

# MARIOLA PYTLIKOVÁ

*This version: September 2014*

## PERSONAL AND CONTACT INFORMATION

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**Born:** April 12, 1976  
**Citizenship:** Czech  
**Children:** Adam Kristensen (born 7.6.2006), Oliver Kristensen (born 5.9.2012)  
**Contact:** Mobile: +420 739211312  
E-mail: [Jola.Pytlikova@gmail.com](mailto:Jola.Pytlikova@gmail.com); [Mariola.Pytlikova@vsb.cz](mailto:Mariola.Pytlikova@vsb.cz)

## EDUCATION

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**2003 – 2006** *Ph.D. (Econ):* Aarhus School of Business, Aarhus University.  
*Supervision:* Nina Smith and Peder J. Pedersen.  
*Title:* Migration Flows from the Perspective of Sending and Receiving Countries.  
*Committee:* Thomas Bauer, Torben Tranæs, Jan Bentzen (chair)

**1994 – 1999** *MSc. (Econ):* VSB-Technical University of Ostrava

## EMPLOYMENT AND VISITING POSITIONS

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**Jan 2014 -Present** *Lecturer:* CERGE-EI, Prague

**Oct 2013- Present** *Senior Researcher:* Faculty of Economics, VSB-Technical University Ostrava.

**Aug 2012–Jul 2014** *Senior Researcher:* Danish Institute of Governmental Research; KORA (*on leave Aug 2012-May 2013; Sep 2013-Jul 2014*).

**Apr 2009–Jun 2012** *Assistant Professor:* Department of Economics, School of Business and Social Sciences, Aarhus University (*on leave Jun-Sep 2010*).

**Jan 2012** *Visiting Researcher:* Princeton University

**July 2011** *Visiting Researcher:* Universitat Pompeu Fabra

**Jan 2010–Apr 2010** *Visiting Researcher:* Princeton University

**Nov 2009** *Visiting Researcher:* RECent, University of Modena and Reggio Emilia

**Mar 2006-Mar 2009** *Post-Doc Researcher:* Department of Economics, ASB, Aarhus University (*on leave Apr06-Feb07*).

**Aug 2004–Jan 2005** *Visiting PhD Student:* Department of Economics, University of Illinois Chicago.  
*Temporary supervision:* Barry R. Chiswick.

**Apr 2002-Sep 2002** *Research Assistant, part-time:* CIM and Department of Economics, ASB, Aarhus University and *Phare ACE Project:* Determinants of Individual Pay and Firm's Pay Structures in the Czech and Slovak Republics.

**2001** *Erasmus/Socrates Visiting PhD Student:* ASB, Aarhus University, *Temporary supervision:* Tor Eriksson.

**2000-2002** *PhD Student:* VSB-Technical University Ostrava. *Supervision* Jaromír Gottvald.

**1998** *Erasmus/Socrates Visiting Student:* Tilburg University

## SCIENTIFIC FOCUS AREAS

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Labour Economics; International Migration; Consequences of Workforce Diversity; Labour Market Differentials by Gender; Wage Structures and Labour Market Dynamics; Industrial Organizations.

## TEACHING EXPERIENCE:

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<b>Spring 2014</b>	<i>Labour Economics</i> (lectures, graduate programme), CERGE-EI, Prague
<b>Fall 2013</b>	<i>Labour Economics</i> (guest lectures on economics of immigration) VSB-Technical University Ostrava.
<b>Spring 2007, 09-12</b>	<i>International Labour Markets</i> (lectures) ASB, Aarhus University.
<b>Fall 2008-2010</b>	<i>Transition Economics and EU Enlargement</i> (lectures) ASB, Aarhus University.
<b>Spring 2006</b>	<i>Labour Economics</i> (lectures) ASB, Aarhus University.
<b>Fall 2005</b>	<i>Microeconomics I</i> (seminars) ASB, Aarhus University.
<b>Oct 1999-Jan 2001</b>	<i>Economic Policy</i> (seminars) VSB-Technical University of Ostrava.
<b>Fall 2000</b>	<i>Labour Economics</i> (guest lectures on differentials on labour market by gender and ethnicity) VSB-Technical University of Ostrava.
<b>2009-2014</b>	<i>BSc and MSc dissertations</i> (supervision)

## Pedagogical courses

<b>Nov 2011–Jun 2012</b>	<i>Pedagogical training course for assistant professors</i> (3 modules) by Aarhus University Learning Style Lab
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## EXTERNAL FUNDING

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<b>2011-2012</b>	<i>GACR Czech Science Foundation</i> grant to “Gender Wage Gap in the Czech Republic” (project leader): 1,8 mil CZK
<b>2010-2013</b>	<i>NORFACE Migration</i> grant: "Migration in Europe - Social, Economic, Cultural and Policy Dynamics": 132.800 EUR
<b>2009</b>	<i>Danish Research Council</i> , Research Stay Abroad grant – Princeton University: 83.200 DKK
<b>2009</b>	<i>Aarhus School of Business</i> , Travel grant - Princeton University 2010: 55.000 DKK
<b>2003 - 2005</b>	<i>Danish Research Council PhD Scholarship</i> at the ASB, Aarhus University.
<b>2001</b>	<i>EU Socrates Scholarship</i> at the ASB, Aarhus University.
<b>1998</b>	<i>EU Socrates Scholarship</i> at the Tilburg University [KUB].

## AWARDS

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<b>2005</b>	2 <sup>nd</sup> place in the <i>Best Young Economist 05</i> Competition, Czech Economic Society.
<b>1999</b>	2 <sup>nd</sup> place at the <i>Competition for the Best MSc. Thesis 1999</i> , VSB -TU Ostrava.

## RESEARCH

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### Peer-reviewed journal articles:

- 2014 The Role of Language in Shaping International Migration (with Alicia Adsera). *Forthcoming in the Economic Journal*.
- 2014 Does Labour Diversity affect Firm Productivity? (with P. Parotta and D. Pozzoli). *European Economic Review*, Vol. 66, pp. 144–179. **Lead article.**
- 2014 The Nexus between Labor Diversity and Firm’s Innovation (with P. Parotta and D. Pozzoli). *Journal of Population Economics*. Volume 27, Issue 2, pp 303-364.
- 2013 Increased Sorting and Wage Inequality in the Czech Republic: New Evidence Using Linked Employer-Employee Dataset. (with T. Eriksson and F. Warzynski). *Economics of Transition*, Vol. 21(2), pp. 357-380.
- 2011 Foreign Ownership Wage Premia in Emerging Economies: Evidence from Czech Republic (with T. Eriksson). *Economics of Transition*. Vol. 19(2), pp. 371-395.
- 2008 Selection and Network Effects - Migration Flows into OECD Countries 1990-2000 (with P.J. Pedersen and N. Smith). *European Economic Review*. Vol. 52(7), pp. 1160-1186.
- 2006 Firm-level Consequences of Large Minimum Wage Increases in the Czech and Slovak Republics (with T. Eriksson). *Labour*, Vol. 18, No.1, pp. 75-103.
- 2002 Minimum-Wage Increases and Employment: Empirical Evidence from the Czech and Slovak Republics (with T. Eriksson). *Czech Journal of Economics and Finance*. Vol.52.

### Books and book chapters:

- 2012 Pytlikova, M. et al. (2012): “*Gender Wage Gap and Discrimination in the Czech Republic*”. SAEI, vol. 15. Ostrava: VŠB – TU Ostrava.
- 2006 *Migration Flows from the Perspective of Sending and Receiving Countries*. PhD Thesis. Aarhus University, Aarhus School of Business, Department of Economics.
- 2006 Migration into OECD countries 1990-2000 (with P. J. Pedersen and N. Smith). In Parson and Smeeding (eds.): *Immigration and the Transformation of Europe*. Cambridge U Press.
- 2002 Minimum Wage in Wage Structures of the Czech and Slovak Republics (with J. Gottvald, J. Hanclova & V. Stanek) in Gottvald, J.: *Determinants of Individual Pay and Firm’s Pay Structures in the Czech and Slovak Republics*. Ostrava.
- 2002 Consequences of Minimum Wage Increases: Empirical Evidence from Czech and Slovak Republics. (with T. Eriksson) in Gottvald, J. (eds.): *Determinants of Individual Pay and Firm's Pay Structures in the Czech and Slovak Republics*. pp. 229-261. Ostrava.
- 2000 Economic Development in Czechoslovakia, 1945 – 1998 (in Czech). In Kliková et al.: *Hospodarska Politika.*, ISBN-80-7078-750-3, Ostrava.

### Unpublished working papers and work submitted:

- 2014** Climate and International Migration: The Importance of the Agricultural Linkage (with Ruohong Cai, Michael Oppenheimer and Shuaizhang Feng). IZA Discussion Paper No. 8183. CReAM Discussion Paper No. 18/14. **Revise and Resubmit.**
- 2013** Labor Market Laws and intra-European Migration: The Role of the State in Shaping Destination Choices (with John Palmer). NORFACE MIGRATION Discussion Paper No. 2013-15, CELSI DP No. 9, CReAM Discussion Paper No. 11/13. **Submitted.**
- 2013** Do Natives' Attitudes Influence International Migration? (with Cedric Gorinas). **Revise and Resubmit.**
- 2008** EU Enlargement: Migration flows from Central and Eastern Europe into the Nordic countries- exploiting a natural experiment (with P.J. Pedersen). *ASB WP No 8-29.*

### Selected works in progress:

- 2010** The effect of EU enlargements and labour market openings on migration.
- 2014** Border controls, benefits, and rights: How states shape migration patterns in a world of multiple origins and destinations (with Alicia Adsera and John Palmer).
- 2012** The economic impact of East-West Migration on the European Union (with Martin Kahaneč).
- 2011** International migration, relative deprivation and cultural similarity (with Ennio Bilancini and Chiara Strozzi).
- 2011** Diasporas and FDI (with Christian Schmidt Gormsen)

### Articles in popular press:

- 2014** Pytliková: "Má Česko talent? Zápás o vysoce kvalifikované pracovníky lze vyhrát." *RESPEKT, Okem ekonomu*, June 2014.

### RESEARCH FINDINGS DISSEMINATED IN THE PRESS

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- 2014** IZA policy briefings based on the paper "The Nexus between Labor Diversity and Firm's Innovation" featured in the *IZA World of Labor*.
- Aug 2013** ESRC policy briefing: "How labour market regulation affects immigration" based on the paper "Labor Market Laws and Intra-European Migration: The Role of the State in Shaping Destination Choices". *ESRC's series of evidence briefings*.
- Mar 2013** UCL press release: "Natives' hostility to immigrants reduces immigration"
- Spring 2012** „Positive Effects of Ethnic and Educational Workforce Diversity on Innovation Outcomes in Firms in Denmark“, In: „Migration: Moving into View“, NORFACE Compact Series (Spring 2012).
- Apr 2012** Article in English: "Ethnic diversity leads to innovation" in *Global Talent Strategy*
- Mar 2012** Article in English: "Ethnic diversity makes firms more innovative" in *Insight*
- May 2011** Article in English: "Low labor migration harms economy" in *the Prague Post*
- Mar 2008** Article in Danish: "Hold fast på udlændingene" in *DI Business*
- Jan 2008** Article in Danish: "Danmark stivner i global kamp om arbejdskraft" *ASB media*

## REFeree EXPERIENCE

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Canadian Journal of Economics, Economic Inquiry, Economic Journal, GACR Czech Science Agency, International Journal of Manpower, Journal of Development Economics, Journal of Policy Analysis and Management, Journal of Population Economics, Labour Economics, the Review of Economics and Statistics, the Quarterly Review of Economics and Finance, Scandinavian Journal of Economics, the World Economy.

## PRESENTATIONS AT SELECTED CONFERENCES

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<b>Sep 2014</b>	Climate and International Migration: The Importance of the Agricultural Linkage, <i>EALE annual conference</i> , Ljubljana.
<b>Jun 2014</b>	Welfare magnet, open borders and migration; Poster: Relative deprivation and international migration. <i>European Population Conference 2014</i> , Budapest.
<b>Jan 2014</b>	The Effect of EU Enlargements and Labour Market Openings on Migration, <i>FERDI and IRES conference "International labor mobility and inequality across nations"</i> , Clermont-Ferrand.
<b>Nov 2013</b>	Climate and International Migration: The Importance of the Agricultural Linkage, <i>NORFACE conference</i> , Berlin.
<b>Sep 2013</b>	Does Labor Diversity Affect Firm Performance? Invited plenary speaker at <i>Marbach Conference "The Optimal Skill Mix for a Modern Economy"</i> , Marbach (invited speaker).
<b>Apr 2013</b>	Ethnic Diversity and Firm Exporting Behaviour, <i>NORFACE conference "Migration: Global Developments, New Frontiers"</i> , London.
<b>Sep 2011</b>	The Role of Language in Shaping International Migration. <i>EALE conference</i> , Cyprus.
<b>Aug 2011</b>	The Role of Language in Shaping International Migration. <i>EEA-ESEM conference</i> , Oslo.
<b>Apr 2011</b>	The Nexus between Labor Diversity and Firm's Innovation, <i>Norface and CReAM conference: Migration: Economic Change, Social Challenge</i> , London.
<b>Dec 2010</b>	The Role of Language in Shaping International Migration. <i>5th International Symposium on Contemporary Labor Economics, WISE</i> , Xiamen.
<b>Sep 2010</b>	The Role of Language in Shaping International Migration. <i>Norface, World Bank and CReAM, Joint Conference - "Migration, Development, and Global Issues"</i> , London.
<b>Sep 2010</b>	Does Labor Diversity Affect Firm Performance? <i>CAED- COST Conference 2010</i> , London.
<b>Jun 2010</b>	The Role of Language in Shaping International Migration: Evidence from OECD countries 1985-2006. <i>IZA Annual Migration Meeting (AM2)</i> , IZA Bonn.
<b>Sep 2009</b>	Foreign Ownership Wage Premia in Emerging Economies: Evidence from Czech Republic. <i>EALE conference</i> , Tallinn.
<b>Jun 2008</b>	EU Enlargement: Migration flows from Central and Eastern Europe into the Nordic countries - exploiting a natural experiment. <i>ESPE annual meeting</i> , London.
<b>May 2008</b>	Change in Wage Inequality in the Czech Republic. <i>SOLE annual meeting</i> , New York.
<b>Dec 2007</b>	The Role of Transition, Increased Competition and Decentralized Wage Setting in Changing the Czech Wage Structure: Evidence from LEED. <i>LABOR 2007</i> , Xiamen.
<b>Sep 2007</b>	Migration from New EU Member Countries. <i>EALE conference</i> , Oslo.
<b>Jun 2005</b>	Where Did Central- and Eastern-European Emigrants Go and Why? <i>EALE/SOLE world conference</i> , San Francisco.

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<b>Oct 2004</b>	Selection or Network Effects? Migration Flows into 27 OECD Countries, 1990-2000. <i>IEA annual meeting</i> , Chicago.
<b>Jun 2004</b>	Selection or Network Effects? Migration Flows into 27 OECD Countries, 1990-2000. <i>LIS and Syracuse University conference</i> , Luxembourg.
<b>Jun 2004</b>	Selection or Network Effects? <i>ESPE annual conference</i> , Bergen.
<b>Feb 2004</b>	Migration into OECD countries 1989-2000. <i>GradInProWe Conference on Ethnic Minorities and Marginalization</i> , Copenhagen.
<b>Sep 2003</b>	OECD Migration, Welfare and Skill Selectivity. <i>EALE conference</i> , Seville.
<b>Nov 2002</b>	Consequences of Minimum Wage Increases: Empirical Evidence from the Czech and Slovak Republics. <i>CSE annual meeting</i> , Prague.
<b>Sep 2002</b>	Wanted: Inter-Regional Migration in the Czech Republic. <i>EALE conference</i> , Paris.
<b>May 2002</b>	Consequences of Minimum Wage Increases: Empirical Evidence from the Czech and Slovak Republics. <i>AEA Conference "Econometrics of Wages"</i> , Brussels.

## RECENT INVITED SEMINARS, CONFERENCES AND WORKSHOPS

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GSE Summer Forum, Barcelona, (June 2014, invited discussant); Eurofond seminar "Promoting diversity at the workplace: a strategy for inclusion and competitiveness", Vienna, (October 2013, invited speaker), AKF seminar, Copenhagen (May 2012); Workshop on "Moving for work- temporary and permanent labour migration", Oslo (April 2012); VSB-TU and Silesian University conference, Avalanche (September 2011), Xiamen University-Aarhus University joint meeting, Xiamen (December 2010), RECent, University of Modena (November 2009); IAB-ASB joint meeting, Nuremberg (May 2009); WTO seminar, Geneva (February 2009 ); CCP Workshop Ebeltoft (Nov 2007 & 2008); Trexima seminar, Prague (November 2007); CIM AKF workshop, Nyborg (April 2007); IZA Annual Migration Meeting (AM2), IZA Bonn (June 2004); GradInProWe workshop on Analyses of Intergenerational Issues, Aarhus (June 2004); IZA Summer School in Labour Economics, Buch/Amersee (April 2004); GradInProWe seminar, Nyborg Strand (December 2003); DGPE/AU PhD workshop, Sandbjerg (November 2003); CIM workshop, Rørvig (April 2003); GradInProWe PhD workshop, Odense (January 2003).

## OTHER AFFILIATIONS AND MEMBERSHIPS:

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<b>2014 – Present</b>	<i>IZA – Institute for the Study of Labor, a research fellow</i>
<b>2012 – Present</b>	<i>CELSI – Central European Labour Studies Institute, a research fellow</i>
<b>2012 –Present</b>	<i>CRAM - Centre for Research and Analysis of Migration, a research fellow</i>
<b>2011- 2012</b>	<i>Departmental Forum of the Department of Economics, AU - a board member</i>
<b>2009 – 2012</b>	<i>Jam Origin ApS – a member of advisory board</i>
<b>2007– 2012</b>	<i>CCP – Center for Corporate Performance</i>
<b>2001–2012</b>	<i>CIM – Center for Research in Integration and Marginalization</i>
<b>2004–Present</b>	<i>ESPE - European Society of Population Economics, a member</i>
<b>2001–Present</b>	<i>EALE - European Association of Labour Economists, a member</i>
<b>2000–Present</b>	<i>CSE - Czech Economic Society, a member</i>
<b>2004–2006</b>	<i>FERA - Female Economics Researchers in Aarhus</i>
<b>2002 –2005</b>	<i>GradInProWe – Graduate School for Integration, Production and Welfare</i>

## OTHER PROFESSIONAL EXPERIENCE

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- Jun 2013 – Oct 2014** *Expert – Gender Specialist* in project “Jsme v tom spolu” lead by *RPiC*, consultancy to firms (HR dept) and to female managers with small children on balancing work and family.
- May 2012 –Feb 2013** *EU Consultancy* for IZA’s Migration Program Area; the ENPI project: “Costs and Benefits of Labour Mobility between the EU and the Eastern Partnership Partner Countries”; Work on the final report entitled “Labour Migration from EaP Countries to the EU - Assessment of Costs and Benefits and Proposals for Better Labour Market Matching”.
- Dec 2012 –Jan 2013** *Scientific Committee Member* for NORFACE conference “Migration: Global Developments, New Frontiers” hold in London in April 2013.
- May 2010 –Jun 2012** Participant at the Aarhus University pilot project “Mentoring for Female Researchers”
- Jun-Sept. 2010** *EU consultancy* on “Transferable skills across economic sectors – Role and importance for employment at European level” (national coordinator for Denmark). Business Consultancy for Jam Origin ApS.
- Jan–Feb. 2006** *Scientific Program Committee Member* for the XX Annual Conference of the European Society of Population Economics, ESPE, Verona 2006.
- 2000** *AISEC internship* in WARTA Insurance and Reinsurance Company, Warsaw.

## LANGUAGES SPOKEN:

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<b>Czech</b>	Native.
<b>English</b>	Excellent, fluent written and spoken. Certificate of General English, KUB Tilburg, The Netherlands; exam at the VSB-TU Ostrava – grade A.
<b>Polish</b>	Excellent. Native. Primary and Secondary education taught in Polish.
<b>Danish</b>	Very good. Learning since 2003.
<b>German</b>	Basic, some understanding of written and spoken word, 4 years at the high school, 2 years at the VSB-TU Ostrava, an exam – grade B.
<b>Russian</b>	Basic, 4 years at primary school.
<b>Spanish</b>	Basic, 2 summers working in Spain, ½ year course in Ostrava Language School.

## COMPUTER SKILLS:

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<b>Office</b>	Microsoft Office: Word, Excel, PowerPoint, Publisher. Scientific Workplace.
<b>Statistical Software</b>	STATA – excellent: working on daily basis; SAS – good: SAS programming I and II Certificate, SAS Institute. SPSS, Matlab – some knowledge.
<b>Other</b>	Composing & editing HTML pages; Adobe Photoshop; Internet.

More on <https://sites.google.com/site/pytlikovaweb/>