

CURRICULUM VITAE

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EDUCATION

- Degree in Economics (Universidad de Alcalá, Spain). July-1992.
- Ph.D. in Economics (Universidad de Alcalá, Spain). May-1996.

RESEARCH STAYS

- University of Manchester, Institute of Science and Technology (UMIST). From 1997 mid-August to 1997 mid-September (30 days).
- European Centre for Analysis in the Social Sciences (ECASS), University of Essex. From 1997 November to 1997 December (45 days).
- National Bureau of Economic Research (NBER). From 2011 February to the end of 2011 May (4 months).

PROFESSIONAL POSITIONS

- Associate Professor ("Profesor Titular de Universidad") of Economics (Universidad de Salamanca, Spain). February 1999 - Now
- Interim Associate Professor ("Profesor Titular Interino de Universidad") of Economics (Universidad de Salamanca, Spain). October 1997 - January 1999.
- Teaching assistant ("Profesor asociado") of Economics (Universidad de Alcalá, Spain). February 1995 - September 1997

PUBLICATIONS: Articles in refereed journals

1. M.A. Malo and R. Pagán (forthcoming), “Wage differentials and disability across Europe: Discrimination and/or lower productivity?”, *International Labor Review*.
2. R. Pagán and M.A. Malo (2009), “Job satisfaction and disability: Lower expectations about jobs or a matter of health?”, *Spanish Economic Review*, 11 (1), 51-74.
3. C. García-Serrano and M.A. Malo (2009): “The impact of union direct voice on voluntary and involuntary absenteeism”, *Journal of Socio-Economics*, 38(2), 372-383.
4. C. Amuedo-Dorantes and M.A. Malo (2008), “How are fixed-term contracts used by firms? An analysis using gross job and worker flows”, *Research in Labor Economics*, 28, 277-304.
5. M.A. Malo and F. Muñoz-Bullón (2008), “Women's family-related career breaks: A long-term British perspective”, *Review of Economics of the Household*, 6(2), 127-167.
6. M.A. Malo, and F. Muñoz-Bullón (2008), “Long-Term Effects of Involuntary Job Separations on Labour Careers”, *Journal of Socio-Economics*, 37, 767-788.
7. M.A. Malo and F. Muñoz-Bullón (2008), “Temporary Help Agencies and Participation Histories in the Labour Market: A Sequence-Oriented Approach”, *Estadística Española*, 50(167), 25-65.
8. B. Frick and M.A. Malo (2008), “Labour Market Institutions and Individual Absenteeism in the European Union: The Relative Importance of Sickness Benefit System and Employment Protection Legislation”, *Industrial Relations*, 47(4), 505-529.
9. C. Amuedo-Dorantes, M.A.Malo, and F. Muñoz-Bullón (2008), “The Role of Temporary Help Agency Employment on *Temp-to-Perm* Transitions”, *Journal of Labor Research*, 29(2), 138-161.
10. M.A. Malo and R. Pagán (2007), “¿Existe la doble discriminación salarial por sexo y discapacidad en España? Un análisis empírico con datos del panel de hogares”, *Moneda y Crédito*, 225, 7-42.
11. P. García-Martínez and M.A. Malo (2007), “The Strategic Use of Dismissal Legislation: An Empirical Analysis Using Spanish Data”, *European Journal of Law and Economics*, 23, 151-167.
12. M.A. Malo and F. Muñoz Bullón (2006), “Employment Promotion Measures and the Quality of the Job Match for Persons with Disabilities”, *Hacienda Pública Española / Revista de Economía Pública*, 179 (4), 79-111.
13. M.A. Malo (2006), “Temporary Workers and Direct Voting Systems of Workers’ Representation”, *Economic and Industrial Democracy*, 27 (3), 505-535.
14. L. Garrido and M.A. Malo (2005), “Postponement of Family Formation and Public

- Budget: Another Approach to Very Low Fertility in Spain”, *Public Finance and Management*, 5(1), 152-177.
15. M.A. Malo (2005), “A Political Economy Model of Workers’ Representation: The Case of Union Elections in Spain”, *European Journal of Law and Economics*, 19(1), 115-134.
 16. M.A. Malo (2005), “La evolución institucional del despido: Una interpretación en términos de un accidente histórico”, *Revista de Historia Económica*, 23(1), 83-115.
 17. M.T. Blázquez and M.A. Malo (2005), “Educational Mismatch and Labour Mobility of People with Disabilities”, *Revista de Economía Laboral*, 2 (1), 31-55.
 18. M.A. Malo and R. Pagán (2005), “Participación Laboral y Discapacidad: El Caso de la Comunidad Andaluza”, *Revista de Estudios Regionales*, 74, 89-116.
 19. M.A. Malo (2004), “¿Cómo afectan las discapacidades a la probabilidad de ser activo en España? Un análisis empírico con datos de la Encuesta sobre Discapacidades, Deficiencias y Estado de Salud de 1999”, *Cuadernos de Economía*, 27, 75-108.
 20. M.A. Malo and F. Muñoz Bullón (2003), “Employment Status Mobility from a Life-Cycle Perspective: A Sequence-Analysis of the Work-Histories in the BHPS”, *Demographic Research*, 9, 119-161.
 21. M.A. Malo and J. Pérez (2003), “Individual Dismissals in Europe and the United States: A Model on the Influence of the Legal Framework on Firing Costs”, *European Journal of Law and Economics*, 15(1), 47-63.
 22. C. García-Serrano and M.A. Malo (2002), “Worker Turnover, Job Turnover and Collective Bargaining in Spain”, *British Journal of Industrial Relations*, 40 (1), Marzo, 69-85.
 23. M.A. Malo (2001), “European Labour Law and Severance Pay Determination in Collective Redundancies”, *European Journal of Law and Economics*, 12(1), 73-90.
 24. C. García-Serrano and M.A. Malo (2001), “Horas extraordinarias y creación de empleo en empresas grandes: ¿existe alguna relación?”, *Moneda y Crédito*, 213, 39-70.
 25. M.A. Malo (2000), “A simple model of severance pay determination: the case of individual dismissals in Spain”, *Labour*, 14 (2), 269-290.
 26. C. García-Serrano and M.A. Malo (1997), “Movilidad de trabajadores y de puestos de trabajo en las empresas españolas grandes”, *Moneda y Crédito*, 205, 103-133.
 27. García-Serrano and M.A. Malo (1996), “Desajuste educativo y movilidad laboral en España”, *Revista de Economía Aplicada*, IV, 11, otoño, 105-131.
 28. C. Albert and M.A. Malo (1995), “Diferencias salariales y valoración de la vida humana en España”, *Moneda y Crédito*, 201, 87-125.

PUBLICATIONS: Books and chapters of books [only those in English]

1. M.A. Malo and L. Toharia (2008), "The Automatic Nature of Dismissals in Spain: Dismissal-at-will under Civil Law", chapter in Walter R. Levin (ed.) *Political Economy Research Focus*, Nova Science Publishers, NY, 109-119.
2. C. García Serrano, M.A. Davia, V., M.A. Malo, Hernanz and L. Toharia (2001) "Do active labour market policies matter in Spain?", chapter in J. de Koning and H. Mosley (eds.), *Labour Market Policy and Unemployment. Impact and Process Evaluations in Selected European Countries*, Edward Elgar, London, 137-160.
3. L. Toharia and M.A. Malo (2000), "The Spanish Experiment: Pros and Cons of the flexibility at the margin", chapter in G. Esping-Andersen and M. Regini (eds.), *Why deregulate? Dilemmas of labor market reform in Europe*, Oxford, Oxford University Press, 307-335.
4. M.A. Malo, L. Toharia and J. Gautié (2000), "France: The Deregulation that Never Existed", chapter in G. Esping-Andersen and M. Regini (eds.), *Why deregulate? Dilemmas of labor market reform in Europe*, Oxford, Oxford University Press, 245-270.
5. Cebrián, M.A. Davia, V. Hernanz, M.A. Malo and M. Smith (2000), "Transitions Through Part-time Work in Spain and the United Kingdom: A Route into Secure Employment?", chapter in J. O'Reilly, I. Cebrián and M. Lallement (eds.) *Working Time Changes: Social Integration Through Working-Time Transitions in Europe*, Edward Elgar, London, 173-204.
6. L. Toharia, C. Albert, I. Cebrián, I. García Mainar, C. García Serrano, M.A. Malo, G. Moreno and E. Villagómez (1999) *Labour Market Studies. Spain*, Employment and Social Affairs, Comisión Europea, Bruselas, 1997. ISBN: 92-827-8759-1.

RESEARCH PROJECTS (as main researcher):

1. **"Study on the Spanish labour market under the current crisis"**, funded by the International Institute for Labor Studies (International Labor Organization). December 2010 – April 2011.
2. **"Los jóvenes en el mercado de trabajo de Asturias" [The young people in the labour market of Asturias]**, funded by the Regional Public Employment Service of Asturias. January 2011 – November 2011.
3. **"El empleo en el sector público en España" (Employment in the Spanish Public Sector)**, funded by FUNCAS (Foundation of Spanish Association of Savings Banks). January 2010 – October 2010.
4. **"Análisis comparado de los procedimientos de despido: Perspectiva económica y jurídica" (A Comparative Analysis of Dismissal Legal Regulation: Economic and Legal Perspectives)**, funded by the Spanish Ministry of Employment. September 2009 – November 2009.
5. **"Mujer y mercado de trabajo en Asturias: La movilidad ocupacional de las**

- demandantes de empleo según niveles de instrucción y grupos de edad” (Women in the Asturias’ Labour Market: occupational mobility of unemployed women by educational level and age”**, funded by the Regional Public Employment Service of Asturias. March 2009 – December 2009.
6. **“Evaluación sobre la política de bonificación de cuotas a la Seguridad Social para las personas con discapacidad” (Evaluation of the policy of discounts in employers’ Social Security contributions for workers with disabilities)**, Spanish Public Office for Economic Policies Evaluation. June 2009 – November 2009.
 7. **“Las condiciones de empleo de las personas con discapacidad” (Employment conditions of people with disabilities)**, funded by Junta de Castilla y León (project SA031A08). January 2008 – December 2010.
 8. **“Condiciones laborales de los trabajadores en el sector turístico. Análisis de la Muestra Continua de Vidas Laborales” (Working conditions of workers in the Spanish tourism industry using the Longitudinal Working Lives Sample from Social Security records)**, funded by the IET (Spanish Institute for Tourism Studies). September 2008 – December 2008.
 9. **“La incidencia de los flujos turísticos en la creación de empleo” (The incidence of tourism flows on employment creation)**, funded by the IET (Spanish Institute for Tourism Studies). June 2008 – November 2008.
 10. **“La mujer en el mercado de trabajo del Principado de Asturias” (Women in the labour market of Asturias)**, funded by the Employment and Industry Department of the regional Asturias Government. May 2008 – November 2008.
 11. **“Elaboración de una estrategia de conjunto de la política de empleo hacia las personas con discapacidad” (A global strategy to promote the employment of people with disabilities)**, funded by the Employment Secretary of the Spanish Ministry of Employment. April 2007 – July 2007.
 12. **“El origen de la discapacidad y su relación con la participación laboral de las personas discapacitadas” (Disability causes and labour market participation of people with disabilities)**, funded by the Spanish Institute for Fiscal Studies. October 2006 – September 2007.
 13. **“Seguimiento de las vidas laborales de los trabajadores de la industria turística” (Longitudinal analysis of tourism industry workers)**, funded by the IET (Spanish Institute for Tourism Studies). April 2006 – November 2006.
 14. **“La protección social de las personas con discapacidad: ayudas personales y pobreza” (Social protection of people with disabilities: personal facilities and poverty)**, funded by Spanish Social Security (November 2005 – November 2006).
 15. **“Empresas de trabajo temporal y trayectoria laboral” (Temporary Work Agencies and Labour Market Trajectory)**, funded by AGETT (Large Temporary Work Agencies Association). (January 2005- December 2005).

16. **“Análisis económico de las reducciones de plantilla: El papel de los despidos colectivos”** (**Economic Analysis of workforce reductions: The importance of collective dismissals**), funded by ‘Junta de Castilla y León’ (January 2005 – January 2008).
17. **“La temporalidad en Asturias: una aproximación desde el análisis de las historias laborales”** (**Temporary Workers in Asturias: approach based on the analysis of labour trajectories**), funded by the Employment and Industry Department of the regional Asturias Government. Co-directed with F. Javier Mato (October 2004 – November 2005).
18. **“Mujeres con discapacidad en el mercado de trabajo: ¿doble discriminación?”** (**Women with disabilities in the labour market: double discrimination?**), jointly funded by Junta de Castilla y León and European Social Fund to promote Equal Opportunities (June 2004 – October 2004).
19. **“Crecimiento económico e inclusión social”**, (**Economic Growth and Social Inclusion**), funded by the Social and Economic Council of ‘Castilla y León’ (April 2004 – September 2004).
20. **“Personas con discapacidad y mercado de trabajo”** (**People with Disabilities and Labour Market**), funded by ‘Junta de Castilla y León’ (January 2002 - January 2005).
21. **"Análisis de la movilidad laboral obtenida de la Encuesta de Coyuntura Laboral"** (**Analysis of workers and job mobility using the Short-Term Labour Survey**), funded by the Spanish Ministry of Labour (July 1999-Nov. 1999)
22. **"Análisis comparativo del paro registrado en Europa"** (**A comparative analysis of registered unemployment in Europe**), funded by INEM (Spanish Public Employment Service). (July 1998- Dec. 1998).

SERVICE FOR THE ACADEMIC PROFESSION

- President of the Spanish Association for Labour Economics (*Asociación Española de Economía del Trabajo*): July 2007 – July 2009.
- Referee for different academic journals as *Labour Economics*, *Research n Labor Economics*, *Applied Economics*, *Scottish Journal of Political Economy*, *British Journal of Political Economy*, *Health Economics*, *European Journal of Health Economics*, *European Journal of Population*, *International Review of Law and Economics*, *Social Forces*, *Disability and Rehabilitation*, *Evaluation Review*, etc.
- Referee of research projects for the ANEP (Spanish Public Office for Research Evaluation).
- Member of the Editorial Board of the *Revista de Economía Laboral*.
- Secretary of the local organization of the XXVII Symposium of Economic Analysis (Salamanca, 2002).

- Member of the local organization of the First Spanish Congress on Labour Economics (Alcalá de Henares, 1995).

AWARDS

- Sanchís Alcover Award (2007 September) to the best paper presented in the XVII Spanish Congress of the Scientific Association for Business Economics and Administration, entitled as “Determinants of Workforce Reductions: Evidence from Spanish Manufacturing Firms” (jointly written with Fernando Muñoz-Bullón).

- First ‘Lluís Fina’ Award on Spanish Labour Economics (2003 July) , jointly with Carlos García-Serrano, to the article “Worker Turnover, Job Turnover, and Collective Bargaining in Spain”, published in 2002 by the *British Journal of Industrial Relations*.

- Member of the research team (directed by Antonio Izquierdo, Universidad de La Coruña) awarded with the 2001 Research Prize of the Spanish ‘Consejo Económico y Social’ to the research project ‘Immigration: labour market and social protection in Spain’.