

## Dr Fathi FAKHFAKH

Fathi Fakhfakh is an Associate Professor of Economics at the University of Paris II and a Fellow Research at CRED (Centre de Recherche en Economie et Droit). Fathi is internationally recognized for his work on profit sharing, employee ownership, governance, innovation and firm performance and known for his empirical work on large national and international datasets using both quantitative and qualitative data. He has published in leading academic journals including the *Industrial and Labor Relations Review*, *Research Policy*, *The British Journal of Industrial Relations*, *Labour Economics*, *Economica*, *Work Employment and Society*, and *Labour*. He has acted as a consultant for leading national and international organizations including the European Commission and the International Labor Office. Fathi has been involved in various French and European research projects on employee ownership and financial participation including those funded by the European Commission and has just finished projects for the French Ministry of Labour, Employment and Health and from the International Labor Office in Geneva. Fathi is currently involved on projects with colleagues in France, Italy, Spain and the UK, with the Employee Ownership Association and the Yorkshire Building Society. Fathi was the president of the International Association for the Economics of Participation (IAFEP) from 2010-12 and was recently elected to its council.

### PERSONAL DETAILS

Date of Birth: 24 June 1965, Nationality French  
Professional address: Université Panthéon-Assas, (CRED)  
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### EMPLOYMENT

Associate Professor in Economics, University Panthéon-Assas, Paris II, since September 1998  
Research Officer, Centre d'Etude de l'Emploi (CEE), 1995-1998  
Teaching Assistant, University of Paris II (1993-1995).  
Research Assistant, Centre d'Etude des Revenus et des Coûts, (CERC), 1992-1993.

### EDUCATION AND ACADEMIC DIPLOMAS

#### **Habilitation (à diriger des Recherches):**

« Pourquoi des entreprises identiques ont-elles des productivités différentes ? L'implication des salariés comme moteur de productivité », (*Why do similar firms exhibit different performance? Employee's involvement at the heart of productivity*), 16 June 2009, Université Panthéon-Assas, Paris II.

#### **PhD in Economics:**

« Profit Sharing and firm performance: an econometric study on a panel of large French firms » (*Partage du profit et productivité des entreprises. Une étude économétrique sur des grandes entreprises françaises*). July 1994, Université Panthéon-Assas, Paris II.

**MBA (DEA) :** « Analysis and political economy », EHESS & ENSAE (*Analyses et Politiques Economiques*), December 1990.

**MA (Maîtrise)** in “Applied Quantitative Methods”, (*Méthodes Quantitatives Appliquées*), Faculté des Sciences Economiques et de Gestion, Sfax, Tunisia, July 1989.

## ACADEMIC ACTIVITIES

### Teachings

- Statistics: UG.
- Clustering techniques: MA.
- Micro-Econometrics; MBA
- Statistics and Surveys, MBA

### Research Themes

- Applied Econometrics
- The Economy of Participation
- Labour Economics
- Production Economics

**Referee** for the following reviews: British Journal of Industrial Relations, Industrial Relations, Journal of Economic Behaviour and Organizations, Empirical Economics, Advances in the Economic Analysis of Participatory and Labour Managed Firms, Economie Appliquée, Revue Française d'Economie.

## PUBLICATIONS

### Reviews

“The Fateful Triangle. Complementarities in performance between product, process and organizational innovation in France and the UK», (with Gérard Ballot, Fabrice Galia & Ammon Salter), Forthcoming in *Research Policy*, 44, 1, 217–232, (<http://www.sciencedirect.com/science/article/pii/S0048733314001152>), February 2015.

“Exploring the private pension gender gap in later working life: Evidence from ELSA. » (with Jean Gardiner & Andrew Robinson), forthcoming in *Work, Employment and Society*, 2015.

“Productivity, Capital and Labor in Labor-Managed and Conventional Firms: an investigation French Data », (with M. Gago & V. Pérotin), *Industrial & Labour Relations Review*, 65, 4, 847-79, 2012.

“Who benefits from training and R&D, the firm or the workers?” (with G. Ballot et E. Taymaz), *The British Journal of Industrial Relations*, 44, 3, pp473-96, September 2006.

“Dynamic Monopsony : evidence from a French establishment panel”, (with F. FitzRoy), *Economica*, 73, 291, 533-46, August 2006.

“Basic Wages and Firm Characteristics: Rent Sharing in French Manufacturing”, (With Felix FitzRoy), *Labour*, 18 (4), 615-631, 2004.

“The effects of profit sharing and employee share ownership on quits: evidence from a panel of French firms”; *Advances in the Economic Analysis of Participatory and labour managed firms*, Volume 8, 129-147, 2004.

“Firms’ human capital, R&D and performance: a study on French and Swedish firms”, *Labour Economics*, ( avec G. Ballot et E. Taymaz), 4, 443-462, Sept 2001.

"The effects of profit sharing on firm performance in France." (With Virginie Pérotin), *Economic Analysis*, 3, 2, 93-112, June 2000.

"Absenteeism and employees sharing. An empirical analysis based on French Panel Data: 1981-1991", (With Sarah Brown & John Sessions), *Industrial and Labor Relations Review*, 52, 2, 234-251, January 1999.

"Sharing schemes and productivity. An empirical analysis based on large French firms using production functions and frontiers", "*Advances in the Economic Analysis of Participatory and labour managed firms*", Vol 6, 115-134, 1998.

"*Formation continue, R&D, et performance des entreprises*", (Continued training, R&D and firm performance), (with Gérard Ballot & Erol Taymaz), *Formation et Emploi*, N° 64, 43-55, Oct-Dec 1998.

"*Quand l'intéressement passe inaperçu...*" (When profit sharing is misunderstood...), *Travail et Emploi*, N° 71, 53-63, July 1997.

"*Que négocie-t-on en entreprise et pourquoi*", (What do we bargain for at the firm level and why?), (With Thomas Coutrot), *Travail et Emploi*, N° 71, July 1997, pp.

### **Submitted**

« Normes sanitaires et phytosanitaires et accès des pays de l'Afrique de l'Ouest au marché européen : une approche empirique », submitted to *Economie du Développement* (with C. Grazia, A. Hammoudi & M Merlateau).

### **Contributions to Books**

"Workplace Change and Productivity: Does Employee Voice Make a Difference?" (with V. Pérotin et A. Robinson), in « Negotiating decent work », Ed. By Susan Hayter, International Labor Office, *Negotiating Decent Work*, Palgrave Macmillan, 2012. To mark the 60<sup>th</sup> Anniversary of the Right to Organise and Bargain Collectively.

"Les disparités de rémunération entre hommes et femmes : la situation de quatre branches professionnelles », Document d'Etudes N°80, January 2004, DARES, (with S. Lemièrre, M. P. Merlateau & D. Meurs)

« France : Weitzman under State Paternalism », (with V. Pérotin), in M. Brown and J. Heywood (eds.) *Paying for Performance: An International Comparison* (ME Sharpe), p94-114, 2002.

"Le partage du profit en France", in "*Le partage du profit en Europe*", (with Sylvie Mabile), *Cahier Travail et Emploi*, Ministère de l'Emploi et de la solidarité, December 1997.

"Licenciement et performance de l'entreprise : une analyse longitudinale 1987-1993", (with C.H d'Arcimoles), in "*GRH face à la crise : GRH en crise?*", Ed. by Michel Tremblay & Bruno Sire, HEC Montréal, September 1997.

"Les compétences des entreprises favorisent-elles leur croissance? Les enseignements d'un panel de grandes entreprises", (with G Ballot), in '*Performance et gestion des ressources humaines*', Ed. B. Sire et A. M. Fericelli, Paris, Economica., 1996.



## **Reports**

« Epargne Salariale, Rémunération et Emploi » (Financial Participation, earning and employment), with M.P Merlateau, A. Robinson & V. Pérotin, Research Report, DARES, French ministry of labour, January 2013, Main investigator (34,000€).

« Collective bargaining strategies and linking pay to firm-level performance. A comparison of the French and the British cases », ILO, (with Virginie Pérotin & Andrew Robinson), Nov 2013, Co-investigator (18000\$).

“Workplace Change and Productivity: Does Employee Voice Make a Difference?”, ILO, (with V. Pérotin et A. Robinson), 2011, Main investigator (15000\$).

« Norms and quality organization in food industry : with an application to Sub-Saharan Africa » (in french : « Normes et organisation de la qualité dans les filières agro-alimentaires. Application à l’Afrique sub-saharienne »), (with A. Hammoudi, N. Daidj, E. Giraud-Héraud, C. Grazia, R. Green, M. P. Merlateau, W. Hamza), *marsh 2009 (327 pages). Research Report for AFD (Agence Française de Développement, Co- investigator. (65.000 €)*

“For an international comparison of worker cooperatives”, 2008-09 Spanish Basque government (Saiotek programme), (with M. Gago, F Frenlich, V. Pérotin), (27,500€).

« Firm’s human capital: constitutions and relations with micro and macroeconomic performance », (in French : « Capital Humain des entreprises. Constitution et relations avec les performances microéconomiques et macro-économiques », (with G. Ballot, G. Bresson & H. Hammoudi), May 2001, , Co- investigator (45.000 €)

« Gender wage differential » (in French : « Les disparités de rémunération hommes-femmes ») (with D. Meurs & M.-P. Merlateau) Final report, DARES, November 1999, , Co- investigator (45.000 €)

“The Impact of Profit Sharing in Europe”. This is a part of the European programme: Human Capital and Mobility. It Associated researchers from France, Germany, England and Italy. The final report was published in “les Cahiers Travail et Emploi” Ministry of Labour, 1997. (European Commission, ECU 200,000), , Co- investigator

## **Selected Conferences**

“The effects of Profit Sharing on Wages and Employment in France”, (with Marie Merlateau, Virginie Pérotin & Andrew Robinson), “Employee ownership: Research and Practices”, White Rose Center Conference, York, Avril 2014, IAFEP meeting, Montevideo, Uruguay, July 2014.

“Youth! How did you find your job?” (with Jihene Ghrairi & Annick Vignes), Journées de microéconomie appliquée, Clermont Ferrand, June 2014.

“Profit sharing, employee share ownership and conflict at the firm: evidence from French firms”, (with A. Tal & Andrew Robinson), IAFEP meeting, NY, July 2012, IAFEP meeting, Montevideo, Uruguay, Juillet 2014.

“Financial participation and environmental innovation: some positive evidence from France” (with F. FitzRoy), IAFEP meeting, NY, July 2012.

“Profit Sharing, Work Pressure and Productivity”, (with Virginie Pérotin), IAFEP Conference, Paris Juillet 2010.

“The Fateful Triangle. Complementarities among management, product and process innovation: Evidence for French and UK manufacturing firms », (with Gérard Ballot, Fabrice Galia & Ammon Salter), DRUID conference, 2010 & 20012, ERMES seminar, Paris II 2012, EURAM 12th Conference, June, Rotterdam, NL.

“Capital, Labour and Productivity in conventional and labour managed firms,” (with V. Pérotin & M. Gago), IAFEP Conference, Mondragon Spain 2006, Academy of Management, San Diego, August 2008, Shared capitalism meeting, Anaheim, August 2008, European productivity conference, Esspo, Finland 2008, From GDP to Well Being conference, Ancona, Italy December 2009, ASSA meeting, Atlanta, January 2010 & Royal Economic Society, March 2010.

“Workplace Change and Productivity: Does Employee Voice Make a Difference?” (with V. Pérotin & A. Robinson), ILO conference, Decent Work, Geneva, March 2009.

“Is the Investment Decision Different in Cooperatives? A French Study”, (with M. Gago & V. Pérotin), IAFEP meeting, Hamilton College, NY, July 2008.

“Dynamic Monopsony: evidence from a French establishment panel”, (with F. FitzRoy), EALE 2003, Seville, Spain.

“Basic wage and firms characteristics, Rent Sharing in French manufacturing”, (with F. FitzRoy), EALE, Paris, Sept 2002.

“Who benefits from training and R&D? The firm or the workers? A study on panels of French and Swedish firms”, (with G. Ballot & E. Taymaz), EALE, Jyväskylä, Finlande, Sept 2001.

“Wages, supervision and sharing” (with S. Brown & J. Sessions), Royal Economic Society, Durham, England, April 2001.

“Profit sharing and quits”, International Association of the Economic of Participation, Trento-Arco, Italy, July 2000.

“ Distance Function and Production Frontier ”, (with M. Ben Cheikh Larbi), Journées de Micro-économie appliquée, Lyon, June 1999, Western Economic Association, San Diego, July 1999.

"Compétences des entreprises et performance : une comparaison France-Suède", (with G. Ballot & E. Taymaz), *EALE*, Danemark, September 1997.

" Absenteeism and Employees sharing ”, (with Sarah Brown & John Sessions), EALE, Lyon, September 1995, & Western Economic Association, Seattle, July 1997.

"Intéressement, actionnariat salarié et productivité : une étude économétrique sur de grandes entreprises françaises", *Journées de Micro-économie Appliquée*, Sfax, Tunisia, 4 et 5 June 1993.

## Current works

- The sequence of forms of innovation: their logic and impact on business performance. Starting with innovations in product, process, organizational and marketing, this work first seeks to identify the sequences of innovations: do we innovate first on product, and then process and organization, for example? We will seek in a second step to analyze the effects of different types of innovation sequences on the performance of the company in terms of productivity, employment and survival (with Gérard Ballot and Fabrice Galia).
- Investment in labour managed and conventional firms. Our first aim is to test empirically whether the determinants of investment behaviour for the conventional firms and for the labour managed firms are different. We estimate standard investment models for both labour-managed and conventional firms and test for differences in behaviour between the two groups of firms. A large body of literature on conventional firms has looked at the importance of financial constraints in the investment function (with Monica Gago & Virginie Pérotin).
- Employee Satisfaction and employees' participation in the company (with Ermanno Tortia & Sylvia Sachetti) . This work seeks initially to identify individual factors influencing employee motivation in the Italian cooperatives. We then endogenise these motivations in order to understand the determinants of employees' satisfaction. Particular attention is paid to the notion of intrinsic - extrinsic motivation, as well as the intrinsic - extrinsic satisfaction.
- Employee owned companies: what impacts on their performance? This work is part of my involvement with the White Rose Employee Ownership Center (York and Leeds University: <http://wreoc.org/>). This project will focus on employees' owned firms by looking at various various indicators of the performance of these companies (with Andrew Robinson and Andrew Pendleton).

*President of IAFEP 2010-12 / elected member of the Council of IAFEP.*

*-Organise the 15<sup>th</sup> IAFEP World meeting at Paris, July 2010, 100 participants.*

### *Consultancy:*

- ILO,
- DARES,
- Agence Française de Développement,
- European Commission*
- ERASMUS-SOCRATES.

### **PhD supervision**

*Aguibou Tal : Organisation de l'entreprise, incitations des salariés et conflits dans l'entreprise.(Firm organization, employee's incentives and conflicts at the firm level). started november 2010.*

*Jihene Ghrairi : L'accès à l'emploi chez les jeunes en France : quels effets des réseaux sociaux.(Youth acces to job : what are the effects of the social network). Started november 2011.*