

School of International Development and Global Studies
University of Ottawa
August 2014

CURRICULUM VITAE (Lifetime)

Betcherman, Gordon, Full Professor, School of International Development and Global Studies
Cross-Appointment with Graduate School of Public and International Affairs
Member of the Faculty of Graduate and Postdoctoral Studies
Supervisor, PhD studies, School of International Development and Global Studies
100200998

DEGREES

PhD., Management (Labour Economics), University of California, Los Angeles, 1988
M.A., Sociology, Carleton University, 1978
B.A. (hons), Arts, University of Toronto, 1973

EMPLOYMENT HISTORY

2009- Professor, School of International Development and Global Studies, University of Ottawa
2008-09 Sector Manager and Lead Economist, Human Development, Europe and Central Asia
 Region, World Bank
2005-08 Lead Economist, Human Development, Europe and Central Asia Region, World Bank
1998-05 Senior/Lead Economist, Social Protection Sector, World Bank
1994-98 Director, Work Network, Canadian Policy Research Networks
1994-98 Executive Director, Human Resource Group, Ekos Research Associates
1992-94 Senior Fellow, Industrial Relations Centre and School of Public Studies, Queen's
 University
1987-92 Research Director, Economic Council of Canada, Ottawa
1984-87 Research Economist, Economic Council of Canada, Ottawa
1977-82 Research Economist, Economic Council of Canada, Ottawa

HONOURS

1983 First national (U.S.) prize, General Motors Doctoral Research Competition, 1983

SCHOLARLY AND PROFESSIONAL ACTIVITIES

2014- Research Fellow, Institute for the Study of Labor (IZA)
2013- Member, Expert Advisory Committee on integration, return, and re-integration,
 KNOMAD, a joint project of Metropolis and the World Bank
2010-2011 External assessor, Ontario Postsecondary Education Quality Assessment Board
1994-2008 Visiting Fellow, School of Policy Studies, Queen's University
1998-2007 Member, Board of Directors, Canadian Policy Research Networks
1994-2001 Editor, *Canadian Business Economics* (1994-98) and member of editorial board
1994-2000 Member, Advisory Committee on Labor Statistics, Statistics Canada
1995-1998 Co-founder and Director, Canadian Workplace Research Networks
1993-1996 Treasurer and Director, Canadian Employment Research Forum

1992-1994 Member, Editorial Board, IRC Press, Queen's University
1988-1991 Adjunct Professor, School of Business, Carleton University

GRADUATE SUPERVISIONS

Completed: 8 M.A. (supervisor)

Gabrielle St-Cyr (M.A.) *Child Labour in Senegal*, Oct. 2009 – January 2011
Charmaine Bene, (M.A. thesis) *Donor Engagement of Diasporas*, April 2012 – April 2013
Heather Dick, (M.A. MRP) *Ethiopia's Productive Safety Net Programme*, May 2012 – December 2012
Jennifer Groverman (M.A. MRP) *Pro-Poor Tourism's Viability in International Development*, July 2012-
December 2012
Mbola Andrianady, (M.A. MRP) *Revisiting Mineral Taxation Regimes in Sub-Saharan African
Countries: Evidence from Ghana*, December 2012 –July 2013
Zhang Zhiyong, (M.A. MRP) *Measuring the Health and Growth prospects of the Chinese Economy* ,
January 2012 –November 2013
Hannah Skeoch, (M.A. MRP) *Job Creation in Haiti*, April 2013 – August 2014
Di Chen, (M.A. MRP) *Determinants of Migration in Vietnam*, June 2014-August 2014

In progress: 1 PhD, 2 M.A. (1 supervisor, 1 co-supervisor)

Liudmila Morari, (M.A. MRP) *The impact of EU conditionality on post-communist countries*. June 2013 -
Rebecca Taves (M.A. Thesis) *A Vulnerability Index for Households involved in Fishing Activities*, April
2014- (co-supervisor)
Begench Yazliyev, (PhD) *Aid Effectiveness in Central Asia*. September 2013 - (interim supervisor)

GRADUATE COURSES

2014-15 DVM 8110 – Development Policy and Practice
DVM 5123 – Global Economic Issues (co-taught)
API 6351 – International Economics and Developing Countries (co-taught)
2013-14 DVM 5123 – Global Economic Issues (co-taught)
API 6351 – International Economics and Developing Countries (co-taught)
2012-13 MDG 5123 – Global Economic Issues (co-taught)
API 6351 – International Economics and Developing Countries (co-taught)
2011-12: MDG5196 – Special Topics in Globalization and International Development:
Development Issues Related to Poverty and Employment
MDG5123 – Global Economic Issues
2010-11: MDG5196 – Special Topics in Globalization and International Development:
Development Issues Related to Poverty and Employment
2009-10: MDG5196 – Special Topics in Globalization and International Development: Transition
Economy -- The Experience of China and the Former Eastern Bloc

Directed studies:

Marje Aksli (M.A.) 2013
Matthew Skogstad-Stubbs (M.A.) 2011

EXTERNAL RESEARCH FUNDING:

<u>Year</u>	<u>Source</u>	<u>Type</u>	<u>Amount per year</u>	<u>Purpose</u>	<u>Title of Project</u>
2013	International Development Research Centre	G	\$36190	Research, travel, publication	Youth employment

INTERNAL RESEARCH FUNDING:

University of Ottawa, Faculty of Social Sciences, Start-up Research Fund – 2009-12

PUBLICATIONS

Life-time summary:

Books authored	5
Books edited	3 (plus 1 under review)
Chapters in books	23 (includes 5 in own edited books)
Papers in refereed journals	24 (plus 2 under review)
Papers in refereed conference proceedings	6
Working papers and technical reports	24

Publications

Books authored:

1. Martin Rama, Kathleen Beegle, **Gordon Betcherman**, Samuel Freije-Rodriguez, Jesko Hentschel, Yue Li, Kei Otsuka, and Dena Ringold. World Development Report 2013: Jobs. Washington, DC: World Bank, 2012. 399 pp. [22%, authored 2 of 9 chapters].
2. Reema Nayar, Pablo Gottret, Pradeep Mitra, **Gordon Betcherman**, Yue Man Lee, Indhira Santos, Mahesh Dahal, and Maheshwor Shrestha. More and Better Jobs in South Asia. Washington, DC: World Bank, 2012, 326 pp. [15%, co-authored 2 of 7 chapters]
3. Mukesh Chawla, **Gordon Betcherman**, and Arup Banerj. From Red to Gray: The ‘Third Transition’ of Aging Populations in Eastern Europe and the Former Soviet Union. Washington, DC: World Bank, 2007, 271 pp. [30%]
4. **Gordon Betcherman**, Kathryn McMullen, Norm Leckie, and Christina Caron. The Canadian Workplace in Transition. Kingston: Queen's IRC Press, 1994, 124 pp. [25%]
5. **Gordon Betcherman**, Keith Newton and Joanne Godin. Two Steps Forward: Human Resource Management in a High-Tech World. Ottawa: Supply and Services Canada, 1990, 64 pp. [33%]

Books edited:

1. Funkoo Park, Young-bum Park, **Gordon Betcherman**, and Amit Dar (eds.). Labor Market Reforms in Korea: Policy Options for the Future. Seoul: Korea Labor Institute and World Bank, 2001, 446 pp.
 Authored chapters in volume

- a. Funkoo Park, Young-bum Park, **Gordon Betcherman**, and Amit Dar. Overview, 20 pp. [25%]
- b. **Gordon Betcherman**, Amit Dar, Amy Luinstra, and Makoto Ogawa. Labor Adjustment, Non-standard Work, and Employment Programs: Korea in an OECD Context, 31 pp. [25%]
2. **Gordon Betcherman** and Rizwanul Islam (eds.). East Asian Labor Markets and the Economic Crisis: Impacts, Responses, and Lessons. Washington and Geneva: World Bank and International Labor Office, 2001, 492 pp.
 - Authored chapters in volume
 - a. **Gordon Betcherman** and Rizwanul Islam, East Asian Labor Markets and the Economic Crisis: An Overview, 35 pp. [50%]
 - b. **Gordon Betcherman**, Amit Dar, Amy Luinstra, and Makoto Ogawa. Active Labor Market Policies: Issues for East Asia, 49 pp. [50%]
3. Roy Adams, **Gordon Betcherman**, and Beth Bilson (eds.). Good Jobs, Bad Jobs, No Jobs: Tough Choices for Canadian Labour Law. Toronto: CD Howe, 1995, 198 pp.
 - a. **Gordon Betcherman**. “Inside the Black Box: Human Resource Management and the Labor Market.” 30 pp. [100%]

Manuscripts under review

1. Gordon Betcherman and Martin Rama (eds.). Jobs and Development: Diverse Challenges, Diverse solutions. Under consideration by Oxford University Press.

Chapters in books:

1. **Gordon Betcherman**, Ana Revenga, and Minna Hahn Tong. “The transition from a managed employment system to a modern labor market” in A. Sweetman and J. Zhang (eds.). Thirty Years of Economic Transformation and Development in China: Economic Transitions with Chinese Characteristics (vol. 2). Kingston, ON and Shanghai: McGill-Queen’s University Press and Fudan University, 2009, 22 pp. [33%]
2. **Gordon Betcherman**, Jean Fares, Amy Luinstra, and Robert Prouty. “Child Labor, Education, and Children’s Rights,” in Mary Robinson and Philip Alston (eds.), Human Rights and Development: Towards Mutual Reinforcement. New York: Oxford University Press, 2005), 27 pp. [33%].
3. **Gordon Betcherman**, John Blomquist, Xiaoqing Yu, and Nicholas Burnett, “Social Safety Net Priorities in East Asia,” in Chanyong Park and Kye Woo Lee (eds.), Globalization and Social Safety Nets in the Asia-Pacific Region. Seoul: APEC, 2003, [25%]
4. **Gordon Betcherman** and Amit Dar, “The Impact of Active Labor Market Programs: The Lessons from the International Evaluation Literature,” in Active Labor Market Programs: Improving their Effectiveness. Moscow: Russian Foundation for Social Reforms, 2002). [50%]
5. **Gordon Betcherman**, Norm Leckie, and Kathryn McMullen. “Learning in the Workplace: Training Patterns and Training Activities,” in Kjell Rubenson and Hans G. Schuetze (eds.), Transition to the Knowledge Society. Vancouver: University of British Columbia Institute for European Studies, 2000, [33%]
6. **Gordon Betcherman**, Darren Lauzon and Norm Leckie. “Technological Change, Organizational Change, and Skill Requirements: Impacts on Women in the Workforce,” in Richard P. Chaykowski and Lisa M. Powell (eds.), Women and Work. Kingston: John Deutsch Institute, 1999, [33%]
7. **Gordon Betcherman**. “Human Resource Aspects of the Changing Nature of the Firm: Issues, Evidence, and Public Policy Implications,” in Industrial Competitiveness in the Knowledge-Based Economy: The New Role of Governments. Paris: OECD, 1997, 13 pp. [100%]

8. **Gordon Betcherman.** "Why is the Job Crisis so Taxing?" in Unemployment: Old Assumptions and New Ideas. Toronto: Atkinson Foundation, 1997 [100%]
9. **Gordon Betcherman.** "Workplace Transformation in Canada: Policies and Practices," in Bryan Downie and Mary Lou Coates (eds.), Managing Human Resources in the 1990s and Beyond. Kingston: Queen's IRC Press, 1995 [100%]
10. **Gordon Betcherman.** "Globalization, Labor Markets, and Public Policy," in Robert Boyer and Daniel Drache (eds.), States Against Markets, London: Routledge, 1996, 15 pp. [100%]
11. **Gordon Betcherman** and Norm Leckie, "Profile of the Youth Labor Market," in Social Research and Demonstration Corporation (ed.), Evaluating the Effectiveness of Employment-Related Programs for Services for Youth. Ottawa: Human Resources Development Canada, 1996, 21 pp. [50%]
12. **Gordon Betcherman**, Kathryn McMullen, and Norm Leckie. "Out of Sync: Technological and Organizational Change in Canadian Industry," in Louis Lefebvre and Elisabeth Lefebvre (eds.), Management of Technology and Regional Development in a Global Environment: An International Perspective, London: Paul Chapman, 1995, 12 pp. [33%]
13. **Gordon Betcherman**, Keith Banting, and Charles Beach. "Polarization and Social Policy Reform: Evidence and Issues," in Banting and Beach (eds.), Labor Market Polarization and Social Policy. Kingston: Queen's University, 1995, 20 pp. [33%]
14. **Gordon Betcherman**, "A Job is the Best Social Policy," in Keith Banting and Ken Battle (eds.), A New Social Vision for Canada, Kingston: Queen's University, 1994 [100%]
15. **Gordon Betcherman**, "The Disappearing Middle," in Daniel Drache (ed.), Getting on Track: Social Democratic Strategies for Ontario, Montreal: McGill-Queen's Press, 1992, 12 pp. [100%]
16. Keith Newton, **Gordon Betcherman**, Kathryn McMullen, and Norm Leckie, "Policies for Adjustment to Technological Change," in Scott Bennett (ed.), Technology and Work in Canada, Lewiston, N.Y.: Edwin Mellen, 1990 [25%]
17. **Gordon Betcherman** and Douglas Rebne, "Technology and Control of the Labor Process: Fifty Years of Longshoring on the U.S. West Coast," in Daniel B. Cornfield (ed.), Workers, Managers, and Technological Change, New York: Plenum Press, 1987, 17 pp. [50%]
18. **Gordon Betcherman** and Douglas Rebne, "Les changements technologiques dans les docks de la côte ouest des États-Unis," in A. Bernard and P.G. Gueguen (eds.), Gestion du Personnel, Paris: Essec, 1985 [50%]

Papers in refereed journals:

1. **Gordon Betcherman.** "Labor Market Regulations: What do we know about their Impacts in Developing Countries?" World Bank Research Observer. 29(forthcoming). On-line access April 16, 2014. 30 pp. [100%]
2. **Gordon Betcherman.** "Designing Labor Market Regulations in Developing Countries." IZA World of Labor. On-line access April 2014. 10 pp. [100%]
3. **Gordon Betcherman**, N. Meltem Daysal, and Carmen Pagés. "Do Employment Subsidies Work? Evidence from Regionally Targeted Subsidies in Turkey." Labour Economics. 17(4):710-722, 2010. [33%]
4. **Gordon Betcherman** and Niels-Hugo Blunch. "The Limited Job Prospects of Displaced Workers: Evidence from Two Cities in China." Economic Change and Restructuring, 41(3):187-207, 2008 [50%]
5. **Gordon Betcherman.** "Structural Unemployment: How Important are Labor Market Policies and Institutions?" Canadian Public Policy, Vol. 26(s1): 131-140, 2000 [100%]
6. **Gordon Betcherman.** "Human Resources in Canada: The Impact of NAFTA on Human Resources," Canada-United States Law Journal, 22:17-24, 1996 [100%]

7. **Gordon Betcherman**, Norm Leckie, and Kathryn McMullen, "Workplace Training in Canada: New Evidence on Incidence and Impacts," Canadian Business Economics, 5(1):33-50, 1996 [33%]
8. Norm Leckie and **Gordon Betcherman**, "The Impacts of HRM Practices on Establishment Performance," Canadian Business Economics, 2(4): 36-45, 1994 [50%]
9. **Gordon Betcherman**, "Research Gaps Facing Training Policy-Makers," Canadian Public Policy, 19(1):18-28, 1993 [100%]
10. **Gordon Betcherman**, "The Key to Labor Market Policy," Policy Options, September, 1992 [100%]
11. **Gordon Betcherman**, "Are Canadian Firms Underinvesting in Training?" Canadian Business Economics, 1(1):25-33, 1992 [100%]
12. **Gordon Betcherman**. "Does Technological Change Affect Union Wage-Bargaining Power?" British Journal of Industrial Relations, 29 (3):447-463, 1991 [100%]
13. Norm Leckie and **Gordon Betcherman**, "Jobs, Incomes, and Housing," Canadian Housing, Vol. 7 (4), 1990-91 [50%]
14. **Gordon Betcherman**. "The Effect of Unions on the Innovative Behaviour of Firms," Industrial Relations Journal, 22 (2):142-151, 1991 [100%]
15. **Gordon Betcherman** and Morley Gunderson. "Canada-U.S. Free Trade and Labor Relations," Labor Law Journal, 41 (8): 454-459, 1990 [50%]
16. **Gordon Betcherman**, "Computer Technology, Work, and Society," Canadian Journal of Sociology, 15 (2): 195-201, 1990 [100%]
17. Keith Newton and **Gordon Betcherman**, "Innovating on Two Fronts: People and Technology in the 1990s," Canadian Business Review, 14 (3):18-21, 1987 [50%]
18. **Gordon Betcherman**, "Labor Market Imbalances in Canada, 1966-1983," Relations Industrielles, 41(4): 802-816, 1986 [100%]
19. Keith Newton, **Gordon Betcherman**, and Abrar Hasan, "Reshaping Training," Policy Options, 3 (5), 1982 [33%]
20. Keith Newton, **Gordon Betcherman**, and Noah Meltz, "Diagnosing Labor Market Imbalances in Canada," Canadian Public Policy, 7 (1):94-102, 1981 [33%]
21. Keith Newton, **Gordon Betcherman**, and Norm Leckie, "The Determinants of Voluntary Separation Rates," Industrial Relations Journal, 12 (2): 72-76, 1981 [33%]
22. **Gordon Betcherman**, "Labor Shortages in Western Canada," Canadian Business Review, 7 (3), 1980 [100%]
23. John Harp and **Gordon Betcherman**, "Contradictory Class Location and Class Action: The Cases of Secondary School Teachers' Organizations in Ontario and Quebec," Canadian Journal of Sociology, 5 (2):145-162, 1980 [50%]
24. Keith Newton, Norm Leckie, and **Gordon Betcherman**. "Organizational Variables in the Determination of Quit Rates," Atlantic Economic Journal, 7 (3):80, 1979 [33%]

Submissions under review:

1. **Gordon Betcherman** and Melissa Marschke. "Coastal Livelihoods in Transition: Evidence from Vietnam." Submitted to World Development. [75%]
2. Melissa Marschke and **Gordon Betcherman**. "Understanding the continuum of fishing and fish farming livelihoods found within Vietnam's coastal communities." Submitted to the Journal of Regional Environmental Change. [25%]

Papers in refereed conference proceedings:

1. **Gordon Betcherman**, “The Challenge of Workplace Innovation in Canada,” in Incomes and Productivity, Dallas: North American Commission on Labor Cooperation, Conference on Productivity, 1997 [100%]
2. **Gordon Betcherman**, “The Recent Labor Market Policy Debate in Canada,” in Don Carter (ed.), Proceedings of the 28th Annual Meeting of the Canadian Industrial Relations Association, 1991. Kingston: CIRA, 1992, 11 pp. [100%]
3. **Gordon Betcherman**. “Union Membership in a Service Economy,” in Michel Grant (ed.), Industrial Relations Issues for the 1990s, Proceedings of the 26th Annual Meeting of the Canadian Industrial Relations Association, 1989, Quebec City: CIRA, 120-131, 1989 [100%]
4. **Gordon Betcherman**. “Does Technological Change Affect Union Wage Bargaining Power?” in Jean Boivin (ed.), Some Aspects of International Industrial Relations, Proceedings of the 25th Annual Meeting of the Canadian Industrial Relations Association, 1988. Quebec City: CIRA, 1989 [100%]
5. **Gordon Betcherman**, “Technological Change and Its Impacts: Do Unions Make a Difference?” in Harish Jain (ed.), Emerging Trends in Canadian Industrial Relations, Proceedings of the 24th Annual Meeting of the Canadian Industrial Relations Association, 1987, Hamilton: CIRA, 1988 [100%]
6. **Gordon Betcherman**. “The Impact of Technological Change on Collective Bargaining Power,” Industrial Relations Research Association Proceedings, 39th Annual Meeting, Madison, WI: IRRA, 1987 [100%]

Working papers and technical reports:

1. **Gordon Betcherman**. Youth Employment in Canada: Trends and Policy Responses. International Development Research Centre. Ottawa. 35 pp. [100%]
2. **Gordon Betcherman**. Labor Market Institutions: A Review of the Literature. Policy Research Working Paper 6276, Development Economics, World Bank, Washington, 2012, 57 pp. [100%]
3. **Gordon Betcherman**, N. Meltem Daysal, and Carmen Pagés. Do Employment Subsidies Work? Evidence from Regionally Targeted Subsidies in Turkey. IZA Discussion Paper No. 3508, Bonn, 2008, 51 pp. [33%]
4. **Gordon Betcherman**, Martin Godfrey, Susana Puerto, Friederike Rother, and Antoneta Stavreska. A Review of Interventions to Support Young Workers: Findings of the Youth Employment Inventory. Social Protection Sector Discussion Paper 0715, World Bank, Washington, 2007, 83 pp. [40%]
5. **Gordon Betcherman** and Niels-Hugo Blunch. Characteristics and Experience of Laid-off Workers: Evidence from China. Social Protection Sector Discussion Paper 0613, World Bank, Washington, 2006, 45 pp. [50%]
6. **Gordon Betcherman**. Karina Olivas, and Amit Dar. Impacts of Active Labor Market Programs: New Evidence from Evaluations with Particular Attention to Developing and Transition Countries. Social Protection Sector Discussion Paper 0402, World Bank, Washington, 2004. 93 pp. [33%]
7. **Gordon Betcherman**. An Overview of Labor Markets World-Wide: Key Trends and Major Policy Issues. Social Protection Sector Discussion Paper No. 0205, World Bank, Washington, 2002. 47 pp. [100%]
8. **Gordon Betcherman**, Amy Luinstra, and Makoto Ogawa. Labor Market Regulation: International Experience In Promoting Employment and Social Protection. Social Protection Sector Discussion Paper No. 0128, World Bank, Washington, 2001. 56 pp. [33%]
9. **Gordon Betcherman**, Amit Dar, Amy Luinstra, and Makoto Ogawa. Active Labor Market Programs: Policy Issues for East Asia, Social Protection Sector Discussion Paper No. 0005, World Bank, Washington, 2000. 38 pp. [25%]

10. **Gordon Betcherman**, Kathryn McMullen, and Katie Davidman, Training for the New Economy. Ottawa: Canadian Policy Research Networks, 1998. 99 pp. [33%]
11. **Gordon Betcherman**. Changing Workplace Strategies: Achieving Better Outcomes for Enterprises, Workers and Society. Ottawa: Government of Canada/OECD, 1997. [100%]
12. , Norm Leckie, and Kathryn McMullen. Developing Skills for the Canadian Workplace: The Results of the Ekos Workplace Training Survey. Ottawa: Canadian Policy Research Networks, 1997. 152 pp. [33%]
13. **Gordon Betcherman** and Graham Lowe. The Future of Work in Canada. Ottawa: Canadian Policy Research Networks, 1997. 55 pp. [50%]
14. **Gordon Betcherman** and Norm Leckie. Youth Employment and Education Trends in the 1980s and 1990s. Ottawa: Canadian Policy Research Networks, Working Paper No. W03, 1997. 41 pp. [50%]
15. **Gordon Betcherman** and Richard Chaykowski. The Changing Workplace: Challenges for Public Policy. Human Resources Development Canada, Applied Research Branch, Research Paper R-96-13E, 1996. 47 pp. [50%]
16. **Gordon Betcherman** and Norm Leckie. Age Structure of Employment in Industries and Occupations, Human Resources Development Canada, Applied Research Branch, Research Paper R-96-7E, 1996 [50%]
17. **Gordon Betcherman** and René Morissette. Recent Youth Labor Market Experiences in Canada, Analytical Studies Branch, Research Paper Series No. 64, Statistics Canada, Ottawa, 1994 [50%]
18. **Gordon Betcherman**, Norm Leckie, and Anil Verma. HRM Innovations in Canada: Evidence from Establishment Surveys, Working Paper Series No. 1994-3, School of Industrial Relations, Queen's University, Kingston, 1994. 16 pp. [33%]
19. **Gordon Betcherman**. Labor in a More Global Economy, Office of International Affairs, Human Resources and Labor Canada, Discussion Paper, 1993 [100%]
20. **Gordon Betcherman** et al. Employment in the Service Economy. Economic Council of Canada, Ottawa: Supply and Services Canada, 1991. 206 pp. [30%]
21. **Gordon Betcherman** and Kathryn McMullen. Working With Technology: A Survey of Automation in Canada, Economic Council of Canada, Ottawa: Supply and Services Canada, 1986. [50%]
22. **Gordon Betcherman**. Meeting Skill Requirements: Report of the Human Resources Survey, Economic Council of Canada, Ottawa: Supply and Services Canada, 1982. [100%]
23. **Gordon Betcherman**. Skills and Shortages: A Summary Guide to the Findings of the Human Resources Survey, Economic Council of Canada (Ottawa: Supply and Services Canada, 1980)
24. Norm Leckie, Keith Newton, and **Gordon Betcherman**. The Analysis of Turnover in Ontario Industrial Establishments, Economic Council of Canada, Ottawa: Supply and Services Canada, 1980. [25%]