

## **ALEX BRYSON**

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### **Present Post**

Senior Research Fellow, National Institute of Economic and Social Research

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### **Education and Qualifications**

1981-84      University of Bristol  
                 BSc Politics and Sociology

1986-88      London School of Economics  
                 MSc Industrial Relations

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### **Employment**

1985-89      Confederation of British Industry, Pay and Benefits Researcher

1989-91      Low Pay Unit, Researcher

1991-96      Research Fellow, Policy Studies Institute

1997-98      Senior Fellow, Policy Studies Institute

1998-2006   Principal Research Fellow, Policy Studies Institute

2007-2008   Research Director, Policy Studies Institute

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### **Current Projects**

Measuring the Economic Costs of Terrorism in Northern Ireland. Funder: Home Office

Creative Destruction, Job Satisfaction and Productivity. Funder: Finnish Work Environment Fund

Pay for Performance: Employees' Participation in Profit and Ownership Schemes. Funder: Fondazione Rodolfo DeBenedetti

Collective Bargaining and Worker Representation in Germany and the UK. Funder: Institut für Arbeitsmarkt- und Berufsforschung

British Workplaces in the Shadow of Recession. Funder: Nuffield Foundation

How Do Trade Unions Affect the Climate of Employment Relations? Funder: TUC

Changing Work – The Impact of Reorganisation and Reallocation on Establishment Performance and Worker Well-Being. Funder: Norwegian Research Council

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### **Other posts**

2008 -      Research Fellow, Centre for Economic Performance, London School of Economics

- 2005 - 2009 Editor, British Journal of Industrial Relations
- 2006 - 2008 Manpower Research Fellow, Centre for Economic Performance, London School of Economics
- 2005 - 2006 Wertheim Fellow, Harvard Law School and National Bureau of Economic Research
- 2001 - 2005 Research Associate, Centre for Economic Performance, London School of Economics
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### Other activities

- 2005 - Associate Expert in the EU 6<sup>th</sup> Framework funded Economic Change, Quality of Life and Social Cohesion (EQUALSOC) Network
- Referee for: Economic Inquiry, The Economic Journal, Empirical Economics, European Journal of Industrial Relations, Human Relations, Industrial and Labor Relations Review, Industrial Relations (Berkeley), Industrial Relations Journal, International Journal of Human Resource Management, International Journal of Manpower, Journal of Economic Behavior & Organization, Journal of Labor Economics, Journal of Marriage and Family, Labour Economics, Oxford Economic Papers, Scandinavian Journal of Economics, Scottish Journal of Political Economy
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### Publications

- Bryson, A., Cappellari, L. and Lucifora, C. (forthcoming) 'Why So Unhappy? The Effects of Unionisation on Job Satisfaction', *Oxford Bulletin of Economics and Statistics*, (previously IZA Discussion Paper No. 1498)
- Forth, J., Bewley, H., Bryson, A., Dix, G. and Oxenbridge, S. (forthcoming) 'Survey errors and survey costs: a response to Timming's critique of the Survey of Employees Questionnaire in WERS 2004', *Work, Employment and Society*
- Bryson, A. and Freeman, R. (2010) 'How does shared capitalism affect economic performance in the UK?', Chapter 6 in D. Kruse, R. Freeman and J. Blasi (eds.) *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options*, pp. 201-224, University of Chicago Press (previously NBER Discussion Paper No. 14235 and CEP Discussion Paper No. 885)
- Blanchflower, D. G. and Bryson, A. (2010) 'The Wage Impact of Trade Unions in the UK Public and Private Sectors', *Economica*, Vol.77, Issue 305, pp.92-109 (previously IZA Discussion Paper No. 3055)
- Addison, J. T., Bryson, A., Teixeira, P., Pahnke, A. and Bellmann, L. (2009) *The Extent of Collective Bargaining and Workplace Representation. Transitions Between States and their Determinants. A Comparative Analysis of Germany and Great Britain*, IZA Discussion Paper No. 4502 (also CEP Discussion Paper No. 954 and NIESR Discussion Paper No. 341)
- Bryson, A., Dale-Olsen, H. and Barth, E. (2009) *How Does Innovation Affect Worker Well-being?*, CEP Discussion Paper No. 953 (also NIESR Discussion Paper No. 348)
- Bryson, A., Frick, B. and Simmons, R. (2009) 'The Returns to Scarce Talent: Footedness and Player Remuneration in European Soccer', CEP Discussion Paper No. 948 (also NIESR Discussion Paper 339)

Bryson, A. and Freeman, R. B. (2009) 'Work and Wellbeing', *National Institute Economic Review*, 209: 70-71

Brown, W., Bryson, A., Forth, J. and Whitfield, K. (2009) *The Evolution of the Modern British Workplace*, Cambridge University Press

Brown, W., Bryson, A. and Forth, J. (2009) 'Competition and the retreat from collective bargaining', Chapter 2 in W. Brown, A. Bryson, J. Forth and K. Whitfield (eds.) *The Evolution of the Modern Workplace*, pp. 22-47, Cambridge University Press (previously NIESR Discussion Paper No. 318)

Blanchflower, D. G. and Bryson, A. (2009) 'Trade union decline and the economics of the workplace', Chapter 3 in W. Brown, A. Bryson, J. Forth and K. Whitfield (eds.) *The Evolution of the Modern Workplace*, pp. 48-73, Cambridge University Press (previously IZA Discussion Paper No. 3436 and CEP Discussion Paper No. 864)

Willman, P., Gomez, R. and Bryson, A. (2009) 'Voice at the workplace: where do we find it, why is it there, and where is it going?', Chapter 5 in W. Brown, A. Bryson, J. Forth and K. Whitfield (eds.) *The Evolution of the Modern Workplace*, pp. 97-119, Cambridge University Press (previously CEP Discussion Paper No. 884)

Guest, D. and Bryson, A. (2009) 'From industrial relations to human resource management: the changing role of the personnel function', Chapter 6 in W. Brown, A. Bryson, J. Forth and K. Whitfield (eds.) *The Evolution of the Modern Workplace*, pp. 120-150, Cambridge University Press (previously NIESR Discussion Paper No. 315)

Wood, S. and Bryson, A. (2009) 'High involvement management', Chapter 7 in W. Brown, A. Bryson, J. Forth and K. Whitfield (eds.) *The Evolution of the Modern Workplace*, pp. 151-175, Cambridge University Press (previously NIESR Discussion Paper No. 321)

Pendleton, A., Whitfield, K. and Bryson, A. (2009) 'The changing use of contingent pay in the modern British workplace', Chapter 11 in W. Brown, A. Bryson, J. Forth and K. Whitfield (eds.) *The Evolution of the Modern Workplace*, pp. 256-284, Cambridge University Press (previously NIESR Discussion Paper No. 319)

Brown, W., Bryson, A., Forth, J. and Whitfield, K. (2009) 'Conclusion: the evolutionary process', Chapter 15 in W. Brown, A. Bryson, J. Forth and K. Whitfield (eds.) *The Evolution of the Modern Workplace*, pp. 353-357, Cambridge University Press

Gomez, R., Bryson, A., Kretschmer, T. and Willman, P. (2009) *Employee Voice and Private Sector Workplace Outcomes in Britain, 1980-2004*, CEP Discussion Paper No. 924 (also NIESR Discussion Paper No. 329)

Bryson, A., Forth, J. and Laroche, P. (2009) *Unions and Workplace Performance in Britain and France*, CEP Discussion Paper No. 920 (also NIESR Discussion Paper No. 327)

Willman, P. and Bryson, A. (2009) 'Accounting for Collective Action: Resource Acquisition and Mobilization in British Unions', *Advances in Industrial and Labor Relations*, Vol. 16, 23-50 (previously CEP Discussion Paper No. 768)

Bryson, A., Cappellari, L. and Lucifora, C. (2009) 'Workers' Perceptions of Job Insecurity: Do Job Security Guarantees Work?', *Labour: Review of Labour Economics and Industrial Relations*, Vol. 23, s1, 177-196 (previously CEP Discussion Paper No. 661)

- Gomez, R., Bryson, A. and Willman, P. (2008) 'From the Two Faces of Unionism to the Facebook Society: Union Voice in a Twenty-First-Century Context', *Proceedings of the 60<sup>th</sup> Annual Meeting of the Labor and Employment Relations Research Association*, 51-60 (previously Manpower HR Data Lab Discussion Paper No.6)
- Bryson, A., Green, F. and Whitfield, K. (2008) 'A Quarter Century of Workplace Employment Relations Surveys', *British Journal of Industrial Relations*, 46:4, 577-586
- Bryson, A. and White, M. (2008) *Organizational Commitment: Do Workplace Practices Matter?*, CEP Discussion Paper No. 0881
- Bryson, A. and Dale-Olsen, H. (2008) *A Tale of Two Countries: Unions, Closures and Growth in Britain and Norway*, CEP Discussion Paper No. 0867
- Bryson, A. and Nurmi, S. (2008) *Private Sector Employment Growth, 1998-2004: A Panel Analysis of British Workplaces*, Centre for Economic Performance Discussion Paper No. 861
- Bryson, A. and Forth, J. (2008) 'The Theory and Practice of Pay Setting' in P. Blyton, N. Bacon, J. Fiorito, and E. Heery (eds.) *The Sage Handbook of Industrial Relations*, pp. 491-512, Sage Publications, London (previously NIESR Discussion Paper No. 285 and Manpower HR Lab Discussion Paper No. 1)
- Bryson, A. (2008) 'Union Free-riding in Britain and New Zealand', *Journal of Industrial Relations*, 50, 1, 5-24 (previously CEP Discussion Paper No. 713)
- Willman, P., Bryson, A. and Gomez, R. (2007) 'The long goodbye: new establishments and the fall of union voice in Britain', *The International Journal of Human Resource Management*, 18, 7, 1318-1334
- Bryson, A. and Freeman R. (2007) 'What Voice Do British Workers Want?' in R. Freeman, P. Boxall and P. Haynes (eds.) *What Workers Say: Employee Voice in the Anglo-American Workplace*, Cornell University Press, pp.72-96 (previously CEP Discussion Paper No. 731)
- Bryson, A., Willman, P., Gomez, R. and Kretschmer, T. (2007) *Employee Voice and Human Resource Management: An Empirical Analysis Using British Data*, Policy Studies Institute Discussion Paper No. 27
- Bryson, A., Evans, M., Knight, G., La Valle, I. and Vegeris, S. (2007) *New Zealand Working for Families Programme: Methodological Considerations for Evaluating MSD Programmes*, Policy Studies Institute Discussion Paper No. 26
- Bryson, A. (2007) 'The Effect of Trade Unions on Wages', *Reflets et Perspectives*, XLVI, 2/3: 33-45
- Bryson, A. and Forth, J. (2007) *Are There Day of the Week Productivity Effects?*, Manpower Human Resources Lab Discussion Paper No. 4, London School of Economics
- Blanchflower, D. G., Bryson, A. and Forth, J. (2007) 'Workplace Industrial Relations In Britain, 1980-2004', *Industrial Relations Journal*, 38, 4: 285-302 (previously IZA Discussion Paper No. 2518)
- Bryson, A. Gomez, R., Kretschmer, T. and Willman, P. (2007) 'The Diffusion of Workplace Voice and High-Commitment Human Resource Management Practices in Britain, 1984-1998', *Industrial and Corporate Change*, 16, 3: 395-426 (previously CEP Discussion Paper No. 676)

Bryson, A (2007) *Temporary Agency Workers and Workplace Performance in the Private Sector*, Manpower Human Resources Lab Discussion Paper No. 3, London School of Economics

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Bryson A., Martins P., Rycx F., and Salverda W. (2006), "Rent-sharing and Profitability", Interim Report (Task 2) for the European Commission

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Bryson, A. and White, M. (2006) *Unions, Within-Workplace Job Cuts and Job Security Guarantees*, Centre for Economic Performance Discussion Paper No. 733

Forth, J., Bewley, H. and Bryson, A. (2006) *Small and Medium-Sized Enterprises: Findings from the 2004 Workplace Employment Relations Survey*, London: Department of Trade and Industry

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Bryson, A., Charlwood, A. and Forth, J. (2006) 'Worker Voice, Managerial Response and Labour Productivity: An Empirical Investigation', *Industrial Relations Journal*, 37: 5, 438-455

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Bryson, A., Gomez, G. and Willman, P. (2006) 'Voice At Work: What Do Employers Want? A Symposium Summary', *Socio-Economic Review*, 4: 279-282

Bryson, A. and Forth, J. (2006) 'The Policy Relevance of Linked Employer-Employee Data', pp. 1-8 in Bryson, A., Forth, J. and Barber, C. (eds.) (2006) *Making Linked Employer-Employee Data*

*Relevant to Policy*, DTI Economics Occasional Paper No. 4, Department of Trade and Industry, London

Bryson, A., Forth, J. and Barber, C. (eds.) (2006) *Making Linked Employer-Employee Data Relevant to Policy*, DTI Economics Occasional Paper No. 4, Department of Trade and Industry, London

Bryson, A. (2005) 'Union Effects on Employee Relations in Britain', *Human Relations*, 58, 9: 1111-1139 (previously CEP Discussion Paper No. 494)

Bryson, A. (2005) 'Working with Dinosaurs? Union Effectiveness in Britain', in G. Gall (ed.) *Union Recognition: Organising and Bargaining Outcomes*, pp. 25-43, Routledge, London (previously PSI Discussion Paper No. 11)

Bryson, A., Cappellari, L. and Lucifora, C. (2005) 'Job Satisfaction and Employer Behaviour' in S. Bazen, C. Lucifora, and W. Salverda (eds.) *Job Quality and Employer Behaviour*, pp. 67-86, Palgrave Macmillan, Basingstoke (previously PSI Discussion Paper No. 22)

Bryson, A., Forth, J. and Kirby, S. (2005) 'High-performance practices, trade union representation and workplace performance in Britain', *Scottish Journal of Political Economy*, 53, 3: 451-491

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Bryson, A. (2005) 'Working off Welfare', chapter 4 in *Social Policy: Issues and Developments*, H. Bochel, C. Bochel, R. Page and R. Sykes (eds.), Pearson Education, Harlow, pp. 66-86

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Bryson, A., Cappellari, L. and Lucifora, C. (2004) 'Does Union Membership Really Reduce Job Satisfaction?', *British Journal of Industrial Relations*, Vol. 42:3, 439-459 (previously CEP Discussion Paper No. 569)

Bryson, A. (2004) 'Union effects on workplace closure, 1990-1998', *British Journal of Industrial Relations*, Vol. 42, 2: 283-302

- Bryson, A., Gomez, R. and Willman, P. (2004) 'The End of the Affair? The Decline in Employers' Propensity to Unionize', Chapter 8 in J. Kelly and P. Willman (eds.), *Union Organization and Activity*, Routledge, London, pp.129-149
- Bryson, A. (2004) 'Managerial responsiveness to union and non-union worker voice in Britain', *Industrial Relations: A Journal of Economy and Society*, Vol. 43, No. 1, 213-241
- Coleman, N., Peters, M., Bryson, A., and Bewley, H. (2003) *Working Families' Tax Credit and Disabled Person's Tax Credit: A Survey of Employers*, Inland Revenue Research Report No. 4
- Bryson, A. and Kasparova, D. (2003) *Profiling Benefit Claimants in Britain: A feasibility study*, Department for Work and Pensions Report No. 196, HMSO, Leeds
- Willman, P., Bryson, A. and Gomez, R. (2003) 'Why Do Voice Regimes Differ?', Centre for Economic Performance Discussion Paper Number 591, London School of Economics
- Bryson, A. (2003) 'From Welfare to Workfare', in Millar, J. (ed.) *Understanding Social Security: issues for policy and practice*, Bristol: Policy Press
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- Blanchflower, D. and Bryson, A. (2003) 'Changes over time in union relative wage effects in the UK and the US Revisited', chapter 7 in *International Handbook of Trade Unions*, John T. Addison and Claus Schnabel (eds.), Edward Elgar, Cheltenham England and Northampton Mass., USA (previously NBER Working Paper No. 9395)
- Bryson, A. and Gomez, R. (2003) 'Buying Into Union Membership', in Gospel, H. and Wood, S. (eds.), *Representing Workers: Union Recognition and membership in Britain*, Routledge, London
- Bryson, A. (2003) *Employee Desire for Unionisation in Britain and its Implications for Union Organising*, PSI Discussion Paper Number 12
- Bryson, A. (2003) 'Unions and Performance', chapter 8 in *Future of Unions in Modern Britain: Mid-Term Report on Leverhulme Trust-funded Research Programme 2000-2002*, Centre for Economic Performance, LSE ([http://158.143.98.51/future\\_of\\_unions/](http://158.143.98.51/future_of_unions/))
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- Bryson, A. (2001) 'The foundation of "partnership"? Union effects on employee trust in management', *National Institute Economic Review*, No. 176, pp91-104
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