finance and the Government*, SSEES UCL, London, December 2005

Chapters in books:

- (6) Tomasz Mickiewicz, 'Corporate Governance and Finance in Russia and Poland in Comparative Perspective, An Introduction', in Tomasz Mickiewicz (ed.), *Corporate Governance in Poland and Russia*, Palgrave Macmillan, Houndmills, October 2006, pp. 3-22.
- (7) Maciej Bałtowski and Tomasz Mickiewicz, 'Politicians or Administrators? State Corporate Governance In Poland', in Tomasz Mickiewicz (ed.), *Corporate Governance in Poland and Russia*, Palgrave Macmillan, Houndmills, October 2006, pp. 72-88.
- (8) Igor Filatochev and Tomasz Mickiewicz, 'Private Benefits of Control and Debt Financing', in Tomasz Mickiewicz (ed.), *Corporate Governance in Poland and Russia*, Palgrave Macmillan, Houndmills, October 2006, pp. 159-176.
- (9) Tomasz Mickiewicz and Beata Manthey, 'Labour Markets in Central Europe', 2004, in: *El Impacto Económico de la V Ampliación de la Unión Europea*, Ministerio de Economía, Madrid, pp. 69-80.
- (10) Tomasz Mickiewicz and Maciej Bałtowski, All roads lead to outside ownership: Polish piecemeal privatisation. In D. Parker, D. Sall (eds.), *International Handbook on Privatisation*, Edward Elgar, Cheltenham 2003, Chapter 19
- (11) John Driffill and Tomasz Mickiewicz, 'The Order of Financial Liberalisation: Lessons from the Polish Experience' in Emilio Colombo and John Driffill (eds), *The Role of Financial Markets in the Transition Process*, Springer, Berlin 2003, Chapter 2, pp. 13-42.
- (12) Tomasz Mickiewicz, 'Convergence in Employment Structures: 'Transition Countries versus the EU – Reforms, Income Levels or Specialisation Patterns?', in K. Piech (ed.), *Economic Policy and Growth of Central and East European Countries*, SSEES UCL, London 2003.
- (13) Tomasz Mickiewicz, Slavo Radosevic and Urmaz Varblane, 'FDI in Central Europe: Short-Run Effects in Manufacturing', in N. Fabry, S. Zeghni (eds.) *Transition in Asia and Eastern and Central Europe: a closed door, two open windows?*, Nova Science Publishers, Huntington NY 2001, pp. 31-53.
- (14) Tomasz Mickiewicz and Marzenna Weresa, 'Introduction and Overview', in M.Weresa (ed.), *Foreign Direct Investment in a Transition Economy. The Polish Case*, SSEES UCL, London 2000, pp. xiii-xviii.
- (15) Tomasz Mickiewicz, Slavo Radosevic and Urmaz Varblane, 'Foreign Direct Investment, Structures of Employment, and Job Creation in Transition Economies (1993-1996)', in M.Weresa (ed.), *Foreign Direct Investment in a Transition Economy. The Polish Case*, SSEES UCL, London 2000, pp. 41-60.
- (16) Janice Bell and Tomasz Mickiewicz, 'EU Accession and Labour Markets in the Visegrad Countries, 1999', in: Karen Henderson (ed.), *Back to Europe. Central and Eastern Europe and the European Union*, UCL Press, London 1999, pp. 129-150.

Articles in refereed journals:

- (17) Aidis, R., Mickiewicz, T. (2006). Entrepreneurs, Expectations and Business Expansion: Lessons from Lithuania. *Europe-Asia Studies* 58(6), 855-880.
- (18) Mickiewicz, T., Zalewska, A. (2006). De-Industrialisation. Rowthorn and Wells' Model Revisited. *Acta Oeconomica* 56(2), 143-166.
- (19) Janos Köllő and Tomasz Mickiewicz, 'Wage Bargaining, Privatisation, Ability to Pay and Outside Options in Hungary', *Post-Communist Economies*, 2005, Vol. 17, No. 4, pp. 465-483.
- (20) Tomasz Mickiewicz, Christopher Gerry, Kate Bishop, 'Privatisation, Corporate Control and Employment Growth: Evidence from a Panel of Large Polish Firms, 1996-2002', *Economic Systems*, 2005, Vol. 29, No. 1, pp. 98-119.
- (21) Tomasz Mickiewicz, Kate Bishop and Urmas Varblane, 'Financial Constraints in Investment – Foreign versus Domestic Firms. Panel Data Results from Estonia', 1995-1999, *Acta Oeconomica*, 2004, Vol. 54, No 4, pp. 425-449
- (22) Slavo Radosevic, Urmas Varblane and Tomasz Mickiewicz, 'Foreign Direct Investment and Its Effect on Employment in Central Europe', *Transnational Corporations*, 2003, Vol. 12, No 1, pp. 53-90.
- (23) Kate Bishop, Igor Filatotchev and Tomasz Mickiewicz, 'Endogeneous Ownership Structure: Factors Affecting the Post-Privatisation Equity in Largest Hungarian Firms', *Acta Oeconomica*, 2001, Vol. 52, No 4, pp. 443-471.
- (24) Tomasz Mickiewicz, Wpływ prywatyzacji i polityki fiskalnej na produkcję i zatrudnienie w okresie transformacji (The Impact of Privatisation and Fiscal Policy on Employment during the Transformation), *Ekonomista*, 2001, No. 6, pp. 753-778.
- (25) Maciej Bałtowski and Tomasz Mickiewicz, 'Privatisation in Poland: Ten Years After', *Post-Communist Economies*, 2000, Vol. 12, No. 4, pp. 426-443.
- (26) Tomasz Mickiewicz, Dismantling the State Sector: A Supplementary Note, *Communist Economies and Economic Transformation*, 1998, Vol. 10, No. 4, pp. 561-563.
- (27) Tomasz Mickiewicz, Dismantling the State Sector in Eastern Europe: Implications for Unemployment, *Communist Economies and Economic Transformation*, 1998, Vol. 10, No. 1, pp. 47-62.
- (28) Janice Bell and Tomasz Mickiewicz, 'Unemployment and State Sector Insiders during the Economic Transition In Poland', *Most*, 1997, Vol. 7, No. 1. pp. 131-157.
- (29) Tomasz Mickiewicz, The Spatial Dimension of Transformation: Time Pattern and Ownership Factors on the Micro Level, 1996, *Europe-Asia Studies*, Vol. 48, No. 7, pp. 1187-1202.
- (30) Tomasz Mickiewicz, The State Sector During Economic Transformation: Employment, Wages and Investment, *Communist Economies and Economic Transformation*, 1996, Vol. 8, No. 3, pp. 393-410.
- (31) Tomasz Mickiewicz, Structural Response to Economic Transformation, *Communist Economies and Economic Transformation*, 1994, Vol. 6, No. 2, pp. 247-253.
- (32) Tomasz Mickiewicz, 'The State-Owned Enterprise in the Period of Transformation', *Ekonomista*, 1994, No. 5, pp. 601-614 (in Polish)
- (33) Tomasz Mickiewicz, The Post-Communist Economy and the Labour-Controlled Enterprise Hypothesis, *Communist Economies and Economic Transformation*, 1993, Vol. 5, No. 2, pp. 205-212.
- (34) Tomasz Mickiewicz, Microeconomic Aspects of the Systemic Transformation, *Ekonomista*, 1993, No. 5-6, pp. 715-721 (in Polish).
- (35) Tomasz Mickiewicz, Political Framework of the Economic Reform in Poland, 1990, *Politische Studien*, Vol. 41, No. 3, pp. 320-333 (in German).

Other Publications (Conference and Seminar Proceedings and Commissioned Reports)

- (36) Igor Filatotchev, Natalia Isachenkova and Tomasz Mickiewicz, 'Corporate Governance, Strategic Flexibility, Exporting and Performance of Firms in Poland and Hungary', in: *Academy of Management 65th Annual Conference. Papers and Proceedings. Best Conference Papers*, International Management, 2005, pp. A1-A6.
- (37) Tomasz Mickiewicz and Peter Hüber, 'Wage and Employment Decisions of Enterprises in Downsized Industries: Summary and Policy Implications', in: *Wage and Employment Decisions of Enterprises in Downsized Industries*, AccessLab Project, WIFO, Vienna, 2003.
- (38) Peter Hüber, Herbert Brucker, Janos Kollo, Iulia Traistaru, *Regional and Labour Market Development in Candidate Countries*, AccessLab Project WIFO, Vienna 2003
- (39) Tomasz Mickiewicz and Slavo Radosevic, *Innovation Capacities of the six EU Candidate Countries: Comparative Data Based Analysis*. Report commissioned by the EU, Contract INNO-99-02.
- (40) Tomasz Mickiewicz, 'Integration and Efficient Exit during the Economic Transition', in: *Third International Conference on 'Enterprise in Transition'. Papers and Proceedings*, Split-Sibenik 1999, pp. 791-804.

Selected work in progress

- (41) Gerry,C., Mickiewicz,T. (2006), *Inequality, Fiscal Capacity and the Political Regime. Lessons from the Post-Communist Transition*, Working Paper No 831, William Davidson Institute, University of Michigan, July 2006.
- (42) Natalia Isachenkova and Tomasz Mickiewicz, 'Ownership Characteristics and Access to Finance: Evidence from a Survey of Large Privatised Companies in Hungary and Poland', Working Paper No 666, William Davidson Institute, University of Michigan, March 2004
- (43) Tomasz Mickiewicz and Kate Bishop, 'Wage Determination: Privatised, New Private and State Owned Companies. Empirical Evidence from Panel Data', Working Paper No 584, William Davidson Institute, University of Michigan, June 2003.

Note:

Most of the articles published in journals were previously available as working papers, including several working papers at the **William Davidson Institute, University of Michigan**, which is one of the most quoted and influential working papers series in the world (and most influential in the comparative economic systems area). I am not listing these to avoid double counting.