

## Anil Duman

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### Academic Positions

- Associate Professor, Central European University, January 2017 –
- Research Affiliate, Democracy Institute, September 2020-
- Research Fellow, Global Labor Organization, September 2018-
- Associate Professor, Yasar University, October 2014 – September 2016
- Assistant Professor, Yasar University, August 2013 – October 2014
- Visiting Researcher, Economic Research Forum, Koc University, October 2012 – June 2013
- Associate Professor, Central European University, October 2012 – June 2013
- Visiting Instructor in International Political Economy Program, Bilgi University, January 2010 – June 2010
- Assistant Professor, Central European University, August 2006 –October 2012

### Education

- University of Massachusetts at Amherst, (Ph.D.), 2006
- University of Massachusetts at Amherst, M.A in Economics (distinction), 2002
- Middle East Technical University, Ankara, Turkey, B.A. in Economics, 1999

### Publications

#### Books

- Anil Duman (2009) *Political Support for Social Insurance: how important are labor market risks?* VDM Verlag Dr. Muller. ISBN: 978-3639124170

#### Refereed Articles and Reports

- Anil Duman (under review) “Does Non-Standard Employment Punish Women More? Evidence from Turkish labor market”.
- Anil Duman (under review) Who Get to Keep Their Job and Earnings? Wage Losses and Distributional Consequences of Covid-19 in Turkey”.
- Anil Duman and E. Pınar Dönmez (2020) “Marketization of Academia and Authoritarian Governments: The Cases of Hungary and Turkey in Critical Perspective”. *Critical Sociology*, <https://doi.org/10.1177/0896920520976780>.
- Anil Duman and Achim Kemmerling (2020) “Do you feel like an insider? Job Security and Preferences for Flexibilisation across Europe”. *Social Policy and Administration*, 54(5), pp. 749-764.
- Anil Duman (2019) “Subjective Social Class and Individual Preferences for Redistribution: cross-country empirical analysis”. *International Journal of Social Economics*, 47(2): 173-189.

- Anıl Duman (2019) “Wage Penalty for Temporary Workers in Turkey: evidence from quantile regressions”. *Developing Economies*, 57(4): 283-310.
- Anıl Duman (2019) “Türkiye’de Emegın Deęişen Payı ve Gelir Daęılımı”. *Çalışma ve Toplum*, 60(1): 349-370.
- Anıl Duman (2018) “Education Mismatches in the Labor Markets and Their Impact on Wages across Sectors: evidence from Turkey”. *Sosyoekonomi*, 26(37): 227-242.
- Anıl Duman and Alper Duman (2016) “Türkiye’de Sendika Üyelığının Kamu ve Özel Sektördeki Ücretler Üzerindeki Etkileri”. *Çalışma ve Toplum*, 48(1): 11-30.
- Anıl Duman (2015) “Öznel Sosyal Sınıflar ve Ekonomik Eşitsizlikler Hakkındaki Görüşler”, *Sosyoekonomi*, 23(26): 61-78.
- Anıl Duman (2014) “Labor Market Institutions, Policies, and Performance: flexibility and security in Turkey”, *EAf Report*, No. 14-01.
- Anıl Duman and Anna Horvath (2013) “Traditional Familialism Served with EU Gravy”, *Politique Européenne*, 40: 22-43.
- Anıl Duman (2013) “Beliefs, Volatility and Redistributive Preferences across Developing Countries”, *Developing Economies*, 51(2): 203-218.
- Anıl Duman and Lucia Kurekova (2012) “The role of state in development of socio-economic models in Hungary and Slovakia: the case of industrial policy”, *Journal of European Public Policy*, 19(8): 1207-1228.
- Anıl Duman, Magdalena Berneciak and Vera Scepanovic (2011) “Employee Welfare and Restructuring in Public Sectors: Evidence from Poland and Serbia”, *European Journal of Industrial Relations*, 17(4): 365-380.
- Anıl Duman and Anna Horvath (2011) “Familialism in Flux: role of Europe and Reconciliation in Hungary”, *European Journal of Social Security*, 1: 143-160.
- Anıl Duman (2010) “Flux or Fixed: Tax Reforms, Informal Economy and Foreign Investment in New EU Member States”, *Discussion Papers SFB International Tax Coordination*, No. 36.
- Anıl Duman (2010) “Female Education Inequality in Turkey: factors affecting girls’ schooling decisions”, *International Journal of Education Economics and Development*, 1(3): 243-258.
- Anıl Duman (2010) “Risks in the Labor Market and Social Insurance Preferences: Germany and United States”, *International Journal of Social Economics*, 37(2): 150-164.
- Anıl Duman (2009) “Preferences for Unemployment Insurance and Labor Market Risks: over time developments in Germany and US”, *Journal of Comparative Social Welfare*, 25(3): 239-253.
- Anıl Duman (2008) “Does Schooling Matter: education and income inequality in Turkey?”, *Financial Theory and Practice*, 3: 369-387.

#### Book Chapters

- Anıl Duman, Martin Kahanec and Lucia Mýtna Kureková (forthcoming/2021) “Differentiation and immigrant integration: analysing the effect of welfare inclusiveness on immigrant labour market integration”. In *The Exclusion of Immigrants from Welfare Programs: Cross-National Analysis and Contemporary Developments*.

- Anil Duman (forthcoming/2021) “Rising Prejudice against Migrants in Central and Eastern Europe”. In *Refugees on the Move: global refugee crises and local refugee lives*, Berghahn Books.
- Anil Duman (forthcoming/2021) “Mixed Perceptions of State Responsibility among Informal Sector Participants in MENA”. In A. Polese (ed.) *Informality, Development and the State*, Palgrave.
- Anil Duman and E. Pinar Dönmez (forthcoming/2021) “Rising Authoritarianism and Oppression of Political and Economic Freedoms of Academia in Turkey”. In *Academic Freedom and Politics*, Bloomsbury Publishing.
- Anil Duman and Alper Duman (2021) “Economic Inequality and Social Exclusion in Turkey”. In G. Fischer and R. Strauss (eds.) *Europe’s Income, Wealth, Consumption, and Inequality*, Oxford University Press.
- Anil Duman (2020) “Precarious Employment Intersecting with Gender: are women punished more?”. In M. Walker (ed.) *Female Voices from the Worksite: The Impact of Hidden Bias against Working Women Across the Globe*. Lanham, MD: Lexington Books, pp. 3-25.
- Anil Duman and Lucia Kurekova (2016) “The role of state in development of socio-economic models in Hungary and Slovakia: the case of industrial policy”. In R. Deeg and G. Jackson (eds.). *Changing Models of Capitalism in Europe and the US*, Routledge, pp. 99-121.
- Anil Duman (2014) “The Social Risk Mitigation Project (Turkey)”. In Study on Conditional cash transfers and their impact on children, *European Commission Final Report*, Volume II: Case Studies.
- Anil Duman (2013) “Attitudes towards Hard Work and Redistributive Preferences in Developing Countries”. In M. Kaltenborn, K. Bender and C. Pfeleiderer (eds.). *Social Protection in Developing Countries: Reforming Systems*, Routledge, pp. 95-109.
- Anil Duman (2012) “Union Wage Premium and the Impact of Unions on Wage Inequality in Turkey”. In N. Karlson and H. Lindberg (eds.). *Labour Markets at a Crossroads*, Cambridge Scholars Publishing, pp. 187-210.
- Anil Duman (2012). “Conditional Cash Transfers in Turkey: advantages and disadvantages”. In G. Badescu and D. Pop (eds.). *Education Policy and Equal Education Opportunities*, Open Society Foundations, pp. 267-285.
- Anil Duman and Agota Scharle (2011) “Fiscal Pressures and a Rising Resentment Against the (idle) Poor”. In J. Clasen and D. Clegg (eds.). *Regulating the Risk of Unemployment: national adaptations to post-industrial labour markets in Europe*, Oxford University Press, pp. 232-254.
- Anil Duman, F. Gul Unal and H. Cenk Erkin (2005) “The Determinants of Capital Flight from Turkey”. In G. Epstein (ed.), *Capital Flight and Capital Controls in Developing Countries*, Edward Elgar, pp. 116-142.

#### Review Articles

- Anil Duman (2018) “Review of Production Politics and Migrant Labour Regimes: Guest Workers in Asia and the Gulf”. *Journal of Labor and Society*, 21(2): 1-3.
- Anil Duman (2013) “Review of Public Investment, Growth and Fiscal Constraints: challenges for the EU new member states”, *Eastern Economic Journal*, 39: 564-565.

- Anıl Duman (2013) “Review of Employment Protection Legislation”, *Work, Employment and Society*, 27(1): 189-191.
- Anıl Duman (2011) “Review of the Politics of EU Accession: Turkish Challenges and Central European Experiences”, *Czech Sociological Review*, Summer, 3: 600-603.
- Anıl Duman (2011) “Review of Wealth and Welfare States: Is America a Laggard or Leader?”, *International Journal of Social Economics*, 38(49): 816-821.

#### Non-Refereed Articles

- Anıl Duman (2019) “Küresel Kriz ve Macaristan’ın “Liberal Olmayan Demokrasisi””. *Birikim*, No. 357.
- Anıl Duman (2008) “Orta Avrupa’nın Yeni Zenginleri”. *Birikim*, No. 232-233.
- Anıl Duman (2006) “2006: Latin Amerika’nın Yılı”. *Birikim*, No. 203.
- Anıl Duman and Alper Duman (2005) “Globelleşme: Amerikan Kapitalizminin İntikamı”. *Birikim*, No. 189.

#### Selected Working Papers and Conference Proceedings

- Anıl Duman (2020) “Non-Standard Employment and Wage Differences across Gender: a quantile regression approach”. GLO Discussion Paper, No. 664.
- Anıl Duman (2020) “Pay Gaps and Mobility for Lower and Upper Tier Informal Sector Employees: an investigation of the Turkish labor market”. *GLO Discussion Paper*, No. 655.
- Anıl Duman (2020) “Wage Losses and Inequality in Developing Countries: labor market and distributional consequences of Covid-19 in Turkey”. *GLO Discussion Paper*, No. 602.
- Anıl Duman (2020) “Is There a Glass Ceiling or Sticky Floor for Female Workers? an examination of Turkish labor market”, working paper.
- Anıl Duman and Alper Duman (2020) “Asgari Ücrete Asgari Koruma”, working paper.
- Anıl Duman and Alper Duman (2020) “How Widespread are Minimum Wage Violations in Turkey? an examination of over-time developments and compositional factors”, working paper.
- Anıl Duman and Alper Duman (2020) “The More the Gloomier: changes in informal employment and wages in Turkey”, working paper.
- Anıl Duman (2020) “How Secure, Flexible and Well-Paid Are the Lower and Upper Tier Informal Sector Employees? an investigation of the Turkish labor market”, working paper.
- Anıl Duman (2019) “Impact of Deindustrialization on Gender Inequality: an exploration of the Turkish Case”, working paper.
- Anıl Duman (2019) “Labor Market Risks of Informality and Precarity in Turkey”, working paper.
- Anıl Duman (2019) “Intra-Group and Inter-Group Inequalities by Type of Employment Contract in Europe”, working paper.
- Anıl Duman (2019) “Industrial Relations under Authoritarian Ruling: legacies and transformations”, working paper.

- Anıl Duman (2017) “Active and Passive Labor Market Policies in Turkey”, working paper.
- Anıl Duman (2017) “Skill Mismatches and Earnings Inequality across Europe”, working paper.
- Anıl Duman and Özden Birkan (2017) “Regional Labor Markets and spatial unemployment in Turkey”, working paper.
- Anıl Duman and Alper Duman (2013) “Household Debt in Turkey: the Critical Threshold for the Next Crisis”, 1<sup>st</sup> World Keynes Conference: Attacking the Citadel Conference Proceeding, Izmir.
- Anıl Duman and Alper Duman (2013) “A quintile Regression Approach to Union Premium in Turkey across Public and Private Sectors”, EconAnadolu 2013: Anadolu International Conference in Economics Proceedings, Eskisehir.

### **Selected Conference and Seminar Presentations**

- Anıl Duman (2020) “Wage Losses and Inequality in Developing Countries: labor market and distributional consequences of Covid-19 in Turkey”, 47<sup>th</sup> EEA Conference, New York.
- Anıl Duman (2020) “Wage Losses and Inequality in Developing Countries: labor market and distributional consequences of Covid-19 in Turkey”, COVID-19” Workshop of the AE Section Economics, Business and Management Sciences, Brussels.
- Anıl Duman and Alper Duman (2020) “The More the Gloomier: development of informal employment and formal-informal wage gap in Turkey”. 19th International Conference of MEEA, Istanbul.
- Anıl Duman (2020) “Diversity of Informal Employment, Wage Gap and Mobility across sectors”. 3rd Annual IZA/World Bank/NJD/UNU-WIDER Jobs and Development Conference, Warsaw.
- Anıl Duman (2020) “Trends in Gender Pay Gap: Is there a glass ceiling or sticky floor in Turkey?”. ICOPEC Conference, Istanbul.
- Anıl Duman (2019) “How to Improve the Quality of non-Agricultural Jobs for Women in Turkey? The Role of Contract Types, Informality and Earnings”. WIDER Development Conference, Bangkok.
- Anıl Duman (2019) “State, Industrial Relations and Workplace Dynamics in Turkey”. ILPC 37<sup>th</sup> Annual Conference, Vienna.
- Anıl Duman (2019) “Rising Informality, Precarity and Dualization in the Turkish Labor Market”. ILPC 37<sup>th</sup> Annual Conference, Vienna.
- Anıl Duman (2018) “Type of Employment Contracts and Wage Differences in Turkey across Gender”. URPE 50<sup>th</sup> Year Anniversary Conference, Amherst.
- Anıl Duman (2018) “Informality and Temporary Employment in Turkey: is there a double penalty?”. Turkey Labor Network Meeting, BETAM, Istanbul.
- Anıl Duman (2018) “Education Mismatches and Wages in Turkey: a quantile regression approach”. Workshop on Economics of Education and Labor, Istanbul.

- Anıl Duman and Pinar E. Donmez (2017) “Rethinking Academic Freedom in the Era of Neoliberalism: Reflections from Hungary and Turkey”. Academic Freedom and Politics Conference, Munich.
- Anıl Duman and Pinar E. Donmez (2017) “Academic Freedom in the Era of Repressive Neoliberalism”. COSMOS Conference, Florence.
- Anıl Duman and Brian Fabo (2017) “Effect of Overeducation on Wage Inequality across Europe”. SEAM Conference, Kosice.
- Anıl Duman (2015) “Type of Employment Contracts and Wage Differences in Turkey”, 2<sup>nd</sup> World Keynes Conference, Pamukkale University, Denizli.
- Anıl Duman and İdil Göksel (2015) “Subjective and Objective Education Mismatches in Turkey”, BETAM Labor Network Conference, İstanbul.
- Anıl Duman (2013) “Do you Feel Like an Insider?”, Middle East Technical University, Economics Department Seminar.
- Anıl Duman (2012) “Beliefs on Social Competition across Developing Countries and Redistributive Preferences”, Izmir Economics University, Economics Department Seminar.
- Anıl Duman (2011) “Labor Market Institutions, Policies and Performance in New EU Member States”, EACES International Workshop, Perugia.
- Anıl Duman (2011) “Attitudes towards the Poor and Redistributive Preferences in Developing Countries”, Conference on Reforming Social Protection Systems in Developing Countries, Bochum.
- Anıl Duman (2011) “Impact of Trade Unions on Wage Inequality in Turkey”, EEA Conference, New York.

### **Awards and Fellowships**

- Shortlisted for ISRF Political Economy Fellowship for the project “Conceptualizing and tracing risks, insecurities and vulnerability among precarious workers”
- RSS Grant to support the project “Rising Informality, Precarity and Dualization in the Turkish Labor Market”
- RSS Grant to support the project “Refugee Solidarity Networks and Its Impact on Refugees’ Access to Rights in Turkey”
- CEU Faculty Travel Grant
- Yasar University Faculty Travel Grant
- TUSIAD Research Grant
- FP7 and FP6 Project Partnerships
- IAPSS Lecture Series Invitation
- CEU Faculty Research Grant to support the project “Shuttle Trade Migration between Turkey and Central Asia”
- CEU Faculty Research Grant to support the project “Tax Competition and Coordination in Enlarged Europe”
- CAPORDE Summer School Fellowship
- Social Policy Forum, Research Fellowship
- Political Economy Research Institute, Dissertation Writing Fellowship

- Political Economy Research Institute, Summer Fellowship
- II. Mediterranean Summer School Fellowship
- Global Development and Environment Institute, (GDAE), Tufts University

### **Teaching Experience**

- Economic Inequalities (ITI-university wide course)
- Globalization and Inequality
- Welfare States in the Current Era: Origins, Issues and Challenges
- Political Economy
- Comparative Political Economy
- Concepts in political Economy
- Development and Underdevelopment
- Labor Economics
- Development Economics
- Microeconomic Theory
- Economics of Distribution
- Rational Choice
- Research Methodology
- Intermediate Macroeconomics
- Mathematics for Economists
- Economics for Engineers

### **Research Experience**

- “Rising Informality, Precarity and Dualization in the Turkish Labor Market”, research conducted for CEU
- “Refugee Solidarity Networks and Its Impact on Refugees’ Access to Rights in Turkey”, research conducted for CEU
- “Labor Market Institutions, Policies, and Performance: flexibility and security in Turkey”, research conducted for Economic Research forum, Koc University and TUSIAD.
- Responsible for the case study on Turkey of project “Conditional Cash Transfers and Their Impact on Children”, TARKI.
- Responsible for the CEU part of the project: “Institutional Changes and Trajectories of Socio-Economic Development Models”, European Union, 7<sup>th</sup> framework program.
- Responsible for the CEU part of the project: “Reconciling Work and Welfare in Europe”, European Union, 6<sup>th</sup> framework program.
- “Tax Competition and Coordination in Enlarged Europe”, research project funded by CEU and Austrian Science Fund (FWF).
- “Unemployment Compensation Systems in Europe and Projections for Turkey”, research conducted for Social Policy Forum, Bogazici University

## **Academic Service**

- Referee for World Pandemic Research Network
- External Advisor to National Science Centre of Poland
- Political Economy Track Representative of the Doctoral School
- External Advisor to Shota Rustaveli National Science Foundation of Georgia
- Member of the Political Economy Track Committee of the Doctoral School
- Member of the Best MA Thesis Award Committee for Political Science Department
- Library Officer for the Political Science Department
- Faculty Chair of Political Economy Research Group
- Invited Member of the Review Process of Applications for IAS
- Organizer of ESPAnet Summer School
- Invited Referee for Journal of Political Economy, World Development, Journal of Public Economics, Journal of International Economics, American Economic Journal: applied economics, American Political Science Review, Socioeconomic Review, European Journal of Political Economy, Journal of Population Economics, Journal of Comparative Economics, World Economy, IZA Journal of Labor Economics, Labour, Feminist Economics, Journal of International Relations and Development, Journal of European Social Policy, International Labour Review, Work, Employment and Society, Journal of Economic Issues, Economics Letters, Economics and Labor Relations Review

## **Professional Affiliations and Activities**

- American Economic Association (AEA)
- Middle East Economic Association (MEEA)
- Union for Radical Political Economics (URPE)
- European Association of Labor Economists (EALE)
- European Social Policy Network (ESPAnet)
- Turkish Economic Association (TEK)

## **Computer Skills and Experience**

- Programming in LaTeX, HTML, R, STATA, SPSS, Matlab, and GRASS

## **Languages**

- Turkish (native), English (fluent), German (rudimentary)