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# RWI - Leibniz Institute for Economic Research

RWI is a center for research and evidence-based policy advice in economics, based in Essen/ Germany.

Our expertise is organized in the research units "Labor Markets, Education, Population", "Health Economics", "Environment and Resources" and "Macroeconomics and Public Finance".

We also offer graduate and professional education in economics, jointly with the University Alliance Ruhr at the "Ruhr Graduate School in Economics" (RGS Econ).



#### Contact: rwi@rwi-essen.de

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#### RGS Econ:

www.rgs-econ.de

research with impact

# A foreword

ince 1998, INOMICS has been offering students and professionals in economics and related disciplines a comprehensive online resource for their academic and career choices. We are committed to helping our community advance in their careers, expand their network and stay up-to-date with career news and opportunities.

A successful career requires a fundamental understanding of the job market. That is why we at INOMICS believe in offering high quality information on how to succeed in this fast moving, often daunting and highly competitive environment. For this reason in 2017, in line with our mission of helping the economics community reach their career goals, we are releasing the first edition of the INOMICS Handbook.

The Handbook aims to provide students, researchers, professors, career service officers, placement officers and faculty members the latest information related to career development in academic and private research.

We hope that the information presented here will support the economics community in making informed career and professional decisions, regardless of their country of residence, educational level or work experience. Please contact the INOMICS team for suggestions and comments. Enjoy reading!

Kind regards, Andreas Hoffmann, CEO, 11 Academia Networks GmbH

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Average Salary by

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he INOMICS Awards 2017 recognise the career and study opportunities offered by universities and institutions around the world, measuring their reputation and attraction for INOMICS users. The Awards showcase the top 20 institutions that drew the highest levels of interest in 2016 for their jobs, courses, programs and conferences among INOMICS users.

## We are happy to announce the winners of the INOMICS Awards 2017:





Kiel Institute for the World Economy (Germany)



ETH

LUPCON

ETH Zurich Swiss Federal Institute of Technology (Switzerland)





Lupcon Center for





5

2



**DIW** BERLIN

Iniversity of St.Gallen

Ludwig Maximilians University (LMU) Munich (Germany)



Utimberlake Consultants

Timberlake (United Kingdom)





Department of Economics -University of Bologna (Italy)

DIW Berlin

(Germany)





Masters International Research and **Development Center** (MIRDEC) (Turkey)





Review of Socio-Economic Perspectives (RSEP) (Turkey)





**UB** School of Economics, University of Barcelona (Spain)





University of Naples Federico II (Italy)





Barcelona Graduate School of Economics (Spain)





University of Milano -Bicocca (Italy)





Deutsche Bundesbank (Germany)



uc3m

Department of Economics, University Carlos III of Madrid (Spain)





**London School** of Economics (United Kingdom)





LUISS Guido Carli University of Rome (Italy)



New York University Abu Dhabi (United Arab Emirates)





Faculty of Management, **Economics and Social** Sciences at the University of Cologne (Germany)





Our top Award goes to the Kiel Institute for the World Economy, a worldrenowned economics research center located in Kiel, Germany. The institution has a world-leading reputation in the area of international trade and economic policy, and regularly offers opportunities including jobs and courses that are popular among students and young economists. Several opportunities, most notably supplementary courses, are aimed at PhD students and gathered great interest throughout the year.

Also recognised among the top spots are three universities in Europe: the University of St. Gallen, Ludwig Maximilians University of Munich and the University of Bologna. All are internationally renowned universities and many economists were highly interested in their job openings. In addition to job announcements, the University of St. Gallen attracted considerable interest with summer school Announcements.

Along with universities, several top economics institutions were also recognised in the top top 20. Notable in fifth spot, DIW Berlin had several popular job offerings in 2016, not only among German economists but also internationally. Conference Announcements also gather much interest from INOMICS users. As such, conference organizers such as MIRDEC and RSEP receive a top 10 Award, with extensive year-round interest in their regular international academic events.

The INOMICS team would like to commend all the institutions featured in the top 20, and hundreds of smaller institutions offering niche training opportunities and job offers, for their educational value and research contribution to the field of economics.

# How to Get an Academic Job after Finishing your PhD:

# A Mini Guide to your Academic Job Search

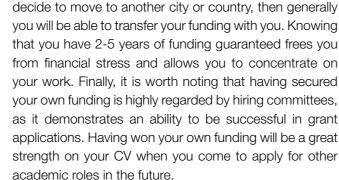
When you're about to finish your PhD, it can be hard to know where to start looking for a job. If you want to stay in academia, then you'll need to find a postdoc position after you've finished your thesis and defended it. Today we're sharing this mini guide to finding an academic job and some tips on how to handle the process.

# Fellowships, grants, and other sources of funding

For maximum autonomy and security, one of the most preferable options available for those who have finished their PhD is to secure their own funding. That means that you apply directly to a governmental or other organisation to obtain funding for your project idea, and if successful, the funding is allocated to your project and to you personally. The advantage of this is twofold: firstly, you can choose exactly what topic to research, and whatever methodologies or approaches that you think will be effective. There is great intellectual freedom in being able to set the course of your own research.

The second big advantage or having your own funding is the security which it offers. If you have funding, you will be in high demand and many departments

will be happy to host you as a postdoc. You can pick the institution which best suits you and your project. Also, if things are not working out as you would wish at your institution, or if you







You will find fellowships and other kinds of postdoc funding offered by governmental organisations, professional groups, and charities and non-profits. However, as this type of funding is so desirable, there are often a large number of applicants per grant available. The process of applying for the funding and having your application assessed can also take a long time – up to six months in some cases.

For these reasons, it's a good idea to start applying for funding early, either before you complete your PhD or soon after. The application process for fellowships generally involves you first thinking up an idea for a project, preferably a project which is a natural extension of your PhD work. That way, you can demonstrate to the funders that you have already acquired the necessary skills to perform the project during your PhD, and show that you are an expert in your topic. For most applications you'll need to produce a research proposal outlining your project idea, along with other documents like a statement of your interest in the work and a description of how your project fits into the aims of the funding organisation. It's common for researchers to think up a project and then to use that one project as a basis for applying to a number of different fellowships. So once you have done one application, you can modify the materials which you have created for your other applications too.

You can find lots more information about this in our guide to applying for a postdoc grant or fellowship.

# Applying for advertised postdoc positions

Another option for academic employment after the PhD is to apply for advertised positions. When professors need support in planning and performing their own research,

in teaching undergraduates and masters students, or in supervising PhD students, they will advertise for postdoc positions. You can find advertisements for such positions on university websites and academic job portals - take a look at the postdoc jobs section on INOMICS, for example. You should also check the websites of professional organisations for your field, where there may be information about current positions. A useful way of hearing about new postdoc jobs as soon as they become available is to sign up to email mailing lists for university departments or for specific academic topics. If you're hoping to land a postdoc position, however, you shouldn't limit yourself to searching online. It's also helpful to get the word out to your professional network that you are looking for a work. Former colleagues, supervisors, lecturers, and your fellow students may know of opportunities that would suit you, and may be willing to pass your name along to the hiring professor. Having someone who knows you and your work recommend you for a position can be a great advantage in helping you to get hired. You should also be on the lookout at conferences, lectures, and other academic events. If you know that there will be someone attending who you are interested in working for, do go and introduce yourself to them and let them know about your work. Take a look at our guide to networking in academia for more tips about this. Typically, postdoc positions are fixed-term contracts of around 2 years, meaning that after the end of the contract period you will have to find another job. You may have to be willing to relocate in order to find the postdoc job that you want. If you are willing to move around your country, or even to move abroad, then your chances of securing a position will be higher.

#### Other types of academic jobs

As well as fellowships and postdoc positions, there are other available jobs within academia for those who have completed a PhD. Typically such positions will involve teaching, technical work such as configuring research equipment, or possibly some amount of administrative work such as setting and marking exams. The exact nature of these jobs varies between countries, and they will vary in their title, duties, stability, and benefits. In Britain, for example, it is common to find Lecturer positions advertised. These are full-time, well-paid teaching posts and are well respected, and are suitable for exceptional PhD students who have already gained some teaching experience. These positions can be competitive as you will be applying alongside people who have already done postdoc jobs, but for the right person they can be an excellent opportunity.

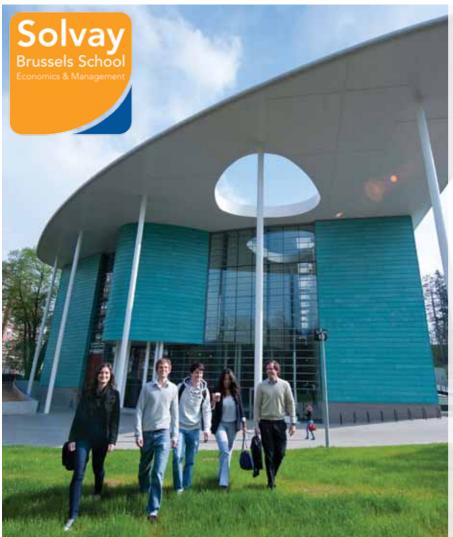
In the United States, on the other hand, there are many adjunct faculty positions available. These are teaching positions, but are usually poorly paid and do not have benefits like health insurance or paid sick leave. Adjunct positions may be zero-hours, meaning that there are no

guarantees of how much work will be available, and that adjuncts are employed on a semester-to-semester basis. Adjuncts often work at two or more universities, teaching courses wherever work is available. The combination of low pay and poor job security makes working as an adjunct a difficult option for most people, especially those who have student debts to pay off.

A further option for working in academia post-PhD is to take on several part-time roles. This is a useful compromise for those who are unable to relocate for work or who need work while they are searching for a full-time role. Part-time roles could include teaching full courses, covering lessons for other lecturers while they are away, exam marking, writing course syllabi, or acting as student support.

#### Conclusion

From these options, you should be able to tailor your job search to find the right position for you after you finish your PhD. But don't forget that there are lots of job options for academics outside of academia too. To see the latest postdoc positions available at universities around the world, head to our postdoc jobs section on INOMICS.



#### More info: inomics.com/solvaybrussels-school-economicsand-management-universitélibre-de-bruxelles

Solvay Brussels School is home to the faculty of Economics and Management at the Université Libre de Bruxelles. The school is known for having a century-old tradition of excellence in higher education. The School was created through the merger of Solvay Business School with the Economics Department of the Université Libre de Bruxelles (ULB). Founded in 1903 by Ernest Solvay, the school has built a strong tradition of excellence and innovation in business and economics learning, fuelled by deep connections within Brussels network. Each year the School, which is EQUIS- and AMBAaccredited, welcomes more than 4,000 students, participating 30 programmes, including Bachelors, Masters, Advanced Masters, Executive Education programmes and PhD Programs.



NOMICS is pleased to release its first 'Top Universities & Institutions for Economists to Work For'. With the goal of offering economics job seekers a means to compare economics-related employers, INOMICS has aggregated a variety of indicators to determine the best employers among universities and economics institutions. Our ranking is the first aggregated ranking of international universities and economics institutions using employee reviews and employee-relevant indicators.

It should be noted that our aggregation relies on data in which smaller institutions are often underrepresented. For this reason, we accept that while many people find small institutions to be among the best places to work, these could not be included in our ranking this year.

With this in mind, the ranking is compiled according to employee reviews (80%) and academic reputation (20%).

Employee reviews directly reflect employee satisfaction based on 5 different criteria: culture and values, work/life balance, career opportunities, compensation/benefits and, research autonomy. The employee review data was aggregated from INOMICS Institution Ratings and Company Reviews from the Glassdoor platform. The second metric is academic reputation. According to the 2016 INOMICS Salary Report, "recognition", was mentioned by 12% of respondents as a major motivation factor, second only to "academic interest", indicating that an institution's academic reputation contributes significantly to the satisfaction of employees. To measure this academic reputation, we aggregated the institutional ranking of Research Papers in Economics (RePEc) and, for the University Ranking, also the QS University Rankings.

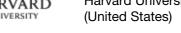
# **Result: Top Universities for Economists to Work For**

# **Result: Top Institutions for Economists to Work For**



Princeton University (United States)







Technology (MIT) (United States)





(United States)







UNIVERSITY OF MICHIGAN









Harvard University

Massachusetts Institute of

Université Catholique de Louvain (Belgium)

Yale University

University of Michigan (United States)

**Brown University** (United States)

Stanford University (United States)

London School of Economics (United Kingdom)

Stockholm School of Economics (Sweden)









Federal Reserve Board (United States)





International Food Policy Research Institute (International)





Federal Reserve Bank of St. Louis (United States)





OECD (International)





National Bureau of Economic Research (United States)



**BROOKINGS** 

**Brookings Institution** (United States)





European Central Bank (International)



FEDERAL RESERVE BANK of CHICAGO

Federal Reserve Bank of Chicago (United States)





International Monetary Fund (IMF) (International)





Federal Reserve Bank of New York (United States)

TOP 11-25 IN ORDER: Peking University (China), University of Southern California (United States), Carnegie Mellon University (United States), ETH Zurich (Switzerland), University of Pennsylvania (United States), Boston College (United States), University of Cambridge (United Kingdom), Notre Dame (United States), University of California-Davis (United States), University of Zurich (Switzerland), The University of Warwick (United Kingdom), Bocconi University (Italy), University of Toronto (Canada), Oxford University (United Kingdom), University of Minnesota (United States)

he top three positions go to a trio of the most prestigious universities on the U.S. east coast, bolstered into the top spots by their first-class academic reputation as well as good working conditions reached the top 10. London School of Economics and high employee satisfaction.

The Belgian Université Catholique de Louvain ranked fourth due to its strong international reputation and exceptional working conditions, with one current research assistant at the university commenting in their INOMICS review, "Great working conditions with good work/life balance and high team spirit."

As the only public U.S. University in the top 10, the University of Michigan was assessed highly by its

employees with one remarking postively on the the low boundaries between academic units across different disciplines. Three universities outside of the U.S. also received a particularly high score on academic reputation, reflecting their status in publications. The rest of the top 25 consists of a combination of mostly European and U.S. universities, together with one Chinese institution, the University of Peking. All institutions in the top 25 were widely reported to combine good international reputation with a favorable working environment, positioning them among the first choices for people looking for academic employment.

he Federal Reserve Board scored high in employee reviews, pushing it to top spot on our list. One financial analyst currently happily employed at the Federal Reserve Board commented: "Best benefits in all of the Federal government! Tuition assistance of up to \$12,200 per year. Health insurance assistance of \$70/pay period. 8% 401(K) matching. Most generous pension in the Federal Government." Following the Federal Reserve Board, many other federal reserve banks featured in the top 10 (St. Louis, Chicago and New York). The European Central Bank was also selected as one of the best economics institutions to work for with one current researcher commenting that, "It provides enough funding and access to policy relevant questions."

If you have an employment experience that you think could be useful for other people in the job market, we would love to hear from you, for example via our social media channels. And if you have any other comments related to this ranking then please feel free to contact us. With the first aggregation of employee-focused reviews of employers and reputation indicators, INOMICS offers students and academics looking for their next career step an important reference point for what they can expect from their next employer, and what they should consider when choosing where to send applications. We hope you find this a useful resource and look forward to compiling the next edition of this ranking in 2018!

# Careers in Research Pros and Cons

**Upon completion of a masters** degree or PhD, the big question arises: what next? Although it seems a natural progression to continue with further research, there are many other careers open to academics: in business, in education, or in communication and journalism, for example. So how do you know if research is the right career choice for you? Here we discuss some of the advantages and disadvantages of a research career to help you decide on your next role.

#### **Travel and relocation**

One big difference between a career in research and in One great advantage of a career in research is the inmost other fields is in the expectation of relocation. The first step for a masters or PhD graduate who wants a career in research is to find a PhD or postdoc position, for which they are likely to need to be willing to relocate. It is typical for researchers to move to a new city or country every few years, particularly when pursuing postdoc positions. The high rate of movement does have its advantages - it is a unique opportunity to travel to new places and to experience life in different countries and cultures. However, arranging an international relocation is a lot of work, and it can be hard to make new friends and create a social circle in a new city. Particularly for those with families, relocation may be very demanding your partner may also need a job in your new city and new schools need to be found for children, which can be a challenge. If your partner is also in research, some institutions offer dual career programs which help to find research positions for both members of a couple.

## **Independence and interest**

terest of the work that is performed, and the independence accorded to individual researchers. Particularly if you are able to secure third-party funding (that is, funding awarded directly to the researcher as opposed to a university or department), you may organize your own working schedule and priorities, and choose the topics of research which are of most pressing interest to you. Within many research institutions there is the possibility of flexible working hours, which can be especially advantageous to those with young children.

# **Security and career prospects**

One particularly difficult aspect of a research career is in the lack of job security. Postdocs are typically employed on short-term contracts for two years, and at the end of this period they must find another position. For the ambitious and determined researcher, this can be an opportunity for fast career progression and the chance to work in a variety of labs. However, this insecurity can also be a source of stress for many researchers as there is no guarantee of long-term stable employment. Progressing from a postdoctoral position to a professorship can be extremely competitive, and in many countries the number of professor positions are being reduced due to budget cuts. Overall, many more PhDs and postdocs are working than there are professorships available, so you must be extremely determined to follow this path.

# **Transferable skills**

Although the competition for academic positions is so fierce that a career in research may seem risky, in fact the skills one acquires in the performance of research can be transferred to many other fields. Aside from the skills of critical thinking, which are highly trained in researchers, there are specific skills which can be adapted to other career paths. Researchers may acquire expertise in mathematics or statistics, in written communication, or in poster and

oral presentation. All of these skills can be put to use in other jobs, so if a research position is not available, then you still have other career options open to you.

A career in research is highly demanding and not for everyone, but for those who are drawn to it, it offers a unique intellectual challenge. To see some of the latest and most exciting research positions available in your area, check out our website.



Open Position:

#### **Professor of Health Economics**

Deadline for application: **Aug 14, 2017**Contact: **ashley.soytemiz@mq.edu.au** 

More Open Positions:

inomics.com/macquaire-university

The Faculty of Business and Economics is seeking to employ a Professor of Health Economics to build capacity in undertaking health and human services research, both independently and collaboratively within Macquarie University. The appointment will be required to work jointly within MUCHE and the Department of Economics.



#### **Postdoc in Economics**

Deadline for application: **Sep 30, 2017** Contact: **dalia.marin@lmu.de** 

More Open Positions:

Open Position:

#### inomics.com/Faculty-of-Economics-LMU-Munich

The Economics Department of the University of Munich (LMU) invites applications for a Postdoctoral Position in International Trade or Organizational Economics. The Postdoc position is a full-time research position linked to a research grant by the German Science Foundation. The position is for two years with a possible extension to a third year. Applicants must show a high degree of research expertise as manifested in the quality of their PhD dissertation and possible other publications. The candidate is expected to have experience with firm-level data and to contribute to this research grant. There is no teaching obligation involved in the position.





SYDNEY-AUSTRALIA

Open Position:

#### **Professor of Economics**

Deadline for application: **Aug15, 2017** Contact: **sami.dakhlia@esce.fr** 

More Open Positions:

#### inomics.com/esce-paris-international-business-school

We are seeking a faculty member with a track record of pedagogical excellence in teaching international trade. Fluency in English is a must; knowledge of French is not compulsory. We are looking for a colleague with a strong publication record in international economics, but will also consider exceptional candidates in other fields. The full-time position is intended to be filled at the senior level, but particularly promising junior candidates will be considered as well. The expected start date is 1 September 2017.





# Job Market Report **INOMICS**

# **Key Findings**



# Average salary of a PhD is 111% higher than the salary of a Master's degree holder.

The results from the report suggest that obtaining a PhD or higher degree is profitable. The average salary for people with a PhD or higher degree compared to those with a master's degree is 111% more. This is much greater than the difference between salaries for those with a Bachelor's degree and those with a Master's degree (35% higher).



# Mid-level careers are better financially compensated in the private sector.

Full professors in academia and senior level positions in the private sector earn a comparable salary, while middle level positions in the private sector reported a higher salary than both assistant and associate professors. From this we see that mid-level careers are better financially compensated in the private sector, however salaries become more similar at the highest level of each area.



# The gender pay-gap for economics professors at North American universities seems to have narrowed to the point of non-existence.

Although worldwide results still show the existence of a disparity in salary level based on gender, the extent differs by countries/continents. In North America, it is observed that female full professors even earn slightly more than their male counterparts, suggesting a closing of the gender pay gap in North American academia.



# Salary is not a primary motivator at work, although it has a demotivating effect if too low.

- Motivation does not only come from financial compensation. In both academia and the private sector respondents perceived personal satisfaction as a stronger motivational force than financial rewards
- Financial rewards are considered to be a more significant factor for the private sector than for academia, suggesting that respondents in the private sector are more concerned with salary.





# Low salary can demotivate respondents in lower positions in both academia and private sector.

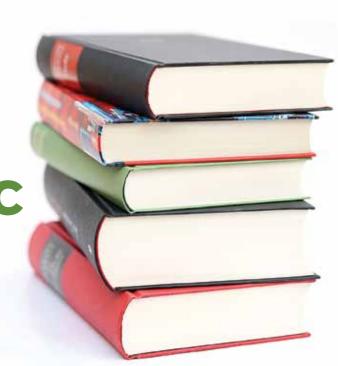
Although salary satisfaction level is similar for people working in mid-level positions and above, respondents in low-level positions from both academia and the private sector express dissatisfaction regarding their salary. This implies that low salary can demotivate respondents in lower positions.



# **Professors consider research publications more** relevant for their employability than teaching skills.

- Interestingly, for employers looking for professors at any level, student evaluation does not play a key role in justifying higher salary. The competence of professors based on thesis/journal accomplishments is seen to be the main justification, suggesting that for professors, research ability is regarded as more important than pedagogical skills.
- Justification of a higher salary based on years of work experience is more important in the private sector than in academia. Whilst in the private sector the experience gathered with years of work is seen as the most important asset, in academia professors prove their ability through academic writing. This is perhaps likely due to the funding that universities receive for faculty research projects.

# Average Salary by Highest Academic Degree



PhD or higher



Bachelor's Degree

30,652

(Worldwide) (Annual, Reported in US\$)

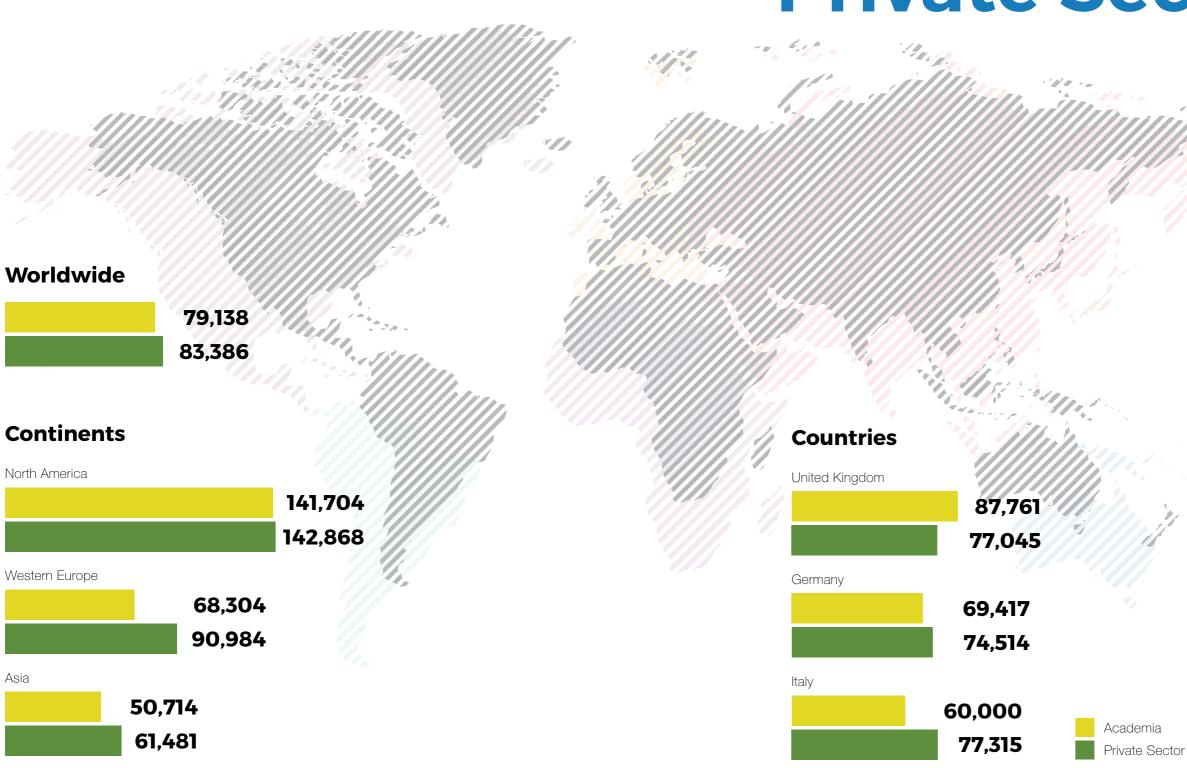
he education level declared more than double than for those with by respondents has a positive a Master's (111% higher). This jump correlation to average salary. is much more significant than the Interesting to note is that the salary difference in salaries for those with for people with a PhD is, on average, a Bachelor's degree and those with beneficial in the long-term.

a Master's degree, with the latter on average earning just 35% more. This outcome suggests that obtaining a PhD or higher degree is financially

# Average Salary by

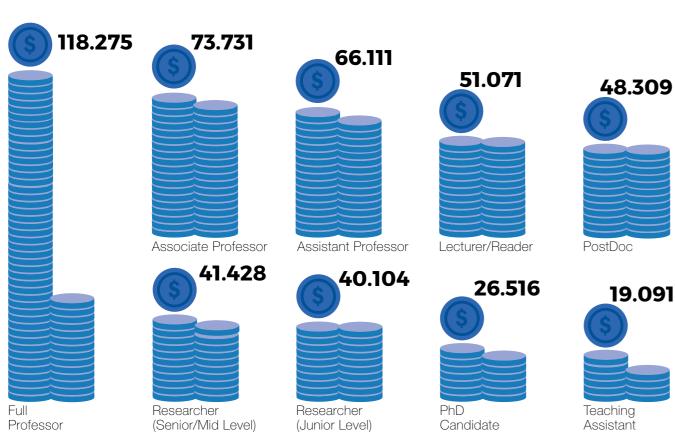
(Worldwide) (Annual, Reported in US\$)

# Academia and Private Sector



In most countries/continents for which we have data, average salary in the private sector is higher than that in academia, except for the United Kingdom. The gap between academia and the private sector is largest in Western Europe, where people employed in academia receive on average a 25% lower average salary compared to the private sector. North America and Germany appear to have a smaller salary disparity between academia and the private sector. North America has the highest average salary for both sectors across all countries/continents and Asia has the lowest average salary among the regions included in the report.

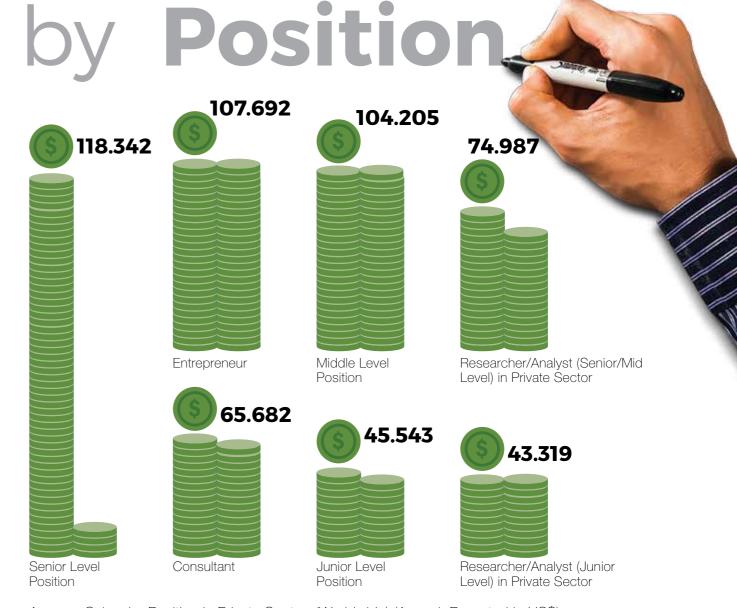
# Average Salary



Average Salary by Position in Academia (Worldwide) (Annual, Reported in US\$)

		North America	Western Europe	Asia	United Kingdom	Germany	Italy
ACADEMIA	Full Professor	172,446	99,779	86,397	139,306	112,273	91,458
	Associate Professor	130,610	60,833	53,098	80,000	65,000	60,233
	Assistant Professor	118,214	52,222	45,357	67,391	65,000	40,789
	Lecturer / Reader	97,500	52,500	24,125	66,023	55,000	38,000
	PostDoc	69,000	56,481	38,333	48,333	57,000	25,000
	Researcher (Mid/Senior Level)	107,500	77,857	16,600	51,667	40,000	41,364
	Researcher (Junior Level)	85,000	61,000	25,000	45,000	25,000	31,667
	PhD Candidate	31,667	32,500	18,500	30,000	30,833	20,000
	Teaching Assistant	25,000	25,000	13,750	/	1	10,000
PRIVATE SECTOR	Senior Level Position	170,217	120,833	104,444	128,125	1	123,000
	Entrepreneur	200,000	/	104,000	1	107,500	/
	Middle Level Position	170,000	108,750	56,923	65,000	110,833	108,500
	Researcher/Analyst (Mid/Senior Level)	136,111	82,636	44,833	50,000	71,765	58,667
	Consultant	91,111	86,875	65,833	1	85,000	25,000
	Junior Level Position	59,167	62,188	27,500	1	25,000	25,000
	Researcher/Analyst (Junior Level)	100,500	45,000	37,500	45,000	61,500	/

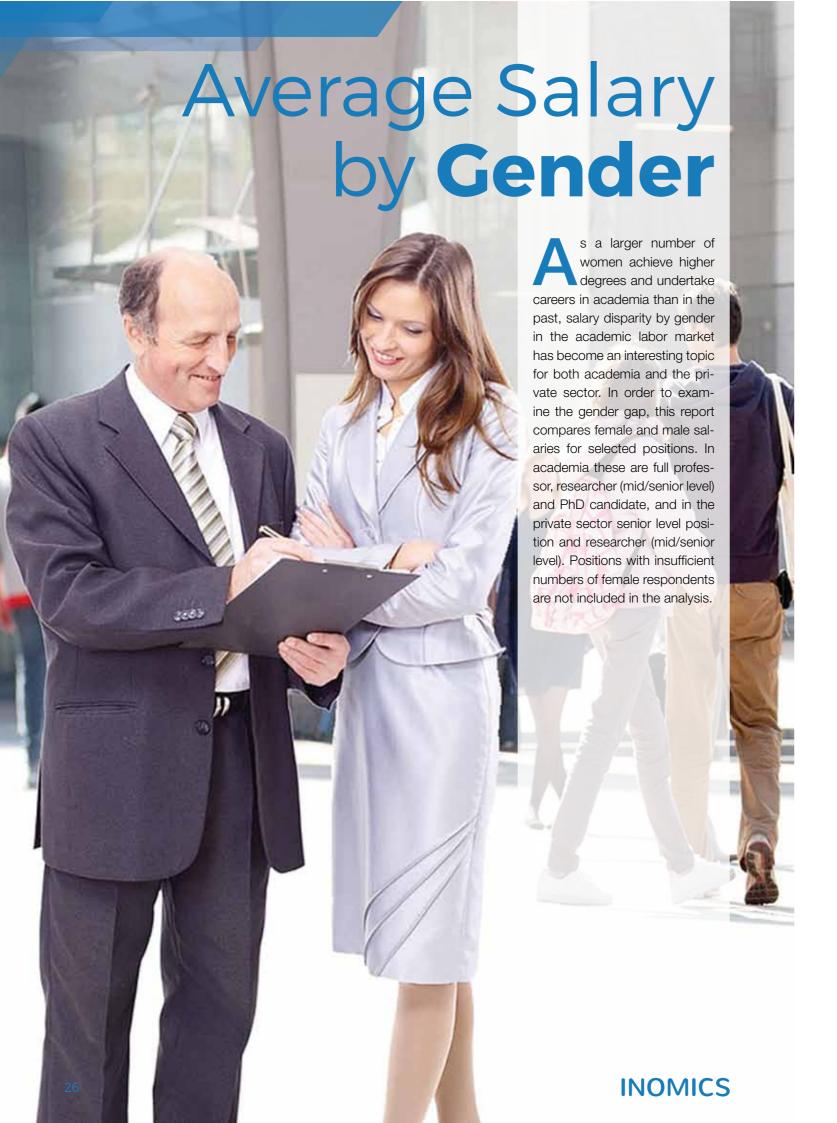
Average Salary by Position (Selected Continents/Countries) (Annual, Reported in US\$)



Average Salary by Position in Private Sector (Worldwide) (Annual, Reported in US\$)

On a global scale, as expected, the most financially rewarding occupation in academia is full professor and in the private sector is a senior level position. PhD candidates and teaching assistants have the lowest average salary across all positions in both academia and the private sector. All levels of researcher in the private sector reported a higher average salary than those in academia.

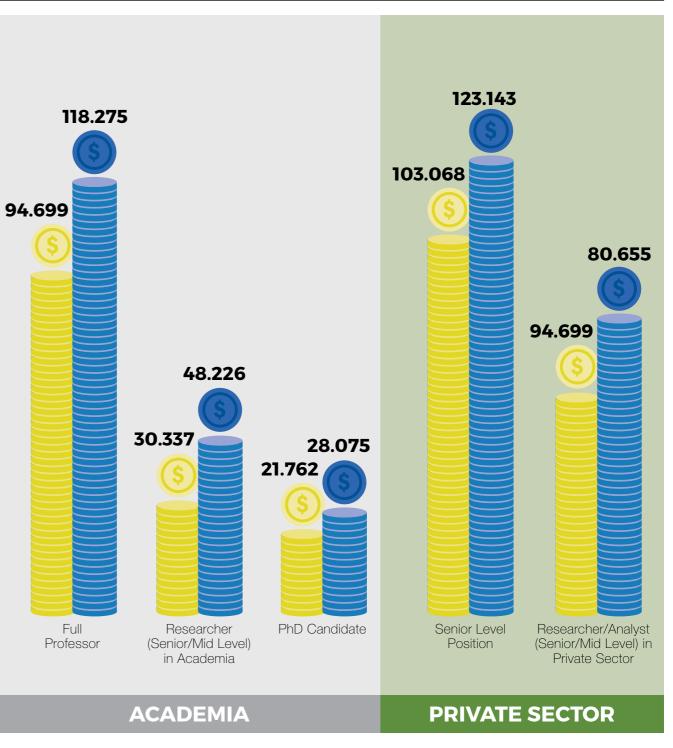
- Full professors in academia and senior level positions in the private sector earn on average a comparable salary, while middle level positions in the private sector reported a higher salary than both assistant and associate professors. From this we see that mid-level careers are better financially compensated in the private sector, althoughaverage salary levels converge at the highest level of each sector.
- On average, someone working as a researcher/analyst is better financially compensated in the private sector than in academia. The difference is larger in mid/senior level than junior level.
- In terms of salary distribution across countries/continents, North America holds the highest average salary for most positions in both academia and the private sector. This is especially prominent for higher-level positions, such as full professor and senior level private sector positions. For lower level positions however, such as PhD candidate or PostDoc, the salary gap between North America and other countries/continents becomes smaller.





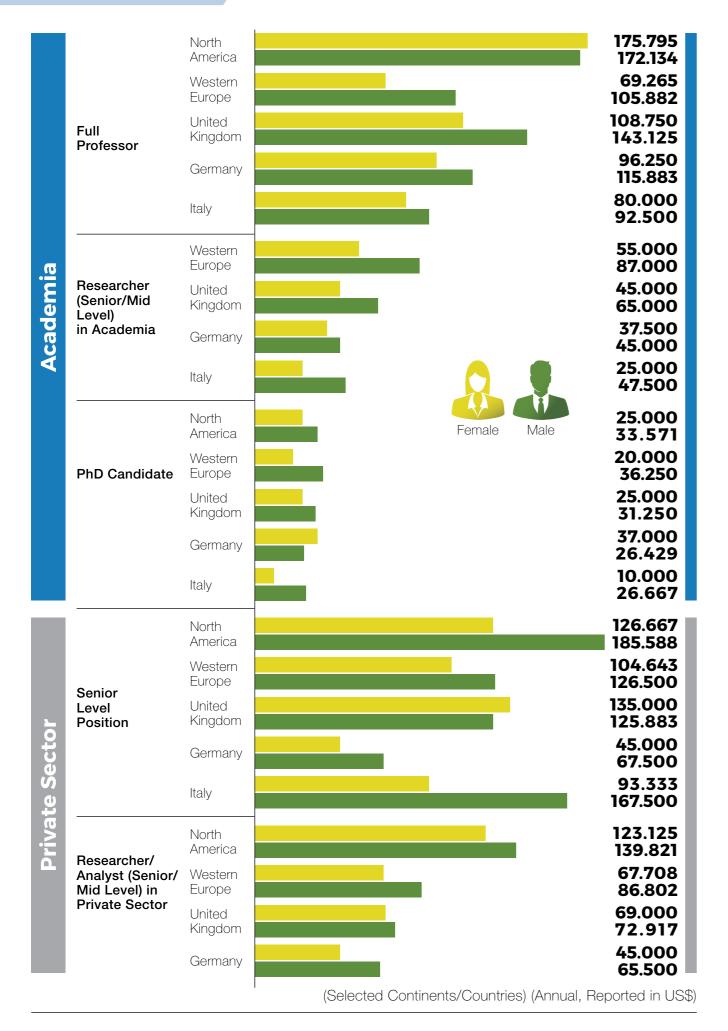


(Worldwide) (Annual, Reported in US\$)



The worldwide average salary of female and male workers in both academia and the private sector illustrates a gender gap. The average difference worldwide is greatest for full professors, with female full professors earning 23%

less than male full professors. However, the extent of the gap differs by geographical region and position. A more specific look at gender gap by countries/continents follows in the next graph.



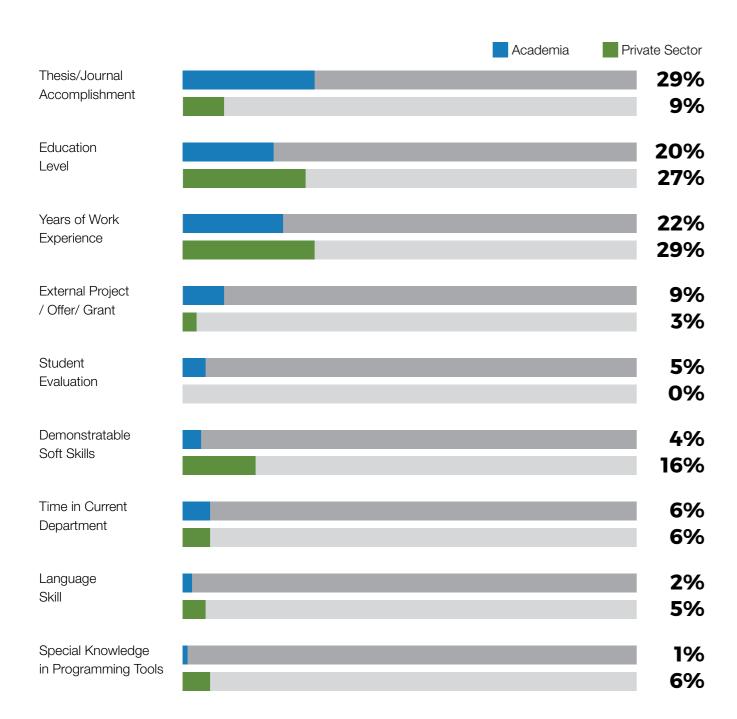
- In North America, male respondents in senior level positions in the private sector earn a 47% higher average salary than female respondents. In academia, however, it is observed that female full professors actually earn a slightly higher salary than male full professors, suggesting a closing of the gender pay gap in North American academia.
- In the United Kingdom however, the situation is reversed, with male full professors earning 32% more than their female counterparts, whilst female senior level positions in the private sector have a slightly higher yearly salary than males.
- In other countries for which we have sufficient data, there seems to remain a more traditional pay gap between men and women, although this gap can vary from a few percentage points to a major and noticeable difference.



# **Skills and Experiences** Justifying Higher Salaries

vate sector may wonder which the important skills and experiences are for justifying higher salaries. The results below are based on responses from senior and

any job applicants in either academia or the primid-level positions in the private sector, and assistant, associate and full professors in academia. We only included answers from high-level positions because they are in a better position to advise about work environment and salary.



Thesis/journal accomplishment is the most crucial factor influencing higher salaries in academia for all levels of professors. One third of respondents in the private sector answered that years experience is the most important factor.

- Some factors that were considered less important in academia, such as demonstrable soft skills, special knowledge in programming tools and language skills, are perceived to be more significant in the private sector. Thus, applicants should prepare their skills according to which type of employer they are interested in working for.
- Interestingly, across all levels of professor, student evaluation is not considered to play a key role in justifying higher salaries. The competence of professors based on thesis/journal accomplishments is seen to be the main justification, suggesting that for professors, research ability is regarded as more important than pedagogical skills.
- Work experience is considered more important in the private sector than in academia when it comes to justifying salary. Whilst in the private sector the experience gathered is seen as the most important asset, in academia professors prove their ability through academic writing. This could be due to the funding universities receiving for faculty research projects.









# **University of Milan**

More info: inomics.com/university-milan

The University of Milan was established in 1924 as a public academic institution in Milan, Italy. The university is the largest in the region, with approximately 64,000 Italian and international students enrolled in its eight faculties and two prestigious schools. Furthermore, the University of Milan has gained prestige for being the only Italian member of the League of European Research Universities. The University of Milan is a public teaching and research university, which - with 8 faculties and 2 schools and a teaching staff of more than 2000 professors - is distinguished by its wide variety of disciplinary fields.



or researchers who are thinking about moving into industry, there are a huge range of employment possibilities outside of academia. The advantages of such a move may include greater job security, better pay, greater opportunities for career progression, and a more goal-oriented research culture. But the culture of business can come as a shock to those who have spent all their work time in universities.

If you're thinking about making the switch from academia to industry, we're here with some advice on how to find and apply for the position which is right for you, and how to manage the transition into the industry world.

#### **Transferable skills**

The first step in finding the industry career options that would suit you best is to identify the skills you've acquired in academia, and to see how these skills could be transferable to an industry setting. Those who have a background in academia almost certainly have excellent writing skills, critical thinking skills, and the ability to review research literature and write reports on it. Depending upon your specific field, you may also have data analysis

experience, mathematical and statistical expertise, programming knowledge, and oral presentation skills. All of these will serve you well in an industry context, so identify you particular areas of strength and look for job opportunities which focus on these skills.

# Networking and advertising yourself

In order to hear about industry opportunities and to let employers know that you're available for hire, you need to make use of your professional network and to promote yourself as a professional presence. Some academics can be a bit squeamish about networking or self promotion, but it is an essential part of job hunting and need not be an unpleasant experience. You should ask around your friends and colleagues about any positions which they are aware of, particularly if you've worked with them in the past and they can give you a recommendation to an employer. You should obviously update your CV, but also consider writing a blog or white paper on topical issues in your field, and getting active on social media sites such as Twitter or LinkedIn. Show

industry employers that you have unique knowledge of your field which can benefit them.

# Finding opportunities

In order to hear about the latest opportunities in industry, you'll need to expand your job searches beyond the bounds of academia. As mentioned above, networking is important to help you hear about jobs through word of mouth. You can also search online, making use of websites which post listings of job opportunities as they arise. However, don't forget to check email mailing lists as well – often being on the right mailing list will allow you to be among the first to hear about new positions. Also consider the time of year at which you undertake your job search. Summer is generally the slow season, with fewer projects being started or hirings being made. So you may have more success in your job search if you focus on spring, autumn or winter times.

#### **Business culture**

It's important to remember that there are significant cultural differences between academia and industry.

Industry tends to be more formal than academic settings, so bear this in mind when you attend a job interview. Industry typically promotes more formal attire than academia, so leave the corduroys and trainers at home and opt for a suit or a shirt and smart trousers when meeting prospective employers. Also, don't be afraid to sell yourself. Speak with confidence and be prepared to offer evidence of your skills and abilities. Having extensive academic qualifications is an advantage to help you get to an interview stage, but you need to show employers that you can apply those skills to real-world problems. Consider putting together a portfolio of projects that you've worked on, such as the successful completion of a research project or a conference which you organized. This way you can show the concrete successes that you were able to produce and demonstrate your abilities to employers.

#### Conclusion

There are some great advantages of switching to industry for researchers, so we hope these tips serve you well in your job searching. See more terrific opportunities for research careers on INOMICS.



# Recommended Study Opportunities

# Master's Programs

#### **Master in Economics - Barcelona**

Enrolment: **September each year**Application Deadline: **June each year** 

More Information: inomics.com/master-economics-

barcelona-barcelona

More Study & Career Opportunities: inomics.com/ubschool-economics-university-barcelona

The MSc in Economics offered by the UB School of Economics is a high-quality master's programme that prepares economists to undertake cutting-edge research at one of the world's leading higher education institutions. This programme has recently been accredited with

Excellence by the Universities Council which recognises outstanding achievements and performance. The MSc in Economics is the perfect programme for recent graduates looking to develop their research skills through a broad selection of courses entirely taught in English by our top researchers. Since this is a two-year master, students will have the chance to develop strong methodological skills and specialise in areas of particular interest to them. On successfully completing the programme, students can expect to find employment in a broad range of sectors, including higher education and economic consulting.





# Masters Degree in Specialized in Economic Analysis

Enrolment: **September each year**Application Deadline: **June each year** 

More Information: inomics.com/macroeconomic-policy-and-financial-markets-program-masters-degree-specialized-economic-analysis

More Study & Career Opportunities: inomics.com/barcelona-graduate-school-economics

Students in the Barcelona GSE Macroeconomic Policy and Financial Markets Program will obtain relevant knowledge about the central issues in Macroeconomic and Fi-

nancial Economics analysis, as well as the key tools, data, models, and techniques now being used by public and private institutions. Students will not only learn how to use these modeling and statistical techniques, but will conduct an independent master's project to learn how to apply these new skills to real empirical work. This program covers economic models such as the dynamic stochastic general equilibrium (DSGE), vector autoregression (VAR), and autoregressive conditional heteroskedasticity (ARCH).





# New MRes and PhD research programme in Economics

Enrolment: **September each year**Application Deadline: **June each year** 

More Information:

inomics.com/new-mres-and-phd-research-programme-economics-glasgow

More Study & Career Opportunities: inomics.com/ university-glasgow

The Adam Smith Business School at the University of Glasgow offers a comprehensive MRes and PhD research programme in Economics and is now recruiting for 2017. The 2 year MRes programme is normally followed by the 3 year PhD stage. The University of Glasgow will fund up to six studentships covering tuition fees and a stipend for up to five years to enable students to receive comprehensive MRes (pre-PhD) training and to subsequently undertake research in a chosen field of economics, leading to a PhD.





#### **MSc in Economics**

Enrolment: September each year

Application Deadline: March (1st round), April (2nd round) and June (3rd round) each year

More Information:

inomics.com/msc-economics-lisbon-1

More Study & Career Opportunities: inomics.com/iscte-iul---instituto-universitário-de-lisboa

The Msc in Economics is recommended for students with a good technical background who wish to obtain a rigorous, in-depth education in economic theory and policy at the graduate level, to prepare a successful career in research or as professional economists working for central banks, the banking industry, government institutions, and international organisations or as economic advisors and financial consultants. It also

provides a rigorous preparation for students who wish to advance to a PhD program.





## EPS - Economics and Political Science, University of Milan

Enrolment: **September each year**Application Deadline: **June each year** 

More Information: inomics.com/eps-economics-and-political-science-university-milan-milan

More Study & Career Opportunities: inomics.com/

university-milan

The two-year master degree in Economics and Political

Science (EPS), University of Milan, provides a highly qualified interdisciplinary learning track. Taught entirely in English, EPS is a unique master program presenting a balanced offer of courses in economics and political science, introduced by a few supplementary courses in mathematics, game theory and quantitative and qualitative research methods. Students in EPS will acquire a deep knowledge of the major international economic policy issues and will be trained to become key players and decision makers in global business, international organizations and government agencies.





# Summer Schools and Short Courses

# **Summer School "Sustainable** Cities"

Enrolment: June each year

Application Deadline: May each year

More Information: inomics.com/summer-school-

"sustainable-cities"-rennes

More Study & Career Opportunities: inomics.com/ crem-umr6211-center-research-economics-and-

management-university-rennes-1

Urbanization and cities development are a key issue regarding climate change. Recent advances in urban economics have studied, for instance, relationships between urban structure, the design of public policies and environ-



mental nuisances. This Summer School aims at studying this topic. During the school, Professor Matthew Kahn, a leading researcher in urban economics, will deliver a 6 hours lecture about his works on urban growth and environmental challenges. The second day will provide the opportunity to the participants to present a selected work. No more than 8 papers will be selected.

# Social Network Analysis using Stata

Enrolment: June each year

Application Deadline: May each year

More Information: inomics.com/social-network-anal-

ysis-using-stata-florence

More Study & Career Opportunities:

inomics.com/tstat

The field of Social Network Analysis is one of the most rapidly growing fields of the social sciences. Social network analysis focuses on the relationships that exist between individuals (or other units of analysis) such as



friendship, advice, trust, or trade relationships. As such, network analysis is concerned with the visualization and analysis of network structures, as well as with the importance of networks for individuals' propensities to adopt different kinds of behaviors. This workshop introduces the so-called nwcommands suite of Stata commands for social network analysis. The suite includes commands for importing, exporting, loading, saving, handling, manipulating, replacing, generating, visualizing, and animating networks. It also includes commands for measuring various properties of the networks and the individual nodes, for detecting network patterns and measuring the similarity of different networks, as well as advanced statistical techniques for network analysis including MR-QAP and ERGM. This workshop provides an interdisciplinary venue for social scientists, mathematicians, computer scientists, ethnologists, epidemiologists, organizational theorists interested in analyzing social networks.

# UB School of Economics Summer School

The Economics of Education: Analyzing the Effects of Programmes and Policies (2017 edition)

Enrolment: July each year

Application Deadline: June each year

More Information: inomics.com/economics-education-analyzing-effects-programmes-and-policiesbarcelona

More Study & Career Opportunities: inomics.com/ubschool-economics-university-barcelona

The Universitat de Barcelona School of Economics, the centre for research and postgraduate and executive edu-

cation in economics at the University of Barcelona (UB), invites you to participate in an unique academic and personal experience during the first week of July in Barcelona! The Summer School aims at providing students with a set of tools to address current challenges in the area of the analysis and evaluation of different elements of the educational system. These tools cover both theoretical and methodological issues at the knowledge frontier of this field of study.



#### **LSE Methods Summer Programme**

Enrolment: August each year

Application Deadline: August each year

More Information: inomics.com/lse-methods-sum-mer-programme-london

More Study & Career Opportunities: inomics.com/lon-don-school-economics-political-science-lse

The LSE Methods Summer Programme, now in its 4th year, is a two-week summer school providing intensive training in social science research methods. We have a range of short courses suitable for undergraduate students, postgraduates, PhD students, researchers and professionals, all taught by LSE academics.



# PhD Summer School 2017 at Nova SBE, Lisbon

Enrolment: **Beginning of June each year** Application Deadline: **May each year** 

More Information: http://www.novasbe.unl.pt/en
More Study & Career Opportunities: inomics.com/
nova-school-business-and-economics

The 2017 version of the summer school offers 2 courses: Monetary Policy with Sticky Prices, taught by Luigi Paciello, from the Einaudi Institute for Economics and Finance, Rom; and Topics in Behavioral Development Economics



taught by Danila Serra, Southern Methodist University, in Dallas, Texas. For each edition two courses in different fields will be taught by world renowned professors.

## 11<sup>th</sup> Edition of the Barcelona GSE Summer Schools in Economics

Enrolment: June each year

Application Deadline: May each year

More Information: inomics.com/11th-edition-barcelona-gse-summer-schools-economics-barcelona More Study & Career Opportunities: inomics.com/ barcelona-graduate-school-economics

The Barcelona Graduate School of Economics welcomes the summer with a diverse range of summer schools in economics and related fields, and for this 11<sup>th</sup> Edition in Barcelona GSE Summer School

2017 we are offering a wider range of courses that may be of your interest: Banking, Economics of Competition Policy, Finance, Macroeconomics (jointly with CREI), Data Science, Labor Economics, Macroeconometrics, Microeconometrics

#### **2017 STATA SUMMER SCHOOL**

Enrolment: July each year

Application Deadline: June each year

More Information: inomics.com/2017-stata-summer-

school-london

More Study & Career Opportunities:

inomics.com/timberlake-consultants

Our 2017 Stata Summer School, comprising a series of 1 and 2-day courses will take place between 3-8 July 2017 at Cass Business School, London. Now in its 6<sup>th</sup> year, our London Stata Summer school provides a very popular and flexible course framework allowing attendance at any



course separately, or the entire school. The School provides a great opportunity for students, academics and professionals to expand their data analysis and statistical skills learn from professionals pioneering research at the forefront of their specialist fields.

#### **EcoMod Modeling School - Europe, Americas, Asia**

Enrolment: ongoing

Application Deadline: ongoing

More Information: ecomod.net/modeling-school

More Study & Career Opportunities:

inomics.com/ecomod

All EcoMod courses are fully practical and provide handson experience through intensive use of exercises on the computer. Participants actually build the models step-by-



step with individualized guidance from instructors: from small to large scale and from simple to complex structure. Practical General Equilibrium Modeling with GAMS, Energy and Environmental CGE Modeling with GAMS, Dynamic Stochastic General Equilibrium (DSGE) Modeling Step-By-Step, Tax Revenue Modeling Using Econometric and Microsimulation Techniques with EViews and Stata, Global VAR modeling using the GVAR Toolbox 2.0, Building and Using Social Accounting Matrices (SAM) and SAM Multiplier Models for Policy Analysis, Macroeconometric Modeling using EViews among other courses are offered by the School.

# **PhD Programs**

#### Ph.D. Program in Economics and Finance (PEF)

Enrolment: September each year Application Deadline: April each year

More Information: inomics.com/phd-program-eco-

nomics-and-finance-pef-st-gallen

More Study & Career Opportunities: inomics.com/university-st-gallen-school-economics-and-politicalscience

The School of Economics and Political Science is a lead-

ing economics department in Europe well known for its research and teaching. The PhD Program in Economics and Finance (PEF) at the University of St. Gallen trains students to achieve academic excellence in the areas of Economics, Econometrics and Finance. Graduates are regularly selected for very reputable academic and non-academic positions. The program is designed to ensure that students get advanced knowledge of main areas of economics and finance. The curriculum starts with intensive courses, followed by two years of advanced studies and own original research.



More Information: inomics.com/10-phd-fellowshipssocial-sciences-gssi-laquila

The doctoral program in Urban Studies and Regional Science at the GSSI focuses on key topics related to 'urban and regional systems'. Five core areas are introduced in the first year: regional science, policy studies, urban geography and sociology, urban planning and research methodology (both qualitative and quantitative).



uc3m

**Economics** 

#### **PhD in Economics**

Enrolment: September each year Application Deadline: June each year

More Information: inomics.com/phd-economicsgetafe

More Study & Career Opportunities: inomics.com/department-economics-university-carlos-iii-madrid

The Economics Graduate Program of Universidad Carlos III de Madrid consists of a two-year Master in Economic



supervision of a faculty advisor. The program offers financial aid for the five-year duration of the studies.



## **Fully funded Economics** studentships available at the **University of Edinburgh**

Application Deadline: June each year

More Information:inomics.com/fully-funded-economics-studentships-available-university-edinburgh-

More Study & Career Opportunities:inomics.com/ school-economics-university-edinburgh



The School of Economics at the University of Edinburgh is looking for outstanding candidates to take up fully funded PhD opportunities. Our doctoral programme is structured to ensure that you receive training throughout your first year including in the following areas: microeconomics, macroeconomics and econometrics. You will also begin to develop your research. After first year, you will focus on your research and the development of your thesis.

#### **Doctoral Program** In Economics

Application Deadline: January each year

More Information: inomics.com/doctoral-program-

economics-2017-zurich

More Study & Career Opportunities: inomics.com/ department-economics-university-zürich

The Doctoral Program in Economics at the University of Zurich was launched in its current format in 2009. It offers both a set of courses taught (in English) by internationally



renowned scholars at the University of Zurich and world-class research opportunities. The Zurich Graduate School of Economics (ZurichGSE) receives about 300 applications and admits between 12 and 16 students each year. Funding is guaranteed for four years, with those making satisfactory progress receiving a fifth year. Departmental scholarships are offered for the first year of the Ph.D. program, and recipients are expected to work as teaching assistants from the second year onwards. Research assistant positions are also available. In addition, the ZurichGSE offers three UBS Center Scholarships. All scholar- ships are awarded competitively on the basis of academic merit.

## **PhD Program in Economics (IDEA)** -Barcelona

Enrolment: September each year Application Deadline: June each year

More Information:inomics.com/phd-program-econom-

ics-idea-barcelona-bellaterra

More Study & Career Opportunities:inomics.com/ideaautonomous-university-barcelona



The IDEA Graduate Program in Economics prepares students for academic careers as well as positions as experts in business, finance, government and research organizations. IDEA students and faculty are immersed in an Englishspeaking international academic community, and our graduates participate and are placed in the global job market. IDEA is a joint project between the Department of Economics at the Universitat Autònoma de Barcelona and the Institut d'Anàlisi Econòmica. The IDEA PhD Program is jointly organized with the Barcelona Graduate School of Economics.

# Top Economics Podcasts

f all available internet resources in economics, podcasts often remain the most overlooked. Yet it's a great way not only to enrich your knowledge, but also to look at an already familiar matter from a different perspective. Normally, podcasts are issued in the style of lectures, talks, interviews or just short commentaries, and cover either current economic issues or pure academic topics.

Previously we published a list of free online courses from renowned universities that have both open-access lectures and podcasts of public events (like LSE). Below you will find a list of economics podcasts, some of which were mentioned by Tim Harold in his blog last year.

The featured resources are mostly produced by think tanks, research institutes, economics bloggers or media. They represent different schools of economic thought and vary in length and style.

**EconTalk** is probably the most known economics podcast of all and is a winner of numerous webblogs awads. A weekly podcast hosted by Russ Roberts "features one-on-one discussions with an eclectic mix of authors, professors, Nobel Laureates, entrepreneurs, leaders of charities and businesses, and people on the street."

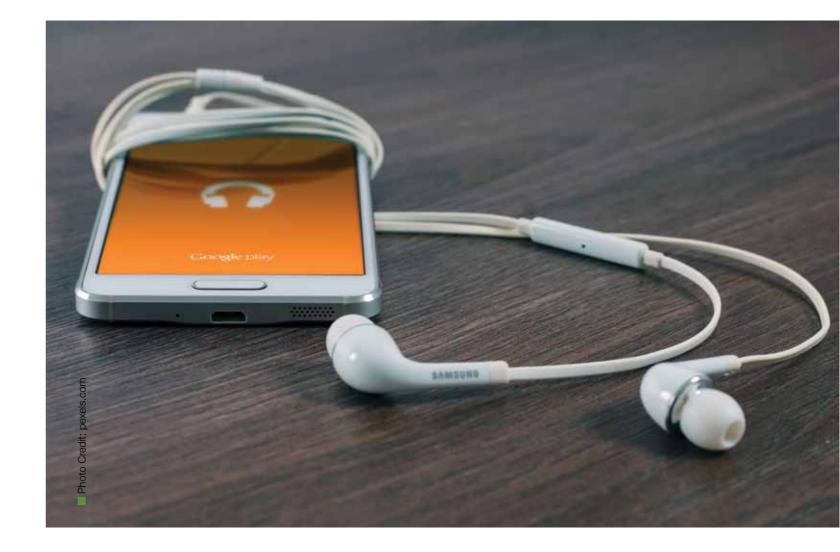
2 NPR Planet Money Podcasts is a twice-weekly podcast on global economy. Describing themselves, NPR say: "We have two rules for ourselves: 1. Everything has to be interesting (and, preferably, fun or funny or poignant or somehow grabby). 2. Everything should be economically smart, but not economically dull."

**VoxTalks** is a collection of interviews on economic policy issues. It is a part of the policy portal voxEU.org, which was set up by the Centre for Economic Policy Research.

Cato Institute Daily Podcast is produced by the Cato Institute, a think tank, and covers hot economics topics from a libertarian perspective. Their website has a large collection of other video and audio resources which are worth checking out.

**Demand Side Economics** is a weekly podcast from Alan Harvey, the author of a blog of the same name. It covers current economics issues from a Keynesian prospective.

6 Mises Media has a collection of podcasts and lectures in Economics from the Ludwig von Mises Insitute, "The world center of the Austrian School of economics and libertarian political and social theory". One of their podcasts, Economics in One Lesson, consists of interviews with leading Austrian Economists.



**Tenderical Tenderical Tenderical** 

Development Drums is a podcast for those who want to know more about international development and global poverty. It features interviews and guest talks from experts and professionals involved in development.

Global Prosperity Wonkcast is a part of a blog by the Center for Global Development (CGD), a think tank. It features weekly interviews with CGD experts on international development issues.

1 OF Freakonomics Podcasts – Even though Freakonomics is not about economics as you know it, it definitely provides some interesting food for thought. In a recent episode "Freakonomics Goes to College" they explored the real value of college degrees and the market for fake diplomas.

Infectious Talk is a podcast hosted by the editor of Infectious Greed, a popular finance blog. It contains a collection of interviews and talks on a variety of topics, covering entrepreneurship and investment.

1 2 Trade and Economics is a podcast from the Center for Strategic and International Studies and Economics, which features experts talking about "a globalized economy and its relationship to security"

13 China Economic Radio features talks on business and economics in mainland China. A podcast is released every several months.

1 4 Peterson Institute for International Economics offers a number of brief interviews and commentaries on current global economic and political issues. The Institute also has a separate audio channel for the hosted events.

15 You might also want to check some of the major media podcasts: FT, BBC, Guardian, The Economist and Bloomberg.



# **5th RSEP Social Sciences Conference, 07-10 November 2017, BARCELONA**

Conference Dates: Nov 7, 2017 to Nov 10, 2017

Contact: info@rsepconferences.com

More Conferences: inomics.com/review-socio-eco-

nomic-perspectives-rsep

Review of Socio-Economic Perspectives (RSEP) - (ISSN: 2149-9276, E-ISSN: 2547-9385) invites the social sciences and interdisciplinary included thematic studies and presentations to the 5th RSEP Social Sciences Conference which will be held on 07-10 November 2017 in Barcelona. Abstracts or full papers will be published in E-Conference Proceeding with ISBN and DOI.



## MIRDEC 5th VIENNA, Conference on Social Science, Multidisciplinary and European Studies, 12-14 September 2017, Vienna, Austria

Conference Dates: Sep 12, 2017 to Sep 14, 2017

Contact: submission@mirdec.com

More Conferences: inomics.com/tr/MIRDEC

MIRDEC (Masters International Research and Development Center) cordially invites full papers and/or Abstracts relating to all broad areas of Social Science Disciplines Multidisciplinary and European Studies.



# First WID.world Conference

Conference Dates: Dec 14, 2017 to Dec 15, 2017

Contact: first.conference@wid.world

**Upcoming Conferences:** 

#### inomics.com/paris-school-economics

WID.world was initially created as the The World Top Incomes Database in January 2011. Thanks to the contribution of over a hundred researchers, the project expanded to include series on income and wealth inequality for more than thirty countries, spanning over most of the



20th and early 21st centuries, and in some cases going back to the 19th century. To reflect the increasing scope and ambition of the database, the WTID was subsumed into WID.world in November 2015. In January 2017, with the objective of reaching yet a wider audience, we launched a new website.

# **Commercial Real Estate Finance and Investment**

Conference Dates: Nov 2, 2017 to Nov 3, 2017

Contact: conference@recapnet.org

**Upcoming Conferences:** 

inomics.com/centre-for-european-economic-

research-zev

The Leibniz Network on Real Estate Markets and Capital Markets (ReCapNet) focuses on the interactions between real estate markets and capital markets. The ninth conference of the network will take place at ZEW in Mannheim on November 2 – 3, 2017. The main theme of the conference will be "Commercial Real Estate Finance and Investment".



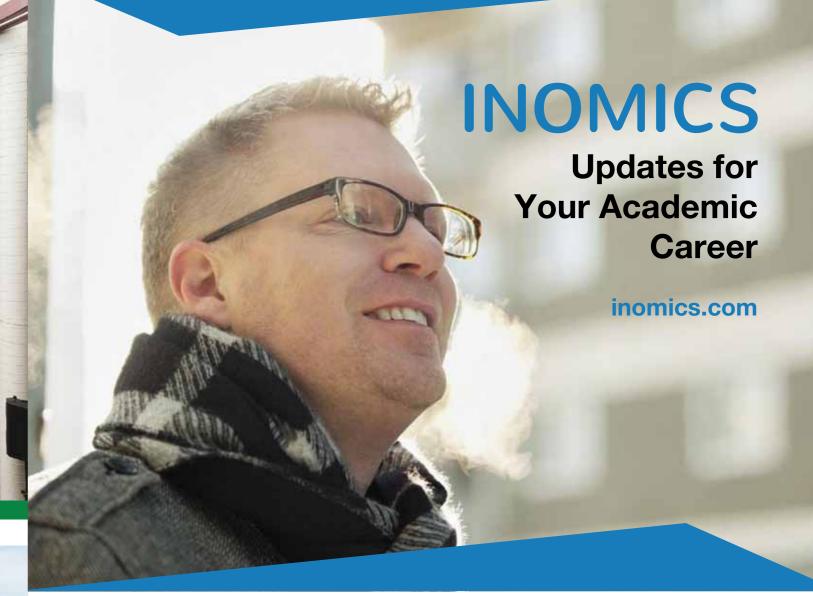




# University of St.Gallen

More Info: inomics.com/university-st-gallen

The University of St. Gallen was established in 1898 as a public academic institution in St. Gallen, Switzerland. Approximately 8,500 undergraduate, graduate, and doctoral students are enrolled in study programs at the university. The University of St. Gallen offers internationally acclaimed programs in economics, law, business management, economics and finance, as well as international affairs and banking. The Department of Economics at the University of St. Gallen has developed an international reputation for excellence in innovative teaching and economic consulting and is consistently ranked amongst the top economic departments in Europe on the basis of its quality research. The Department of Economics and its many institutes also play a leading role in public debates over economic policy and structures. The department is comprised of 29 faculty members who are specialized professionals in their fields of economics and finance.





#### More info: inomics.com/koc-university

Internationally recognized and globally ranked, Koç University is located at the bridge between the East and the West, in a modern city surrounded by the history of centuries and multiple civilizations in Istanbul, Turkey. International students at Koç University are able to take advantage of living in this fascinating and vibrant city whilst receiving a world class education. Koç University is known globally for facilitating cutting edge research and offers a variety of full scholarship Masters and/or PhD programs for you to choose from, all taught in English.

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