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Curriculum Vitae (Abridged)
Yitchak Haberfeld

Department of Labor Studies
Faculty of Social Science
Tel-Aviv University
Tel-Aviv, 69978 Israel
Tel: (972) (3) 640-9792 (W)
Email: haber@post.tau.ac.il

Education

Ph.D. (1985) Industrial Relations. University of Wisconsin – Madison.
M.A. (1979) Public Administration. Hebrew University of Jerusalem.
B.A. (1975) Political Science. Hebrew University of Jerusalem.

Positions

Current

2008 - Professor, Department of Labor Studies, Tel Aviv University.
2012-2015 Chair, Department of Labor Studies, Tel Aviv University.

Previous

2008-2012 Head. Admission Committee, Social Sciences, Tel Aviv University.
2008-2012 Head. Curriculum and Teaching Committee. Social Sciences, Tel Aviv University.
1998-2000 Chair. Department of Labor Studies, Tel Aviv University.
1985-2008 Instructor to Professor, Department of Labor Studies, Tel Aviv University.

Visiting Positions

2009-2013 Visiting Professor. School of Business, Economics and Law. University Of Gothenburg, Sweden.
2004 Visiting Associate Professor. Department of Sociology, University of Illinois – Chicago.
1991-1993 Visiting Associate Professor. School of Business. University of Wisconsin - Madison
1985 Visiting Assistant Professor. Industrial Relations Research Institute, University of Wisconsin – Madison.

Grants (Past decade)

- 2004-2006 Israel Science Foundation (ISF). Research Grant: "Rising earnings inequality and the Israeli stratification system." (with Yinon Cohen) (\$49,000).
- 2006-2008 German – Israeli Foundation for Scientific Research & Development (GIF). Research Grant: "Labor market integration: Aussiedler and Jewish immigrants from the former Soviet Union in Germany and Israel." with Yinon Cohen and Frank Kalter) ((\$205,000).
- 2007-2009 Population, Migration, and Environment (PME) Foundation and the International Metropolis Project. Research Grant: "The economic integration of skilled migrants in four countries." (with Karin Amit, William Bridges, Donald De Voretz, Irena Kogan, John Logan, Rebecca Reijman, Moshe Semyonov (Project Leader)) (97,000 Euro)..
- 2009-2010 Israel Science Foundation (ISF). Research Grant: "Changes in rates of union membership and coverage in Israel and their impact on the "union effect" on Earnings." (with Guy Mundlak) (\$32,000).
- 2012-2013 Israel Science Foundation (ISF). Research Grant: "Union density in the Israeli industrial relations system – testing the hybridization of industrial relations." (with Guy Mundlak) (\$40,000).
- 2013 - 2015 Jan Wallander and Tom Hedelius Foundation (Sweden). Research Grant: "Selectivity and migration." (with Christer Lundh) (\$250,000).

Presentations in Professional Meetings and Colloquia (Past decade)

- 2004 The German-Israeli Foundation for Scientific Research and Development, Berlin: "Self-Selection of Immigrants from the Former Soviet Union to Israel and the US During the 1970s." (with Yinon Cohen).
- 2004 Population Association of America, Boston: "Patterns of Self-Selection and Earning assimilation among Immigrants from the Former Soviet Union in Israel and the US." (with Yinon Cohen).
- 2004 The Israeli Sociological Association, Tel Aviv: "Ethnicity and Mixed Ethnicity: Composition and Educational gaps among Israeli-born Jews." (with Yinon Cohen And Tali Kristal).
- 2005 International Sociological Association, Section on Social Stratification, Neuchatel, Switzerland: "Development of Gender, Ethnic, and National Earnings Gaps in Israel: the Role of Rising Inequality." (with Yinon Cohen).
- 2005 Population Association of America, Philadelphia: "From School to Work: Racial and Ethnic Differences among Young Women During Early Career." (with Sigal Alon).
- 2006 International Sociological Association, Section on Social Stratification, Nijmegen, Holland: ""Ethnicity and Mixed Ethnicity." (with Yinon Cohen And Tali Kristal).

- 2006 Population Association of America, Los Angeles: "The Evolving Wage Gap between White and Black Young Women." (with Sigal Alon).
- 2007 Conference on Immigration and Integration, Leipzig: "Selectivity of Immigrants from the Former Soviet Union to Israel, US, and Germany." (with Yinon Cohen and Irena Kogan).
- 2007 International Sociological Association, Section on Social Stratification, Montreal: "Earnings Mobility." (with Yinon Cohen).
- 2008 Canada & Israel: Forum on Immigration, Integration and Identity, Ruppin Academic Center: Estimating Self-Selection of Immigrants."
- 2008 International Sociological Association, Section on Social Stratification, Florence: "Estimating Self-Selection of Immigrants."
- 2008 International Sociological Association, Section on Social Stratification, Stanford: "Earnings Mobility in Israel: 1983-1995." (with Yinon Cohen).
- 2008 The German-Israeli Foundation: Understanding Contemporary Migration: Challenges to Society, Israel. A member of the Scientific Committee, and presenting: "Immigrants' Self-Selection on unmeasured variables."
- 2009 Nations of Immigrants: Australia and Israel. Prato: "economic Assimilation of Immigrants in Australia and Israel." (with Anne Daly).
- 2009 The Juan March Institute: Immigrants' Economic Incorporation, Spatial Segregation and Anti-Immigrant Sentiments, Madrid: "Differences in earnings assimilation of immigrants from the former Soviet Union to Germany and Israel during 1994-2005: The role of observed and unobserved immigrants' attributes." (with Yinon Cohen, Frank Kalter, and Irena Kogan).
- 2010 Population Association of America, Dallas: "Economic integration of immigrants from the Former Soviet Union in four countries: A comparative analysis." (with Karin Amit, Olena Bagno, William P. Bridges, Don J. Devoretz, Irena Kogan, John R. Logan, Rebeca Raijman and Moshe Semyonov).
- 2011 Stockholm University, Linnaeus Center for Integration Studies, the 2011 conference on Immigration and labor market integration, Stockholm: " Self-selection and economic assimilation of immigrants: The case of Iranian immigrants arriving to three countries during 1979-1985" (with Christer Lundh).
- 2012 International Sociological Association, Section on Social Stratification, Hong Kong: "Jewish migration to Israel: Patterns of self-selection and economic Assimilation." (with Yinon Cohen).
- 2012 European Association for Population Studies, Stockholm: "Self-selection of Immigrants from Iran to Israel, Sweden, and the US during the 1970s and 1980s." (with Christer Lundh).
- 2014 International Sociological Association, Yokohama: "Self-selection and economic assimilation of immigrants: The case of Iranian immigrants arriving to three countries during 1979-1985." (with Christer Lundh).

PUBLICATIONS

A. Articles in Refereed Journals

1. Haberfeld, Yitchak and Shenhav, Yehouda
"Gender-based wage discrimination or level of analysis? Aggregated vs. Organizational data" in Hoy Frank (ed.) *Academy of Management Proceedings*, 1987, 47: 364-369. (Recipient of the Dorothy Harlow Best Competitive Paper Award).
2. Haberfeld, Yitchak and Gerhart, Barry
"Re-examining 'Employment discrimination: An empirical test of forward versus reverse regression'" *Journal of Human Resources*, 1988, 23: 138-144.
3. Olian, Judith D., Schwab, Donald P. And Haberfeld, Yitchak
"The impact of applicant sex and qualifications on hiring recommendations: Results of a meta - analysis of experimental studies" *Organizational Behavior and Human Decisions Processes*, 1988, 41: 180-195.
4. Shenhav, Yehouda and Haberfeld, Yitchak
"Scientists in organizations: discrimination processes in an internal labor market" *The Sociological Quarterly*, 1988, 29: 451-463 (Reprinted in the *Sociology of Women in Israel Vol. 6, Studies in Israeli Society*).
5. Shenhav, Yehouda and Haberfeld, Yitchak
"The various faces of scientific productivity: a contingency analysis" *Quality and Quantity*, 1988, 22: 365-380.
6. Shenhav, Yehouda, Haberfeld, Yitchak and Cohen, Bernard P.
"Contextual analysis of team productivity in the R&D industry" *Scientometrics*, 1989, 17: 387- 400.
7. Haberfeld, Yitchak and Shenhav, Yehouda
"Are women and black scientists closing the gap? A longitudinal study of discrimination in American science during the 70's and the 80's" *Industrial and Labor Relations Review*, 1990, 44: 68-82.
8. Shenhav, Yehouda and Haberfeld, Yitchak
"Trends in gender and ethnic based discrimination in Israeli science: 1972 -1983 " *Megamot*, 1990, 33: 72-91 (**Hebrew**).
9. Cohen, Yinon and Haberfeld, Yitchak
"Why do married men earn more than unmarried men?" *Social Science Research*, 1991, 20: 29-44
10. Semyonov, Moshe and Haberfeld, Yitchak
"Beyond segregation: Gender and earnings inequality within occupational labor markets" *Sociology and Social Research*, 1991, 76: 10-13.
11. Shenhav, Yehouda and Haberfeld, Yitchak
"Paradigm uncertainty, gender composition and earnings inequality in scientific disciplines: a longitudinal study 1972-1982" in Bacharach, S.B. and P.S. Tolbert, (eds.), *Research in the Sociology of Organizations*, 1992, 10: 141-172.

12. Haberfeld, Yitchak
“An organizational model of employment discrimination” *Academy of Management Journal*, 1992, 35: 161-180.
13. Haberfeld, Yitchak
“Pay, valence of pay, and gender: A simultaneous-equation model” *Journal of Economic Psychology*, 1992, 13: 93-109.
14. Shenhav, Yehouda and Haberfeld, Yitchak
“Organizational demography and inequality” *Social Forces*, 1992, 71: 123-143.
15. Cohen, Yinon and Haberfeld, Yitchak
“Temporary Help Service workers: Employment characteristics and wage determination” *Industrial Relations*, 1993, 32: 272-287.
16. Haberfeld, Yitchak
“Immigration and ethnic origin: The effects of demographic attributes on earnings of Israeli men and women” *International Migration Review*, 1993, 27: 286-305.
17. Haberfeld, Yitchak
“Status variable in fixed-effects models” *Economics Letters*, 1994, 45: 299-303.
18. Haberfeld, Yitchak
“Why do workers join unions? The case of Israel” *Industrial and Labor Relations Review*, 1995, 48: 656-670.
19. Cohen, Yinon and Haberfeld, Yitchak
“The number of Israeli immigrants in the U.S. in 1990” *Demography*, 1997, 34: 199-212.
20. Cohen, Yinon and Haberfeld, Yitchak
“Second generation Jewish immigrants in Israel: Have the ethnic gaps in schooling and earnings declined?” *Ethnic and Racial Studies*, 1998, 21: 507-528.
21. Haberfeld, Yitchak, Semyonov, Moshe and Addi, Audrey
“An Hierarchical Linear Model for estimating gender-based earnings differentials” *Work and Occupations*, 1998, 25: 97-112.
22. Haberfeld, Yitchak and Cohen, Yinon
“Earnings of native-born Jewish and Arab men in Israel, 1987-1993” *Research in Social Stratification and Mobility*, 1998, 16: 69-88.
23. Haberfeld, Yitchak and Cohen, Yinon
“Earnings gaps between Israel’s native-born men and women: 1982-1993” *Sex Roles: A Journal of Research*, 1998, 39: 855-872.
24. Haberfeld, Yitchak, Menaria, rajendra K., Sahoo, Bhupati B., and Vyas, R. N.
“Seasonal migration of rural labor in India” *Population Research and Policy Review*, 1999, 18: 473-489.
25. Semyonov, Moshe, Haberfeld, Yitchak, Cohen, Yinon, and Lewin-Epstein Noah
“Racial composition and occupational segregation and inequality across American cities” *Social Science Research*, 2000, 29: 175-187.
26. Haberfeld, Yitchak, Semyonov, Moshe and Cohen, Yinon
“Ethnicity and labor market performance among recent immigrants from the former Soviet Union to Israel” *European Sociological Review*, 2000, 16: 287-299.
27. Cohen, Yinon and Haberfeld, Yitchak
“Self-selection and return migration: Israeli-born Jews returning home from the United States during the 1980’s” *Population Studies*, 2001, 55: 79-91.

28. Haberfeld, Yitchak and Izraeli, Dafna
"Gender inequality in majority and minority groups in Israel" *Race, Gender and Class*, 2002, 9(2): 156-175.
29. Cohen, Yinon, Haberfeld, Yitchak, Mundlak, Guy, and Saporta, Ishak
"Unpacking union density: Membership and coverage in the transformation of the Israeli industrial relations system" *Industrial Relations*, 2003, 42: 692-711.
30. Cohen, Yinon and Haberfeld Yitchak
"Economic assimilation among children of Israeli immigrants in the United States" *International Migration*, 2003, 41: 141-160.
31. Cohen, Yinon, Yitchak Haberfeld, Guy Mundlak, and Ishak Saporta.
2004. "Union density and coverage: Past, present, and future." *Labor, Society and Law*, 2004, 10: 15-49 **(Hebrew)**.
32. Haberfeld, Yitchak and Cohen, Yinon
"Gender, ethnic, and national earnings gaps in Israel: The role of rising inequality" *Social Science Research*, 2007, 36: 654-672.
33. Cohen, Yinon, Haberfeld, Yitchak, Kristal, Tali, and Mundlak Guy
"The state of organized labor in Israel" *Journal of Labor Research*, 2007, 28: 255-273.
34. Alon, Sigal and Haberfeld, Yitchak
"Labor force attachment and evolving wage gap between White, Black and Hispanic young women" *Work and Occupations*, 2007, 34: 369-398.
35. Cohen, Yinon and Haberfeld, Yitchak
"Patterns of self-selection and earnings assimilation of immigrants from the former Soviet Union to Israel" *Demography*, 2007, 44: 649-668.
36. Cohen, Yinon, Haberfeld, Yitchak and Kristal, Tali
"Ethnicity and mixed ethnicity: Educational gaps among Israeli-born Jews" *Ethnic and Racial Studies*, 2007, 30: 896-917.
Hebrew version: pp. 36-58 in Yonah, Yossi, Nissim Mizrahi, and Yariv Feniger (eds.), A view from Below: Practices of Difference in Israeli Education, Jerusalem and Tel Aviv: The Van Leer Jerusalem Institute and Hakibbutz Hameuchad, 2013.
37. Cohen, Yinon, Haberfeld, Yitchak and Kogan Irena
"Jewish immigration from the Former Soviet Union: a natural experiment in immigrants' destination choices" *KZfSS - Kölner Zeitschrift für Soziologie und Sozialpsychologie*, 2008, 48: 185-201.
(German).
38. Haberfeld, Yitchak
"Estimating self-selection of immigrants: Comparing earnings differentials between natives and immigrants in the US and Israel" *International Migration*, 2013, 51:115-135.
39. Haberfeld, Yitchak
"Group-based differences in intra-generational earnings mobility in Israel" *Research in Social Stratification and Mobility* , 2009, 27:79-91.
40. Haberfeld, Yitchak, Cohen, Yinon, Mundlak, Guy, and Saporta Ishak
"Trade union density in Israel 2000-2006: Years of stagnation" *Labor, Society and Law*, 2010, 12: 533-549 **(Hebrew)**.

41. Haberfeld, Yitchak, Cohen Yinon, Kalter, Frank, and Kogan, Irena
"Differences in earnings assimilation of immigrants from the former Soviet Union to Germany and Israel during 1994-2005: The interplay between context of reception, observed, and unobserved immigrants' attributes" *International Journal of Comparative Sociology*, 2011, 52: 6-24.
42. Cohen, Yinon, Haberfeld, Yitchak, and Kogan, Irena
"Who went where? Jewish immigration from the former Soviet Union to Israel, the USA and Germany, 1990-2000" *Israel Affairs*, 2011, 17: 7-21.
43. Haberfeld, Yitchak and Cohen Yinon
"Jewish migration to Israel: Patterns of self-selection and economic assimilation" *Megamot* (forthcoming) (**Hebrew**).
44. Mundlak, Guy, Saporta, Ishak, Haberfeld, Yitchak, and Cohen, Yinon
" Union Density in Israel 1995-2010: the hybridization of industrial relations" *Industrial Relations*, 2013, 52: 78-101.
45. Amit, Karin, Begano, Olena, Bridges, William, De Voretz, Donald, Haberfeld, Yitchak, Kogan, Irena, Logan, John, Reijman, Rebecca, and Semyonov, Moshe
"The economic integration of immigrants from the former Soviet Union in four countries: A comparative analysis" *Hagira*, 2012, 1: 51-79 (**Hebrew**).
46. Haberfeld, Yitchak and Lundh Christer
"Self-selection of immigrants from Iran to Israel, Sweden, and the US during the 1970s and 1980s" *International Migration Review*, forthcoming.

B. Chapters in Books

1. Haberfeld, Yitchak
"Gender-based salary discrimination in Israel: Theoretical framework, methodology, results and trends" in Globerson, Arie, Amira Galin, and Eliezer Rosenstein (eds.), *Human Resources and Industrial Relations in Israel*. Tel-Aviv: Ramot, 1990, pp. 313-325. (Hebrew).
2. Haberfeld, Yitchak
"Women's earnings in Israel" in Borman, Kathryn M., and Paula Dubeck (eds.), *Women and Work: A Handbook*. New York: Garland Publishing Inc., 1996, pp. 475-476.
3. Haberfeld, Yitchak and Shenhav, Yehouda
"Women in Science" in Borman, Kathryn M., and Paula Dubeck (eds.), *Women and Work: A Handbook*. New York: Garland Publishing Inc., 1996, pp. 156-158.
4. Cohen, Yinon and Haberfeld, Yitchak
"Issues in Labor Migration in Israel" in *Labor Migration in the Region*. El Bireh: The Palestinian Center for Regional Studies, 1998.
5. Haberfeld, Yitchak, and Daly, Anne
"Economic assimilation of immigrants in Israel and Australia" in Markus Andrew, and Moshe Semyonov (eds.) *Immigration: Australia and Israel*. Edward Elgar Publishing.