Fredrik Heyman
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Research Institute of Industrial Economics (IFN)
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Curriculum Vitae — October 2026

Academic Degrees

2009	Stockholm School of Economics: Associate Professor (Docent) in Economics
2002	Stockholm School of Economics: Ph.D. in Economics Thesis: *Empirical Studies on Wages, Firm Performance and Job Turnover*
1995	Stockholm University: M.Sc. in Economics

Professional Experience

2016–	Research Institute of Industrial Economics (IFN): Senior Research Fellow
2006–2016	Research Institute of Industrial Economics (IFN): Research Fellow (parental leave 1/2–6/8 2006)
2002–2005	Trade Union Institute for Economic Research (FIEF): Research Fellow (parental leave 1/4–31/8 2003)
2000–2002	Trade Union Institute for Economic Research (FIEF): Affiliated PhD Student
1998–1999	National Institute of Economic Research (KI): Affiliated PhD Student
1993–1996	Stockholm University, Department of Economics: Teaching Assistant

Teaching Experience

2014–2026	Lund University — International Economics
2009–2010	Stockholm School of Economics — Master Econometrics
2004–2005	Karolinska Institutet — Econometrics
1997–2000	Stockholm School of Economics — Mathematics for Economists
1993–1996	Stockholm University — Microeconomics (theory and applied); Macroeconomics (theory and applied)

Refereed Publications

"Long-Run Effects of Technological Change: The Impact of Automation and Robots on Intergenerational Mobility" (with Martin Olsson), *The Economic Journal*, ueag093, forthcoming.

"From Local to Global: How Foreign Acquisitions Reshape Job Mobility" (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *Journal of International Economics*, Vol. 162, August 2026.

"Pre-AI Sorting, Post-AI Inequality: Generative AI and the Gender Wage Gap" (with Malin Gardberg, Martin Olsson and Joacim Tåg), *Oxford Bulletin of Economics and Statistics*, forthcoming. [IFN Working Paper No. 1534, 2025]

"Globalization, Recruitments and Job Mobility" (with Carl Davidson, Steven Matusz, Fredrik

Sjöholm and Susan Chun Zhu), *Canadian Journal of Economics*, May 2023.

"Globalization, the Jobs Ladder and Economic Mobility" (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *European Economic Review*, Vol. 127, August 2020.

"Digitization-Based Automation and Occupational Dynamics" (with Malin Gardberg, Pehr-Johan Norbäck and Lars Persson), *Economics Letters*, Vol. 189, April 2020.

"Foreign Direct Investment, Source Country Heterogeneity and Management Practices" (with Rickard Hammarberg and Pehr-Johan Norbäck), *Economica*, Vol. 86, Issue 342, April 2019.

"The Turnaround of the Swedish Economy: Lessons from Large Business Sector Reforms" (with Pehr-Johan Norbäck and Lars Persson), *World Bank Research Observer*, Vol. 34, Issue 2, August 2019.

"Has the Swedish Business Sector Become More Entrepreneurial than the U.S. Business Sector?" (with Pehr-Johan Norbäck, Lars Persson and Fredrik Andersson), *Research Policy*, Vol. 48, Issue 7, 2019.

"Globalization, Job Tasks and the Demand for Different Occupations" (with Fredrik Sjöholm), *Travail et Emploi*, Vol. 159, October 2019 (special issue on job polarization, Paris workshop).

"Who Creates Jobs and Who Creates Productivity? Small versus Large versus Young versus Old" (with Pehr-Johan Norbäck and Lars Persson), *Economics Letters*, Vol. 164, March 2018.

"Global Engagement and the Occupational Structure of Firms" (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *European Economic Review*, Vol. 100, November 2017.

"Job Polarization, Job Tasks and the Role of Firms," *Economics Letters*, Vol. 145, August 2016.

"Global Engagement, Complex Tasks, and the Distribution of Occupational Employment" (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *Review of International Economics*, Vol. 24, No. 4, 2016.

"Employment Protection Reform, Enforcement in Collective Agreements and Worker Flows" (with Per Skedinger), *Industrial Relations*, Vol. 55, Issue 4, October 2016.

"The Dynamics of Offshoring and Institutions" (with Patrik Gustavsson Tingvall), *B.E. Journal of Economic Analysis and Policy*, Vol. 15, Issue 4, October 2015.

"Globalization and Imperfect Labor Market Sorting" (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *Journal of International Economics*, Vol. 94, Issue 2, November 2014.

"Multinational Firms, Acquisitions and Job Tasks" (with Katariina Hakkala and Fredrik Sjöholm), *European Economic Review*, Vol. 66, February 2014.

"Liberalized Trade and Worker-Firm Matching Sorting" (with Carl Davidson, Steven Matusz, Fredrik Sjöholm and Susan Chun Zhu), *American Economic Review: Papers & Proceedings*, Vol. 102, No. 3, May 2012.

"Competition, Takeovers, and Gender Discrimination" (with Helena Svaleryd and Jonas Vlachos), *Industrial and Labor Relations Review*, Vol. 66, No. 2, April 2013.

"Acquisitions, Multinationals, and Wage Dispersion" (with Patrik Gustavsson Tingvall and Fredrik Sjöholm), *Canadian Journal of Economics*, Vol. 44, No. 2, May 2011.

"Cross-Border Acquisitions, Multinationals and Wage Elasticities" (with Katariina Hakkala and Fredrik Sjöholm), *Review of World Economics*, Vol. 146, No. 2, 2010.

"Do Entrenched Managers Pay Their Workers More?" (with Henrik Cronqvist, Mattias Nilsson, Helena Svaleryd and Jonas Vlachos), *Journal of Finance*, Vol. 64, No. 1, 2009.

"Is There Really a Foreign Ownership Wage Premium? Evidence from Matched Employer-

Employee Data" (with Patrik Gustavsson Tingvall and Fredrik Sjöholm), *Journal of International Economics*, Vol. 73, No. 2, 2007.

"Microdata Evidence on Rent-Sharing" (with Mahmood Arai), *Applied Economics*, Vol. 41, No. 23, 2009.

"How Wage Compression Affects Job Turnover," *Journal of Labor Research*, Vol. 29, No. 1, 2008.

"Firm Size or Firm Age? The Effect on Wages Using Matched Employer-Employee Data," *LABOUR: Review of Labour Economics and Industrial Relations*, Vol. 21, No. 2, 2007.

"Pay Inequality and Firm Performance: Evidence from Matched Employer-Employee Data," *Applied Economics*, Vol. 37, No. 11, 2005.

"Temporary Contracts and the Dynamics of Job Turnover" (with Mahmood Arai), *Economics Bulletin*, Vol. 10, No. 4, 2004.

Empirical Studies on Wages, Firm Performance and Job Turnover. Ph.D. thesis, EFI/The Economic Research Institute, Stockholm School of Economics, 2002.

Books

"Digitalisation, Productivity and Jobs: A European Perspective," in A. Bakardjieva Engelbrekt, A. Michalski and L. Oxelheim (eds.), *The European Union and the Technology Shift*, Palgrave Macmillan (with Pehr-Johan Norbäck and Lars Persson), 2021.

Globalisering och svensk arbetsmarknad (with Fredrik Sjöholm), SNS Förlag, 2018.

Working Papers and Work in Progress

"The Geoeconomic Footprint of Chinese Acquisitions: Micro-Evidence on Target Firms" (with Fredrik Sjöholm), IFN Working Paper No. 1569, 2026.

"Importing Automation and Wage Inequality through Foreign Acquisitions" (with Malin Gardberg and Joacim Tåg), IFN Working Paper No. 1457, 2023.

"Artificial Intelligence, Robotics, Work and Productivity: The Role of Firm Heterogeneity" (with Pehr-Johan Norbäck and Lars Persson), IFN Working Paper No. 1382, 2021.

"Talent, Career Choice and Competition: The Gender Wage Gap at the Top" (with Pehr-Johan Norbäck and Lars Persson), IFN Working Paper No. 1169, 2017. *Revise & resubmit, Journal of Economics & Management Strategy.*

"Firm Capabilities, Workforce Experience, and AI Hiring", work in progress (first draft).

"'The Intergenerational Mobility of Firms: Parent Firms, Spinouts, and the Persistence of Advantage", work in progress.

"Computers and Opportunity: Early Computerization and Intergenerational Mobility" (with Martin Olsson), work in progress.

"Workforce Knowledge and Foreign Acquisitions" (with Carl Davidson, Fredrik Sjöholm and Susan Chun Zhu), work in progress.

"Ownership and Productivity Dynamics" (with Pehr-Johan Norbäck and Lars Persson), work in progress.

"Who Creates Wages? Small versus Large versus Young versus Old" (with Pehr-Johan Norbäck and Lars Persson), work in progress.

Policy Reports and Publications (Swedish)

Svenska företag och globala värdekedjor: Integration, beroenden och policyutmaningar (with Fredrik Sjöholm), rapport till SNS, 2026.

"När Sverige säljer: produktivitet, jobb och handel efter utländska uppköp" (with Fredrik Sjöholm), *Ekonomisk Debatt*, Vol. 56, No. 4, 2026.

När Sverige säljer – en ESO-rapport om ekonomiska effekter av utländska företagsuppköp (with Fredrik Sjöholm), rapport till Expertgruppen för Studier i Offentlig ekonomi (ESO), 2025:5.

"Exponering mot generativ AI i Sverige – en kartläggning" (with Malin Gardberg, Martin Olsson and Joacim Tåg), *Ekonomisk Debatt*, Vol. 52, No. 6, 2024.

Strukturomvandling under ekonomiska kriser: var covidkrisen annorlunda? (with Pehr-Johan Norbäck and Lars Persson), rapport till Fores, 2023.

"Företagsomställning och strukturomvandling i samband med ekonomiska kriser" (with Pehr-Johan Norbäck, Henning Ottmer and Lars Persson), *Ekonomisk Debatt*, Vol. 50, No. 8, 2022.

Ekonomiska krisers dynamik – en ESO-rapport om företagsomställning och strukturomvandling (with Pehr-Johan Norbäck and Lars Persson), rapport till ESO, 2021:6.

"Digitalieringen, produktiviteten och jobben – ett europeiskt perspektiv," in A. Bakardjieva Engelbrekt, A. Michalski and L. Oxelheim (red.), *EU och teknologiskiftet*, Europaperspektiv 2020, Santérus Förlag (with Pehr-Johan Norbäck and Lars Persson), 2020.

En regional analys av digitalisering och jobbpolarisering i det svenska näringslivet, underlagsrapport till Långtidsutredningen 2019, SOU 2019:65 (with Lars Persson), 2019.

"Produktmarknadskonkurrens och skillnader i löner mellan kvinnliga och manliga chefer" (with Pehr-Johan Norbäck and Lars Persson), *Ekonomisk Debatt*, Vol. 46, No. 4, 2018.

"Digitalisering och produktivitet – en forskningsöversikt" (with Pehr-Johan Norbäck and Lars Persson), Uppdragsforskningsrapport Tillväxtanalys, 2018.

Digitaliseringens dynamik – en ESO-rapport om strukturomvandlingen i svenskt näringsliv (with Pehr-Johan Norbäck and Lars Persson), rapport till ESO, 2016:4.

Produktivitet och företagsdynamik i svenskt näringsliv 1996–2009 (with Pehr-Johan Norbäck and Lars Persson), IFN Policy Paper No. 65, 2014.

Produktmarknadskonkurrens och diskriminering: Teori och empiri (with Pehr-Johan Norbäck and Lars Persson), Uppdragsforskningsrapport Konkurrensverket 2014:7.

Var skapas jobben? En ESO-rapport om dynamiken i svenskt näringsliv 1990 till 2009 (with Pehr-Johan Norbäck and Lars Persson), rapport till ESO, 2013.

Jobbdynamiken i svenskt näringsliv 1990 till 2009: teori och empiri (with Pehr-Johan Norbäck and Lars Persson), IFN Policy Paper No. 60, 2013.

"Lönespridning inom företag och produktivitet – en internationell forskningsöversikt," *Ekonomiska Samfundets tidskrift*, No. 1, April 2012.

Sambandet mellan lönespridning inom företag och produktivitet: vad säger forskningen? IFN Policy Paper No. 52, 2012.

Konkurrens- och effektivitetseffekter av privatiseringar (with Pehr-Johan Norbäck and Lars Persson), Uppdragsforskningsrapport Konkurrensverket 2012:4.

Utlandsägande och utländska uppköp: Vilken betydelse har huvudägarens hemvist? (with Pehr-Johan Norbäck), Uppdragsforskningsrapport Näringsdepartementet 2012, IFN Policy Paper No. 61, 2013.

"Globalisering och matchning på arbetsmarknaden" (with Fredrik Sjöholm), *Ekonomisk Debatt*,

Vol. 40, No. 1, 2012.

Arbetsmarknadseffekter av utländska direktinvesteringar (with Katariina Hakkala and Fredrik Sjöholm), underlagsrapport nr 16 till Globaliseringsrådet, 2008.

"Utlandsägande och löner i Sverige" (with Fredrik Sjöholm and Patrik Gustavsson Tingvall), *Ekonomisk Debatt*, Vol. 34, No. 4, 2006.

Grants and Scholarships

2025–2028 Jan Wallander and Tom Hedelius Foundation
2022–2025 Jan Wallander and Tom Hedelius Foundation
2021–2022 Torsten Söderbergs Stiftelse
2020–2021 Johan och Jakob Söderbergs Stiftelse
2019–2020 Torsten Söderbergs Stiftelse
2017–2019 Jan Wallander and Tom Hedelius Foundation
2017–2018 Johan och Jakob Söderbergs Stiftelse
2016–2018 The Norwegian Research Council
2014–2016 The Swedish Council for Health, Working Life and Welfare (FORTE)
2013–2016 Torsten Söderbergs Stiftelse
2010–2012 The Swedish Research Council (Vetenskapsrådet)
2007–2009 The Swedish Research Council (Vetenskapsrådet)
2007–2009 Jan Wallander and Tom Hedelius Foundation
2006–2007 The Swedish Council for Working Life and Social Research (FAS)
2002–2005 Jan Wallander and Tom Hedelius Foundation
1996–2002 Stockholm School of Economics PhD scholarship & Ragnar Söderbergs Foundation

Conference Presentations

European Association of Labour Economists (EALE), Bergen, September 2024; Swedish Conference in Economics, Stockholm School of Economics, November 2022; Conference on Europaperspektiv 2020 (invited), Stockholm, February 2020; Conference on Job Polarisation (invited), Paris, June 2018; European Economic Association (EEA), Lisbon, August 2017; IFN Conference on Globalization and New Technology: Effects on Firms and Workers, Stockholm, June 2017; European Economic Association (EEA), Geneva, August 2016; Policy Seminar on ESO Report (digitalization), Stockholm, June 2016; OECD Workshop on "Global Value Chains, Jobs and Skills" (invited speaker), October 2015; European Trade Study Group (ETSG), Birmingham, September 2013; Policy Seminar on ESO Report (job dynamics), Stockholm, June 2013; Workshop on Employment, Wage Discrimination and Poverty (keynote speaker), Brussels, January 2013; IFN Conference on Globalization, Organization and the Ownership of Firms, Stockholm, June 2012 (invited discussant); European Association of Labour Economists (EALE), Cyprus, September 2011; Nationell konferens i nationalekonomi, Uppsala, September 2011; European Integration in Swedish Economic Research (SNEE), Mölle, May 2011; Comparative Analysis of Enterprise Data (CAED), London, September 2010; Nationell konferens i nationalekonomi, Lund, October 2010; European Trade Study Group (ETSG), Rome, September 2009; IFN Workshop on Testing Trade Models with Labour Market Heterogeneity (invited), Stockholm, December 2008; IFN Workshop on Market Structure, Ownership, and Firm Performance in East Asia, Stockholm, September 2008 (invited discussant); European Association of Labour Economists (EALE), Amsterdam, September 2008; European Integration in Swedish Economic Research (SNEE), Mölle, May 2008; Society of Labor Economists (SOLE), Columbia University, New York, May 2008;

Workshop on Globalization and Labor Markets (invited), Copenhagen, March 2008; European Association of Labour Economists (EALE), Oslo, September 2007; European Trade Study Group (ETSG), Athens, September 2007; European Trade Study Group (ETSG), Vienna, September 2006; Workshop on Internationalization of Markets and Ownership, Stockholm, September 2005; European Association of Labour Economists (EALE), Lisbon, September 2004; European Association of Labour Economists (EALE), Seville, September 2003; Workshop on International Competition, Technical Progress and Productivity, Örebro, January 2003; European Economic Association (EEA), Lausanne, September 2001; International Atlantic Economic Conference, Montreal, October 1999; European Association of Labour Economists (EALE), Regensburg, September 1999.

Seminar Presentations

Stockholm School of Economics; Stockholm University; Uppsala University; Swedish Institute for Social Research (SOFI); Research Institute of Industrial Economics (IFN); Trade Union Institute for Economic Research (FIEF); Växjö University; IFAU (Uppsala); University of Bergen; Statistics Sweden (SCB); Ministry of Finance; Ministry of Industry, Employment and Communications; Swedish National Board of Trade; Foreign Ministry; The Government Offices of Sweden, Rosenbad; Swedish Agency for Growth Policy Analysis (Tillväxtanalys); Finanspolitiska Rådet (Swedish Fiscal Policy Council); Confederation of Swedish Enterprise (Svenskt Näringsliv); Ratio; Örebro University; National Institute of Economic Research (KI); SNS, Centre for Business and Policy Studies; Nationalekonomiska föreningen (Swedish Economic Association).

Academic Service and Administration

2025	Member of PhD grading committee, Stockholm School of Economics
2024	Member of PhD grading committee, Stockholm University ($\times$ 2); Opponent, Final PhD Seminar, Stockholm University; Review of PhD thesis, Lund University
2023	Member of PhD grading committee, Uppsala University
2020	Member of PhD grading committee, Stockholm University
2019	Member of PhD grading committee, Stockholm School of Economics; Review of thesis chapter, Lund University; Member of peer review panel, Långtidsutredningen 2019; Member of peer review panel, Vetenskapsrådet, "Horisont 2020"
2018	Member of PhD grading committee, Stockholm University; Consulting, Growth Analysis (Tillväxtanalys): research summary on digitalization and productivity
2017	Co-organizer, IFN Stockholm Conference, "Globalization and New Technology: Effects on Firms and Workers," June 15–16
2016	Opponent, Final PhD Seminar, Lund University
2015	Opponent, Final PhD Seminar, Uppsala University
2014	Member of PhD grading committee, Lund University
2013	Member of PhD grading committee, Örebro University; Member of PhD grading committee, Royal Institute of Technology (KTH)
2012	Opponent, Lic. Seminar, Uppsala University; Member of the Board, Swedish Institute for Social Research (SOFI), Stockholm University
2010	Consulting, Invest Sweden: analysis on acquisitions and greenfields in Sweden
2009	Member of PhD grading committee, Stockholm University; Opponent, Final PhD Seminar, Stockholm University; Consulting, The Swedish Government's Inquiry on Exports, SOU 2008:90
2005	Opponent, Final PhD Seminar, Örebro University

Teaching Materials. A master course in Econometrics (160 pp., 2010); A basic course in Economet-

rics (75 pp., 2004).

Nordic Research Collaboration. Staying Competitive: Challenges for a Small Open Economy (Norwegian Research Council, 2016); Changes in the Wage Structure and Bargaining System in the Nordic Countries; Internationalisation of the Nordic Labour Market.

Prizes and Awards

2006	Best Paper Award, Financial Management Association European Meeting (Paper: "Do Entrenched Managers Pay Their Workers More?")
1996	Civilekonomernas award for best master's thesis

Refereeing

Economica (× 2); *Labour Economics* (× 6); *Scandinavian Journal of Economics* (× 9); *Journal of International Economics* (× 3); *International Journal of Manpower*; IFAU; *Manchester School*; *Economic Inquiry*; *Industrial Relations*; *World Economy*; *European Economic Review* (× 2); *Economic Development and Cultural Change*; *Contemporary Economic Policy*; *Economics of Innovation and New Technology*; *Review of International Economics* (× 4); *B.E. Journal of Economic Analysis and Policy* (× 2); *Review of World Economics* (× 5); *Annals of Regional Science*; *Journal of Economic Behavior & Organization*; *Industrial and Labor Relations Review*.

Media Contributions

Dagens Industri Debatt, 2026-10-22: "Hoten mot frihandeln måste tas på allvar" (with Fredrik Sjöholm).

Ny Teknik Debatt, 2026-09-24: "Lärdom av robotiseringen: Notan för teknikskiftet landar i nästa generation" (with Martin Olsson).

RFBerlin Research Insight No. 11/26: "When Robots Enter the Workplace: How Automation Shapes Children's Future Prospects" (with Martin Olsson).

Dagens Nyheter Debatt, 2025-09-25: "AI kommer slå hårdast mot kvinnor och deras löner" (with Malin Gardberg, Martin Olsson and Joacim Tåg).

SVT Forum, 2025-09-17: Presentation of *När Sverige säljer – en ESO-rapport om ekonomiska effekter av utländska företagsuppköp*.

Svenska Dagbladet Debatt, 2025-09-04: "Utländska uppköp stärker Sverige" (with Fredrik Sjöholm).

Dagens Industri Debatt, 2024-09-06: "Så riskerar AI att öka klyftorna i samhället" (with Malin Gardberg, Martin Olsson and Joacim Tåg).

Dagens Nyheter Debatt, 2023-11-14: "Nästa ekonomiska kris kräver mer än stödpolitik" (with Pehr-Johan Norbäck and Lars Persson).

Stigler Center Blog, University of Chicago Booth, 2022-04-23: "Children of Workers Impacted by Automation Are More Likely To Experience Lower Income Mobility" (with Martin Olsson).

Dagens Nyheter Debatt, 2022-01-14: "Artificiell intelligens skapar ny utflyttningsvåg av jobb" (with Pehr-Johan Norbäck and Lars Persson).

Dagens Industri Debatt, 2019-10-28: "Konkurrenslagstiftning nyckeln till svenska entreprenörers framgång" (with Pehr-Johan Norbäck and Lars Persson).

Dagens Nyheter Debatt, 2019-05-10: "Är Sveriges tid som stormakt i entreprenörskap över?" (with Pehr-Johan Norbäck and Lars Persson).

Vox CEPR Policy Portal, 2019-08-12 & World Economic Forum, 2019-08-13: "How Sweden became more entrepreneurial than the US" (with Pehr-Johan Norbäck and Lars Persson).

SVT Forum, 2020-02-05: Presentation of "Digitalieringen, produktiviteten och jobben – ett europeiskt perspektiv," Europaperspektiv 2020.

Stigler Center Blog, University of Chicago Booth, 2018-09-06: "How the Market Can Help Break the Glass Ceiling for Women in Management" (with Pehr-Johan Norbäck and Lars Persson).

Svenska Dagbladet Debatt, 2018-06-04: "Förstklassig utbildning vapen i globaliseringen" (with Fredrik Sjöholm).

SVT Forum, 2018-06-05: Presentation of *Globalisering och svensk arbetsmarknad*.

Svenska Dagbladet Debatt, 2016-06-16: "Digitalisering har gynnat Sverige" (with Pehr-Johan Norbäck and Lars Persson).

SVT Forum, 2016-06-16: Presentation of *Digitaliseringens dynamik – en ESO-rapport om strukturomvandlingen i svenskt näringsliv*.

Svenska Dagbladet Debatt, 2013-06-04: "Stöd till småföretag skapar inte fler jobb" (with Pehr-Johan Norbäck and Lars Persson).