## Effective versus Statutory Taxation: Measuring Effective Tax Administration in Transition Economies

By: Mark E. Schaffer and Gerard Turley

Working Paper Number 347 November 2000

# Effective versus Statutory Taxation: Measuring Effective Tax Administration in Transition Economies\*

Mark E. Schaffer
M.E.Schaffer@hw.ac.uk
Centre for Economic Reform and Transformation
Department of Economics, School of Management
Heriot-Watt University
Edinburgh EH14 4AS, UK

Gerard Turley
G.Turley@hw.ac.uk
Department of Economics
National University of Ireland
Galway, Republic of Ireland

November 2000

#### Abstract

Wide differences between effective or realised average tax rates and tax yields that would result if statutory tax rates were strictly applied indicate tax compliance and collection problems. Due to the greater politicisation of tax systems in transition economies (TEs), we would expect the shortfalls in effective tax yields for TEs to be larger than a benchmark for the mature market economies where tax systems are well established, the administrative capacity is stronger and tax arrears are tolerated less frequently. The methodology involves calculating an effective/statutory (E/S) tax ratio. Initial results indicate that the leading TEs have E/S ratios similar to the EU average. We find a positive correlation between progress in transition and effective tax administration, as measured by our E/S ratio. For slow reformers, the effectiveness of tax collection appears to vary with the extent of state control. Those TEs that have maintained the apparatus of the state have done well in tax collection compared to those countries where there is evidence of state decay. This raises a number of broad policy issues relating to the speed of transition, the interaction of politics and economic reforms, the capacity of the state to govern and the need for market institutions to develop.

Key words: statutory taxation, average tax rate, tax collection, effective administration, transition economies

Journal of Economic Literature, Classification Numbers: H2, H32, H87, P5. 5 tables, 32 references.

\_

<sup>\*</sup> The analysis in this paper builds on work conducted for the European Bank for Reconstruction and Development, to whom we are grateful for financial support. We are grateful also to Michael Alexeev, Alan Bevan, and the participants at the July 2000 Galway workshop on "Institutions in Transition Economies" for helpful comments earlier versions of this paper. All views expressed in this paper are, however, solely the responsibility of the authors.

#### 1. Introduction

This paper attempts to measure the effectiveness of tax administration in transition economies (TEs) and how it compares to a benchmark for the mature market economies. We measure the effectiveness of tax administration by comparing statutory tax rates with effective tax yields. This method of measuring the administrative capacity of tax systems has been alluded to in the taxation literature but not systematically pursued in cross-country comparisons. Alex Radian, in his inquiry into tax administration in poor countries, noted that effective tax rates are lower than legal tax rates (Radian, 1980). David Newbery raised the issue of differences between statutory and effective tax rates, again in the context of developing countries, when he stressed the importance of examining the effective tax system rather than the legally defined tax system (Newbery and Stern, 1987). In the same World Bank publication, Vito Tanzi suggested that the gap between the statutory tax system and the effective tax system might be large in developing countries (Newbery and Stern, 1987). Elsewhere, Burgess and Stern (1993) argued that the wedge between the statutory and effective tax systems can be reduced by improvements in administrative capabilities. In this paper, we take a methodology previously used for measuring fiscal or revenue capacity in federal states (ACIR 1962) and adapt it to enable inter-country comparisons of effective vs. statutory taxation. We then use actual fiscal and national accounts data from 25 TEs and, as a benchmark, the average for the 15 member countries of the European Union, to measure the effectiveness of tax administration.

Tax exemptions, deferrals, write-offs and arrears that firms receive or extract from the state are widespread, not only in transition economies but in market economies as well. In a broader sense, these tax concessions are often manifestations of a tax system that is politicised. One possible result of this bargaining and general politicisation of the tax system is a low level of tax compliance combined with a high incidence of tax avoidance. Measuring the extent of this financial aid using firm-level information is difficult and faces obvious data difficulties, e.g., these concessions may not be widely known or may not show up in the government's budget. By measuring the difference between effective and statutory taxation at the aggregate level, our

\_

<sup>&</sup>lt;sup>1</sup> This paper deals with tax avoidance as distinct from tax evasion. Tax avoidance is defined as the use of the tax system to minimise tax liabilities or obligations. It is a legal activity as distinct from the illegal (and acutely difficult to measure) activity of tax evasion. One way that enterprises can reduce their tax burden is by transferring their tax liabilities abroad. Transfer pricing is common in market economies where multinational corporations use their foreign subsidiaries that operate in low tax jurisdictions to reduce their overall tax burden. A well-known case is that of Rupert Murdoch's News Corporation, a company that

methodology enables us to obtain aggregate measures of the degree of effectiveness of tax collection that can be compared across countries, for different taxes, and over time. In this paper we develop indicators that allow us to measure how broadly and strictly valued added tax, payroll tax and corporate income tax are implemented and complied with in TEs. We use the average of the EU-15 countries as an appropriate benchmark for comparison. Our focus is on comparisons for the most recent year available; comparisons over time will be pursued in future work.

#### 2. The Tax System in TEs

The tax system that existed under the socialist command economy was different from a Westernstyle tax system. There was no corporate income tax system, in the usual sense of the term. State enterprises were subservient to the various ministries and any 'profits' made were expropriated by the state. Likewise, losses were made good by arbitrary pricing and subsidies. Often, tax rates were numerous and non-parametric, tax structures were complex and differentiated, and tax liabilities were discretionary and negotiable. The main sources of tax revenue were typically enterprise profit tax, turnover tax (with highly differentiated, product-specific rates) and payroll taxes; direct taxes on individuals were unimportant. Although taxation as a percentage of GDP was high in socialist countries, administrative costs were low and tax collection was straightforward as firms tended to be large and closely monitored. In the Soviet system, 'taxes' were collected from the enterprise, with the State Bank acting as the fiscal agent of the state. Once the socialist system collapsed, TEs, some lacking an explicit tax system (or culture), had to build a market-oriented, rule-based tax system (including a market-type tax administration) from scratch. The creation of a new tax system involved the introduction of a corporate income tax system. Not only did this involve changes in how enterprises were treated by the state in terms of taxation, but it was also introduced in conjunction with other policies, such as price liberalisation, demonopolisation and privatisation. A VAT system to replace the turnover tax was introduced in the early years of transition and was in place in most TEs by 1994. Tax on individuals accounted for a small proportion of the total tax take in socialist countries: the transition to a market economy meant that a personal income tax system as operates in market economies was also to be introduced.

made £1.4 billion in profits in Britain but reportedly paid no corporation tax there (*The Economist*, 29/1/00).

In the context of TEs and taxation, we are interested in the hardening of budget constraints of firms. Hence, the firm is the unit of analysis in this paper. As for the different taxes paid by the firm, corporate income or profit tax, value-added tax and social security taxes are mostly linear, flat rate taxes.<sup>2</sup> Neither sales taxes (because they are levied at one stage only) nor excise taxes (because they are product-specific) are considered in our study. We do, however, treat social security contributions as a payroll tax.

As mentioned above, we will concentrate on three taxes paid by the firm: corporate income tax (CIT), value-added tax (VAT) and social security tax (SST). Although VAT is essentially a tax charged on final purchasers, it is imposed at different stages of production at the firm level. For these three taxes, we estimate the difference between effective average tax rates and tax yields that would result if statutory tax rates were strictly applied. The methodology is explained below.

#### 3. Methodology

Our methodology is based on one commonly used in measuring tax or fiscal capacity in federal states. The ACIR Representative Tax System (RTS) method was initially proposed in the early 1960s and has been modified on several occasions since then (see ACIR 1962; 1971; 1982). Essentially, by applying national average or representative tax rates to member-state tax bases, the RTS method shows the amount of revenue that could be collected by the individual member states of a federal country, i.e., their fiscal capacity. With some modifications, we apply this methodology to sovereign states (and transition countries, in particular) rather than to states within a federal system.

We begin with some definitions. Statutory tax rates are the rates that taxpayers are required to pay by law. Effective tax rates are the realised average tax rates. These are the same average tax rates as employed by Whalley (1975), Lucas (1990) and Mendoza et al. (1994).<sup>3</sup>

\_

<sup>&</sup>lt;sup>2</sup> A linear tax is a tax whose marginal rate is constant.

<sup>&</sup>lt;sup>3</sup> These are aggregate average tax rates as distinct from the effective marginal tax rates that are commonly used in studies of household income, income distribution and taxation. Aggregate tax rates are normally used in macroeconomic modeling and in the taxation, economic growth and supply-side economics debate. For the problems associated with measuring effective tax rates, see Fullerton (1984).

Let Y be the *gross* tax base and T be actual tax payments; hence income net of tax is Y-T. We denote by t the statutory tax rate applied to *gross* income. The effective tax rate e, also defined on a gross basis, is calculated by dividing actual tax payments T by the appropriate gross tax base, or

$$e \equiv \frac{T}{Y} \tag{1}$$

Using the statutory and effective tax rates thus defined, we calculate two indicators that measure the effectiveness of tax administration. The first indicator is the ratio of effective tax to statutory tax. The *effective/statutory (E/S) ratio* is defined as follows:

Effective / statutory ratio 
$$\equiv \frac{e}{t} \equiv \frac{T}{tY}$$
 (2)

This indicator measures the extent of the wedge between the statutory tax rate and the realised average tax rate. A ratio close to 1 indicates that the effective tax rate is close to the statutory tax rate. A ratio below 1 indicates that the effective tax yield is falling short of what application of the statutory tax rate would yield. Differences across countries in the extent of this shortfall in revenue may be accounted for by tax breaks, tax arrears and tax avoidance measures.<sup>4</sup>

As approximations of the gross tax base Y, we use national accounts measures of income: for VAT, total national income (GDP); for SST, income from labour; and for CIT, income from capital. These are, of course, only rough approximations of the actual statutory tax bases. For example: even in market economies, large portions of the economy are exempt from VAT (e.g., public administration and education); corporate income tax applies only to corporations and the usual tax base is net of depreciation and interest; for all three taxes, entities must usually be over a certain size threshold before becoming liable for taxation. Furthermore, the national accounts statistics of transition countries are generally regarded as less reliable than those of developed market economies, including their statistics on the division of GDP into labour and capital income. National accounts measures of income do, however, have the important advantages of being both readily available and, in principle, readily comparable across countries. Moreover,

our focus is not on levels of effective taxation *in* countries but on comparisons of levels *across* countries, and as noted the reasons for these deviations between income measures and statutory tax bases are found in all countries.

Our second indicator entirely avoids these possible problems with national accounts measures of income by simply not attempting to match tax payments to the appropriate tax base. The *normalised tax yield* (NTY) instead relates tax payments adjusted for cross-country differences in statutory rates to GDP, and is defined as follows:

Normalised tax yield 
$$\equiv \frac{T}{GDP} \frac{b}{t}$$
 (3)

where t is the statutory tax rate and b is a benchmark rate. Put simply, the normalised tax yield tells us what the tax yield (for a particular tax) would be for a specific country if the statutory tax rate were the same for all countries.

In the definitions above, we have used the convention of a tax base that is gross of tax. In practice, statutory tax rates are sometimes defined relative to a tax base that is inclusive of tax and tax liabilities are paid out of gross income; and sometimes statutory rates are defined relative to a tax base that is net of tax. Corporate income tax (like personal income tax) is an example of the former; tax liability is calculated by applying the corporate tax rate to gross profit. VAT and SST are examples of the latter. Firms calculate their gross VAT liability by "adding on" VAT as a percentage of the pre-tax price, and SST is typically calculated as a percentage of wages and salaries paid. We use the former convention – the tax base is *gross* of tax – for our calculations for all three taxes considered. This requires adjustments to the statutory tax rate for both VAT and SST.<sup>5</sup>

<sup>&</sup>lt;sup>4</sup> Accounting for tax evasion will depend on whether the national accounts adjust for the hidden economy. If there is an evasion adjustment in the calculation of GDP, tax evasion is captured by our measure; how fully will depend on the accuracy of the adjustment.

<sup>&</sup>lt;sup>5</sup> We are therefore using gross income only and adjusting statutory rates as necessary. The alternative approach would be to use statutory rates in conjunction with gross or net income, as appropriate. This approach, however, encounters data availability problems with net income. As noted above, we use national accounts measures of gross income that are only approximations of the actual tax base. Calculating net income from these approximations and the actual tax yield introduces further measurement error into the tax base approximations. By contrast, our tax rate adjustment in equation (5) is an identity and introduces no such measurement error.

Denote by  $t^N$  the tax rate applied to *net* income Y(1-t) that would yield the identical tax revenue as the tax rate t applied to *gross* income Y. We then have, by definition,

$$tY \equiv t^{N} [Y(1-t)] \tag{4}$$

Rearranging equation (4) yields

$$t \equiv \frac{t^N}{1+t^N} \tag{5}$$

Equation (5) is used to convert a tax rate defined by statute as applying to net income into the equivalent tax rate on gross income.

We illustrate this adjustment by reporting the benchmark rates used to calculate our normalised tax yield indicator. We denote by  $b^N$  the benchmark net of tax rate equivalent to the gross rate b. We take as our benchmark rates the approximate (rounded to the nearest five or ten per cent) average statutory tax rates in use in the 15 member states of the European Union:  $b^N=20\%$  for VAT,  $b^N=40\%$  for SST, and b=35% for CIT. The following table reports the equivalent gross and net rates for these benchmarks; the figures in bold are the statutory rates as legally defined by statute.

Table 1: Benchmark Tax Rates, Gross and Net Equivalents Rates defined by statute in bold

	b	$b^{N}$
VAT	16.7%	20%
SST	28.6%	40%
CIT	35%	53.8%

#### 4. Data Coverage and Sources

Our primary interest is in examining the administrative capacity of tax systems in TEs and how it compares to levels in well-established market economies. We use the mean of the EU-15 countries as a benchmark, taking 1996 as the benchmark year.

There are 25 ex-socialist countries in our study; the TEs that are not included are those where tax data are difficult to obtain (Mongolia, Vietnam), where the tax system is highly complicated (China) or where war has occurred (Serbia-Montenegro, Bosnia-Herzegovina). Ten of our 25 countries are CEE countries (Albania, Bulgaria, Croatia, Czech Republic, FYR Macedonia, Hungary, Poland, Romania, Slovak Republic and Slovenia) for which we use data primarily for the period 1991 – 1997. The remaining 15 are all FSU countries (Armenia, Azerbaijan, Belarus, Estonia, Georgia, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Moldova, Russia, Tajikistan, Turkmenistan, Ukraine and Uzbekistan) for which the relevant period is 1992 – 1997. All these countries have a corporate income tax system, of sorts. All 25 countries with the exception of Croatia, FYR Macedonia and Slovenia had a VAT system in place by 1996. All TEs in our study have a social security tax system mostly financed by payroll taxes, with contributions being made by employers and/or employees. For all countries in our study, tax coverage is for general government, comprising of central *and* state, regional or provincial units of government *and* local government.

An exercise in calculating statutory versus effective taxation depends on data pertaining to tax rates, tax takes and tax bases. As for statutory taxation, the basic tax rates are taken primarily from international tax handbooks. In particular, we used the IBFD's *European Tax Handbook*, Coopers & Lybrand's *International Tax Summaries* and Ernst & Young's *Worldwide Tax Guides*. We also used various EBRD *Transition Reports*. Tax payments were obtained from the governments' fiscal accounts where taxes are reported on a cash basis, i.e., counting actual receipts rather than accrued liabilities. Where possible, tax payments data are from the IMF's *Government Finance Statistics Yearbook* (*GFSY*) or the CIS *Statistical Yearbook*. Other publications used include the OECD's *Revenue Statistics*, the IMF's Staff Country Reports and statistical yearbooks for various countries.

As already mentioned, the tax bases for the three types of taxes are taken from the national accounts. For VAT, we use GDP as a proxy for the VAT base. Although in all VAT systems there are some goods and services that are exempt from VAT, the most important of these exemptions are quite standard (e.g., public administration, education) and hence GDP is a reasonable proxy. For CIT, we use gross operating surplus as a proxy for the tax base on corporate capital income. Operating surplus corresponds to value added after deducting the compensation of employees and net taxes on production; it is the balancing item in the national

<sup>&</sup>lt;sup>6</sup> The USSR was disbanded in December 1991 and was replaced by fifteen independent republics.

accounts. Due to the difficulties in acquiring reliable estimates for the operating surplus of corporations for 25 countries, we instead use the operating surplus of the economy.<sup>7</sup> For SST, we use compensation of employees as a proxy for the tax base. Compensation of employees is the sum of gross wages and salaries plus employers' social contributions.

Although imperfect, these are reasonably good approximations given the omissions in the national accounts, the dubious nature of some transition countries' data and the cross-country nature of the exercise. The main publications used for national accounts data are the IMF's *International Financial Statistics Yearbook*, the OECD's *National Accounts Main Aggregates*, the CIS *Statistical Yearbook* and statistical yearbooks for various countries.

The data sources used for all 25 countries are listed in Table 5, in the Appendix.

The statutory tax rates and the actual tax/GDP ratios for each of the 3 taxes, for our 25 countries are reported in Table 2.

<sup>&</sup>lt;sup>7</sup>Likewise, we use gross rather than net operating surplus because the treatment of depreciation varies from one jurisdiction to another. Aside from depreciation provisions, corporate tax systems differ from country to country, in respect of treatment of interest payments, stock appreciation provisions and integration with the personal income tax system. Accordingly, computations arising from cross-country comparisons of corporate tax systems should be treated with caution. This is particularly true when the cross-country comparisons include the likes of Russia whose accounting rules are different to international standards.

Table 2: Statutory Tax Rates and Tax/GDP Ratios for 25 TEs, 1997

Country		VAT	SS	ST	C	IT
·	Statutory tax rate	VAT/GDP	Statutory tax rate	SST/GDP	Statutory tax rate	CIT/GDP
CEE Countries						
Albania	12.5	4.6	42.5	3.9	30	0.7
Bulgaria	22	6.2	44	6.9	36	6.4
Croatia			43.4	14.4	35	2.0
Czech Republic	22	7.1	47.5	15.2	39	3.4
FYR Macedonia			30.1	12.3	15	0.7
Hungary	25	7.9	57	13.1	18	1.9
Poland	22	8.3	48.2	11.0	38	3.1
Romania	18	4.7	34	7.1	38	4.3
Slovak Republic	23	8.4	50	14.4	40	3.7
Slovenia			38	13.8	25	1.2
FSU Countries						
Armenia <sup>1</sup>	20	3.3	38	2.9	30	2.5
Azerbaijan	20	3.8	39	2.5	32	2.8
Belarus	20	9.4	37	10.1	30	4.7
Estonia	18	10.4	33	10.7	26	1.9
Georgia	20	3.2	34	2.2	20	0.6
Kazakhstan	20	3.5	32	6.2	30	2.4
Kyrgyzstan	20	5.6	37	5.9	30	1.1
Latvia	18	8.8	37	10.5	25	2.4
Lithuania	18	8.7	31	7.0	29	1.6
Moldova	20	9.4	40	7.2	32	2.4
Russia	20	7.2	39.5	9.9	35	4.2
Tajikistan	20	1.5	38	1.6	40	1.2
Turkmenistan	20	7.2	31	4.5	25	5.2
Ukraine	20	8.1	40	11.1	30	6.1
Uzbekistan <sup>1</sup>	17	6.1	43	6.7	37	7.9

Sources: IBFD, 1998; IMF 1999.

Notes: (1) The figures for Armenia and Uzbekistan are for 1996.

-- = not applicable.

As we can see from Table 2, many of the 25 transition countries in our study have the same statutory tax rates. This is particularly true for value-added tax where 11 of the FSU countries have a VAT rate of 20 per cent. Yet, the actual tax/GDP ratios across countries differ quite substantially. Assuming tax bases are not too dissimilar across countries, one interpretation of differences in tax ratios is the quality of tax administration across countries. The methodology outlined in section three allows us to investigate this further.

## 5. Results and Analysis

Table 3 is a cross-country comparison showing the two indicators for the three different taxes for the 25 transition countries. We report estimates for the TEs for 1997 as the 1998 data for some FSU countries is distorted by the August 1998 Russian crisis. The benchmark is the 1996 average of the EU-15 countries. Our estimates are highly approximate and precise values should be treated accordingly. Nevertheless, they do provide a measure of effective tax administration and, in the case of some TEs, point to poor tax collection and weak tax administration. <sup>8</sup>

-

<sup>&</sup>lt;sup>8</sup> Treisman (1999) uses a 'tax accounting' method to measure the effectiveness of tax collection, in Russia. In his paper, the unexplained parts of the fall in tax revenues are attributed to the poor quality of tax administration, i.e. ineffective tax collection.

**Table 3:** Statutory and Effective Taxation, 1997
E/S = effective/statutory ratio; NTY = normalised tax yield

Country	V	AT	S	ST	C	IT	EBRD
	E/S	NTY	E/S	NTY	E/S	NTY	Transition
							Indicator
CEE Countries							
Albania	0.42	7.0	n.a.	3.7	n.a.	0.8	2.58
Bulgaria	0.34	5.7	0.61	6.5	0.31	6.3	2.75
Croatia			n.a.	13.6	n.a.	2.0	3.00
Czech Republic	0.40	6.6	0.94	13.5	0.23	3.0	3.46
FYR Macedonia			n.a.	15.2	n.a.	1.6	2.63
Hungary	0.40	6.6	0.80	10.3	0.26	3.7	3.67
Poland	0.46	7.7	0.76	9.7	0.20	2.9	3.42
Romania	0.31	5.1	0.83	8.0	0.21	4.0	2.67
Slovak Republic	0.45	7.5	0.93	12.3	0.22	3.3	3.25
Slovenia			0.94	14.3	0.15	1.6	3.21
FSU Countries							
Armenia <sup>1</sup>	0.20	3.3	0.27	3.0	0.16	3.0	2.38
Azerbaijan	0.23	3.8	0.46	2.6	0.12	3.1	2.04
Belarus	0.57	9.4	0.87	10.7	0.39	5.4	1.63
Estonia	0.68	11.4	0.83	12.3	0.22	2.6	3.42
Georgia	0.19	3.2	0.38	2.5	0.04	1.1	2.71
Kazakhstan	0.21	3.5	0.68	7.3	0.15	2.8	2.71
Kyrgyzstan	0.34	5.6	0.68	6.2	0.06	1.3	2.83
Latvia	0.58	9.6	0.76	11.1	0.23	3.4	3.08
Lithuania	0.57	9.6	0.71	8.4	0.13	2.0	3.04
Moldova	0.56	9.4	0.60	7.2	0.18	2.6	2.63
Russia	0.43	7.3	0.71	10.0	0.33	4.2	3.00
Tajikistan	0.09	1.5	0.31	1.6	0.04	1.0	1.58
Turkmenistan	0.43	7.2	n.a.	5.5	n.a.	7.3	1.46
Ukraine	0.49	8.2	0.80	11.1	0.63	7.1	2.46
Uzbekistan <sup>1</sup>	0.42	7.0	0.61	6.4	0.47	7.5	2.38
EU-15 Mean	0.45	7.4	0.88	12.5	0.24	3.0	

Notes: (1) The estimates for Armenia and Uzbekistan are for 1996.

-- = not applicable. n.a. = not available.

EBRD Transition Indicator: average indicator for 1997

As we can see from the table, the (unweighted) means of the E/S ratios in the EU-15 for VAT, SST and CIT are 0.45, 0.88 and 0.24 respectively. When we normalise the EU-15 VAT, SST and CIT yields at our benchmark rates of 20% (b=16.7%), 40% (b=28.6%) and 35% respectively, we get normalised tax yields of 7.4, 12.5 and 3.0 percent of GDP respectively. How do the rates for TEs compare with these levels for the EU?

The results indicate that the 25 transition countries on average are not as effective in tax collection or enforcement compared to the average for EU countries. The (unweighted) means of the E/S ratio for the TEs for VAT, SST and CIT are 0.40, 0.69 and 0.23 respectively. Moreover, the variations from the mean are large for the TEs, compared to the EU countries. For the EU-15 countries, the standard deviations of the E/S ratio for the three tax categories are 0.06, 0.18 and 0.12 respectively. This compares to 0.15, 0.20 and 0.14 respectively for the TEs.

For many transition countries, revenue erosion has become a serious obstacle in their attempts to embrace effective fiscal policy. Pre-transition, many ex-socialist economies had high government revenue shares of GDP. With most of economic activity taking place in the state sector, tax collection was a straightforward task. In contrast, for a market economy, the private sector dominates and confrontation between taxpayers and tax collectors is not uncommon. Thus, in the transition from a centrally planned to a market economy, a fall in revenue was not unexpected. Yet, for some transition economies, the fall in revenue has been excessive, with tax/GDP ratios currently at levels below what is considered normal in many market economies. Of course, for many TEs with income per capita levels below \$1,000 per annum, tax capacity is low (see Tait, Gratz, and Eichengreen, 1979). Our research indicates that, in addition to having a low tax capacity, TEs have relatively low tax effectiveness rates.

We now turn our attention to factors related to effective tax administration in transition countries. We begin by investigating the relationship between the effectiveness of tax collection and progress in transition. *A priori*, we might expect to find a positive relationship between progress in transition and effective tax administration.

We take as our measure of progress in transition the average of the EBRD transition indicators for 1997;<sup>10</sup> these are reported in Table 3 for all 25 TEs in our study. We present the relationship between progress in transition and the effectiveness of tax administration by means of a scatterplot in which the average EBRD transition indicator is plotted on the X-axis and the E/S

\_

<sup>&</sup>lt;sup>9</sup> The primary objective of taxation is to raise revenues, as efficiently and equitably as possible, in order to finance government spending. It was the great French financier Jean-Baptiste Colbert (1619-83) who once said, "The art of taxation consists in so plucking the goose as to obtain the largest possible amount of feathers with the smallest possible amount of hissing." In many of the FSU countries, the government's revenue problem is further exasperated by the realisation that a portion of revenue is in non-cash form.

<sup>&</sup>lt;sup>10</sup> The EBRD transition indicators are a set of numerical indicators across a range of dimensions, under the headings – markets and trade, enterprises, and financial institutions. The purpose is to measure the progress of economic reforms. A more detailed explanation can be found in any of the EBRD *Transition Reports*.

ratio is plotted on the Y-axis. This exercise is carried out separately for the three categories of taxes covered in our study. The horizontal line in each of the scatterplots is the relevant EU mean, plotted to provide a benchmark for comparison. All three scatterplots are depicted in Figure 1. Our second indicator, the normalised tax yield (NTY) is plotted against the average EBRD transition indicator in Figure 2. As the E/S ratio and the NTY measure are highly correlated, the scatterplots in Figures 1 and 2 are similar.

The relationship between progress in transition and effectiveness of tax administration comes out quite clearly in two of the three taxes we are examining, namely VAT and SST. The largest difference is between the so-called leading reformers (Poland, Hungary, Slovenia, Czech and Slovak Republics, the Baltic States) and the laggard reformers (the Balkans and most of the CIS countries), but there are other differences of interest between the TEs. One interesting comparison is between the Ukraine and Russia. Although Russia has made more progress in transition (as judged by the EBRD transition indicators) than the Ukraine, it fares worse in terms of tax collection (as measured by our E/S ratio). Russia's poor relative performance as regards tax collection may have something to do with the nature of its federal tax system. <sup>12</sup> In particular, perverse incentives arising from divided property rights between different levels of government exasperate the tax collection problems in Russia. It is not uncommon for enterprises and regional governments to collude against the federal government and the tax collection agency, the STS (State Tax Service). Likewise, any improvements in tax collection at subnational levels are likely to be penalised or "taxed away" by reductions in transfers (see Shleifer and Treisman, 2000). <sup>13</sup>

We examine the three categories of taxes separately. In the discussion that follows, we only refer to one set of scatterplots, namely Figure 1.

#### Value-Added Tax

There is a strong positive correlation between progress in transition and the effectiveness of VAT collection. All the leading reformers that have a VAT system have E/S ratios that are close to the EU benchmark of 0.45. These advanced reformers are all clustered in the top right-hand corner

\_

<sup>&</sup>lt;sup>11</sup> As we can see from Table 3, the results for CIT are different to those for either VAT or SST. This observation applies to the two groups of countries in our study, namely EU countries and transition countries. Accordingly, in any analysis of our calculations, we treat the three categories of taxes separately.

<sup>&</sup>lt;sup>12</sup> Recently described as a 'country that has moderate statutory tax rates but a corrupt system of tax administration.' (see Friedman *et al.*, 1999).

<sup>&</sup>lt;sup>13</sup> According to various sources, tax collection (and, in particular, federal tax) improved in Russia in 1999.

of Figure 1a. In contrast, the majority of the laggard reformers are clustered in the bottom left-hand quadrant: the slow reformers have E/S ratios below the EU benchmark. The interesting feature is captured in the top left-hand quadrant where a small number of slow reformers (Moldova, Belarus, Turkmenistan and Ukraine) have high E/S ratios. Slow reformers with relatively high E/S ratios and normalised VAT yields may be accounted for by the observation that these TEs have maintained a functioning state, a feature that may have prevented the revenue erosion that is prevalent in most of the slow reforming TEs. <sup>14</sup>

#### • Social Security Tax

As in the case of VAT, there appears to be a positive correlation between progress in transition and the effectiveness of SST collection. All the leading reformers occupy the top right-hand quadrant of Figure 1b. This group of TEs has E/S ratios similar to the EU benchmark of 0.88. This is in sharp contrast to the bulk of the slow reformers that have E/S ratios and normalised tax yields below the EU benchmark. Among this group, the lowest E/S ratios are concentrated in TEs that have suffered internal conflicts (Armenia, Azerbaijan and Tajikistan) or that have witnessed a collapse of the state (Georgia, for example). Again, we see that there are a small number of so-called slow reformers that have managed to maintain tax discipline, in this case with respect to payroll taxes. Belarus and the Ukraine both have E/S ratios close to the EU benchmark. As with VAT collection, strong presidential leadership (Lukashenka and Kuchma, respectively) combined with functioning state institutions, albeit in need of reform, may explain these high E/S ratios and normalised tax yields.

#### • Corporate Income Tax

The mean of the E/S ratio in the EU-15 for corporate income tax is 0.24. The normalised tax yield is three per cent of GDP. Again, we see from Figure 1c that the leading TEs are all tightly clustered around the EU benchmark. This contrasts sharply with the laggard reformers, some with E/S ratios *above* the EU level. One possible explanation for why some of the slow reformers

<sup>&</sup>lt;sup>14</sup> The ability of some slow reforming TEs to collect tax (Ukraine and Belarus, in particular) has been alluded to in the transition literature, in Murrell (1996), EBRD (1994, 1999) and elsewhere. Johnson, Kaufmann and Shleifer (1997) argue that it is the repressive nature of states (Belarus, possibly Uzbekistan and Turkmenistan) and their willingness to suppress the unofficial economy that explains high collection rates. The case of Moldova is less clear. For example, it is true that VAT collection in Moldova has improved, due to the recent elimination of many exemptions. Nonetheless, its total tax/GDP ratio, at close to 30% in 1997, seems very high for a country with a GDP per capita of less than \$600. One possible explanation is that the GDP figure may be an underestimate, failing to adequately account for the unofficial economy.

have high normalised CIT yields is the upward inflation bias in profits arising from historical cost accounting. High inflation rates prevalent in TEs would generate large profits and high tax yields. This may explain why the leading TEs, in general, experience a *fall* in the E/S ratio for CIT during the transition period. The average E/S ratio in 1991, at the beginning of transition, for Hungary, Poland and Czechoslovakia was 0.42. By 1997 the average E/S ratio for these (now four) advanced reformers had fallen to 0.23.

To summarise, leading reformers (advanced CEE countries and the Baltic States) and countries that have maintained a functioning state (Belarus, Ukraine and Uzbekistan) have higher levels of tax compliance and collection than either slow reformers (Romania, Bulgaria), <sup>15</sup> countries with decaying or corrupt states (Russia, Georgia) or countries that have suffered internal conflicts (Armenia, Azerbaijan, Tajikistan). A somewhat similar result emerged from the EBRD/WB Business Environment and Enterprise Performance Survey (BEEPS) section on progress in economic reform, quality of governance and state intervention (see text below). Whereas countries that have adopted partial reforms score badly in terms of the quality of governance, it is the most advanced *and* the least advanced countries that score well in terms of governance. Likewise, the survey results indicate that "…progress in transition is not necessarily synonymous with a reduction in state intervention in enterprises" (EBRD, 1999, p.122). Again, high levels of state intervention are evident in many of the leading transition countries *and* in the least advanced transition countries. These results raise serious issues, including the need to rethink, in the context of the transition experience and often in a political and institutional vacuum, the state's capacity to govern and the need for market institutions to develop.

The EBRD's transition indicators summarise overall "progress in transition". We now briefly explore one possible specific contributor to the ineffectiveness of tax administration, namely corruption and bribery. It is not uncommon for enterprises in TEs (and in market economies, although presumably less so) to pay bribes to government officials in return for various services or favours. As these payments are direct private benefits to public officials, they do not turn up in the government fiscal accounts. Yet, in all other respects, they can be viewed as unofficial taxes that add to the tax burden of enterprises. Is it possible that TEs that report low 'official' tax revenue shares as a percentage of GDP have high 'unofficial' taxes, in the form of bribes?

<sup>&</sup>lt;sup>15</sup> After the 1996/97 financial crisis in Bulgaria, the authorities introduced various reform measures, including changes to the tax administration system. These and other tax reform measures contributed to an improvement in tax collection in 1998, reflected in higher E/S ratios for both VAT and SST.

In Table 4 we reproduce a measure of the extent to which firms pay bribes to government officials. The measure was constructed from the BEEPS, conducted by the EBRD and the World Bank in over 3,000 firms in 20 countries and reported in EBRD (1999). To estimate a measure of bribes, firms were asked what percentage of annual revenues were made by 'firms like yours' in 'unofficial payments' to public officials. In the countries surveyed, the average bribe tax ranges from a low of 2.1 per cent of annual revenues in Croatia to a high of 8.1 per cent in Georgia. For comparison, Transparency International's Corruption Perceptions Index (CPI), the most recognised measure of corruption, is also reported.<sup>16</sup>

**Table 4:** Bribe tax and Corruption for TEs

Country	Ave. Bribe	CPI	Country	Ave. Bribe	CPI
•	Tax			Tax	
CEE Countries			FSU Countries		
Albania	na	7.7	Armenia	6.8	7.5
Bulgaria	3.5	6.7	Azerbaijan	6.6	8.3
Croatia	2.1	7.3	Belarus	3.1	6.6
Czech Republic	4.5	5.4	Estonia	2.8	4.3
FYR Macedonia	na	6.7	Georgia	8.1	7.7
Hungary	3.5	4.8	Kazakhstan	4.7	7.7
Poland	2.5	5.8	Kyrgyzstan	5.5	7.8
Romania	4.0	6.7	Latvia	na	6.6
Slovak Republic	3.7	6.3	Lithuania	4.2	6.2
Slovenia	3.4	4.0	Moldova	6.1	7.4
			Russia	4.1	7.6
			Tajikistan	na	na
			Turkmenistan	na	na
			Ukraine	6.5	7.4
			Uzbekistan	5.7	8.2

Sources: EBRD Transition Report 1999: Transparency International's website http://www.transparency.de/

Figures 3a and 3b plot our E/S ratio measure for VAT and SST against the average bribe tax as a percentage of annual firm revenues, for 18 and 19 transition countries respectively.<sup>17</sup> Countries that have a high measure of effective tax administration (Estonia, Poland and Belarus, for example) also have a relatively low average tax bribe. In contrast, countries with ineffective tax

<sup>&</sup>lt;sup>16</sup> The organisation Transparency International ranks countries, on the basis of surveys, in terms of the degree to which corruption is *perceived* to exist among public officials and politicians. The CPI score ranges from 0 (highly corrupt) to 10 (virtually corrupt free). To allow for comparisons with the BEEPS bribery tax, we have adjusted the CPI scores, e.g. Bulgaria's CPI score of 3.3 is adjusted to 6.7. The CPI scores recorded in Table 4 are for 1999; scores for previous years are unavailable for many of the TEs.

<sup>&</sup>lt;sup>17</sup> From the 20 countries in the EBRD/WB survey, we exclude Croatia and Slovenia from Figure 3a as neither country had a VAT system in place in 1997. Figure 3b does not include Croatia as there is no E/S ratio available.

administration (Armenia, Azerbaijan and Georgia, for example) have a relatively high average tax bribe. The correlation coefficients are -0.54 and -0.74 respectively. As we did before, we plot the normalised tax yield (NTY) in Figure 4. Again, as we expect, the scatterplots in Figures 3 and 4 are similar.

If we use Transparency International's CPI as the measure of corruption, we get similar results. Although interesting, more evidence needs to be gathered before any strong conclusions can be drawn.

#### 6. Conclusions and Further Research

In this paper we adopted an existing methodology to measure the effectiveness of tax administration. Comparing effective with statutory taxation allows us to get a handle on the administrative capacity of tax systems. The results indicate that, on average, the 25 TEs are not as effective in tax collection as compared to the average of the EU countries. A more surprising result is the differences between TEs: in particular, the ability of some slow reformers to maintain high tax collection rates.

As for policy implications, tax administration reforms have lagged behind general tax reforms since transition began, often because administrative reforms (and consequently the benefits) take time. Market-oriented fiscal institutions (tax administration, treasury) do not develop overnight. Administrative reforms involve changes in incentives and in the behaviour of taxpayers and public officials. In general, TEs with tax collection problems need to widen the tax base by subjecting previously exempt income to taxation, reduce exemptions and allowances and, where possible, implement lower (to discourage tax avoidance and evasion) and single (to avoid the rent-seeking activities of producers) tax rates. Ending the tradition of bargaining and negotiating between the authorities and the taxpayer might prove more difficult given the political constraints in TEs. For federal systems (Russia, for example), intergovernmental fiscal relations need to be rule-based and transparent. Specific tax administration measures for TEs might include strengthening the tax administration (assessment, collection, enforcement) agencies in terms of organisation and personnel (as well as the legal and accounting professions), codification of the various tax laws, greater efforts at improving the data on taxpayers, simplifying the registering, reporting and filing requirements, greater penalties (monetary and otherwise) for non-compliance

and/or positive encouragement for compliance and educating taxpayers about their obligations. In the implementation of these reforms, it is important that the constraints (and the traditional values and practices) of TEs are recognised.<sup>18</sup>

As for future work, we would like to extend our data coverage to a larger set of countries. In particular, we would like to include non-EU OECD countries and, where possible, developing countries. Inclusion of non-EU OECD countries would provide us with an alternate and possibly more suitable benchmark to the EU-15. The more interesting possibility would be to apply our methodology to tax data for a range of developing countries in Latin America, Asia and Africa and for the Newly Industrialised Countries of South East Asia. This would allow us to compare ex-socialist transition countries with countries that closely resemble TEs either in terms of initial conditions or in terms of a 'transition' experience. For example, a more suitable comparison for the fast growing countries like Poland, Estonia and Hungary might be the Tiger countries of South East Asia. Likewise, the FSU countries of Central Asia and the Caucasus states more resemble, in terms of GDP per capita and sectoral composition, developing countries than EU countries. One implication of this would be a need to extend the tax classifications to include foreign trade taxes. Although revenue from duties on international trade is tiny for EU countries, it is a major source of revenue for developing countries and for some transition countries. By extending the coverage to developing countries, it would also allow us to make more meaningful policy prescriptions as regards tax reform for transition countries. This is the next step in our research. Alternately and in the context of EU enlargement, tax harmonisation and fiscal convergence, our effective tax rates can be used to examine the overall tax burden and the distribution of the tax burden across different tax bases in EU countries and in the transition accession countries. We will pursue this work at a later stage.

In this paper, we briefly examined some factors that might impinge on tax administration and collection in transition countries. In particular, we explored the significance of two factors, namely progress in transition and corruption. We would like to extend this line of research. Other possible explanatory factors may include the shadow economy and tax evasion, the initial conditions, political constraints and the distribution of power, GDP per capita and levels of

<sup>&</sup>lt;sup>18</sup> Many of the TEs are poor with very low incomes per capita. In 1997, the Caucasus states of Armenia, Azerbaijan and Georgia had an (unweighted) average GDP per capita of US\$640 approximately. The five Central Asian states (Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan) had an average GDP per capita of approximately US\$615 (EBRD, *Transition Report 1999*).

development. Some of these factors are not unique to TEs, applying to developing and developed countries alike.

With respect to fiscal and tax reform, the first decade of transition has focused primarily on tax design. If further revenue erosion is to be avoided, the next decade must concentrate on administrative reform. In the *Transition Report 1994*, the EBRD called for a strengthening of tax administration, an issue that "lies at the core of fiscal reform." For many TEs, this policy recommendation is as relevant today as it was in the early years of transition.

\_

<sup>&</sup>lt;sup>19</sup> EBRD, 1994, p.88.

#### REFERENCES

Advisory Commission on Intergovernmental Relations (ACIR), Measures of State and Local Fiscal Capacity and Tax Effort, M-16, Washington D.C., 1962.

**Burgess, Robin and Nicholas Stern**, "Taxation and Development," *Journal of Economic Literature*, **31**, 762 – 830, 1993.

**Ebrill, Liam and Oleh Havrylyshyn, eds.,** "Tax Reform in the Baltics, Russia, and other Countries of the Former Soviet Union," IMF Occasional Paper No. 182, Washington D.C.: International Monetary Fund, 1999.

**Clyde Reeves, H. ed.,** *Measuring Fiscal Capacity*. Oelgeschlager, Gunn & Hain in association with the Lincoln Institute of Land Policy, 1986.

**European Bank for Reconstruction and Development**, *Transition Report 1999: Ten Years of Transition*. London: EBRD, 1999.

**European Bank for Reconstruction and Development**, *Transition Report 1994*. London: EBRD, 1994.

**Friedman, Eric, Simon Johnson, Daniel Kaufmann and Pablo Zoido-Lobaton**, "Dodging the Grabbing Hand: The Determinants of Unofficial Activity in 69 Countries." Paper presented at the Fifth Nobel Symposium in Economics: The Economics of Transition, Stockholm, September 10 - 12, 1999.

**Fullerton, Don,** "Which Effective Tax Rates?," *National Tax Journal*, **37**, 23 – 41, 1984.

**Holzman, Franklyn, D.,** Soviet Taxation: The Fiscal and Monetary Problems of a Planned Economy. Cambridge: Harvard University Press, 1962.

**International Bureau of Fiscal Documentation,** *European Tax Handbook.* Amsterdam: IBFD, 1998.

**International Monetary Fund,** *Government Finance Statistics Yearbook 1999.* Washington, D.C.: IMF, 1999.

**International Monetary Fund**, *International Financial Statistics Yearbook 1999*. Washington, D.C.: IMF, 1999

Interstate Statistical Committee of the Commonwealth of Independent States, Commonwealth of Independent States in 1998: Statistical Yearbook. Moscow: Statistical Committee of the CIS, 1999.

**Johnson, Simon, Daniel Kaufmann and Andrei Shleifer**, "The Unofficial Economy in Transition," *Brookings Papers on Economic Activity*, 2: 159 – 221, 1997.

**Lopez-Claros, Augusto and Sergei V. Alexashenko,** "Fiscal Policy Issues during the Transition in Russia," IMF Occasional Paper No. 155, Washington D.C.: International Monetary Fund, 1998.

**Lucas, Robert E., Jr.,** "Supply-Side Economics: An Analytical Review," *Oxford Economic Papers*, **42**, 2: 293 – 316, 1990.

**Mendoza, Enrique G., Assaf Razin and Linda L. Tesar,** "Effective Tax Rates in Macroeconomics: Cross-Country Estimates of Tax Rates on Factor Incomes and Consumption," *Journal of Monetary Economics*, **34**, 3: 297 – 323, 1994.

**Murrell, Peter**, "How Far Has the Transition Progressed?," *Journal of Economic Perspectives*, **10**, 2: 25 – 44, Spring 1996.

**Newbery, David, ed.,** *Tax and Benefit Reform in Central and Eastern Europe*. London: Centre for Economic Policy Research, 1995.

**Newbery, David**, "Taxation and Development," in David Newbery and Nicholas Stern, eds., *The Theory of Taxation for Developing Countries*, Oxford University Press for the World Bank, Washington, D.C., 1987, 165 – 204.

**Organisation for Economic Co-operation and Development**, *OECD National Accounts Main Aggregates 1960 – 1997*. Paris: OECD, 1999.

**Organisation for Economic Co-operation and Development**, *OECD Revenue Statistics 1965 - 1998*. Paris: OECD, 1999.

**Radian, Alex,** Resource Mobilization in Poor Countries: Implementing Tax Policies. New Brunswick, NJ: Transaction Books, 1980.

**Schaffer, Mark E. and Lorand Ambrus-Lakatos, eds.,** Fiscal Policy in Transition, Forum Report of the Economic Policy Initiative, no.3. London: Centre for Economic Policy Research; Warsaw and New York: Institute for EastWest Studies, 1997.

**Shleifer, Andrei and Daniel Treisman,** *Without a Map: Political Tactics and Economic Reform in Russia.* Cambridge, Massachusetts: MIT Press, 2000.

**Slemrod, Joel, ed.,** *Why People Pay Taxes: Tax Compliance and Enforcement.* Ann Arbor: University of Michigan Press, 1992.

**Surrey, Stanley**, "Tax Administration in Underdeveloped Countries," in Richard Bird and Oliver Oldman, eds., *Readings on Taxation in Underdeveloped Countries*. Baltimore, Maryland: John Hopkins Press, 1964, 503 – 533.

**Tait, Alan A., Wilfrid L. M. Gratz, and Barry J. Eichengreen,** "International Comparisons of Taxation for Selected Developing Countries, 1972 – 1976," *IMF Staff Papers*, **26**, 1: 123 – 56, 1979.

**Tanzi, Vito, ed.,** *Transition to Market: Studies in Fiscal Reform.* Washington, D.C.: International Monetary Fund, 1993.

**Tanzi, Vito**, "Quantitative Characteristics of the Tax Systems of Developing Countries," in David Newbery and Nicholas Stern, eds., *The Theory of Taxation for Developing Countries*, Oxford University Press for the World Bank, Washington, D.C., 1987, 205 – 241.

**Treisman, Daniel**, "Russia's Tax Crisis: Explaining Falling Revenues in a Transitional Economy," *Economics and Politics*, **11**, 2: 145 – 69, 1999.

**Whalley, John,** "Distortionary Factor Taxation - A Calculation of Effective Tax Rates in the UK 1968-70," *The Manchester School*, **43**, 1-30, 1975.

## **APPENDIX**

Table 5: Data Sources for the 25 TEs

Country	Tax Rates	Tax Payments	GDP	Capital and Labour Income
Albania	IBFD; EBRD	IMF1	IMF2	NA
Bulgaria	IBFD; EBRD	IMF1	IMF2	NSO
Croatia	IBFD; ERBD	IMF1	IMF2	NA
Czech Republic	IBFD; EBRD	IMF1	IMF2	NSO
FYR Macedonia	IBFD; EBRD	IMF1	IMF2	NA
Hungary	IBFD; EBRD	IMF1	IMF2	NSO
Poland	IBFD; EBRD	IMF1	IMF2	NSO
Romania	IBFD; EBRD	IMF1	IMF2	NSO
Slovak Republic	IBFD; EBRD	IMF1	IMF2	NSO
Slovenia	IBFD; EBRD	IMF1	IMF2	NSO
Armenia	IBFD; EBRD	IMF1; CIS	IMF2; CIS	CIS
Azerbaijan	IBFD; EBRD	IMF1; CIS	IMF2; CIS	CIS
Belarus	IBFD; EBRD	IMF1; CIS	IMF2; CIS	CIS
Estonia	IBFD; EBRD	IMF1	IMF2	NSO
Georgia	IBFD; EBRD	IMF1: CIS	IMF2; CIS	CIS
Kazakhstan	IBFD; EBRD	IMF1; CIS	IMF2; CIS	CIS
Kyrgyzstan	IBFD; EBRD	IMF1; CIS	IMF2; CIS	CIS
Latvia	IBFD; EBRD	IMF1	IMF2	NSO
Lithuania	IBFD; EBRD	IMF1	IMF2	NSO
Moldova	IBFD; EBRD	IMF1; CIS	IMF2; CIS	CIS
Russia	IBFD; EBRD	IMF1; CIS	IMF2; CIS	CIS

Tajikistan	IBFD;	IMF1; CIS	IMF2; CIS	CIS
	EBRD			
Turkmenistan	IBFD;	IMF1; CIS	IMF2; CIS	NA
	EBRD			
Ukraine	IBFD;	IMF1; CIS	IMF2: CIS	CIS
	EBRD			
Uzbekistan	IBFD;	IMF1; CIS	IMF2; CIS	CIS
	EBRD			

Notes: IBFD = International Bureau of Fiscal Documentation's European Tax Handbook

EBRD = European Bank for Reconstruction and Development's *Transition Reports* 

IMF1 = International Monetary Fund's Government Finance Statistics Yearbook (GFSY)\*

CIS = Statistical Committee of the Commonwealth of Independent States Statistical Yearbook\*

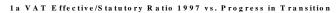
IMF2 = International Monetary Fund's International Financial Statistics Yearbook\*

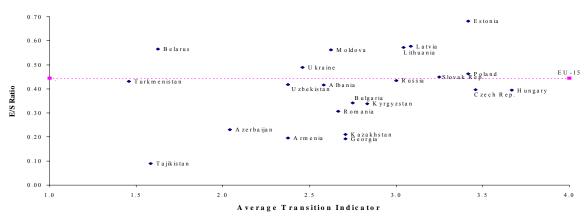
NSO = various National Statistics Offices' Statistical Bulletin

NA = Not Available

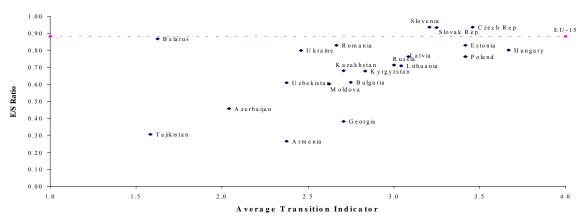
<sup>\*</sup> An alternate source used is the International Monetary Fund's *Staff Country Reports / Recent Economic Developments* for the various countries

Figure 1 Effective Tax Administration and Progress in Transition





#### 1b SST Effective/Statutory Ratio 1997 vs. Progress in Transition



#### 1c CIT Effective/Statutory Ratio 1997 vs. Progress in Transition

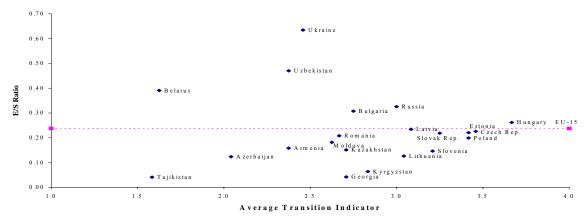
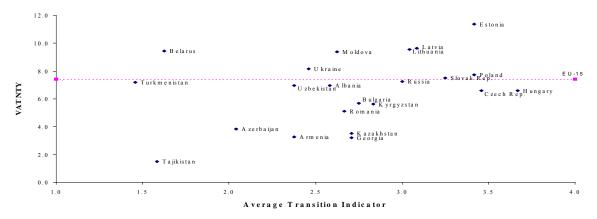
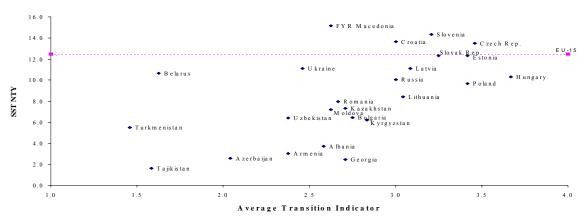


Figure 2 Effective Tax Administration and Progress in Transition

#### 2 a VAT Normalised Tax Yield (NTY) 1997 vs. Progress in Transition



#### 2 b SST Normalised Tax Yield (NTY) 1997 vs. Progress in Transition



#### 2c CIT Normalised Tax Yield (NTY) 1997 vs. Progress in Transition

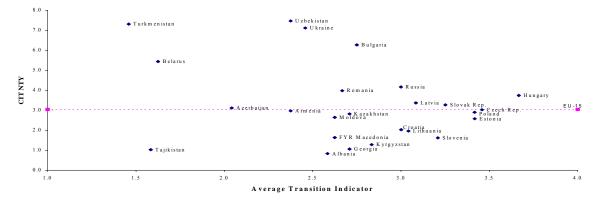
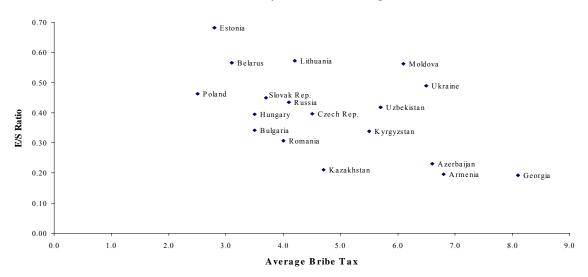


Figure 3 Effective Tax Administration and Bribery

3a VAT Effective/Statutory Ratio and the Average Bribe Tax



3b SST Effective/Statutory Ratio and the Average Bribe Tax

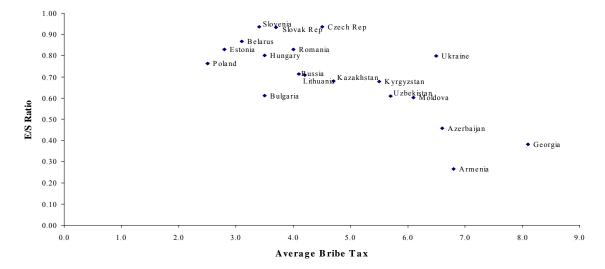
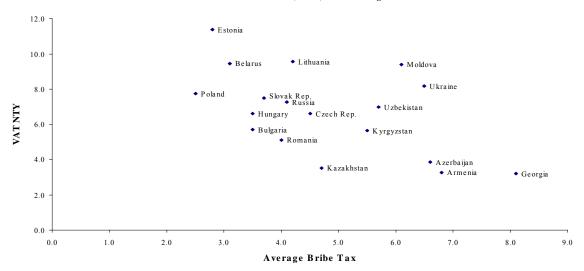
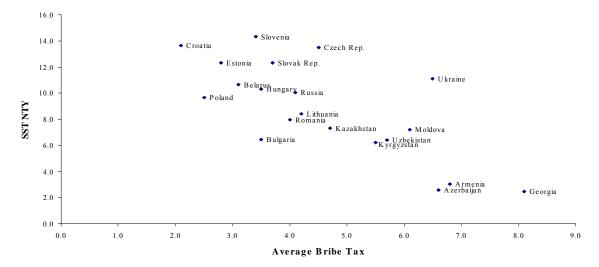


Figure 4 Effective Tax Administration and Bribery

4a VAT Normalised Tax Yield (NTY) and Average Bribe Tax



4b SST Normalised Tax Yield (NTY) and Average Bribe Tax





## DAVIDSON INSTITUTE WORKING PAPER SERIES

## CURRENT AS OF 11/06/00

Publication	Authors	Date of Paper
No. 347 Effective versus Statutory Taxation:	Mark E. Schaffer and Gerard Turley	November 2000
Measuring Effective Tax Administration in		
Transition Economies		
No. 346 Objectives and Constraints of	Francesca Pissarides, Miroslav Singer and	October 2000
Entrepreneurs: Evidence from Small and	Jan Svejnar	
Medium Size Enterprises in Russia and		
Bulgaria		0 1 2000
No. 345 Corruption and Anticorruption in the Czech Republic	Lubomír Lízal and Evžen Kočenda	October 2000
No. 344 The Effects of Direct Foreign	Jozef Konings	October 2000
Investment on Domestic Firms		
No. 343 On the Identification of Relative	Patrick A. Puhani	October 2000
Wage Rigidity Dynamics		
No. 342 The Determinants of Foreign Direct	Alan A. Bevan and Saul Estrin	October 2000
Investment in Transition Economies		
No. 341 The Global Spread of Stock	Klaus Weber and Gerald F. Davis	October 2000
Exchanges, 1980-1998		
No. 340 The Costs and Benefits of Euro-	D. Mario Nuti	October 2000
isation in Central-Eastern Europe Before or		
Instead of EMU Membership		
No. 339 Debt Overhang and Barter in Russia	Sergei Guriev, Igor Makarov and Mathilde Maurel	September 2000
No. 338 Firm Performance and the Political	Patrick Paul Walsh and Ciara Whela	July 2000
Economy of Corporate Governance: Survey		
Evidence for Bulgaria, Hungary, Slovakia and		
Slovenia	N E C 11 M D N	3.6 2000
No. 337 Investment and Instability	Nauro F. Campos and Jeffrey B. Nugent	May 2000
No. 336 The Evolution of the Insurance	Robert B.K. Pye	August 2000
Sector in Central and Eastern Europe and		
the former Soviet Union	Daniel Versit and Andrew Caire	A
No. 335 Institutional Technology and the Chains of Trust: Capital Markets and	Bruce Kogut and Andrew Spicer	August 2000
Privatization in Russia and the Czech		
Republic Republic		
No. 334 The Evolution of Market Integration	Daniel Berkowitz and David N. DeJong	August 2000
in Russia	Damer Derkowitz and David IV. Desolig	114545t 2000
No. 333 Efficiency and Market Share in	László Halpern and Gábor Kőrösi	July 2000
Hungarian Corporate Sector	3 3400 X 22000	
No. 332 Search-Money-and-Barter Models of	S.I. Boyarchenko and S.Z. Levendorskii	July 2000
Financial Stabilization	,	J
No. 331 Worker Training in a Restructuring	Mark C. Berger, John S. Earle and Klara	August 2000
Economy: Evidence from the Russian	Z. Sabirianova	
Transition		
No. 330 Economic Development in Palanpur	Peter Lanjouw	August 2000
1957-1993: A Sort of Growth		
No. 329 Trust, Organizational Controls,	Marjorie A. Lyles, Le Dang Doanh, and	June 2000



AT THE UNIVERSITY OF MICHIGAN BUSINESS SCHOOL

Knowledge Acquisition from the Foreign	Jeffrey Q. Barden	
Parents, and Performance in Vietnamese		
International Joint Ventures		
No. 328 Comparative Advertising in the	Zeynep Gürhan-Canli and Durairaj	August 2000
Global Marketplace: The Effects of Cultural	Maheswaran	
Orientation on Communication		
No. 327 Post Privatization Enterprise	Morris Bornstein	July 2000
Restructuring	Months Bothstein	341y 2000
No. 326 Who is Afraid of Political Instability?	Nauro F. Campos and Jeffrey B. Nugent	July 2000
No. 325 Business Groups, the Financial	Raja Kali	June 2000
Market and Modernization	Kaja Kan	June 2000
No. 324 Restructuring with What Success? A	Susan Linz	July 2000
Case Study of Russian Firms	Susan Emz	July 2000
No. 323 Priorities and Sequencing in	Nandini Gupta, John C. Ham and Jan	May 2000
Privatization: Theory and Evidence from the	Svejnar	May 2000
Czech Republic	Svejilai	
No. 322 Liquidity, Volatility, and Equity	Lon Domonita Josh Clan and Ananth	March 2000
	Ian Domowitz, Jack Glen and Ananth Madhavan	March 2000
Trading Costs Across Countries and Over Time	Madnavan	
	11 0 5 1 111 7 01::	0 + 1 2000
No. 321 Equilibrium Wage Arrears:	John S. Earle and Klara Z. Sabirianova	October 2000
Institutional Lock-In of Contractual Failure in		
Russia	N. D. LA C. Cl. II	1 2000
No. 320 Rethinking Marketing Programs for	Niraj Dawar and Amitava Chattopadhyay	June 2000
Emerging Markets		
No. 319 Public Finance and Low Equilibria in	Daniel Daianu and Radu Vranceanu	June 2000
Transition Economies; the Role of Institutions		7 4000
No. 318 Some Econometric Evidence on the	Martin Eichler and Michael Lechner	June 2000
Effectiveness of Active Labour Market		
Programmes in East Germany	222	1
No. 317 A Model of Russia's "Virtual	R.E Ericson and B.W Ickes	May 2000
Economy"		
No. 316 Financial Institutions, Financial	Haizhou Huang and Chenggang Xu	March 2000
Contagion, and Financial Crises		
No. 315 Privatization versus Regulation in	Jean Paul Azam, Bruno Biais, and	February 2000
Developing Economies: The Case of West	Magueye Dia	
African Banks		
No. 314 Is Life More Risky in the Open?	John Giles	April 2000
Household Risk-Coping and the Opening of		
China's Labor Markets		
No. 313 Networks, Migration and Investment:	Abhijit Banerjee and Kaivan Munshi	March 2000
Insiders and Outsiders in Tirupur's Production		
Cluster		
No. 312 Computational Analysis of the Impact	Rajesh Chadha, Drusilla K. Brown, Alan	March 2000
on India of the Uruguay Round and the	V. Deardorff and Robert M. Stern	
Forthcoming WTO Trade Negotiations		
No. 311 Subsidized Jobs for Unemployed	Jan. C. van Ours	May 2000
Workers in Slovakia		
No. 310 Determinants of Managerial Pay in	Tor Eriksson, Jaromir Gottvald and Pavel	May 2000
the Czech Republic	Mrazek	
No. 309 The Great Human Capital	Klara Z. Sabirianova	October 2000
Reallocation: An Empirical Analysis of		
Occupational Mobility in Transitional Russia		
		i.



No. 308 Economic Development, Legality,	Daniel Berkowitz, Katharina Pistor, and	February 2000
and the Transplant Effect	Jean-Francois Richard	
No. 307 Community Participation, Teacher	Yasuyuki Sawada	November 1999
Effort, and Educational Outcome: The Case of		
El Salvador's EDUCO Program		
No. 306 Gender Wage Gap and Segregation in	Stepan Jurajda	May 2000
Late Transition		
No. 305 The Gender Pay Gap in the Transition	Andrew Newell and Barry Reilly	May 2000
from Communism: Some Empirical Evidence		
No. 304 Post-Unification Wage Growth in	Jennifer Hunt	November 1998
East Germany		
No. 303 How Does Privatization Affect	Elizabeth Brainerd	May 2000
Workers? The Case of the Russian Mass		
Privatization Program		
No. 302 Liability for Past Environmental	Dietrich Earnhart	March 2000
Contamination and Privatization		
No. 301 Varieties, Jobs and EU Enlargement	Tito Boeri and Joaquim Oliveira Martins	May 2000
No. 300 Employer Size Effects in Russia	Todd Idson	April 2000
No. 299 Information Complements,	Geoffrey G. Parker and Marshall W. Van	March 2000
Substitutes, and Strategic Product Design	Alstyne	141011 2000
No. 298 Markets, Human Capital, and	Dwayne Benjamin, Loren Brandt, Paul	May 2000
Inequality: Evidence from Rural China	Glewwe, and Li Guo	Way 2000
No. 297 Corporate Governance in the Asian	Simon Johnson, Peter Boone, Alasdair	November 1999
Financial Crisis		November 1999
	Breach, and Eric Friedman	March 2000
No. 296 Competition and Firm Performance:	J. David Brown and John S. Earle	March 2000
Lessons from Russia	Determination of Maria E. Calla Com	M1-2000
No. 295 Wage Determination in Russia: An	Peter J. Luke and Mark E. Schaffer	March 2000
Econometric Investigation	11 00 1	1. 1. 2000
No. 294: Can Banks Promote Enterprise	John P. Bonin and Bozena Leven	March 2000
Restructuring?: Evidence From a Polish		
Bank's Experience		1.0000
No. 293: Why do Governments Sell Privatised	Bernardo Bortolotti, Marcella Fantini and	March 2000
Companies Abroad?	Carlo Scarpa	T 1 1000
No. 292: Going Public in Poland: Case-by-	Wolfgang Aussenegg	December 1999
Case Privatizations, Mass Privatization and		
Private Sector Initial Public Offerings		
No. 291: Institutional Technology and the	Bruce Kogut and Andrew Spicer	March 1999
Chains of Trust: Capital Markets and		
Privatization in Russia and the Czech		
Republic		
No. 290: Banking Crises and Bank Rescues:	Jenny Corbett and Janet Mitchell	January 2000
The Effect of Reputation		
No. 289: Do Active Labor Market Policies	Jan C. van Ours	February 2000
Help Unemployed Workers to Find and Keep		
Regular Jobs?		
No. 288: Consumption Patterns of the New	Russell Belk	February 2000
Elite in Zimbabwe		
No. 287: Barter in Transition Economies:	Dalia Marin, Daniel Kaufmann and	January 2000
Competing Explanations Confront Ukranian	Bogdan Gorochowskij	-
Data		
No. 286: The Quest for Pension Reform:	Marek Góra and Michael Rutkowski	January 2000



AT THE HMIMEDCITY	OF MICHIGAN BUSINESS SCHOOL	

Poland's Security through Diversity		
No. 285: Disorganization and Financial	Dalia Marin and Monika Schnitzer	October 1999
Collapse		
No. 284: Coordinating Changes in M-form	Yingyi Qian, Gérard Roland and	May 1999
and U-form Organizations	Chenggang Xu	11141 1999
No. 283: Why Russian Workers Do Not	Guido Friebel and Sergei Guriev	October 1999
Move: Attachment of Workers Through In-	Guido i ficoci and Serger Guilev	October 1999
Kind Payments		
No. 282: Lessons From Fiascos in Russian	Merritt B. Fox and Michael A. Heller	October 1999
Corporate Governance	Wienitt B. Fox and Whender A. Hener	October 1999
No. 281: Income Distribution and Price	Michael Alexeev and James Leitzel	March 1999
	Whichael Alexeev and James Lenzer	Iviaicii 1999
Controls: Targeting a Social Safety Net		
During Economic Transition	William Hallagan and Thoma I.m.	January 2000
No. 280: Starting Positions, Reform Speed,	William Hallagan and Zhang Jun	January 2000
and Economic Outcomes in Transitioning		
Economies	X 1' M' 0 I M 1 D	0 / 1 1000
No. 279: The Value of Prominent Directors	Yoshiro Miwa & J. Mark Ramseyer	October 1999
No. 278: The System Paradigm	János Kornai	April 1998
No. 277: The Developmental Consequences of	Lawrence Peter King	September 1999
Foreign Direct Investment in the Transition		
from Socialism to Capitalism: The		
Performance of Foreign Owned Firms in		
Hungary		
No. 276: Stability and Disorder: An	Clifford Gaddy and Barry W. Ickes	November 1999
Evolutionary Analysis of Russia's Virtual		
Economy		
No. 275: Limiting Government Predation	Chong-En Bai, David D. Li, Yingyi Qian	July 1999
Through Anonymous Banking: A Theory with	and Yijiang Wang	
Evidence from China.		
No. 274: Transition with Labour Supply	Tito Boeri	December 1999
No. 273: Sectoral Restructuring and Labor	Vit Sorm and Katherine Terrell	November 1999
Mobility: A Comparative Look at the Czech		
Republic		
No. 272: Published in: Journal of Comparative	Daniel Munich, Jan Svejnar and Katherine	October 1999
Economics "Returns to Human Capital Under	Terrell	
the Communist Wage Grid and During the		
Transition to a Market Economy" Vol. 27, pp.		
33-60 1999.		
No. 271: Barter in Russia: Liquidity Shortage	Sophie Brana and Mathilde Maurel	June 1999
Versus Lack of Restructuring	_	
No. 270: Tests for Efficient Financial	Albert Park and Kaja Sehrt	March 1999
Intermediation with Application to China		
No. 269a: Russian Privatization and Corporate	Bernard Black, Reinier Kraakman and	May 2000
Governance: What Went Wrong?	Anna Tarassova	-,
No. 269: Russian Privatization and Corporate	Bernard Black, Reinier Kraakman and	September 1999
Governance: What Went Wrong?	Anna Tarassova	
No. 268: Are Russians Really Ready for	Susan Linz	September 1999
Capitalism?	Subuii Lilliz	September 1777
No. 267: Do Stock Markets Promote	Randall K. Filer, Jan Hanousek and Nauro	September 1999
Economic Growth?	Campos	September 1999
Economic Orown!	Campos	



## AT THE UNIVERSITY OF MICHIGAN BUSINESS SCHOOL

No. 266: Objectivity, Proximity and	Arnoud W.A Boot and Jonathan R. Macey	September 1999
Adaptability in Corporate Governance		
No. 265: When the Future is not What it Used	Nauro F. Campos, Gerard Hughes, Stepan	September 1999
to Be: Lessons from the Western European	Jurajda, and Daniel Munich	
Experience to Forecasting Education and		
Training in Transitional Economies		
No. 264: The Institutional Foundation of	Yasheng Huang	September 1999
Foreign-Invested Enterprises (FIEs) in China	F.:: D 1. C 1 F 1 1	I 1000
No. 263: The Changing Corporate Governance	Erik Berglof and Ernst-Ludwig von	June 1999
Paradigm: Implications for Transition and	Thadden	
Developing Countries  No. 262: Law Enforcement and Transition	Carard Baland and Thiarm; Vardian	May 1000
	Gerard Roland and Thierry Verdier Jiahua Che	May 1999 June 2000
No. 261: Soft Budget Constraints, Pecuniary	Jianua Cne	June 2000
Externality, and the Dual Track System	Come II Iofforcom	I1 1000
No. 260: Missing Market in Labor Quality: The Role of Quality Markets in Transition	Gary H. Jefferson	July 1999
No. 259: Do Corporate Global Environmental	Glen Dowell, Stuart Hart and Bernard	June 1999
Standards in Emerging Markets Create or	Yeung	
Destroy Market Value		
No. 258: Public Training and Outflows from	Patrick A. Puhani	June 1999
Unemployment	T division 7 to 1 division	
No. 257: Ownership Versus Environment:	Ann P. Bartel and Ann E. Harrison	June 1999
Why are Public Sector Firms Inefficient?		
No. 256: Taxation and Evasion in the Presence	Michael Alexeev, Eckhard Janeba and	November 1999
of Exortion by Organized Crime	Stefan Osborne	1,0,0,0,0,0,1,0,0
No. 255: Revisiting Hungary's Bankruptcy	John P. Bonin and Mark E. Schaffer	September 1999
Episode		2 °F ***********************************
No. 254: FDI in Emerging Markets: A Home-	Marina v.N Whitman	June 1999
Country View		
No. 253: The Asian Financial Crisis: What	Jeffrey D. Sachs and Wing Thye Woo	January 1999
Happened, and What is to be Done		
No. 252: Organizational Law as Asset	Henry Hansmann and Reinier Kraakman	September 1999
Partitioning		•
No. 251: Consumer Behavior Research in	Jan-Benedict E. M. Steenkamp and Steven	September 1999
Emerging Consumer Markets: the Case of the	M. Burgess	
Optimum Stimulation Level in South Africa		
No. 250: Property Rights Formation and the	Matthew A. Turner, Loren Brandt, and	July 1998
Organization of Exchange and Production in	Scott Rozelle	
Rural China		
No. 249: Impacts of the Indonesian Economic	James Levinsohn, Steven Berry, and Jed	June 1999
Crisis: Price Changes and the Poor	Friedman	
No. 248: Internal Barriers in the Transition of	Charalambos Vlachoutsicos	July 1999
Enterprises from Central Plan to Market		
No. 247: Spillovers from Multinationals in	Richard E. Caves	June 1999
Developing Countries: the Mechanisms at		
Work		
No. 246: Dynamism and Inertia on the	Irena Grosfeld, Claudia Senik-Leygonie,	May 1999
Russian Labour Market: A Model of	Thierry Verdier, Stanislav Kolenikov and	
Segmentation	Elena Paltseva	
No. 245: Lessons from Bank Privatization in	John Bonin and Paul Wachtel	May 1999
Central Europe	Cl.: t. D	D 1 1000
No. 244: Nominal-Real Tradeoffs and the	Christian Popa	December 1998



Effects of Monetary Policy: the Romanian		
Experience		
No. 243: Privatization, Political Risk and	Enrico C. Perotti and Pieter van Oijen	March 1999
Stock Market Development in Emerging		
Economies		
No. 242: Investment Financing in Russian	Enrico C. Perotti and Stanislav Gelfer	October 1998
Financial-Industrial Groups		
No. 241: Can governments maintain hard	Octavian Carare, Constantijn Claessens,	January 1999
budget constraints? Bank lending and	Enrico C. Perotti	
financial isolation in Romania		
No. 240: Democratic Institutions and	John E. Jackson, Jacek Klich, and	April 1998
Economic Reform: the Polish Case	Krystyna Poznanska	
No. 239: A Longitudinal Study of IJV	Keith D. Brouthers and Gary Bamossy	June 1999
Performance in Eastern Europe		
No. 238: Published in: Journal of Business	John E. Jackson, Jacek Klich, Krystyna	July 1998
Venturing, "Firm Creation and Economic	Poznanska	
Transitions" Vol. 14, Iss. 5,6 Sep/Nov 1999,		
pp. 427-450.		
No. 237: Analysis of Entrepreneurial Attitudes	John E. Jackson and Aleksander S.	March 1997
in Poland	Marcinkowski	
No. 236: Investment and Finance in De Novo	Andrzej Bratkowski, Irena Grosfeld, Jacek	April 1999
Private Firms: Empirical Results from the	Rostowski	
Czech Republic, Hungary, and Poland		
No. 235: Does a Soft Macroeconomic	Lubomír Lízal	June 1999
Environment Induce Restructuring on the		
Microeconomic Level during the Transition		
Period? Evidence from Investment Behavior		
of Czech Enterprises		
No. 234: Banking Reform in China: Gradually	John Bonin	June 1999
Strengthening Pillar or Fragile Reed?		
No. 233: Theories of Soft Budget Constraints	Janet Mitchell	March 1999
and the Analysis of Banking Crises		
No. 232: Unemployment Risk, Precautionary	Alessandra Guariglia and Byung-Yeon	June 1999
Savings, and Moonlighting in Russia	Kim	
No. 231: Investing in Turbulent Times: The	Josef C. Brada, Arthur E. King, and Chia-	April 1999
Investment Behavior of Polish Firms in the	Ying Ma	
Transition		
No. 230: The End of Moderate Inflation in	Josef C. Brada and Ali M. Kutan	April 1999
Three Transition Economies?		
No. 229: Back to the Future: The Growth	Nauro F. Campos	April 1999
Prospects of Transition Economies		
Reconsidered		
No. 228: The Enterprise Isolation Program in	Simeon Djankov	April 1999
Russia		
No. 227: Published in: Journal of Comparative	Stijn Claessens and Simeon Djankov	April 1999
Economics, "Ownership Concentration and		
Corporate Performance in the Czech		
Republic" 27(3), September 1999, pp. 498-		
513.		
No. 226: Unemployment Benefit Entitlement	Patrick A. Puhani	March 1999
and Training Effects in Poland during		
Transition		



No. 225: Transition at Whirlpool-Tatramat: Case Studies	Hans Brechbuhl and Sonia Ferencikova	March 1999
No. 224: Measuring Progress in Transition and Towards EU Accession: A Comparison of Manufacturing Firms in Poland, Romania, and Spain	Wendy Carlin, Saul Estrin, and Mark Schaffer	March 1999
No. 223: Product Market Competition in Transition Economies: Increasing Varieties and Consumer Loyalty	Mitsutoshi M. Adachi	March 1999
No. 222: Opaque Markets and Rapid Growth: the Superiority of Bank-Centered Financial Systems for Developing Nations	Rodney Wallace	July 1999
No. 221: Technology Spillovers through Foreign Direct Investment	Yuko Kinoshita	January 1999
No. 220: Managerial, Expertise and Team Centered Forms of Organizing: A Cross- Cultural Exploration of Independence in Engineering Work	Leslie Perlow	January 1999
No. 219: Household Structure and Labor Demand in Agriculture: Testing for Separability in Rural China	Audra J. Bowlus and Terry Sicular	January 1999
No. 218: Competing Strategies of FDI and Technology Transfer to China: American and Japanese Firms	W. Mark Fruin and Penelope Prime	January 1999
No. 217 Published in: Journal of Comparative Economics, "Returns to Mobility in the Transition to a Market Economy" Vol. 27, No. 1, March 1999, pp. 4-	Tito Boeri and Christopher J. Flinn	January 1999
No. 216 Published in: Journal of Comparative Economics, "Labor Market Policies and Unemployment in the Czech Republic." Vol. 27, No. 1, March 1999, pp. 33-60.	Katherine Terrell and Vit Sorm	November 1998
No. 215 Published in: Journal of Comparative Economics, "Active Labor Market Policies in Poland: Human Capital Enhancement, Stigmatization or Benefit Churning?" Vol. 27, No. 1, March 1999, pp. 61-	Jochen Kluve, Hartmut Lehmann, and Christoph M. Schmidt	December 1998
No. 214 Published in: Journal of Comparative Economics, "Does the Slovenian Public Work Program Increase Participants' Chances to Find a Job?" Vol. 27, No.1, March 1999, pp. 113-	Milan Vodopivec	December 1998
No. 213 Published in: Journal of Comparative Economics, "Effects of Active Labor Market Programs on the Transition Rate from Unemployment into Regular Jobs in the Slovak Republic." Vol. 27, No. 1, March 1999, pp. 90-	Martina Lubyova and Jan C. van Ours	December 1998
No. 212: The Marketing System in Bulgarian Livestock Production – The Present State and Evolutionary Processes During the Period of Economic Transition	Yordan Staykov, Team Leader	October 1998



No. 211: Bankruptcy Experience in Hungary and the Czech Republic	Janet Mitchell	October 1998
No 210: Values, Optimum Stimulation Levels	Steven M. Burgess and Mari Harris	September 1998
and Brand Loyalty: New Scales in New	2.0	orp water
Populations		
No. 209: Inherited Wealth, Corporate Control	Randall K. Morck, David A. Stangeland,	September 1998
and Economic Growth	and Bernard Yeung	September 1990
No. 208: A Cultural Analysis of Homosocial	Michael D. Kennedy	July 1998
Reproduction and Contesting Claims to		
Competence in Transitional Firms		
No. 207: From Survival to Success: The	Arthur Yeung and Kenneth DeWoskin	July 1998
Journey of Corporate Transformation at Haier.		
Forthcoming in Teaching the Dinosaurs to		
Dance: Organizational Change in Transition		
Economies ed. Daniel Denison.		
No. 206: Why Do People Work If They Are	Irina L. Zinovieva	May 1998
Not Paid? An Example from Eastern Europe.		
Forthcoming in Teaching the Dinosaurs to		
Dance: Organizational Change in Transition		
Economies ed. Daniel Denison.		
No. 205: Firm Ownership and Work	Robert A. Roe, Irina L. Zinovieva,	May 1998
Motivation in Bulgaria and Hungary: An	Elizabeth Dienes, and Laurens A. ten Horn	
Empirical Study of the Transition in the Mid-		
1990s. Forthcoming in Teaching the		
Dinosaurs to Dance: Organizational Change in		
Transition Economies ed. Daniel Denison.		
No. 204: Human Resource Management in the	Nandani Lynton	April 1998
Restructuring of Chinese Joint Ventures.		
Forthcoming in Teaching the Dinosaurs to		
Dance: Organizational Change in Transition		
Economies ed. Daniel Denison.		
No. 203: Emergent Compensation Strategies	Marc Weinstein	March 1998
in Post-Socialist Poland: Understanding the		
Cognitive Underpinnings of Management		
Practices in a Transition Economy.		
Forthcoming in Teaching the Dinosaurs to		
Dance: Organizational Change in Transition		
Economies ed. Daniel Denison.	M : 10D: 1 177 27: 1	<b>3.6</b> 1.1000
No. 202: Corporate Transformation and	Meinolf Dierkes and Zhang Xinhua	March 1998
Organizational Learning: The People's		
Republic of China. Forthcoming in Teaching		
the Dinosaurs to Dance: Organizational		
Change in Transition Economies ed. Daniel		
Denison.	Conja Egranailrava	Eabruary 1000
No. 201: Foreign Direct Investment as a	Sonia Ferencikova	February 1998
Factor of Change: The Case of Slovakia. Forthcoming in Teaching the Dinosaurs to		
Dance: Organizational Change in Transition Economies ed. Daniel Denison.		
	Karen L. Newman	Fabruary 1000
No. 200: Radical versus Incremental Change: The Role of Capabilities, Competition, and	Kaich L. Newillan	February 1998
Leaders. Forthcoming in Teaching the		
Leauers. Forthcoming in Teaching the		



		T
Dinosaurs to Dance: Organizational Change in		
Transition Economies ed. Daniel Denison.		
No. 199: The Emergence of Market Practices	Douglas Guthrie	February 1998
in China's Economic Transition: Price Setting		
Practices in Shanghai's Industrial Firms.		
Forthcoming in Teaching the Dinosaurs to		
Dance: Organizational Change in Transition		
Economies ed. Daniel Denison.		
	Dr. János Fehér	January 1998
No. 198: The Application of Change	DI. Janos Pener	January 1998
Management Methods at Business		
Organizations Operating in Hungary:		
Challenges in the Business and Cultural		
Environment and First Practical Experiences.		
Forthcoming in Teaching the Dinosaurs to		
Dance: Organizational Change in Transition		
Economies ed. Daniel Denison.		
No. 197: Organizational Changes in Russian	Igor B. Gurkov	January 1998
Industrial Enterprises: Mutation of Decision-		
Making Structures and Transformations of		
Ownership. Forthcoming in Teaching the		
Dinosaurs to Dance: Organizational Change in		
Transition Economies ed. Daniel Denison.		
No. 196: Understanding and Managing	Dan Candea and Rodica M. Candea	January 1998
Challenges to the Romanian Companies	Dun Cundou una recursa IVI. Cundou	surrairy 1998
during Transition. Forthcoming in Teaching		
the Dinosaurs to Dance: Organizational		
Change in Transition Economies ed. Daniel		
Denison.		
	T ' A TZ ' .	D 1 1007
No. 195: Insider Lending and Economic	Lisa A. Keister	December 1997
Transition: The Structure, Function, and		
Performance Impact of Finance Companies in		
Chinese Business Groups. Forthcoming in		
Teaching the Dinosaurs to Dance:		
Organizational Change in Transition		
Economies ed. Daniel Denison.		
No. 194: Japanese Investment in Transitional	Paul W. Beamish and Andrew Delios	November 1997
Economies: Characteristics and Performance.		
Forthcoming in Teaching the Dinosaurs to		
Dance: Organizational Change in Transition		
Economies ed. Daniel Denison.		
No. 193: Building Successful Companies in	Dr. Ivan Perlaki	January 1998
Transition Economies. Forthcoming in		
Teaching the Dinosaurs to Dance:		
Organizational Change in Transition		
Economies ed. Daniel Denison.		
	Charalambos Vlachoutsicos	July 1000
No. 192: Russian Communitariansim: An	Charatambos viachoutsicos	July 1998
Invisible Fist in the Transformation Process of		
Russia. Forthcoming in Teaching the		
Dinosaurs to Dance: Organizational Change in		
Transition Economies ed. Daniel Denison.		
No. 191: Teaching the Dinosaurs to Dance	Michal Cakrt	September 1997
No. 190: Strategic Restructuring: Making	Lawrence P. King	September 1997



Capitalism in Post-Communist Eastern		
Europe. Forthcoming in Teaching the		
Dinosaurs to Dance: Organizational Change in		
Transition Economies ed. Daniel Denison.	D 'ID I ' ID 'IN D I	I 1 1000
No. 189: Published in: Regional Science and	Daniel Berkowitz and David N. DeJong	July 1998
Urban Economics, "Russia's Internal Border",		
29 (5), September 1999.		
No. 187: Corporate Structure and Performance	László Halpern and Gábor Kórsöi	July 1998
in Hungary		
No. 186: Performance of Czech Companies by	Andrew Weiss and Georgiy Nikitin	June 1998
Ownership Structure		
No. 185: Firm Performance in Bulgaria and	Jozef Konings	July 1998
Estonia: The effects of competitive pressure,		
financial pressure and disorganisation		
No. 184: Investment and Wages during the	Janez Prasnikar and Jan Svejnar	July 1998
Transition: Evidence from Slovene Firms	value i rasimur ana value ( vijiar	
No. 183: Investment Portfolio under Soft	Chongen Bai and Yijiang Wang	July 1998
Budget: Implications for Growth, Volatility	Chongen bar and Tijiang wang	July 1996
and Savings	T / 1 A 1 T 1 / 1TT 1 TT	I 1 1000
No. 181: Delegation and Delay in Bank	Loránd Ambrus-Lakatos and Ulrich Hege	July 1998
Privatization		
No. 180: Financing Mechanisms and R&D	Haizhou Huang and Chenggang Xu	July 1998
Investment		
No. 179: Organizational Culture and	Carl F. Fey and Daniel R. Denison	January 1999
Effectiveness: The Case of Foreign Firms in		
Russia		
No. 178: Output and Unemployment	Vivek H. Dehejia and Douglas W. Dwyer	January 1998
Dynamics in Transition		
No. 177: Published in: Economics of	Guido Friebel	June 1998
Transition,, "Bureaucracies in the Russian		
Transition, Dureauciacies in the Russian		
Voucher Privatization" Vol. 8, No. 1, 2000,		
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.	Iános Vincze	June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in	János Vincze	June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary		
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in	János Vincze  John Bennett and James Maw	June 1998 June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy	John Bennett and James Maw	June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial		
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial Competition: Employee, Customer, or Outside	John Bennett and James Maw	June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial Competition: Employee, Customer, or Outside Ownership	John Bennett and James Maw Patrick Bolton and Chenggang Xu	June 1998 June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of	John Bennett and James Maw	June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of	John Bennett and James Maw Patrick Bolton and Chenggang Xu	June 1998 June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic	John Bennett and James Maw Patrick Bolton and Chenggang Xu	June 1998 June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government	John Bennett and James Maw  Patrick Bolton and Chenggang Xu  Chong-en Bai, Yu Pan and Yijiang Wang	June 1998  June 1998  June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government  No. 172: Political Instability and Growth in	John Bennett and James Maw Patrick Bolton and Chenggang Xu	June 1998 June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government	John Bennett and James Maw  Patrick Bolton and Chenggang Xu  Chong-en Bai, Yu Pan and Yijiang Wang	June 1998  June 1998  June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government  No. 172: Political Instability and Growth in	John Bennett and James Maw  Patrick Bolton and Chenggang Xu  Chong-en Bai, Yu Pan and Yijiang Wang	June 1998  June 1998  June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government  No. 172: Political Instability and Growth in Proprietary Economies	John Bennett and James Maw  Patrick Bolton and Chenggang Xu  Chong-en Bai, Yu Pan and Yijiang Wang  Jody Overland and Michael Spagat	June 1998  June 1998  June 1998  August 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government  No. 172: Political Instability and Growth in Proprietary Economies  No. 171: Published in Post-Communist Economies, "Framework Issues in the	John Bennett and James Maw  Patrick Bolton and Chenggang Xu  Chong-en Bai, Yu Pan and Yijiang Wang  Jody Overland and Michael Spagat	June 1998  June 1998  June 1998  August 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government  No. 172: Political Instability and Growth in Proprietary Economies  No. 171: Published in Post-Communist Economies, "Framework Issues in the Privatization Strategies of the Czech Republic,	John Bennett and James Maw  Patrick Bolton and Chenggang Xu  Chong-en Bai, Yu Pan and Yijiang Wang  Jody Overland and Michael Spagat	June 1998  June 1998  June 1998  August 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government  No. 172: Political Instability and Growth in Proprietary Economies  No. 171: Published in Post-Communist Economies, "Framework Issues in the Privatization Strategies of the Czech Republic, Hungary, and Poland" Vol. 11, no. 1 March	John Bennett and James Maw  Patrick Bolton and Chenggang Xu  Chong-en Bai, Yu Pan and Yijiang Wang  Jody Overland and Michael Spagat	June 1998  June 1998  June 1998  August 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial  Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government  No. 172: Political Instability and Growth in Proprietary Economies  No. 171: Published in Post-Communist Economies, "Framework Issues in the Privatization Strategies of the Czech Republic, Hungary, and Poland" Vol. 11, no. 1 March 1999.	John Bennett and James Maw  Patrick Bolton and Chenggang Xu  Chong-en Bai, Yu Pan and Yijiang Wang  Jody Overland and Michael Spagat  Morris Bornstein	June 1998  June 1998  June 1998  August 1998  June 1998
Voucher Privatization" Vol. 8, No. 1, 2000, pp. 37-57.  No. 176: Chronic Moderate Inflation in Transition: The Tale of Hungary  No. 175: Privatisation and Market Structure in a Transition Economy  No. 174: Ownership and Managerial Competition: Employee, Customer, or Outside Ownership  No. 173: Intragovernment Procurement of Local Public Good: A Theory of Decentralization in Nondemocratic Government  No. 172: Political Instability and Growth in Proprietary Economies  No. 171: Published in Post-Communist Economies, "Framework Issues in the Privatization Strategies of the Czech Republic, Hungary, and Poland" Vol. 11, no. 1 March	John Bennett and James Maw  Patrick Bolton and Chenggang Xu  Chong-en Bai, Yu Pan and Yijiang Wang  Jody Overland and Michael Spagat	June 1998  June 1998  June 1998  August 1998



Structure and Transparency: How to Measure a Real Involvement of the State" 15(4), November 1999, pp. 605-18.  No. 169 Published in: Americane Economic Review, "Unemployment and the Social Safety Net during Transitions to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117-1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 165: Structural Adjustition and Private Firm Creation in Transition Cande Britain  No. 160: Transition and Private Firm Creation in Transition Susanto Basu and David D. Li  No. 160: Tenures that Shook the World: Worker Turnover in Russian Federation and Poland  No. 169: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russian Poland  No. 159: Does Market Structure Matter? New Evidence from Russian Foland Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 159: Dublished in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 159: Published in: Cadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 159: Published in: Cadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 159: Published in: Cadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 159: Published in: Cadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No	a Real Involvement of the State" 15(4), November 1999, pp. 605-18.  No. 169 Published in: American Economic Review, "Unemployment and the Social Safety Net during Transitions to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117- 1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994 No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence No. 162: Skill Acquisition and Private Firm Creation in Transition Economies No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level		
No. 169 Published in: American Economic Review, "Unemployment and the Social Safety Net during Transition to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117-1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Consumer Behavior in a Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies ("Value Priorities and Consumer Behavior in a Transitional Economies ("Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 161: Corruption in Transition  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter	November 1999, pp. 605-18.  No. 169 Published in: American Economic Review, "Unemployment and the Social Safety Net during Transitions to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117-1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Implementation at the Firm Level		
No. 169 Published in: American Economic Review, "Unemployment and the Social Safety Net during Transitions to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117-1142.   No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajecw Batra.   No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994.   No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994.   No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence   No. 162: Skill Acquisition and Private Firm Creation in Transition Economies   No. 161: Corruption in Transition   Susanto Basu and David D. Li   May 1998     No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland   No. 159: Does Market Structure Matter? New Evidence from Russia   No. 158: Tructural Adjustment and Regional Long Term Unemployment in Poland   No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia   No. 158: Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.   No. 158: Sublished in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.   No. 158: Sublished in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.   No. 159: Dubished in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.   No. 159: Dubished in: Oxford Review of Economic Policy, "From Theory into Practice? Re	No. 169 Published in: American Economic Review, "Unemployment and the Social Safety Net during Transitions to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117-1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra. No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994 No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence No. 162: Skill Acquisition and Private Firm Creation in Transition Economies No. 161: Corruption in Transition No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Implementation at the Firm Level		
Review, "Unemployment and the Social Safety Net during Transitions to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117-1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies," Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 159: Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Review, "Unemployment and the Social Safety Net during Transitions to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117-1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Implementation at the Firm Level		
Safety Net during Transitions to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117- 1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994 No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence No. 162: Skill Acquisition and Private Firm Creation in Transition No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 165: Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 165 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Safety Net during Transitions to a Market Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117- 1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis  No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level	am, Jan Svejnar, and Katherine	December 1998
Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117- 1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis  No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160: Torruption in Transition  No. 160: Torruption in Transition  No. 160: Torruption in Transition  No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 159: Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Cxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Economy: Evidence from Czech and Slovak Men." Vol. 88, No. 5, Dec. 1998, pp. 1117- 1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra. No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994 No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence No. 162: Skill Acquisition and Private Firm Creation in Transition No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level		
Men. "Vol. 88, No. 5, Dec. 1998, pp. 1117-   1142.   No. 167: Voucher Privatization with   Investment Funds: An Institutional Analysis   No. 166: Published in: Marketing Issues in   Iransitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed.   Rajeev Batra.   No. 164: Finance and Investment in   Iransition: Czech Enterprises, 1993-1994   No. 163: European Union Trade and   Investment Flows U-Shaping Industrial   Output in Central and Eastern Europe: Theory and Evidence   No. 162: Skill Acquisition and Private Firm Creation in Transition   Susanto Basu and David D. Li   May 1998   No. 161: Corruption in Transition   Susanto Basu and David D. Li   May 1998   No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain   No. 160: Tenures that Shook the World: Worker Turnover in Russian Federation and Poland   No. 159: Does Market Structure Matter? New Evidence from Russia   No. 158: Structural Adjustment and Regional   No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia   No. 157 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.   No. 155 Published in: Oxford Review of Economie Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.   No. 2, Summer 1997, pp. 77-105.   Namer Private Priv	Men." Vol. 88, No. 5, Dec. 1998, pp. 1117- 1142.  No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis  No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level		
No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra. No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994 No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence No. 161: Corruption in Transition Creation in Transition Economies No. 161: Corruption in Transition No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 159: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 159 Published in: Cadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Cadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Corrord Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra. No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994 No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence No. 162: Skill Acquisition and Private Firm Creation in Transition Economies No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level		
No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Pulbilished in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies," The Case of South Africa" ed. Rajeev Batra.	No. 167: Voucher Privatization with Investment Funds: An Institutional Analysis No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra. No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994 No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence No. 162: Skill Acquisition and Private Firm Creation in Transition Economies No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level		
Investment Funds: An Institutional Analysis   No. 166: Published in: Marketing Issues in Transitional Economies: Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.   No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994   No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence   No. 162: Skill Acquisition and Private Firm Creation in Transition Economies   No. 160: Croruption in Transition   Susanto Basu and David D. Li   May 1998   No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain   No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland   No. 159: Does Market Structure Matter? New Evidence from Russia   No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland   No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia   No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.   No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.   Summer 1997, pp. 77-105.   Steven M. Burgess and Jan-Benedict E.M. Steven M. Burgess and Jane	Investment Funds: An Institutional Analysis  No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level		
No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies ("Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.   No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994   No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence   No. 162: Skill Acquisition and Private Firm Creation in Transition Economies   No. 161: Corruption in Transition   Susanto Basu and David D. Li   May 1998   No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain   No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland   No. 159: Does Market Structure Matter? New Evidence from Russia   No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland   No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia   No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.   No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.   Steven M. Burgess and Jan-Benedict E.M. Steward   Steven M. Burgess and Jan-Benedict E.M.   Steven M. Burgess and Jan-Benedict E.M.   Steven M. Bareau   Alexander Repkine and Chantal Kegels   September 1997   Theory and Even Repkine and Patrick P. Walsh   April 1998   Wadsworth   Wadsworth   Wadsworth   Dune 1998   Wadsworth   Dune 1998   Paril 1998   Paril 1997   Post-Communist Czech Republic and Slovakia   No. 155 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."   Wendy Carlin and Michael Landesmann   June 1997   Post-Communist Practice? Restructuring and Dynamism in Transition Economies." Vol. 1	No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level	rman	March 1998
No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economies ("Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.   No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994   No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence   No. 162: Skill Acquisition and Private Firm Creation in Transition Economies   No. 161: Corruption in Transition   Susanto Basu and David D. Li   May 1998   No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain   No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland   No. 159: Does Market Structure Matter? New Evidence from Russia   No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland   No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia   No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.   No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.   Steven M. Burgess and Jan-Benedict E.M. Steward   Steven M. Burgess and Jan-Benedict E.M.   Steven M. Burgess and Jan-Benedict E.M.   Steven M. Bareau   Alexander Repkine and Chantal Kegels   September 1997   Theory and Even Repkine and Patrick P. Walsh   April 1998   Wadsworth   Wadsworth   Wadsworth   Dune 1998   Wadsworth   Dune 1998   Paril 1998   Paril 1997   Post-Communist Czech Republic and Slovakia   No. 155 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."   Wendy Carlin and Michael Landesmann   June 1997   Post-Communist Practice? Restructuring and Dynamism in Transition Economies." Vol. 1	No. 166: Published in: Marketing Issues in Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level		
Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 162: Transition Economies  No. 161: Corruption in Transition  No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155: Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 157: Roby Boom or Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Transitional Economies, "Value Priorities and Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Wadsworth  Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level	Burgess and Jan-Benedict E.M.	August 1998
Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence No. 162: Skill Acquisition and Private Firm Creation in Transition Economies No. 161: Corruption in Transition No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 156 Published in: Cxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Consumer Behavior in a Transitional Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level	<u> </u>	
Economy: The Case of South Africa" ed. Rajeev Batra.   No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994   No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence   No. 162: Skill Acquisition and Private Firm Creation in Transition Economies   No. 161: Corruption in Transition   Susanto Basu and David D. Li   May 1998   No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain   No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland   No. 159: Does Market Structure Matter? New Evidence from Russia   No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland   No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia   No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.   No. 155 Published in: Oxford Review of Economie Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 19, No. 77-105.   Summer 1997, pp. 77-105.   September 1997   Septe	Economy: The Case of South Africa" ed. Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Road Alexander Rep		
Rajeev Batra.   No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994   No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence   No. 162: Skill Acquisition and Private Firm Creation in Transition Economies   Zuzana Brixiova and Wenli Li   October 1999   Creation in Transition   Susanto Basu and David D. Li   May 1998   No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain   No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland   No. 159: Does Market Structure Matter? New Evidence from Russia   No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland   No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia   No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.   Wendy Carlin and Michael Landesmann   June 1997   June 1998   June 1998   June 1998   June 1998   June 1998   June 1997   June 1998   J	Rajeev Batra.  No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Rolexander Reg  Alexander Reg		
No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Ronald Anderson and Chantal Kegels  Alexander Repkine and Patrick P. Walsh  April 1998  Alexander Repkine and Patrick P. Walsh  April 1998  Hartmut Lehmann and Jonathan  Wadsworth  Hartmut Lehmann and Jonathan  Wadsworth  Hartmut Lehmann and Patrick P. Walsh  June 1998  Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  Wendy Carlin and Michael Landesmann  June 1997  Wendy Carlin and Michael Landesmann  June 1997	No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Rolexander Rep Alexander Rep Alexander Rep Alexander Rep Alexander Rep Alexander Rep Alexander Rep		
Transition: Czech Enterprises, 1993-1994     No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence     No. 162: Skill Acquisition and Private Firm Creation in Transition Economies     No. 161: Corruption in Transition     No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain     No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland     No. 150: Does Market Structure Matter? New Evidence from Russia     No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland     No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia     No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."     Vol. 19, No. 6, 1998, pp. 309-324.     No. 157 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies."     Vol. 19, No. 6, 1998, pp. 309-324.     No. 158 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies."     Vol. 19, No. 6, 1998, pp. 309-324.     No. 157 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies."     Vol. 19, No. 6, 1998, pp. 309-324.     No. 158 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies."     Vol. 19, No. 6, 1998, pp. 309-324.     V	Transition: Czech Enterprises, 1993-1994  No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Wadsworth  Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Implementation at the Firm Level	derson and Chantal Kegels	Sentember 1997
No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence   No. 162: Skill Acquisition and Private Firm Creation in Transition Economies   No. 161: Corruption in Transition   Susanto Basu and David D. Li   May 1998   No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain   No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland   No. 159: Does Market Structure Matter? New Evidence from Russia   No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland   No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia   No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.   No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.   Alexander Repkine and Patrick P. Walsh   April 1998   April	No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Hartmut Lehm Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Wadsworth  Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Implementation at the Firm Level	derson and Chantar Regers	September 1997
Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level	Renkine and Patrick P. Walsh	April 1008
Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Output in Central and Eastern Europe: Theory and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Implementation at the Firm Level	Repaire and Faurek F. Waish	April 1996
and Evidence No. 162: Skill Acquisition and Private Firm Creation in Transition Economies No. 161: Corruption in Transition Susanto Basu and David D. Li May 1998 No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	and Evidence  No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Zuzana Brixio Zuzana Brixio  Susanto Basu Hartmut Lehm Wadsworth Wadsworth  Hartmut Lehm Wadsworth  Wadsworth  Wadsworth  Farmut Lehm Wadsworth  Wadsworth  Wadsworth  Wadsworth  Farmut Lehm Wadsworth  Wadsworth  Wadsworth  Wadsworth  Wadsworth  Wadsworth  Farmut Lehm Wadsworth  Farmut Lehm Wadsworth  Wadsworth  Wadsworth  Farmut Lehm Wadsworth  Wadsworth  Wadsworth  Farmut Lehm Wadsworth  Wadsworth  Farmut Lehm Wads		
No. 162: Skill Acquisition and Private Firm Creation in Transition Economies   Susanto Basu and David D. Li   May 1998	No. 162: Skill Acquisition and Private Firm Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Zuzana Brixio  Susanto Basu Hartmut Lehm Wadsworth  Hartmut Lehm Wadsworth  Karen L. New  Wendy Carlin  Edmund Male Thi Dieu Anh,		
Creation in Transition Economies   No. 161: Corruption in Transition   Susanto Basu and David D. Li   May 1998	Creation in Transition Economies  No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Hartmut Lehm Wadsworth  Wadsworth  Hartmut Lehm Wadsworth  Karen L. New  Wendy Carlin  Edmund Male Thi Dieu Anh,	iniono and Wanti I i	Ostah an 1000
No. 161: Corruption in Transition  No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Hartmut Lehm Wadsworth Wadsworth Wadsworth  Karen L. New Wendy Carlin  Edmund Male Thi Dieu Anh,	ixiova and wenn Li	October 1999
No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	No. 160a: Tenures that Shook the World: Worker Turnover in Russia, Poland and Britain No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Hartmut Lehr Wadsworth Wadsworth  Wadsworth	1D '1D L'	M 1000
Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Worker Turnover in Russia, Poland and Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Hartmut Lehm Wadsworth		
Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Hartmut Lehmann and Jonathan Wadsworth  Hartmut Lehmann and Patrick P. Walsh  June 1998  Karen L. Newman  June 1998  Karen L. Newman  June 1998  Wendy Carlin and Michael Landesmann  June 1997	Britain  No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Hartmut Lehm Wadsworth Wadsworth Wadsworth Wadsworth Wadsworth Wadsworth Wadsworth Wadsworth Wannette N. Bre Wadsworth Wadsworth Wadsworth Wadsworth Wadsworth Wadsworth Wadsworth Wadsworth Wannette N. Bre Wannette N. Bre Wannette N. Bre Wannette N. Bre Wadsworth Watsworth Wadsworth Watsworth Wadsworth Watsworth Wannette N. Bre Wannette		November 1999
No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland No. 159: Does Market Structure Matter? New Evidence from Russia No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Hartmut Lehm Wadsworth Wadsworth Wannette N. Breen Wather N. Breen Wannette N. Breen Wannet	1	
Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Wadsworth  Annette N. Brown and J. David Brown  June 1998  Hartmut Lehmann and Patrick P. Walsh  April 1998  Karen L. Newman  June 1998  Wendy Carlin and Michael Landesmann  June 1997  Wendy Carlin and Michael Landesmann	Worker Turnover in the Russian Federation and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Implementation at the Firm Level  Annette N. Brown Annette N. Brown Evidence No. Brown Evide	1 17 1	1000
and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Annette N. Brown and J. David Brown  June 1998  Karen L. Newman  Karen L. Newman  June 1998  Wendy Carlin and Michael Landesmann  June 1997	and Poland  No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Implementation at the Firm Level  Annette N. Brown Annette N. Brown Evidence N. Brown Eviden		June 1998
No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Annette N. Brown and J. David Brown June 1998  Hartmut Lehmann and Patrick P. Walsh June 1997  Karen L. Newman June 1998  Wendy Carlin and Michael Landesmann June 1997	No. 159: Does Market Structure Matter? New Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Inplementation at the Firm Level  Annette N. Brown Evidence N. Brown	1	
Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Hartmut Lehmann and Patrick P. Walsh  Hartmut Lehmann and Patrick P. Walsh  Unne 1997  Karen L. Newman  Wendy Carlin and Michael Landesmann  June 1998  Wendy Carlin and Michael Landesmann	Evidence from Russia  No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Hartmut Lehm Hartm		
No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Hartmut Lehmann and Patrick P. Walsh  June 1997  April 1998  Karen L. Newman  June 1998  Wendy Carlin and Michael Landesmann  June 1997	No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Hartmut Lehm Robert S. Changer	Brown and J. David Brown	June 1998
Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Robert S. Chase  April 1998  Karen L. Newman  June 1998  Wendy Carlin and Michael Landesmann  June 1997	Long Term Unemployment in Poland  No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Robert S. Changing Robert S. Changing Robert S. Changing Radical Change in Transition Karen L. New Wendy Carlin Edmund Male Thi Dieu Anh,		
No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Robert S. Chase  April 1998  Karen L. Newman  June 1998  Wendy Carlin and Michael Landesmann  June 1997	No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Robert S. Changer  Robert S. Changer  Radical Change in Transition Karen L. New  Wendy Carlin  Edmund Male Thi Dieu Anh,	ehmann and Patrick P. Walsh	June 1997
Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Karen L. Newman  June 1998  Wendy Carlin and Michael Landesmann  June 1997	Fertility in Post-Communist Czech Republic and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform—Inplementation at the Firm Level  Karen L. New Wendy Carlin Edmund Male Thi Dieu Anh, Implementation at the Firm Level		
and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Karen L. Newman  June 1998  Wendy Carlin and Michael Landesmann  June 1997	and Slovakia  No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Karen L. New  Wendy Carlin  Edmund Male Thi Dieu Anh,	Chase	April 1998
No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Karen L. Newman  June 1998  Wendy Carlin and Michael Landesmann  June 1997	No. 156 Published in: Leadership and Organization Development Journal, "Leading Radical Change in Transition Economies." Vol. 19, No. 6, 1998, pp. 309-324. No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105. No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Karen L. New  Karen L. New  Karen L. New  Edmud Carlin  Edmund Male Thi Dieu Anh,		
Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Wendy Carlin and Michael Landesmann  June 1997	Organization Development Journal, "Leading Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality:  Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Thi Dieu Anh,		
Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Wendy Carlin and Michael Landesmann  June 1997  Wendy Carlin and Michael Landesmann	Radical Change in Transition Economies."  Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Wendy Carlin  Wendy Carlin  Edmund Male Thi Dieu Anh,	lewman	June 1998
Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Wendy Carlin and Michael Landesmann  June 1997	Vol. 19, No. 6, 1998, pp. 309-324.  No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality:  Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Wendy Carlin  Wendy Carlin  Edmund Male		
No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Wendy Carlin and Michael Landesmann  June 1997	No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Wendy Carlin Wendy Carlin Edmund Male Thi Dieu Anh,		
No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  Wendy Carlin and Michael Landesmann  June 1997	No. 155 Published in: Oxford Review of Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Wendy Carlin Wendy Carlin Edmund Male Thi Dieu Anh,		
Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Economic Policy, "From Theory into Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Edmund Male Thi Dieu Anh,	rlin and Michael Landesmann	June 1997
Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Practice? Restructuring and Dynamism in Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Edmund Male Thi Dieu Anh,		
Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.	Transition Economies." Vol. 13, No. 2, Summer 1997, pp. 77-105.  No. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Edmund Male Thi Dieu Anh,		
Summer 1997, pp. 77-105.	Summer 1997, pp. 77-105.  No. 154: The Model and the Reality:  Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Edmund Male Thi Dieu Anh,		
	No. 154: The Model and the Reality:  Assessment of Vietnamese SOE Reform— Implementation at the Firm Level  Edmund Male Thi Dieu Anh,		
1 Tvo. 134. The Woder and the Reality.   Edinard Walesky, va Thaim Hung, va   July 1996	Assessment of Vietnamese SOE Reform— Thi Dieu Anh, Implementation at the Firm Level	Ialesky, Vu Thanh Hung, Vu	July 1998
	Implementation at the Firm Level		
Implementation at the Firm Level			
No. 153 Published in: Journal of Comparative David D. Li and Minsong Liang March 1998	No. 153 Published in: Journal of Comparative   David D. Li ar	Li and Minsong Liang	March 1998
	Economics, "Causes of the Soft Budget		



Constraint: Exidence on Three Evalenctions "		1
Constraint: Evidence on Three Explanations." Vol. 26, No. 1, March 1998, pp. 104-116.		
No. 152 Published in: Comparative Economic	Susan J. Linz and Gary Krueger	April 1998
Studies, "Enterprise Restructuring in Russia's	Susan J. Linz and Gary Krueger	April 1998
Transition Economy: Formal and Informal		
Mechanisms." Vol. 40, No. 2, Summer 1998,		
pp. 5-52.	Community of the control of the cont	M 1000
No. 151: Labor Productivity in Transition: A	Susan J. Linz	May 1998
Regional Analysis of Russian Industry	A M 1 CC	I 1000
No. 150: Tax Avoidance and the Allocation of	Anna Meyendorff	June 1998
Credit. Forthcoming in Financial Systems in		
Transition: The Design of Financial Systems		
in Central Europe eds. Anna Meyendorff and		
Anjan Thakor.		
No. 149: Commitment, Versatility and	Leslie Perlow and Ron Fortgang	April 1998
Balance: Determinants of Work Time		
Standards and Norms in a Multi-Country		
Study of Software Engineers		1000
No. 148: Changes in Poland's Transfer	Bozena Leven	June 1998
Payments in the 1990s: the Fate of Pensioners		7 1000
No. 147: Environmental Protection and	Robert Letovsky, Reze Ramazani, and	June 1998
Economic Development: The Case of the	Debra Murphy	
Huaihe River Basin Cleanup Plan		
No. 146: Chief Executive Compensation	Derek C. Jones, Takao Kato, and Jeffrey	June 1998
During Early Transition: Further Evidence	Miller	
from Bulgaria		
No. 145 Published in: Economics of	John Ham, Jan Svejnar, and Katherine	May 1998
Transition, "Women's Unemployment During	Terrell	
the Transition: Evidence from Czech and		
Slovak Micro Data," Vol. 7, No. 1, May 1999,		
pp. 47-78.		
No. 144: Investment and Wages in Slovenia	Janez Prasnikar	May 1998
No. 143 Published in: Review of Financial	Elazar Berkovitch and Ronen Israel	March 1998
Studies, "Optimal Bankruptcy Laws Across		
Different Economic Systems," 12(2), Summer		
1999, pgs. 347-77.		
No. 142: Industrial Policy and Poverty in	Susan J. Linz	March 1998
Transition Economies: Two Steps Forward or		
One Step Back?		
No. 141: Collective Ownership and	Suwen Pan and Albert Park	April 1998
Privatization of China's Village Enterprises		
No. 140: A Comparative Look at Labor	Vit Sorm and Katherine Terrell	April 1999
Mobility in the Czech Republic: Where have		
all the Workers Gone?		
No. 139: The Failure of the Government-Led	Simeon Djankov and Kosali Ilayperuma	September 1997
Program of Corporate Reorganization in		
Romania		
No. 138: Ownership and Employment in	Susan J. Linz	March 1998
Russian Industry: 1992-1995		
No. 137 Published in: Journal of Political	Lawrence J. Lau, Yingyi Qian, and Gerard	November 1997
Economy, "Reform Without Losers: An	Roland	
Interpretation of China's Dual-Track		
XX 1:		



Approach to Transition," Feb. 2000; Vol. 108,		
Iss.1; pg. 120		
No. 136 Published in: European Economic	Klaus M. Schmidt	March 1998
Review, "The Political Economy of Mass		
Privatization and the Risk of Expropriation,"		
44(2), February 2000, pgs. 393-421		
No. 135: Radical Organizational Change: The	Karen L. Newman	January 1998
Role of Starting Conditions, Competition, and		
Leaders		
No. 134: To Restructure or Not to Restructure:	Clifford Gaddy and Barry W. Ickes	May 1998
Informal Activities and Enterprise Behavior in		
Transition		
No. 133: Management 101: Behavior of Firms	Josef C. Brada	March 1998
in Transition Economies		
No. 132 Published in: Quarterly Journal of	John McMillan and Christopher Woodruff	February 1998
Economics, "Interfirm Relationships and		
Informal Credit in Vietnam," 114(4), Nov.		
1999, pgs. 1285-1320		
No. 131 Published in: Comparative Economic	John B. Bonin and Istvan Abel	March 1998
Studies, "Will Restructuring Hungarian		
Companies Innovate? An Investigation Based		
on Joseph Berliner's Analysis of Innovation in		
Soviet Industry." Vol. 40, No. 2, Summer		
1998, pp. 53-74.		
No. 130: Published in The American	David D. Li	January 1998
Economic Review, "Changing Incentives of		
the Chinese Bureaucracy." May, 1998.	P. I. I.E. E.	1000
No. 129: Restructuring Investment in	Richard E. Ericson	January 1998
Transition: A Model of the Enterprise		
Decision	Community of the control of the cont	I1000
No. 128 Published in: Comparative Economic	Susan J. Linz	January 1998
Studies, "Job Rights in Russian Firms:		
Endangered or Extinct Institutions?" Vol. 40,		
No. 4, Winter 1998, pp. 1-32.	Daniel Dankarrita and Daniel M. Dalana	January 1000
No. 127: Accounting for Growth in Post-	Daniel Berkowitz and David N. DeJong	January 1998
Soviet Russia	V 1 C V' 'O' 1D	D 1 1007
No. 126 Published in: Economics of	Yuanzheng Cao, Yingyi Qian, and Barry	December 1997
Transition, "From Federalism, Chinese Style,	R. Weingast	
to Privatization Chinese Style," 7(1), 1999,		
pgs. 103-31	Armoud W. A. Doot and Anialain Calmaite	November 1997
No. 125: Market Discipline in Conglomerate Banks: Is an Internal Allocation of Cost of	Arnoud W. A. Boot and Anjolein Schmeits	INOVEHIDER 1997
Capital Necessary as Incentive Device?		
Forthcoming in Financial Systems in		
Transition: The Design of Financial Systems		
in Central Europe eds. Anna Meyendorff and		
Anjan Thakor.		
No. 124: Financial Discipline in the Enterprise	Shumei Gao and Mark E. Schaffer	February 1998
Sector in Transition Countries: How Does	Shamer Gao and Mark E. Schaffer	1 Colualy 1770
China Compare?		
No. 123: Considerations of an Emerging	Brent Chrite and David Hudson	February 1998
Marketplace: Managers' Perceptions in the	Dient Chine and David Hudson	1 coruary 1990
iviarkorpiaco, ivianagors i creeptions in the		<u> </u>



Southern African Economic Community		
No. 122: A Model of the Informal Economy in	Simon Commander and Andrei	November 1997
Transition Economies	Tolstopiatenko	
No. 121: Local Labour Market Dynamics in	Peter Huber and Andreas Worgotter	November 1997
the Czech and Slovak Republics	5	
No. 119: Institutional Upheaval and Company	Karen L. Newman	March 1998
Transformation in Emerging Market		
Economies		
No. 118: Industrial Decline and Labor	John S. Earle	October 1997
Reallocation in Romania		
No. 117: Notes for an Essay on the Soft	Lorand Ambrus-Lakatos	January 1997
Budget Constraint		,
No. 116: Labor Demand During Transition in	Gabor Korosi	October 1997
Hungary	Guodi Horosi	0000011777
No. 115: Enterprise Performance and	Simeon Djankov and Stijn Claessens	December 1997
Managers' Profiles	Sinicon Djunkov una Stijn Staessens	December 1997
No. 114b Employment and Wages in	Swati Basu, Saul Estrin, and Jan Svejnar	April 2000
Enterprises under Communism and in	Swatt Basa, Saar Estrin, and sair Svejnar	71pm 2000
Transition: Evidence From Central Europe and		
Russia		
No. 114: Employment and Wage Behavior of	Swati Basu, Saul Estrin, and Jan Svejnar	October 1997
Enterprises in Transitional Economies	Swatt Basa, Saar Estrii, and sair Svejiar	October 1777
No. 113: Preliminary Evidence on Active	Christopher J. O'Leary	October 1997
Labor Programs' Impact in Hungary and	Christopher 3. O Leary	October 1997
Poland		
No. 111: Unemployment Benefits and	Joachim Wolff	October 1997
Incentives in Hungary: New Evidence	Jouenni Wolff	October 1777
No. 110: Published in: Empirical Economics,	Marek Gora and Christoph M. Schmidt	April 1997
"Long-Term Unemployment, Unemployment	Whatek Gora and Christoph W. Schmidt	ripin 1997
Benefits and Social Assistance: The Polish		
Experience" Empirical-Economics; 23(1-2),		
1998, pages 55-85.		
No. 109 Published in: Industrial and Labor	Robert S. Chase	October 1997
Relations Review, "Markets for Communist	reduct S. Chase	0000001 1997
Human Capital: Returns to Education and		
Experience in Post-Communist Czech		
Republic and Slovakia." Vol. 51, No. 3, April		
1998, pp. 401-423.		
No. 107: The Worker-Firm Matching in the	Daniel Münich, Jan Svejnar, and Katherine	October 1997
Transition: (Why) Are the Czechs More	Terrell	330001 1777
Successful Than Others?	- <del></del>	
No. 106 Published in: Journal of Comparative	Valentijn Bilsen and Jozef Konings	September 1998
Economics, "Job Creation, Job Destruction	. w.cuju zuoen una vozer ixomingo	September 1770
and Growth of Newly Established, Privatized		
and State-Owned Enterprises in Transition		
Economies: Survey Evidence from Bulgaria,		
Hungary, and Romania," Vol. 26, No.3,		
September 1998, pp. 429-445.		
No. 105: Getting Behind the East-West	Michael Burda and Christoph Schmidt	May 1997
[German] Wage Differential: Theory and		1.10, 1771
Evidence		
No. 104: The Birth of the "Wage Curve" in	Gabor Kertesi and Janos Kollo	October 1997
110. 101. The Briti of the Wage Curve III	Succe receipt and sumos really	JC10001 1777



Hungary, 1989-95		
No. 103: Published in: Journal of Comparative	Hartmut Lehmann, Jonathan Wadsworth,	October 1997
Economics, "Grime and Punishment: Job	and Alessandro Acquisti	
Insecurity and Wage Arrears in the Russian		
Federation" 27, 595-617 (1999).		
No. 102: Social Networks in Transition	Lorena Barberia, Simon Johnson, and	October 1997
100. 102. Social Networks in Transition	Daniel Kaufmann	October 1777
No. 101: Depreciation and Russian Corporate	Susan J. Linz	November 1997
	Susaii J. Liiiz	November 1997
Finance: A Pragmatic Approach to Surviving		
the Transition	A Married a Community The land	N11007
No. 100: Romanian Financial System Reform	Anna Meyendorff and Anjan V. Thakor	November 1997
No. 99: Proceedings of the Conference on	Edited by Cynthia Koch	May 1997
Strategic Alliances in Transitional Economies,		
held May 20, 1997 at the Davidson Institute		
No. 98: Institutions, Strain and the	Daniel Daianu and Lucian Albu	November 1997
Underground Economy		
No. 97: Structure and Strain in Explaining	Daniel Daianu	November 1997
Inter-Enterprise Arrears		
No. 96: Resource Misallocation and Strain:	Daniel Daianu	November 1997
Explaining Shocks in Post-Command		
Economies		
No. 95: Published in: Finance-a-Uver, "Czech	Jan Hanousek and Evzen Kocenda	November 1997
Money Market: Emerging Links Among		
Interest Rates." 48(2) 1998 pp. 99-109.		
No. 94: Pre-Reform Industry and the	Xiao-Yuan Dong and Louis Putterman	October 1997
State Monopsony in China	Č	
No. 93: China's State-Owned Enterprises	Xiao-Yuan Dong and Louis Putterman	October 1997
In the First Reform Decade:	Č	
An Analysis of a Declining Monopsony		
No. 92: Expatriate Management in the Czech	Richard B. Peterson	September 1997
Republic		1
No. 91: China and the Idea of Economic	Thomas G. Rawski	April 1997
Reform		- Processor
No. 90 Published in: China Economic Review,	Thomas G. Rawski	July 1997
"China's State Enterprise Reform: An	Thomas G. Rawski	July 1997
Overseas Perspective." Vol. 8, Spring 1997,		
pp. 89-98.		
No. 89: The Economic Determinants of	Annette N. Brown	July 1997
Internal Migration Flows in Russia During	Affilette N. Brown	July 1997
Transition		
No. 88: Gender Wage Gaps in China's Labor	Margaret Maurer-Fazio, Thomas G.	July 1997
Market: Size, Structure, Trends		July 1997
	Rawski, and Wei Zhang	June 1007
No. 87: Privatisation in Central and Eastern	Saul Estrin	June 1997
Europe	Mish at Alaman	F-11000
No. 86: Published in : Economics of	Michael Alexeev	February 1998
Transition, "The Effect of Privatization on		
Wealth Distribution in Russia." v. 7, no. 2,		
1999, pp. 449-65		
No. 85: Was Privatization in Eastern Germany	Uwe Siegmund	September 1997
a Special Case? Some Lessons from the		
Treuhand		
No. 84: Start-ups and Transition	Daniel M. Berkowitz and David J. Cooper	September 1997



N 02 HH: 1 E :	T	
No. 83: Which Enterprises (Believe They)	James Anderson, Georges Korsun, and	October 1997
Have Soft Budgets after Mass Privatization?	Peter Murrell	
Evidence from Mongolia		1007
No. 82: Published in: European Economic	Martina Lubyova and Jan C. van Ours	June 1997
Review, "Unemployment Dynamics and the		
Restructuring of the Slovak Unemployment		
Benefit System." April, 1997.		
No. 81: Determinants of Unemployment	Mark C. Foley	August 1997
Duration in Russia		
No. 80: The Many Faces of Information	Arnoud W.A. Boot and Anjan V. Thakor	October 1997
Disclosure		
No. 79: Published in: Journal of Finance,	Geert Bekaert and Campbell R. Harvey	August 1997
"Foreign Speculators and Emerging Equity		
Markets."v.22, iss. 2, 2000, pp. 565-613		
No. 78: The Relationship Between Economic	Jan Hanousek and Randall K. Filer	June 1997
Factors and Equity Markets in Central Europe		
No. 77 Published in: Economics of Transition,	Thesia I. Garner and Katherine Terrell	May 1998
"A Gini Decomposition Analysis of Inequality		
in the Czech and Slovak Republics During the		
Transition," Vol. 6, No.1, May 1998, pp. 23-		
46.		
No. 76: China's Emerging Market for Property	Gary H. Jefferson and Thomas G. Rawski	June 1997
Rights: Theoretical and Empirical		
Perspectives		
No. 75b: Test of Permanent Income	Jan Hanousek and Zdenek Tima	October 1997
Hypothesis on Czech Voucher Privatization		
No. 74: Determinants of Performance of	Stijn Claessens, Simeon Djankov, and	February 1997
Manufacturing Firms in Seven European	Gerhard Pohl	
Transition Economies		
No. 73 Published in: Economics of Transition,	Simeon Djankov and Gerhard Pohl	May 1998
"The Restructuring of Large Firms in Slovak		
Republic." Vol. 6, No. 1, May 1998, pp. 67-		
85		
No. 72: Law, Relationships, and Private	Kathryn Hendley, Peter Murrell, and Randi	November 1998
Enforcement: Transactional Strategies of	Ryterman	
Russian Enterprises		
No. 71: Giving Credit Where Credit Is Due:	Albert Park, Loren Brandt, and John Giles	March 1997
The Changing Role of Rural Financial		
Institutions in China		
No. 70: Privatization Versus Competition:	John S. Earle and Saul Estrin	Spring 1997
Changing Enterprise Behavior in Russia		
No. 69: Russian Managers under Storm:	Igor Gurkov	October 1998
Explicit Reality and Implicit Leadership		
Theories (A Pilot Exploration)		
No. 68: The Political Economy of Central-	Yasheng Huang	Spring 1997
Local Relations in China: Inflation and		-
Investment Controls During the Reform Era		
No. 67: Between Two Coordination Failures:	Yasheng Huang	Spring 1997
Automotive Industrial Policy in China with a		= =
Comparison to Korea		
No. 66 Published in: Post-Soviet Geography	Susan J. Linz	January 1997
and Economics, "Red Executives in Russia's		,



Transition Economy." Vol. 27, No. 10,		
November 1996, pp. 633-651.		
No. 65 Published in: Industrial and Corporate	Gautam Ahuja and Sumit K. Majumdar	April 1997
Change, "On the Sequencing of Privatization		
in Transition Economies." Vol. 7, No. 1,		
1998.		
No. 64: Published in: Journal of Law and	Pradeep K. Chhibber and Sumit K.	April 1997
Economics, "Foreign Ownership and	Majumdar	
Profitability: Property Rights, Control and the		
Performance of Firms in Indian Industry"		
42(1), April 1999, pp. 209-38.		
No. 63: How Taxing Is Corruption on	Shang-Jin Wei	February 1997
International Investors?		
No. 62: What Can We Learn from the	Tito Boeri	1997
Experience of Transitional Economies with		
Labour Market Policies?		
No. 61: Published in: Accounting	Shannon W. Anderson and William N.	April 1997
Organizations and Society, "Economic	Lanen	
Transition, Strategy and the Evolution of		
Management Accounting Practices: The Case		
of India" 24(5,6), Jul/Aug 1999, pp. 379-412.		
No. 60a: Enterprise Investment During the	Lubomír Lizal and Jan Svejnar	December 1997
Transition: Evidence from Czech Panel Data		
No. 59: Published in: Journal of Law,	Jiahua Che and Yingyi Qian	April 1997
Economics, and Organization, "Institutional		
Environment, Community Government, and		
Corporate Governance: Understanding		
China's Township-Village Enterprises." 14(1),		
April 1998, pages 1-23	Jiahua Che	I 2000
No. 58: From the Grabbing Hand to the	Jianua Che	June 2000
Helping Hand	Simon Johnson Daniel Venforen and	I
No. 57: Published in: Brookings Papers on	Simon Johnson, Daniel Kaufmann, and	June 1997
Economic Activity, "The Unofficial Economy in Transition" 1: 1008	Andrei Schleifer	
in Transition." 1: 1998.	Descrit Conton and Desid D. Li	A
No. 56: Taxes and Government Incentives:	Roger H. Gordon and David D. Li	April 1997
Eastern Europe vs. China	Consents Dago and David Li	I.m. 1006
No. 55: Corruption and Reform	Susanto Basu and David Li	June 1996
No. 54: Decentralization and the	Loren Brandt and Xiaodong Zhu	June 1997
Macroeconomic Consequences of Commitment to State-Owned Firms		
No. 53: Published in: The International	Dankai Chamayyat and Dahart E. Vannad-	May 1997
Journal of Industrial Organization,	Pankaj Ghemawat and Robert E. Kennedy	Iviay 1997
"Competitive Shocks and Industrial Structure:		
The Case of Polish Manufacturing." August,		
1999		
No. 52: Published in: The Quarterly Journal of	Jiahua Che and Yingyi Qian	May 1997
Economics, "Insecure Property Rights and	Janua Che and Thigyi Qiali	1v1ay 1991
Government Ownership of Firms." May,		
1998.		
No. 51: Incentives, Scale Economies, and	Eric Maskin, Yingyi Qian, and Chenggang	May 1997
Organizational Form	Xu	171uy 1771
No. 50: Published in: Post-Soviet-Affairs,	Barry W. Ickes, Peter Murrell, and Randi	March 1997
INO. 30. I ublished iii. I OSt-SOVIET-Alfalls,	Dairy W. Ickes, I clei Mullell, and Kandi	1V1a1C11 177/



"End of the Tunnel? The Effects of Financial Stabilization in Russia" April-June 1997, pages 105-33	Ryterman	
No. 49: The Evolution of Bank Credit Quality in Transition: Theory and Evidence from Romania	Enrico C. Perotti and Octavian Carare	October 1996
No. 48: Where Do the Leaders Trade? Information Revelation and Interactions Between the Segments of Czech Capital Markets	Jan Hanousek and Libor Nemecek	May 1997
No. 47: Firms' Heterogeneity in Transition: Evidence from a Polish Panel Data Set	Irena Grosfeld and Jean-François Nivet	May 1997
No. 46: Strategic Creditor Passivity, Regulation, and Bank Bailouts	Janet Mitchell	May 1997
No. 45a: Published in: Journal of Public Economics, "Tax Rights in Transition Economies: A Tragedy of the Commons." 76, 2000, pp. 369-397	Daniel M. Berkowitz and Wei Li	September 1997
No. 44a: The Information Content of Stock Markets: Why do Emerging Markets have Synchronous Stock Price Movements? (forthcoming in the Journal of Financial Economics).	Randall Morck, Bernard Yeung, and Wayne Yu	February 1999
No. 43: Agency in Project Screening and Termination Decisions: Why Is Good Money Thrown After Bad?	Chong-en Bai and Yijiang Wang	May 1997
No. 42: Published in: Economics of Transition, "Channels of Redistribution: Inequality and Poverty in the Russian Transition." Vol. 7 (2) 1999.	Simon Commander, Andrei Tolstopiatenko, and Ruslan Yemtsov	May 1997
No. 41: Published in: Economics of Transition, "Labour Market Characteristics and Profitability: Econometric Analysis of Hungarian Exporting Firms, 1986-1995" 6(1), May 1998, pages 145-62	László Halpern and Gabor Korosi	May 1997
No. 40: Published in: the Harvard Law Review, "The Tragedy of the Anticommons: Property in the Transition from Marx to Markets." January 1998.	Michael Heller	February 1997
No. 39: Privatization and Managerial Efficiency	Olivier Debande and Guido Friebel	May 1997
No. 38 Published in: The Quarterly Journal of Economics, "Disorganization." Vol. 112, No. 4, November 1997, pp. 1091-1126.	Olivier Blanchard and Michael Kremer	January 1997
No. 37: Published in: Economics of Transition, "Transition and the Output Fall." 7(1), 1999, pages 1-28.	Gérard Roland and Thierry Verdier	March 1997
No. 36: Restructuring an Industry During Transition: A Two-Period Model	Richard Ericson	September 1996
No. 34: The East-West Joint Venture: BC Torsion Case Study	Sonia Ferencikova and Vern Terpstra	December 1998
No. 33 Published in: Journal of Comparative	Daniel Berkowitz, David DeJong, and	December 1998



Economics, "Quantifying Price Liberalization in Russia." Vol. 26, No. 4, December 1998,	Steven Husted	
pp. 735-737.		
No. 32: What Can North Korea Learn from China's Market Reforms?	John McMillan	September 1996
No. 31: Published in : China-Economic-	Yijiang Wang and Chun Chang	March 1997
Review, "Towards a Model of China as a	I fluing wang and chair chang	IVIGICII 1997
Partially Reformed Developing Economy		
Under a Semifederalist Government.", 9(1),		
Spring 1998, pages 1-23.		
No. 30: Convergence in Output in Transition	Saul Estrin and Giovanni Urga	February 1997
Economies: Central and Eastern Europe,		
1970-1995		
No. 29: Published in: Economics of	Evzen Kocenda	March 1997
Transition, "Altered Band and Exchange		
Volatility." Volume 6, no. 1, 1998, 173-181.		7 400-
No. 28: Published in: Quarterly Journal of	Hehui Jin and Yingyi Qian	January 1997
Economics, "Public Versus Private Ownership of Firms: Evidence from Rural China."		
Volume 113, no. 3, August 1998, 773-808.  No. 27: East-West Joint Ventures in a	Sonia Ferencikova	March 1997
Transitional Economy: The Case of Slovakia	Soma referencikova	Maich 1997
No. 26: Published in Economic Analysis	Janez Prasnikar	February 1997
"Behavior of a Slovenian Firm in Transition"	Juliez Frasilikui	1 cordary 1997
Vol. 1, no. 1, 1998, 57-73.		
No. 25: Cultural Encounters and Claims to	Michael D. Kennedy	February 1997
Expertise in Postcommunist Capitalism		,
No. 24: ZVU a.s.: Investment Funds on the	Tory Wolff	August 1995
Board of Directors of an Engineering Giant		
No. 23: The Role of Investment Funds in the	Dusan Triska	June 1996
Czech Republic (joint publication with Czech		
Management Center)		
No. 22: Czech Investment Fund Industry:	Richard Podpiera	May 1996
Development and Behaviour (joint publication		
with Czech Management Center)	1 2 1	7 4006
No. 21: Restructuring of Czech Firms: An	Antonin Bulin	June 1996
Example of Gama, a.s. (joint publication with		
Czech Management Center)  No. 20: YSE Funds: A Story of Czech	Michal Otradovec	November 1995
Investment Funds (joint publication with	iviiciiai Otradovec	November 1993
Czech Management Center)		
No. 19: První Investicni a.s., The First	Jaroslav Jirasek	August 1995
Investment Corporation (joint publication	variosia v sirasek	Tragast 1995
with Czech Management Center)		
No. 18: PPF a.s., The First Private Investment	Michal Otradovec	November 1995
Fund (joint publication with Czech		
Management Center)		
No. 17 Published in: Post-Soviet Geography	Susan J. Linz and Gary Krueger	November 1996
and Economics, "Russia's Managers in		
Transition: Pilferers or Paladins?" Vol. 37,		
o.7 (September 1996), pp. 397-426.		1
No. 16: Banks in Transition—Investment	With commentary and edited by Anna	January 1997



Opportunities in Central Europe and Russia	Meyendorff	
Edited Transcript from 31 May 1996		
Conference in New York City		
No. 15: Marketing in Transitional Economies:	Compiled by The Davidson Institute	December 1996
Edited Transcript & Papers from 1 April 1996		
Conference in Ann Arbor, Michigan		
No. 14: Pensions in the Former Soviet Bloc:	Jan Svejnar	November 1996
Problems and Solutions. Published by		
Council on Foreign Relations. "The Coming		
Global Pension Crisis" New York, 1997		
No. 13: Enterprise Restructuring and	Lubomir Lizal, Miroslav Singer, and Jan	December 1996
Performance in the Transition. Forthcoming	Svejnar	
in Financial Systems in Transition: The		
Design of Financial Systems in Central		
Europe eds. Anna Meyendorff and Anjan		
Thakor.		
No. 12 Published in: Journal of International	Rajeev Batra	April 1997
Marketing, "Executive Insights: Marketing		
Issues and Challenges in Transitional		
Economies." Vol. 5, No. 4, 1997, pp. 95-114.		
Also published in: Marketing Issues in		
Transitional Economies ed. Rajeev Batra.	A 1 01 "	1006
No. 11: Worker Trust and System	Andrew Schotter	August 1996
Vulnerability in the Transition from Socialism		
to Capitalism	C II.	T.1. 1007
No. 10 Published in: Comparative Economic	Susan J. Linz	July 1996
Studies, "Russian Firms in Transition:		
Champions, Challengers, and Chaff." Vol. 39,		
No.2, Summer 1997, pp. 1-36.  No. 9: Corporate Debt Crisis and Bankruptcy	David D. Li and Shan Li	December 1995
Law During the Transition: The Case of China	David D. Li and Shan Li	December 1993
No. 8 Published in: Journal of Comparative	David D. Li	June 1996
Economics, "A Theory of Ambiguous	David D. Li	Julie 1990
Property Rights in Transition Economies: The		
Case of the Chinese Non-State Sector." Vol.		
23, No. 1, August 1996, pp. 1-19.		
No. 7: The Foreign Economic Contract Law of	Dong-lai Li	June 1993
China: Cases and Analysis	Doing in Di	valle 1995
No. 3: Bank Privatization in Hungary and the	Roger Kormendi and Karen Schnatterly	May 1996
Magyar Kulkereskedelmi Bank Transaction		
Replacing Nos. 1-2 & 4-6: Journal of	No. 1 "Bank Privatization in Transitional	August 1997
Comparative Economics Symposium on	Economies" by Roger Kormendi and	<i>5</i>
"Bank Privatization in Central Europe and	Edward Snyder. No. 2 "Transactional	
Russia." Vol. 25, No. 1, August 1997.	Structures of Bank Privatizations in	
	Central Europe and Russia" by Anna	
	Meyendorff and Edward A. Snyder. No. 4	
	"Bank Privatization in Poland: The Case of	
	Bank Slaski" by Jeffery Abarbaness and	
	John Bonin. No. 5 "Bank Privatization in	
	Post-Communist Russia: The Case of	
	Zhilsotsbank" by Jeffery Abarbanell and	
	Anna Meyendorff and No. 6 ""The Czech	



Republic's Commercial Bank: Komercni Banka" by Edward A. Snyder and Roger	
C. Kormendi.	