

MILAN VODOPIVEC

EDUCATION

UNIVERSITY OF MARYLAND, College Park, MD, U.S.A.

- **Ph.D. in Economics**, 1989

Dissertation title: Productivity Effects of Redistribution in a Socialist Economy: The Case of Yugoslavia

Advisor: Professor Dennis C. Mueller

- **M.A. in Economics**, 1987

UNIVERSITY OF LJUBLJANA, Ljubljana, Yugoslavia

- **M.A. in Economics**, 1984

- **B.A. in Economics**, 1978

- **A.Sc. in Technical Mathematics**, 1978

PROFESSIONAL EXPERIENCE

UNIVERSITY OF PRIMORSKA, FACULTY OF MANAGEMENT, Koper, Slovenia, and INTERNATIONAL SCHOOL FOR SOCIAL AND BUSINESS STUDIES, Celje, Slovenia, **Professor** (joint position), since October 2011.

THE WORLD BANK, Washington, DC, **Staff Member** working in the Bank's research department and human development network, December 1988 – September 2011 (in the field office in Colombo, Sri Lanka, 2004-07, and in Pretoria, South Africa, 2009-11), in last years as a **Lead Economist**. Project manager and one of principal investigators of several research projects financed by the Bank Research Committee (on labor market adjustment in transitions of Slovenia and Estonia; unemployment insurance savings accounts; institutions and labor market outcomes in transition economies, and reforms of unemployment insurance systems in transition economies). Wrote labor market reports on Armenia, Bosnia and Herzegovina, China, Estonia, Kosovo, Kuwait, Kyrgyzstan, Macedonia, Russia, Slovenia, Sri Lanka and Yugoslavia. Developed a simulation model "UISIM" which has become a standard World Bank's tool in the analysis of unemployment insurance systems in client countries.

During April 1995–August 1998 on external service in Slovenia, holding the following positions:

(1) GEA COLLEGE OF ENTREPRENEURSHIP, Portoroz, Slovenia, **Professor**, September 1996 - August 1998. **Dean** of the school, September 1997–August 1998.

(2) MINISTRY OF LABOR, FAMILY, AND SOCIAL AFFAIRS, Republic of Slovenia, **State Undersecretary**, September 1995–August 1996. Contact person for technical assistance provided to the Ministry by the European Community through Phare and CONSENSUS programs. Participated in the preparation of the pension reform to introduce a multipillar system in Slovenia.

(3) OFFICE OF THE PRIME MINISTER, Republic of Slovenia, **Advisor** for labor market policy, April 1995–August 1995.

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STATE PLANNING SECRETARIAT, Georgetown, GUYANA, **Advisor** on the Inter-American Development Bank project "Institutional Support for National Systems of Planning and Projects," January–May 1985.

INTERNATIONAL CENTER FOR PUBLIC ENTERPRISES, Ljubljana, Yugoslavia, **Staff Member**, 1984–85.

ECONOMIC INSTITUTE OF THE LAW SCHOOL, University of Ljubljana, Yugoslavia, the leading institute for economic forecasting in former Yugoslavia, **Researcher**, 1978–84

- Coauthored the institute's monthly publication "Economic Trends of Yugoslavia," recognized as the foremost publication of this kind in Yugoslavia
- Constructed and simulated econometric models of Yugoslavia

WORK ON INTRODUCING LEGISLATION

- Pension reform in Slovenia, April 1996–April 1998. The main author of the Slovenian Government's "Starting Points for the Pension Reform" (July 1996) and one of the authors of "The White Book on the Pension Reform in Slovenia" (November 1997). Actively involved in media (several articles in "Delo," the most widely read newspaper in Slovenia, TV interviews).
- Amendments to the Slovenian Unemployment Insurance Law, May–July 1996.

REFeree WORK

European Economic Review, Economics of Transition, Empirica, International Journal of Industrial Organization, Journal of Public Economics, Journal of Comparative Economics, Transnational Corporations, World Bank Economic Review

TEACHING EXPERIENCE

- Taught labor economics, managerial economics, and principles of economics at GEA College of Entrepreneurship (undergraduate and graduate level).
- Instructor at the World Bank's core labor market course and the OECD course on social policy for transition countries.

LANGUAGES

Fluent in English, Russian, Serbo-Croat, and Slovene (mother tongue); functional in Spanish.

PUBLICATIONS

BOOKS AND REPORTS

Reforming Severance Pay: An International Perspective (a book edited together with R. Holzmann). The World Bank, 2012.

The Challenge of Youth Employment in Sri Lanka (a book edited together with R. Gunatilaka and M. Mayer). The World Bank, *Directions in Development* Series, 2010.

Sri Lanka: Addressing the Needs of an Aging Population (principal author). World Bank, South Asia Region, Human Development Network, Report No. 43396-LK, 2008.

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Sri Lanka: Strengthening Social Protection (principal author). World Bank, South Asia Region, Human Development Network, Report No. 38197-LK, 2007.

Enhancing Job Opportunities: Eastern Europe and the Former Soviet Union. Washington DC: World Bank (one of the principal authors), 2004.

Income Support for the Unemployed: Issues and Options, The World Bank, Regional and Sectoral Studies Series, 2004.

Message-Driven Writing Technique (with Matija Vodopivec), Ljubljana, Slovenia: Cankarjeva, April 2004 (in Slovenian).

JOURNAL ARTICLES AND CHAPTERS IN BOOKS

Severance Pay Programs around the World: History, Rationale, Status, and Reforms (with R. Holzmann, Y. Pouget, and M. Weber). In *Reforming Severance Pay: An International Perspective*, R. Holzmann and M. Vodopivec, eds., the World Bank (2012).

Incentive Effects of Unemployment Insurance Savings Accounts: Evidence from Chile (with G. Reyes and J. van Ours). *Labour Economics*, Vol.18, Num. 6, 798-809, 2011.

Population Ageing and Labor Market Participation of Old Workers in Sri Lanka (with Nisha Arunatilake). *Journal of Population Ageing*, Vol. 4, Number 3, 141-163, 2011. (Previous version appeared as IZA Discussion Paper No. 3456, April 2008).

Providing Unemployment Benefits via Savings Accounts: Chilean Experience (with G. Reyes and J. van Ours), *Social Security Observer*, Vol.12, March 2011.
http://news.issa.int/layout/set/print/newsletter/newsletter_repository/observer/en/social_security_observer_12

School-to-Work Transition of Sri Lankan University Graduates (with N. Withanachchi). Chapter in R. Gunatilaka, M. Mayer and M. Vodopivec, *The Challenge of Youth Employment in Sri Lanka*, The World Bank, Directions in Development Series, 2010.

Labor Market Institutions and Labor Market Segmentation in Sri Lanka (with R. Gunatilaka). Chapter in R. Gunatilaka, M. Mayer and M. Vodopivec, *The Challenge of Youth Employment in Sri Lanka*, The World Bank, Directions in Development Series, 2010.

How Viable Are Unemployment Insurance Savings Accounts: Simulation Results for Slovenia. *Comparative Economic Studies* 52, 225–247, 2010.

Do Market Pressures Induce Economic Efficiency? The Case of Slovenian Manufacturing, 1994-2001 (with P. Orazem). *Southern Economic Journal* 76(2), 553–576, 2009.

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Savings for Unemployment In Good or Bad Times: Options for Developing Countries (with D. Robalino and A. Bodor), IZA DP No. 4516, October 2009.

Firing Cost and Firm Size: A Study of Sri Lanka's Severance Pay System (with B. Abidoye and P.F. Orazem). Social Protection Discussion Paper Series No. 0916. World Bank, September 2009.

Introducing Unemployment Insurance to Developing Countries. IZA Policy Paper No. 6, April 2009.

Live Longer, Work Longer : Making It Happen in the Labour Market. In R. Holzmann, L. Mackellar, and J. Repanšek (eds), *Pension Reform in Southeastern Europe : Linking to Labor and Financial Market Reform*, Washington, D. C.: The World Bank; Ljubljana: Center of Excellence in Finance, 2009.

A Simulation of an Income Contingent Tuition Scheme in a Transition Economy, Higher Education, 57 (4): 429-448, April 2009.

Non-performance of the Severance Pay Program in Slovenia, (with L. Madzar and P. Dolenc), Social Protection Discussion Paper No. 0901, January 2009.

Live Longer, Work Longer: Making it Happen in the Labor Market (with P. Dolenc). In *Pension Reform in Southeastern Europe: Linking to Labor and Financial Market Reform*, Washington, DC: The World Bank, 2009.

China: Improving Unemployment Insurance (with M. Hang Tong), Social Protection Discussion Paper No. 0820, July 2008.

Labor Markets in World Bank Lending and Analytical Work, 2000-07 (with J. Fares and M. Justesen). In R. Holzmann, ed., *Social Protection and Labor at the World Bank, 2000-2008*, Washington, DC: The World Bank, 2008.

Sri Lanka: Unemployment, Job Security and Labor Market Reform (with R. Heltberg). The Peradeniya Journal of Economics 2 (1-2): 1-41, 2008.

Does Reducing Unemployment Insurance Generosity Reduce Job Match Quality? (with J. C. van Ours). Journal of Public Economics, 92 (3-4): 684-695, April 2008.

Choosing the System of Unemployment Income Support, World Bank Research Observer, 21: 49-89, Spring 2006.

How Shortening the Potential Duration of Unemployment Benefits Affects the Duration of Unemployment: Evidence from a Natural Experiment (with J.C. van Ours). Journal of Labor Economics, 24 (2): 351-378, April 2006.

Unemployment Benefit Systems in Central and Eastern Europe: A Review of the 1990s (with A. Wörgötter and D. Raju). Comparative Economic Studies 47(4): 615-651, 2005.

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The Tax Wedge in Slovenia: International Comparison and Policy Recommendations (with P. Dolenc). Financial Theory and Practice, 29 (3): 229-243.

Worker Displacement during the Transition: Experience from Slovenia (with P. Orazem and R. Wu). Economics of Transition, Vol. 13, No. 2, pp. 311-340, April 2005.

Labor Market Developments in the 1990s. In M. Mrak, M. Rojec and C. Silva-Jauregui (eds.), *Slovenia: From Yugoslavia to the European Union*, Washington, DC: The World Bank, pp. 292-314, 2004.

The New Kids on the Block: The Entry of Private Business Schools in Transition Economies (with Evan Kraft), Education Economics, Vol.11 (3), pp. 239-257, 2003.

Worker Flows, Job Flows and Firm Wage Policies: an Analysis of Slovenia (with J. Haltiwanger), Economics of Transition, Vol. 11 (2), pp.253-290, 2003.

Wage Determination and Labour Mobility in Postwar Bosnia and Herzegovina, in V. Franicevic and H. Kimura, eds., *Globalisation, Democratization and Development: European and Japanese Views of Change in South East Europea*, Zagreb: Masmedia, 2003.

Bosnia and Herzegovina: Labor Market in Postwar Bosnia and Herzegovina: How to Encourage Businesses to Create Jobs and Increase Worker Mobility, The World Bank, Report No. 24889-BIH, November 2002 (team task leader and the principal author).

Gross Worker and Job Flows in a Transition Economy: An Analysis of Estonia (with J. Haltiwanger), Labour Economics, Vol. 9, No. 5, pp. 601-630, 2002.

Worker Reallocation During Estonian Transition To Market, International Journal of Manpower, Vol. 23, No.1, pp. 77-97, 2002.

Options of Public Income Support for the Unemployed in the Philippines (with J.H. Esguerra and M. Ogawa), The World Bank, Social Protection Discussion Paper No. 0204, 60 p, April 2002. Published in The Philippine Review of Economics, Vol. 38, No.2, pp. 37-66 (December 2001).

Financing, Efficiency, and Equity in Albanian Education (with Geremia Palomba), World Bank Technical Paper No. 515, 2001.

Male-Female Differences in Labor Market Outcomes During the Early Transition to Market: The Cases of Estonia and Slovenia (with P. Orazem). Journal of Population Economics, Vol. 13, pp. 283-303, 2000.

The Slovenian Labor Market and EU Accession, EMERGO – Journal of Transforming Economies and Societies, Vol. 6, No. 4, pp. 26-47, Autumn 1999.

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Does the Slovenian Public Work Program Increase Participants' Chances to Find a Job?, Journal of Comparative Economics, Vol. 27, pp. 113-130, March 1999.

How Effective are Slovenian Active Labor Market Programs? (with Metka Barbo-Škerbinc). IB revija, No.3-4, pp.35-45, 1999.

Employment and Wage Dynamics in Estonia, 1989-1995 (with P. Orazem, R. Noorkoiv and A. Puur). Economics of Transition, Vol. 6, No. 2, 481-503, 1998.

Transition from Cash Benefits to Work: The Case of Slovenia, Empirical Economics, Vol.23, No. 1/2, pp.177-202, 1998.

Turning the Unemployed into Entrepreneurs: an Evaluation of a Self-Employment Program in a Transitional Economy, Journal of Developmental Entrepreneurship, Vol. 3, No.1, pp. 71-96, 1998.

Pension Systems in CEECs: Slovenia, Monthly Report 1998/1, The Vienna Institute for International Economic Studies, pp. 19-22, 1998 (with B. Roblek).

Value of Human Capital in Transition to Market: Evidence from Slovenia, European Economic Review, Vol. 41, pp. 893-903, 1997 (with P. Orazem).

Privatization Incidence, Ownership Forms, and Firm Performance: Evidence from Slovenia. Journal of Comparative Economics, Vol. 25, pp.158-79, October 1997 (with Stephen C. Smith and Beom-Cheol Cin).

Encouragement of Creativity in Slovenian and American High Schools, IB revija, No. 5, 1996. (with N. Vodopivec).

The Slovenian Labor Market in Transition: Evidence from Microdata. IB revija, No.1-2 (part I) and No. 3-4 (part II), 1996. Also in "Lessons from Labour Market Policies in the Transition Countries," OECD Proceedings, pp. 269-311, 1996, and Development and International Cooperation, pp. 89-151, June 1996.

Labor Market Effects of the Pension System: Experience of Slovenia, Papers and Proceedings, Slovenian Economic Association, 1996, pp. 69-76 (in Slovenian).

Unemployment Insurance and Duration of Unemployment: Evidence from Slovenia, PR Working Paper Series, No. 1552, The World Bank, December 1995, 38 pp.

Winners and Losers in Transition: Returns to Education, Experience, and Gender (with P. Orazem). World Bank Economic Review, May 1995, pp. 210-230.

Privatization and Efficiency of During Slovenia's Transition: A Frontier Production Analysis (with A. Dubey). The World Bank, processed, February 1995, 27 pp.

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Appropriability of Returns in the Yugoslav Firm. The Eastern Economic Journal, Vol. 20, No. 3, 1994, pp. 337-348.

Slovenia: A Study of Labor Market Transitions (with K. Abraham). The World Bank, 1993, processed.

The Armenian Labor Market in Transition: Issues and Options (with Wayne Vroman). PR Working Paper Series No. 1193, The World Bank, 1993, 34 pp.

The Slovenian Labor Market in Transition: Issues and Lessons Learned (with S. Hribar-Milic). PR Working Paper Series, No. 1162, The World Bank, 1993, 37 pp.

The Costs and Benefits of Slovenian Independence (with M. Cvikl and E. Kraft), Communist Economies and Economic Transformation, Vol. 5, No. 3, 1993, pp. 295-315.

Determination of Earnings in Yugoslav Firms: Can it Be Squared with Labor Management?, Economic Development and Cultural Change, Vol. 41, No. 3, 1993, pp. 623-632.

David L. Prychitko: Marxism and Workers' Self-Management, New York: Greenwood Press, 1991, book review. Journal of Comparative Economics, Vol. 17, No. 1, 1993, pp. 187-189.

The Effects of Democratic Determination of Wages: Theory and Evidence from Self-Managed Firms. PR Working Paper Series, No. 971, The World Bank, 1992, 26 pp.

How Soft is the Budget Constraint for Yugoslav Firms? (with E. Kraft), Journal of Comparative Economics, Vol. 16, No. 3, 1992, pp. 432-455.

State Paternalism and the Yugoslav Failure, in A. Hillman and B. Milanovic, eds., The Transition from Socialism in Eastern Europe: Domestic Restructuring and Foreign Trade, Washington, DC: The World Bank, 1992, pp. 159-178.

Labor Market Dynamics During the Transition of a Socialist Economy (Research Proposal; with K. Abraham), June 1991, 47 p.

The Persistence of Job Security in Reforming Socialist Economies, Soviet Studies, Vol. 43, No. 6, 1991, pp. 1011-1025.

The Labor Market and the Transition of Socialist Economies, Comparative Economic Studies, Vol. 33, No. 2, 1991, pp. 123-158.

How Redistribution Hurts Productivity (Yugoslavia), PRE Working Paper Series, No. 438, The World Bank, 1990, 39 pp.

Productivity Effects of Redistribution in a Socialist Economy: The Case of Yugoslavia, unpublished Ph.D. dissertation, University of Maryland, 1989, 144 pp.

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PRESENTATIONS AT CONFERENCES AND WORKSHOPS

- MakeLearn, International Conference on Management of Knowledge and Learning, Celje, June 2012, keynote speaker on “How to Achieve Excellency in Slovenian Higher Education”
- Managing Macroeconomic Imbalances, International Conference, Ljubljana, June 2012, presentation entitled “Young people in the Labor Market – Slovenia in the EU Perspective”
- IZA/World Bank Conference on Employment and Development, Cape Town, May 2010
- Economic and Social Councils in a Globalizing World, Noordwijk, the Netherlands, August 2009
- IZA/World Bank Conference on Employment and Development, Bonn, April 2009
- IZA/World Bank Workshop: Evaluation of Labor Market Programs in Developing Countries IZA Conference on Employment and Development, Bonn, February 2009
- Financing Health Pension and Unemployment Benefits in the Western Balkans, Sarajevo, February 2008
- International Forum on Pension Reform: Exploring the Link to Labor and Financial Market Reforms, Bled, Slovenia, June 2007 (Live Longer, Work Longer: Making it Happen in The Labor Market)
- European Central Bank/CEPR Labour Market Workshop: "Labour Markets in an Enlarged European Union: What Would Raise Employment?", Frankfurt, June 2005
- WDI/CEPR Annual International Conference on Transition Economics, Hanoi, Vietnam, May 2004
- International Workshop on “Severance Pay Reform: Toward Unemployment Savings and Retirement Accounts,” Laxenberg/Vienna, November 2003 (also the organizer of the workshop)
- From Transition to Development, Second International Conference of the Faculty of Economics, Sarajevo, Bosnia and Herzegovina, October 2003
- Sixth International Conference “Institutions in Transition,” Kranjska gora, Slovenia, June 2003
- CEPPII-WIIW Conference on Economic Consequences of European Enlargement, Vienna, March 2003
- A New Dialogue Between Central Europe and Japan, Part Five - The South-East European Countries in Transition: Between Globalisation, Integration and Fragmentation, Zagreb, September 2002
- Fourteenth Annual EALE Conference, Sorbonne, Paris, September 2002.
- IZA-WDI international conference on Labor Market Dynamics in Emerging Market Economies, Costa Rica, April 2002
- Thirteenth Annual EALE Conference, University of Jyväskylä, Finland, September 2001
- Fifth International Conference “Institutions in Transition,” Otočec, Slovenia, July 2001
- Fourth International Conference on Enterprise in Transition, Split, May 24-26, 2001
- Conference on Labor Market Policies in the Philippines and Implications to East and Southeast Asia,” Manila, March 1-2, 2001
- WIIW Workshop “Long-Term Development in Southeastern Europe,” Vienna, November 2000

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- Conference "Economic and Social Dimensions of EU Enlargement" organized by the French Presidency of the EU, Brussels, November 2000
- First world congress of EALE/SOLE, Milan, June 2000
- WIIW Conference on the Reconstruction of the Balkans, Vienna, November 1999
- Conference "Monitoring of the EU Accession Process", Krakow, March 1999
- OECD Technical Workshop "The Use of Labour Force Surveys in Policy-Making," Tallinn, October 27-28, 1997
- International Conference on The Challenges and Opportunities of Pension Reforms in Europe and Slovenia, Ljubjana, Oct. 27-28, 1997
- Forum Retraite: "Pension Systems: From Crisis to Reform," Caisse des Depots et Consignations, Bordeaux, March 1997
- OECD Technical Workshop "Long-term Unemployment and the Transition between Unemployment Benefits and Social Assistance," Vienna, November 1996
- 11th Annual Congress of the European Economic Association, Istanbul, August 21-24, 1996
- OECD Technical Workshop "What Can We Learn from the Experience of Transition Countries with Labour Market Policies?," Vienna, December 1995
- Conference on the Reform of the Pension System in Slovenia, Ljubljana, June 1995
- Conference "Macroeconomics of Recovery in Eastern and Central Europe," Budapest, June 1995
- AECES Annual Meetings, Budapest, September 1994
- ASSA Annual Meetings, Washington, DC, 1995
- 7th Conference of the International Association for the Economics of Participation, Portoroz, Slovenia, June 1994
- ASSA Annual Meetings, Anaheim, 1993
- The World Bank, 1995, 1994, 1993, 1990
- 24th Annual Convention of AAASS, Phoenix, Arizona, 1992
- Western Economic Association International 66th Annual Conference, Seattle, Washington, 1991
- Summer Workshop on Soviet and Eastern European Economics, Social Science Research Council, 1991, 1990, 1989, and 1988
- ASSA Annual Meetings, ACES Panel on the Public Choice Theory Applied to Socialist Economies, Washington, DC, 1990
- Junior Scholars Training Seminar, The Wilson Center, 1990
- Winter Symposium of the Econometric Society, Budapest, 1984
- International Conference on Econometric Modeling in the Socialist Countries, Budapest, 1982
- Universities: Central European University (Prague), European University Institute (Florence), University of Pennsylvania, George Mason University, The American University, University of Pittsburgh, Franklin and Marshall College, University of Maryland--Baltimore, University of Maryland at College Park, University of Colombo, University of Pretoria, University of Cape Town, 1989-2010.