The Effects of Direct Foreign Investment on Domestic Firms: Evidence from Firm Level Panel Data in Emerging Economies

By: Jozef Konings

Working Paper Number 344 October 2000

The Effects of Direct Foreign Investment on Domestic Firms: Evidence from Firm Level Panel Data in Emerging Economies

By Jozef Konings
LICOS, Centre for Transition Economics
Economics Department
Catholic University of Leuven
De Beriotstraat 34
3000 Leuven
Belgium

Other affiliations: CEPR, London; Dartmouth College, USA Email: jozef.konings@econ.kuleuven.ac.be

August 2000

Acknowledgements: This paper is part of a project on DFI in Central and Eastern Europe, funded by the Thyssen foundation. I appreciate comments from Filip Abraham, Lode Berlage, Hans Degryse, Nina Pavnic, Koen Schoors, Hylke Vandenbussche and Reinhilde Veugelers. This paper benefited from seminars at the KULeuven, the University of Gent, the University of Antwerp (Ufsia) and the IMF. I thank Giulia Faggio and Frederic Warzynski for assistance.

Non-Technical Summary

The collapse of communism in Central and Eastern Europe and the emergence of a market economy has led to a large inflow of direct foreign investment (DFI) in the region during the last decade and in particular since the mid 90's. Given the enormous increase in foreign investment, these countries provide an ideal natural experiment for measuring the impact of incoming foreign investment on performance. In particular, this paper uses firm level panel data to investigate empirically the effects of DFI on the productivity performance of domestic firms in three emerging economies of Central and Eastern Europe: Bulgaria, Romania and Poland.

To this end a unique data set is used with detailed information on foreign ownership at the firm level. Two main questions are addressed in the present paper:

(1) do foreign firms perform better than their domestic counterparts? (2) do foreign firms generate spillovers to domestic firms?

There are various reasons why many policy makers believe DFI is beneficial to their country. A first reason is the need for strategic restructuring in firms in the emerging countries. Most firms in the emerging economies of the former Soviet block were characterised by obsolete machinery and outdated production methods. To compete in a market environment, firms had to improve their efficiency by engaging in strategic restructuring, i.e. updating the equipment and production process. Foreign firms have the technological know-how and finance necessary to update the equipment and bring about such strategic restructuring. Foreign participation in domestic firms has the additional benefit that it can impose an efficient corporate governance in privatized firms, often privatized to insider workers/managers, who might block restructuring. A second important reason why foreign investors are invited to emerging countries rests on the believe that they generate positive

externalities to the domestic firms through a transfer of know-how and technology. Such spillovers can occur through various channels: the introduction of new products and production processes by foreign firms may benefit domestic firms through the accelerated diffusion of new technology. This could occur through labour turnover or through imitation or other channels. One other channel works through the equilibrating mechanism in the market when liberalization, here the opening up of Central and Eastern Europe to the rest of the world, is implemented.

The positive externalities generated by foreign investors, however, may vanish if the increased competition from foreign firms leads to a reduction in the production of the domestic firm, which may lead to an increase in the average costs of production. In this case a negative competition effect may dominate a positive technological spillover effect. In this paper, the net effect is studied.

Only in Poland, I find that foreign firms perform better than firms without foreign participation. In Bulgaria and Romania, no robust evidence is found of a positive foreign ownership effect. This may be due to the fact that it takes time for firms to restructure and that the effects of restructuring on productivity performance only appear after a few years. Since Bulgaria and Romania are less advanced in the transition process compared to Poland this may be a plausible explanation.

Moreover, for all three countries studied here, I find no evidence of positive spillovers to domestic firms on average. In contrast, on average there are negative spillovers to domestic firms in Bulgaria and Romania, while there are no spillovers to domestic firms in Poland. This suggests a negative competition effect that dominates a positive technology effect.

William Davidson Institute Working Paper 344

Abstract

This paper uses firm level panel data to investigate empirically the effects of

direct foreign investment (DFI) on the productivity performance of domestic firms in

three emerging economies of Central and Eastern Europe, Bulgaria, Romania and

Poland. To this end a unique firm level panel data set is used with detailed

information on foreign ownership at the firm level. Two main questions are addressed

in the present paper: (1) do foreign firms perform better than their domestic

counterparts? (2) do foreign firms generate spillovers to domestic firms?

The estimation technique in this paper takes potential endogeneity of

ownership, spillovers and other factors into account by estimating a fixed effects

model using instrumental variables in the general methods of moment technique for

panel data.

Only in Poland, I find that foreign firms perform better than firms without

foreign participation. Moreover, for all three countries studied here, I find no evidence

of positive spillovers to domestic firms on average. In contrast, on average there are

negative spillovers to domestic firms in Bulgaria and Romania, while there are no

spillovers to domestic firms in Poland. This suggests a negative competition effect

that dominates a positive technology effect

JEL classification: D24, F14, O52, P31

Keywords: Foreign Investment, Spillovers, Emerging countries, Panel data

5

I. Introduction

This paper uses firm level panel data to investigate empirically the effects of direct foreign investment (DFI) on the productivity performance of domestic firms in three emerging economies of Central and Eastern Europe, Bulgaria, Romania and Poland. The collapse of communism in Central and Eastern Europe and the emergence of a market economy has led to a large inflow of DFI in the region during the last decade and in particular since the mid 90's. Figure 1 shows the evolution of DFI since 1991 for the three countries that I study in this paper, where the level of DFI is normalized to 1 in 1991. By 1998 there was almost 10 fold increase in DFI in Bulgaria compared to 1991, for Romania and Poland there was even a 50 and 60 fold increase in DFI by 1998.

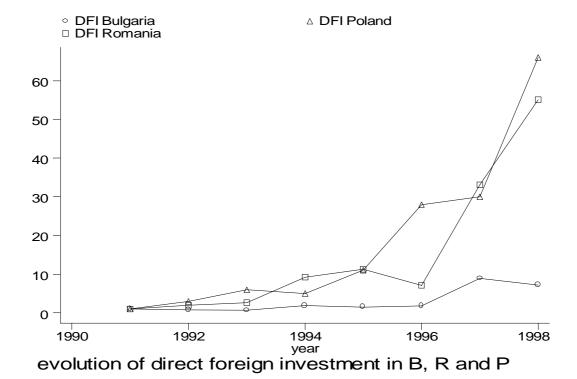


Figure 1 (source: author's calculations based on EBRD (2000))

Policy makers in the emerging economies were faced with a collapsing state sector and a slowly growing private sector. With financial markets and commercial banking virtually absent, they encouraged foreign investors to take part in the privatization process or to invest in their countries. Given the enormous increase in foreign investment in these countries as illustrated in figure 1, these countries provide an ideal natural experiment for measuring the impact of incoming foreign investment on performance.

There are various reasons why many policy makers believe DFI is beneficial to their country. A first reason is the need for strategic restructuring in firms in the emerging countries¹. Most firms in the emerging economies of the former Soviet block were characterised by obsolete machinery and outdated production methods. To compete in a market environment, firms had to improve their efficiency by engaging in strategic restructuring, i.e. updating the equipment and production process (e.g. Irina Grossfeld and Gérard Roland, 1996). Foreign firms have the technological know-how and finance necessary to update the equipment and bring about such strategic restructuring. Foreign participation in domestic firms has the additional benefit that it can impose an efficient corporate governance in privatized firms, often privatized to insider workers/managers, who might block restructuring (Olivier Blanchard, 1997, pp.77-88).

Klaus Wallner (1998) shows theoretically that especially in the emerging countries, characterized by soft budget constraints, foreign investment is welcomed to achieve such strategic restructuring as the presence of foreign investors gives governments incentives to reduce subsidies to firms because otherwise a part of the

¹ Strategic restructuring refers to improving the long run viability and efficiency of a firm.

subsidy may disappear in 'foreign pockets'. Hence, the hardening of budget constraints increases effort by managers to restructure more.

A second important reason why foreign investors are invited to emerging countries rests on the believe that they generate positive externalities to the domestic firms through a transfer of know-how and technology. Such spillovers can occur through various channels. David J. Teece (1977) argues that the introduction of new products and production processes by foreign firms may benefit domestic firms through the accelerated diffusion of new technology. This could occur through labour turnover or through imitation or other channels. One other channel works through the equilibrating mechanism in the market when liberalization, here the opening up of Central and Eastern Europe to the rest of the world, is implemented.

A number of recent theoretical papers show that the degree to which domestic firms may benefit from such spillovers depends on the "absorptive capacity" of domestic firms. Franseca Sanna-Randacio (1999) and D. Leahy and Peter Neary (1999) show that DFI always leads to an increase in the productivity of the investing firm, however, DFI increases the host country's productivity only if the degree of the technological spillover is high enough. The latter is more likely achieved in sectors characterized by intensive R&D or by firms which have a sufficient amount of knowledge to start with.

This has been suggested in earlier empirical work. Ari Kokko (1994) and Borensztein, De Gregorio and Lee (1998) give evidence which suggests that positive DFI spillovers to local firms are only generated if the technology gap between the foreign firm and the domestic one is not too large and if there exists a minimum threshold of human capital in the host country.

The technological spillovers thus lead to positive effects on domestic firms, however, there may exist a competition effect which works in the opposite direction. Foreign entry disturbs the existing market equilibrium and could force domestic firms to produce less output which pushes them up their average cost curves, at least if average cost curves are downward sloping, which would be the case if production involves a substantial fixed cost. This argument has been developed by Brian J. Aitken and Ann E. Harrison (1999). Which effect dominates depends on the stength of the technological spillover effect (and the absorptive capacity of firms) versus the competition effect.

In this paper I analyse a number of questions: First, I test whether foreign owned subsidiaries in transition economies perform better than their domestically owned counterparts. Second, I test whether there exist 'spillovers' to domestic firms. I will look at the 'net spillover' effect, i.e. the sum of the technological spillover and the competition effect. In addition, I will make a distinction between sectoral and regional spillovers. I also test whether foreign firms benefit from the presence of other foreign firms in their sector or region.

I use a unique panel data set of over 5000 firms in Bulgaria, Romania and Poland for the years 1993-97². Together these countries cover more than 70 million people and hence these economies are an important part of the Central and Eastern European Economies. Bulgaria and Romania are lagging behind Poland in the transition towards a market economy. While all three countries have experienced a substantial collapse in output at the start of transition, only Poland has reached GDP levels comparable to the pre-transition years and has positive growth rates. Both Bulgaria and Romania experienced a short period of positive growth in the mid 90's,

² except for Romania data run from 1994 onwards.

however, output has collapsed again in Bulgaria since 1995 and in Romania since 1997.

Because I use panel data I am able to track the same firm over time and hence I am able to control for unobserved firm level fixed effects, like for example the quality of the firm. Hence, as in Aitken and Harrison (1999) I am able to control for the potential endogeneity of foreign ownership and spillovers. Moreover, I will use the general methods of moments technique to estimate panel data as introduced by Arellano and Bond (1991) which allows me to construct instruments for potentially endogenous explanatory variables. This may be important if productivity shocks affect the levels of the input variables in a production function or if they affect spillovers. In that case fixed effects alone cannot properly control for the endogeneity. Furthermore, this technique allows me to estimate dynamic equations in a consistent way.

The next section describes the data and econometric approach, section III gives the results and section IV is a concluding one.

II. Data and Econometric Approach

Data

The data set that is used provides information on 2321 firms in Bulgaria between 1993-97, 3844 firms in Romania between 1994-87 and 262 firms in Poland over the period 1993-1997. Due to a lot of missing observations on some of the input factors needed in the estimation, the total available number of firms for the estimation in Poland is much lower than in Bulgaria and Romania. The data are unbalanced panel data, however, attrition is likely to be random due to imperfect reporting, rather

than exit of firms. The data consists of the company accounts of all incorporated firms in both the manufacturing and the non-manufacturing sectors satisfying at least one of the following criteria: number of employees greater than 100, total assets and operating revenues exceeding 16 million and 8 million USD, respectively. They are retrieved from annual company accounts published by the Creditreform Bulgaria OOD and by the Romanian Chamber of Commerce and Industry³.

Foreign firms are defined as firms where a positive fraction of the shares is owned by a foreign investor in 1997. In the sample, around 10% of the firms have a foreign investor in 1997. For those firms with a foreign partner, the average fraction of shares held by foreign investors is 61%, 59% and 73% for Bulgaria, Romania and Poland respectively. Thus if a domestic firm has a foreign investor, on average, the foreign investor has a majority stake.

Econometric Approach and Measurement Issues

I follow Brian Aitken and Ann Harrison (1999) and estimate a log-linear production function at the firm level to test whether (1) foreign firms perform better than domestic ones, (2) there exist spillovers from DFI to local production. In particular, the following specification is the starting point of my analysis:

$$y_{it} = \alpha_i + \alpha_1 n_{it} + \alpha_2 k_{it} + \alpha_3 m_{it} + \alpha_4 \eta_t + \alpha_5 DFI_i + \alpha_6 DFI_i XT_i + \alpha_7 Spill_{jt} + \varepsilon_{it}$$
 (1)

_

³ Data are available on the Amadeus CD-ROM (Dec. 1998), a Pan European financial database, provided by Bureau van Dijk Electronic Publishing SA.

where subscript i stands for firm i, subscript t for year t, y is log output, n is the log employment, k is the log of capital and m is the log of material inputs. Output is measured as sales at the firm level deflated by an aggregate price index. Sector level price indices were not available on a consistent basis for the countries studied here, so an aggregate producer price index was used for Romania and Poland, an aggregate consumer price index for Bulgaria as there was no reliable producer price index available for Bulgaria. These price indices were taken from the EBRD annual transition report (EBRD, 2000). The capital stock is proxied by the book value of tangible fixed assets in the firm, deflated by an aggregate price index. Finally, material inputs are proxied by material costs have also been deflated by an aggregate price index.

To capture possible common aggregate shocks in production, like technological progress or some other unobserved time varying factors I include time effects, η . The fraction of shares held by a foreign investor is denoted by *DFI*. It can be noted that this variable has no time subscript, t, which is due to the fact that we only observe ownership in the year 1997. I also interact foreign ownership with the time trend to capture the fact that the effect of foreign ownership might affect both the level and the growth in productivity. This might be the case if it takes some time for foreign know-how to spillover to the local firm. Finally, *Spill* measures the sector level spillovers that arise from foreign investors. I proxy it by the share of output accounted for by foreign firms in total output at the 2-digit NACE sector level⁴. I will also report results in which both sectoral and regional spillovers are taken into account. The latter are measured as the fraction of output produced by foreign firms in total output of a particular region. Finally, ε , is a white noise error term.

_

⁴ NACE is the standard European sector classification, which is comparable to the SIC classification.

Table 1 provides summary statistics on the variables that were used in the regression analysis. It can be noted that on average real sales are collapsing in Bulgaria which is consistent with the macro economic decline in GDP since 1995. In contrast, average real sales in Romania are growing rapidly, which is consistent with the fast growth rates in GDP noted since the mid 90's (until 1997, after which output collapsed again). In Poland average real sales are growing at a more modest rate, but the initial 'catch up' took place earlier since transition started earlier in Poland. In absolute terms, the average growth in employment is always lower than the average growth in sales, which confirms the observed aggregate stylized fact that the adjustment in employment is much slower than the adjustment in output. From the summary statistics it can also be noted that the average spillover effect is around 10%, however this may vary substantially between sectors.

In equation (1), there is an unobservable fixed effect, α , which captures firm specific heterogeneity. Such an unobservable fixed effect is potentially correlated with the other explanatory variables. If it is not controlled for in the estimation, then inconsistent estimates due to an omitted variable bias result. One way of controlling for these fixed effects is by first differencing equation (1). At the same time, it is a way to control for potential endogeneity of foreign ownership, i.e. foreign investors might only acquire shares in the better firms. If I categorise firms in 'good' versus 'bad' firms then the unobserved fixed effect captures this and hence it is possible to avoid an endogeneity bias. First differencing equation (1) yields

$$\Delta y_{it} = \alpha_1 \Delta n_{it} + \alpha_2 \Delta k_{it} + \alpha_3 \Delta m_{it} + \alpha_4 \Delta \eta_t + \alpha_6 DFI_i + \alpha_7 \Delta spill_{jt} + \Delta \varepsilon_{it}$$
(2)

The above modelling strategy allows me to test whether foreign firms perform better and whether spillovers are present. However, equation (2) does not allow me to test whether foreign firms benefit in a different way from spillovers than domestic firms. It may be possible that foreign firms benefit from other foreign firms in their sector, while domestic firms do not as in Aitken and Harrison (1999). For this reason I will include an interaction term in equation (2), where I interact foreign ownership with spillovers.

There is, however, a further econometric concern. An estimation by OLS of equation (2) may still lead to inconsistent estimates. This would be the case if productivity shocks have an effect on the input factors employed in the firm. Alternatively, productivity shocks may have an effect on spillovers, which would lead to an endogeneity of the spillovers. Furthermore, equation (2) is a static equation, allowing for some dynamic adjustment in output (in case of the presence of adjustment costs) would imply that equation (2) needs to be estimated with a lagged dependent variable which leads to further endogeneity problems.

To avoid inconsistent estimates I therefore estimate equation (2) using the General Methods of Moments technique (GMM) with Instrumental Variables as developed by Arellano and Bond (1991) for estimating dynamic panel data. The advantage of this method over other commonly used panel data estimation techniques lies in its efficient use of the number of instruments generated for the endogenous explanatory variables. For instance, in equation (2), valid instruments for the differenced employment in the year 97 is the level of employment in the year 95 since this is not correlated with the differenced error term in 1997. Table 2 shows in a

systematic way how the number of instruments increases as the panel progresses. In 1995 a valid instrument for a first differenced endogenous explanatory variable is its level in 1993, in 1996 valid instruments for the same variable includes its level in 1993 and its level in 1994 and so on. So as the panel progresses an increasing number of instruments becomes available which increases the efficiency of the estimation. In order to test the validity of instruments a Sargan test of instrument validity is computed and is asymptotically $\chi 2$ distributed. In addition, since the equation is estimated in first differenced form, the equation will show first-order serial correlation. However, what matters is the absence of second order serial correlation if the error term in the levels equation (1) is white noise. Therefore a test of second order serial correlation is reported and is asymptotically N(0,1) distributed.

III. Results

Tables 3, 4 and 5 show the results for Bulgaria, Romania and Poland respectively. I show both OLS estimates and GMM IV estimates for equation (2). Since the equation is estimated in first-differences I also control for unobserved fixed effects.

Starting with Bulgaria, the OLS estimates in column (1) of table 3 show no statistically significant effect of foreign ownership on performance. This may come across as a surprising result, however, in the context of transition economies it has been shown that privatised firms do not perform better than state owned enterprises, because it may take time before restructuring feeds through on firm performance (e.g. Konings, 1997; Faggio and Konings, 1999). There is however a statistically significant negative spillover effect of foreign firms on domestic ones, which suggests

that a competition effect is dominating a technological spillover effect. The interaction term, foreign X spillover, suggests that foreign firms benefit from the presence of other foreign firms in the sector. However, this equation does not take into account the potential endogeneity of spillovers and of the other input factors.

In the second column I therefore instrument all the input factors as well as the spillover effect using the moment restrictions suggested by the GMM technique (Arellano and Bond, 1991). A number of interesting results emerge. First, there still exist negative spillovers from DFI to domestic firms. The coefficient that is estimated with spillovers is equal to -0.67. Thus, a sector that has an increase in spillovers from 0 to 10% would experience a decline in total factor productivity of 6.7% on average. This suggests that the competition effect is dominating, which means that domestic firms, due to the increased competition from foreign firms in their sector, are pushed up their average cost curves due to a reduction in output they can produce. This would hold in case domestic firms have a declining average cost curve, i.e. in the presence of increasing returns to scale. Based on the estimates of the coefficients of the input factors, this hypothesis seems to be plausible. The sum of the coefficients of the input factors is larger than 1 which suggests increasing returns to scale in production or a declining average cost curve. Note, also that the coefficient on capital is low and statistically not significant at conventional levels. In the context of transition economies this is not surprising as most firms are characterised by outdated equipment and a lack of investment in new equipment, which decreases the marginal productivity of capital.

A second result, which is the same as in the OLS estimation, is that foreign firms do not outperform domestic ones. Finally, the interaction effect between foreign ownership and spillovers is no longer statistically significant, albeit still positive. These IV results suggest that endogeneity may have been important in driving some of the results in the OLS regression. The Sargan test and the second order serial correlation test in collumn (2) all indicate that the model is correctly specified. The fact that there is no second order serial correlation suggests that there is no further dynamics to be specified in the model.

The third column tests whether regional spillovers may matter. As argued by Aitken and Harrison (1999) there may be reasons to expect that any benefits to domestic firms from foreign ivestment would be received first by their neighbors before they diffuse to other domestic firms. One mechanism through which this may occur is through job mobility. Workers who worked with a multinational that leave the firm to work in a domestic one are more likely to move to another firm within the same region. Job reallocation in transition countries (and elsewhere) occurs primarily within regions rather than across regions (e.g. Faggio and Konings, 1999). I measure regional spillovers as the fraction of output produced by foreign firms in a given region in the total output produced by a given region. The results in column (3), however, show no statistically significant effect of regional spillovers to domestic firms in Bulgaria. Since Bulgaria is a small open economy regional effects are presumably less important in terms of competition, rather the entire Bulgarian market is more likely to be the appropriate market to consider.

The results for Romania are reported in table 4 and are very similar to the results for Bulgaria, except that there is some hidden dynamics which needs to be taken into account. In column (1) the OLS results suggest that foreign firms outperform domestic ones, that domestic firms experience positive spillovers and that foreign firms do not benefit from other foreign firms in their sector that much as domestic ones. However, the second order serial correlation test suggests that the

model is not correctly specified in terms of the dynamics. In addition, there may also be an endogeneity problem related to some of the explanatory variables.

In column (2) of table 4 I therefore report the results using instruments for the input factors and for the spillovers. The results of column (2) show no statistically significant effects of spillovers and foreign ownership. However, again the diagnostics suggest that the model is misspecified, i.e. the Sargan test of instrument validity and the second order serial correlation test reject the model specification. Column (3) therefore estimates a dynamic model, including the lagged dependent variable as one of the regressors. Since the model is estimated in first differences, the lagged dependent variable is also endogenous and therefore needs to be instrumented too, using all available moment restrictions from t-2 backwards. In column (3) the Sargan test accepts the model specification, the second order serial correlation test could no longer be computed since one time observation is lost due to the lagged dependent variable and the fact that the data for Romania only go from 1994 onwards, rather than 1993. However, since the lagged dependent variable is statistically significant, it is likely that this controls for the initial problem of second order serial correlation. The results indicate that spillovers from foreign firms to domestic ones are negative. The results in column (3) suggest that once properly controlled for the dynamics in the model, again the same negative spillover effects show up. The interaction effect between foreign firms and spillovers is no longer statistically significant, just like foreign ownership in itself is no longer statistically significant. This is consistent with the empirical literature that has shown that privatisation did not lead to better firm performance and that it may take some time before firms start to engage in restructuring.

Finally, in column (4) I test for the presence of regional spillovers. As in Bulgaria, I find no statistically significant effect of regional spillovers on domestic firms.

Table 5 shows the results for Poland. Since I lost a lot of observations in the estimation due to missing data on material costs, the Polish sample is much smaller than the one used for Bulgaria and Romania, so the results for Poland need to be read with caution. The first column gives the OLS results. I find a statistically significant effect of foreign ownership on firm productivity performance. This contrasts with Bulgaria and Romania where I found no effect of foreign ownership. In the case of Poland, however, it may make sense that foreign firms outperform domestic ones since Poland is in a more advanced stage of development towards a market economy. If it takes time for firms to restructure then one may expect that in less developed countries, such as Bulgaria and Romania, foreign firms do not outperform domestic ones, while in the more advanced ones, such as Poland, the restructuring effects have come through which is reflected in the positive effect of foreign ownership. In column (1) I find no statistically significant effect of spillovers.

In column (2) I report the GMM IV estimates. The same results hold as in the OLS case, i.e. foreign firms outperform domestic ones or to put it differently, a firm that would change its ownership structure from 0% foreign participation to 100% foreign participation, total factor productivity would increase by approximately 20%. This result confirms the hypothesis that foreign firms or joint ventures have some superior knowledge and/or technology which allows them to be more efficient than their domestic counterparts. It is also consistent with the idea that foreign firms induce restructuring at the firm level which leads to higher productivity (Wallner, 1998).

Again I find no statistically significant effect of spillovers. This may be due to the fact that the "technological" positive externality and the negative competition effect cancel eachother out, or, it may be due to the fact that there are no increasing returns to scale which would imply that there is no declining average cost curve. The latter makes sense, based on the estimates of the coefficients of the input factors. Rather decreasing returns to scale seem to hold on average, with the only statistically significant input factor being material costs. This is plausible as most firms in transition countries are still characterised by over-manning levels and an outdated capital stock. Moreover, since transition has started earlier in Poland than in Romania and Bulgaria, the initial increase in competitive pressure at the start of transition was experienced at an earlier stage, such that the competition effect in the case of Poland is likely to be much lower than in the case of Bulgaria and Romania.

Finally, in column (3) I also test for the presence of regional spillovers. However, the only significant effect I find is the material costs of production. Also foreign ownership is no longer statistically significant at conventional levels. This is most likely due to multicollinearity of the data, given that only 262 observations are used in the estimation. For this reason I estimated the equation again, but leaving out the interaction terms between foreign ownership and spillovers. In column (4) the results are reported and show that as before foreign firms do better than domestic ones. In addition, I find evidence of negative regional spillovers, albeit only significant at the 10% level, but still no evidence of spillovers at the sectoral level.

IV. Conclusion

This paper studied the effects of direct foreign investment on the performance of firms in three emerging market economies, Bulgaria, Romania and Poland. Two main questions were addressed. First, do foreign firms perform better than their domestic competitors and second, does foreign investment generate 'spillovers' to local firms?

I find evidence that foreign firms do not perform better than domestic ones, except in Poland, the more advanced transition economy. This suggests that it may take time for ownership effects to have an effect on performance, due to lags in restructuring. In addition, I find no evidence of positive spillovers, but rather negative or no spillovers of foreign investment to domestic firms. This is rationalised through a competition effect that dominates a technological spillover effect in Bulgaria and Romania, which would hold under the assumption of increasing returns to scale (declining average cost curves). The competition effect may dominate the technology effect if the technology gap is too large, which would be the case in less advanced countries such as Bulgaria and Romania.

The results in this paper suggest that in the early stages of transition, the stages Bulgaria and Romania are in, the increased competition from DFI dominates technological spillovers to domestic firms. It suggests that inefficient firms will loose market share due to foreign competition, which in the long run should increase the overall efficiency of an economy. In the latter stages, when domestic firms have engaged in substantial restructuring and market competition has been established, the dominating competition effect seems to vanish. Whether in the longer run

technological spillover effects start dominating, leading to positive spillovers is a topic for future research when more years of data will become available.

References

Aitken, Brian, J. and Harrison, Ann E. (1999). "Do Domestic Firms Benefit from Direct Foreign Investment? Evidence from Venezuela", *American Economic Review*, Vol. 89, No 3, pp. 605-618.

Arellano, M. and Bond, S. (1991). "Some Tests of Specifications of Panel Data: Monte Carlo Evidence and an Application to Employment Equations", *Review of Economic Studies*, Vol. 58, pp. 277-94.

Blanchard, Olivier (1997). *The Economics of Post-Communist Transition*, Clarendon Lectures in Economics, Oxford University Press.

Blomström, Magnus and Sjöholm, Fredrik (1999). "Technology Transfer and Spillovers: Does Local Participation with Multinationals Matter?", *European Economic Review*, Vol. 43, pp.915-923.

Borensztein, E., De Gregorio, J. and Lee, J-W. (1998). "How Does Foreign Direct Investment Affect Economic Growth?", *Journal of International Economics*, Vol. 45, pp. 115-135.

Cassiman, Bruno and Veugelers, Reinhilde. (1999). "Spillovers and R&D Cooperation: Some Empirical Evidence", mimeo KULeuven.

Davis, Steve and Haltiwanger, John (1992). "Gross Job Creation, Gross Job Destruction and Employment Reallocation", *Quarterly Journal of Economics*, Vol. CVII, pp. 819-863.

Djankov, S. and Hoekman, B. (1998). "Avenues of Technology Transfer: Foreign Investment and Productivity Change in the Czech Republic", *CEPR discussion paper 1883*.

EBRD (2000). EBRD Transition Report, EBRD, London.

Faggio, G. and Konings, J. (1999). "Gross Job Flows and Firm Growth in Transition Countries: Evidence using Firm Level Data on Five countries", *CEPR Discussion Paper*, 2261.

Grossfeld, Irina and Roland, Gérard. (1996). "Defensive and Strategic Restructuring in Central European Enterprises", *Centre for Economic Policy Research DP 1135*.

Kokko, Ari (1994). "Technology, Market Characteristics and Spillovers", *Journal of Development Economics*, Vol. 43, pp. 279-293.

Konings, Jozef (1997). "Firm Growth and Ownership", *Economics Letters*, Vol. 55, pp. 413-18.

Leahy, D. and Neary, P. (1999). "Absorptive Capacity, R&D spillovers, and Public Policy", mimeo University College Dublin.

Levinsohn, James (1999). "Employment Responses to International Liberalization in Chile", *Journal of International Economics*, Vol. 47, pp. 321-344.

Repkine, Alexandre and Walsh, Patrick P. (1999). "Evidence of European Trade and Investment U-Shaping Industrial Output in Bulgaria, Hungary, Poland and Romania", *Journal of Comparative Economics*, December.

Sanna-Randaccio, Fransesca (1999). "The Impact of Foreign Direct Investment on Home and Host Countries with Endogenous R&D", mimeo Universita' di Roma "La Sapienza".

Teece, David, J. (1977). "Technology Transfer by Multinational Firms: The Resource Cost of Transferring Technological Know-How", *Economic Journal*, June, Vol 87 (346), pp.242-61.

Wallner, Klaus (1998) "FDI, Soft Budget Constraints and Expropriation Incentives", Mimeo SITE, Stockholm School of Economics.

Table 1: Summary Statistics (means of the sample)

	Bulgaria	Romania	Poland
sectoral spillover	0.09	0.13	0.15
regional spillover	0.10	0.11	0.12
sales growth	-0.27	0.47	0.07
employment growth	-0.039	-0.042	-0.01
capital growth	-0.287	0.10	0.03
material growth	-0.25	0.50	0.03

Table 2 : Available instruments in GMM technique

	Endogenous explanatory variable	Available instruments
1997	Δx_{i97}	$X_{i95}, X_{i94}, X_{i93}$
1996	Δx_{i} 96	Xi94, Xi93
1995	Δx_{i95}	<i>Xi</i> 93

Note: x refers to any of the explanatory variables that is treated as endogenous.

Table 3: Results for Bulgaria Dependent variable: y

Bependent variable. y				
independent	OLS	IV	IV	
variables:				
n	0.127*	0.538*	0.560*	
	(0.038)	(0.175)	(0.187)	
k	0.047*	0.012	0.018	
	(0.011)	(0.038)	(0.039)	
m	0.626*	0.720*	0.738*	
	(0.023)	(0.072)	(0.075)	
DFI	-0.03	-0.112	-0.176	
	(0.026)	(0.113)	(0.136)	
sector spill	-0.206*	-0.670*	-0.678*	
	(0.091)	(0.360)	(0.371)	
DFI x sector spill	3.528*	6.199	5.225	
	(1.473)	(12.184)	(12.40)	
Region spill	-	-	-0.175	
			(0.206)	
DFI x region spill	-	-	5.061	
			(5.825)	
Sargan Test	-	31.18 (df=31)	30.1 (df=29)	
SOC test	0.248	-0.103	-0.025	
number of	4,662	4,662	4,662	
observations				

Notes: (i) all equations include time dummies, (ii) heteroscedastic consistent standard errors in brackets, (iii) * denotes significant at the 5% level, ** at the 10% level, (iv) instruments include some or all available moment restrictions of the endogenous explanatory variables as well as region dummies.

Table 4: Results for Romania Dependent variable: y

independent	OLS	IV	IV	IV
variables:				
yt-1	-	-	0.138*	0.144*
			(0.034)	(0.035)
n	0.134*	0.245*	0.106*	0.094**
	(0.017)	(0.073)	(0.06)	(0.063)
k	0.081*	0.04**	0.043*	0.043*
	(0.011)	(0.026)	(0.02)	(0.02)
m	0.604*	0.660*	0.411*	0.421*
	(0.017)	(0.036)	(0.04)	(0.044)
DFI	0.01*	0.04	0.001	0.128
	(0.002)	(0.003)	(0.02)	(0.17)
sector spill	0.201*	0.436	-1.101*	-0.934**
	(0.083)	(0.459)	(0.528)	(0.579)
DFI x sector spill	-32.52*	-8.937	-21.06	-14.8
	(12.1)	(12.07)	(66.92)	(72.5)
Region spill	-	-	-	0.063
				(0.128)
DFI x region spill	-	-	-	-2.93
				(4.18)
Sargan Test		15.14 (df=6)	60.3 (df=45)	59.27 (df=43)
SOC test	-3.708	-3.872	-	-
number of	10,955	10,955	7,111	7,111
observations				

Notes: as in table 3

Table 5: Results for Poland Dependent variable: y

independent	OLS	IV	IV	IV
variables:				
n	0.01	0.022	0.062	0.03
	(0.14)	(0.121)	(0.108)	(0.11)
k	0.017	0.017	0.059	0.06
	(0.03)	(0.087)	(0.083)	(0.067)
m	0.429*	0.487*	0.613*	0.527*
	(0.081)	(0.129)	(0.094)	(0.079)
DFI	0.178*	0.215*	0.13	0.145*
	(0.08)	(0.097)	(0.11)	(0.062)
sector spill	-0.253	0.174	-0.191	-0.172
	(0.324)	(0.790)	(0.689)	(0.721)
DFI x sector spill	1.14	3.175	-1.84	-
	(2.162)	(4.835)	(8.34)	
Region spill	-	-	-0.377	-0.48**
			(0.327)	(0.301)
DFI x region spill	-	-	1.77	-
			(10.84)	
Sargan Test	-	12.77 (df=16)	19.03 (df=20)	16.92 (df=21)
SOC test	0.171	0.536	0.07	0.391
number of	340	340	340	340
observations				

Notes: as in table 3



DAVIDSON INSTITUTE WORKING PAPER SERIES

CURRENT AS OF 11/06/00

Publication	Authors	Date of Paper
No. 344 The Effects of Direct Foreign	Jozef Konings	October 2000
Investment on Domestic Firms	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
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		
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		
No. 335 Institutional Technology and the	Bruce Kogut and Andrew Spicer	August 2000
Chains of Trust: Capital Markets and		
Privatization in Russia and the Czech		
Republic		
No. 334 The Evolution of Market Integration	Daniel Berkowitz and David N. DeJong	August 2000
in Russia		
No. 333 Efficiency and Market Share in	László Halpern and Gábor Kőrösi	July 2000
Hungarian Corporate Sector		7.1.2000
No. 332 Search-Money-and-Barter Models of	S.I. Boyarchenko and S.Z. Levendorskii	July 2000
Financial Stabilization	14 1 G D 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	4
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	Dotor I onique	August 2000
No. 330 Economic Development in Palanpur 1957-1993: A Sort of Growth	Peter Lanjouw	August 2000
No. 329 Trust, Organizational Controls,	Marjorie A. Lyles, Le Dang Doanh, and	June 2000
Knowledge Acquisition from the Foreign	Jeffrey Q. Barden	Julie 2000
Parents, and Performance in Vietnamese	Jerney Q. Darden	
International Joint Ventures		
No. 328 Comparative Advertising in the	Zeynep Gürhan-Canli and Durairaj	August 2000
Global Marketplace: The Effects of Cultural	Maheswaran	114545t 2000
Orientation on Communication		
No. 327 Post Privatization Enterprise	Morris Bornstein	July 2000
Restructuring		
No. 326 Who is Afraid of Political Instability?	Nauro F. Campos and Jeffrey B. Nugent	July 2000
110. 520 11 no 15 1 mara of 1 ontion instability:	1. auto 1. Campos and somey B. Hugont	1 2000



No. 325 Business Groups, the Financial	Raja Kali	June 2000
Market and Modernization		
No. 324 Restructuring with What Success? A	Susan Linz	July 2000
Case Study of Russian Firms	Non-End Courte John C. House and Jon	M2000
No. 323 Priorities and Sequencing in	Nandini Gupta, John C. Ham and Jan	May 2000
Privatization: Theory and Evidence from the	Svejnar	
Czech Republic		3.6 1.0000
No. 322 Liquidity, Volatility, and Equity	Ian Domowitz, Jack Glen and Ananth	March 2000
Trading Costs Across Countries and Over	Madhavan	
Time	11 0 5 1 177 7 0 111	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 14 ' Cl 11	1 2000
No. 320 Rethinking Marketing Programs for	Niraj Dawar and Amitava Chattopadhyay	June 2000
Emerging Markets	D '1D' 1D 1 V	1 2000
No. 319 Public Finance and Low Equilibria in	Daniel Daianu and Radu Vranceanu	June 2000
Transition Economies; the Role of Institutions No. 318 Some Econometric Evidence on the	Martin Eichler and Michael Lechner	Juna 2000
	iviarun Eichief and iviichael Lechner	June 2000
Effectiveness of Active Labour Market		
Programmes in East Germany	R.E Ericson and B.W Ickes	Mar. 2000
No. 317 A Model of Russia's "Virtual	R.E Ericson and B.W Ickes	May 2000
Economy" No. 316 Financial Institutions, Financial	Hairbar Hrang and Changage V.	March 2000
	Haizhou Huang and Chenggang Xu	March 2000
Contagion, and Financial Crises No. 315 Privatization versus Regulation in	Jean Paul Azam, Bruno Biais, and	Eshman, 2000
		February 2000
Developing Economies: The Case of West African Banks	Magueye Dia	
No. 314 Is Life More Risky in the Open?	John Giles	April 2000
Household Risk-Coping and the Opening of	Joini Giles	April 2000
China's Labor Markets		
No. 313 Networks, Migration and Investment:	Abhijit Banerjee and Kaivan Munshi	March 2000
Insiders and Outsiders in Tirupur's Production	Abilifit Balletjee and Karvan Wullshi	March 2000
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	March 2000
Forthcoming WTO Trade Negotiations	v. Deardofff and Robert W. Stelli	
No. 311 Subsidized Jobs for Unemployed	Jan. C. van Ours	May 2000
Workers in Slovakia	van. C. van Cars	1.14, 2000
No. 310 Determinants of Managerial Pay in	Tor Eriksson, Jaromir Gottvald and Pavel	May 2000
the Czech Republic	Mrazek	1.14, 2000
No. 309 The Great Human Capital	Klara Z. Sabirianova	October 2000
Reallocation: An Empirical Analysis of	Zimin Zi. Outiliano (a	200001 2000
Occupational Mobility in Transitional Russia		
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	3	
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	
No. 298 Markets, Human Capital, and	Dwayne Benjamin, Loren Brandt, Paul	May 2000
Inequality: Evidence from Rural China	Glewwe, and Li Guo	
No. 297 Corporate Governance in the Asian	Simon Johnson, Peter Boone, Alasdair	November 1999
Financial Crisis	Breach, and Eric Friedman	11010110011999
No. 296 Competition and Firm Performance:	J. David Brown and John S. Earle	March 2000
Lessons from Russia	V. Zuria Dio viii ana sonii O. Dano	1.141011 2000
No. 295 Wage Determination in Russia: An	Peter J. Luke and Mark E. Schaffer	March 2000
Econometric Investigation	1 ctor 5. Dane and Frank D. Schartor	1,141011 2000
No. 294: Can Banks Promote Enterprise	John P. Bonin and Bozena Leven	March 2000
Restructuring?: Evidence From a Polish	Voim 1. Boilin and Bozona Bevon	1,141011 2000
Bank's Experience		
No. 293: Why do Governments Sell Privatised	Bernardo Bortolotti, Marcella Fantini and	March 2000
Companies Abroad?	Carlo Scarpa	Iviaicii 2000
No. 292: Going Public in Poland: Case-by-	Wolfgang Aussenegg	December 1999
Case Privatizations, Mass Privatization and	Wongang Aussenegg	December 1999
Private Sector Initial Public Offerings		
No. 291: Institutional Technology and the	Bruce Kogut and Andrew Spicer	March 1999
	Bruce Rogul and Andrew Spicer	Iviaicii 1999
Chains of Trust: Capital Markets and Privatization in Russia and the Czech		
Republic Republic		
	Jenny Corbett and Janet Mitchell	January 2000
No. 290: Banking Crises and Bank Rescues:	Jenny Corbett and Janet Mitchen	January 2000
The Effect of Reputation	Jan C. van Ours	F-1 2000
No. 289: Do Active Labor Market Policies	Jan C. van Ours	February 2000
Help Unemployed Workers to Find and Keep		
Regular Jobs?	Russell Belk	Eahman 2000
No. 288: Consumption Patterns of the New	Russell Beik	February 2000
Elite in Zimbabwe	Della Maria Denial V. C	I2000
No. 287: Barter in Transition Economies:	Dalia Marin, Daniel Kaufmann and	January 2000
Competing Explanations Confront Ukranian	Bogdan Gorochowskij	
Data	M 107 1M 1 1D 1 12	1 2000
No. 286: The Quest for Pension Reform:	Marek Góra and Michael Rutkowski	January 2000
Poland's Security through Diversity	D I' M ' 1M ' 7 C ! '	0 + 1 + 1000
No. 285: Disorganization and Financial	Dalia Marin and Monika Schnitzer	October 1999
Collapse	Tr. 10: 0/ 17:1	1000
No. 284: Coordinating Changes in M-form	Yingyi Qian, Gérard Roland and	May 1999
and U-form Organizations	Chenggang Xu	
No. 283: Why Russian Workers Do Not	Guido Friebel and Sergei Guriev	October 1999
Move: Attachment of Workers Through In-		
Kind Payments		
No. 282: Lessons From Fiascos in Russian	Merritt B. Fox and Michael A. Heller	October 1999



Corporate Governance		
No. 281: Income Distribution and Price	Michael Alexeev and James Leitzel	March 1999
Controls: Targeting a Social Safety Net		
During Economic Transition		
No. 280: Starting Positions, Reform Speed,	William Hallagan and Zhang Jun	January 2000
and Economic Outcomes in Transitioning		J
Economies		
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	Zwinenee i ever iiing	Septemoer 1999
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	Children Guany and Burry W. 191195	1101011100111999
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	Unity 1999
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?		
No. 267: Do Stock Markets Promote	Randall K. Filer, Jan Hanousek and Nauro	September 1999
Economic Growth?	Campos	
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		
No. 263: The Changing Corporate Governance	Erik Berglof and Ernst-Ludwig von	June 1999



AT THE UNIVERSITY OF MICHIGAN BUSINESS SCHOOL

	T	T
Paradigm: Implications for Transition and Developing Countries	Thadden	
No. 262: Law Enforcement and Transition	Gerard Roland and Thierry Verdier	May 1999
No. 261: Soft Budget Constraints, Pecuniary	Jiahua Che	June 2000
Externality, and the Dual Track System	Juliu Ciic	34HC 2000
No. 260: Missing Market in Labor Quality:	Gary H. Jefferson	July 1999
The Role of Quality Markets in Transition	Gury 11. Seriesson	July 1777
No. 259: Do Corporate Global Environmental	Glen Dowell, Stuart Hart and Bernard	June 1999
Standards in Emerging Markets Create or	Yeung	
Destroy Market Value	Toung	
No. 258: Public Training and Outflows from	Patrick A. Puhani	June 1999
Unemployment	T delick 11. 1 diluin	ounc 1999
No. 257: Ownership Versus Environment:	Ann P. Bartel and Ann E. Harrison	June 1999
Why are Public Sector Firms Inefficient?	Thin I. Butter and I min E. Harrison	ounc 1999
No. 256: Taxation and Evasion in the Presence	Michael Alexeev, Eckhard Janeba and	November 1999
of Exortion by Organized Crime	Stefan Osborne	1 to temoer 1999
No. 255: Revisiting Hungary's Bankruptcy	John P. Bonin and Mark E. Schaffer	September 1999
Episode	John J. Bonni and mark D. Bondilor	Sopremoer 1777
No. 254: FDI in Emerging Markets: A Home-	Marina v.N Whitman	June 1999
Country View	The state of the s	
No. 253: The Asian Financial Crisis: What	Jeffrey D. Sachs and Wing Thye Woo	January 1999
Happened, and What is to be Done	Jerney D. Suchs and Wing Thye Woo	Sundary 1999
No. 252: Organizational Law as Asset	Henry Hansmann and Reinier Kraakman	September 1999
Partitioning	Tremy transmann and termer transman	Septemoer 1999
No. 251: Consumer Behavior Research in	Jan-Benedict E. M. Steenkamp and Steven	September 1999
Emerging Consumer Markets: the Case of the	M. Burgess	Septemoer 1999
Optimum Stimulation Level in South Africa	III. Builgess	
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		
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	



AT THE UNIVERSITY OF MICHIGAN BUSINESS SCHOOL

financial isolation in Romania		
No. 240: Democratic Institutions and	John E. Jackson, Jacek Klich, and	April 1998
Economic Reform: the Polish Case	Krystyna Poznanska	прин 1990
No. 239: A Longitudinal Study of IJV	Keith D. Brouthers and Gary Bamossy	June 1999
Performance in Eastern Europe	Reith B. Broutiers and Gary Bamossy	June 1999
No. 238: Published in: Journal of Business	John E. Jackson, Jacek Klich, Krystyna	July 1998
Venturing, "Firm Creation and Economic	Poznanska	July 1776
Transitions" Vol. 14, Iss. 5,6 Sep/Nov 1999,	1 OZHanska	
pp. 427-450.		
No. 237: Analysis of Entrepreneurial Attitudes	John E. Jackson and Aleksander S.	March 1997
in Poland	Marcinkowski	Maich 1997
No. 236: Investment and Finance in De Novo	Andrzej Bratkowski, Irena Grosfeld, Jacek	April 1999
Private Firms: Empirical Results from the	Rostowski	Aprii 1999
	KOStOWSKI	
Czech Republic, Hungary, and Poland	Lubania Li-al	June 1999
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	11.5	1000
No. 234: Banking Reform in China: Gradually	John Bonin	June 1999
Strengthening Pillar or Fragile Reed?	T 26: 1.11	1.1.000
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:	Hans Brechbuhl and Sonia Ferencikova	March 1999
Case Studies		
No. 224: Measuring Progress in Transition	Wendy Carlin, Saul Estrin, and Mark	March 1999
and Towards EU Accession: A Comparison	Schaffer	
of Manufacturing Firms in Poland, Romania,		
and Spain		
No. 223: Product Market Competition in	Mitsutoshi M. Adachi	March 1999
Transition Economies: Increasing Varieties		
and Consumer Loyalty		
• •	D '1.11	



No. 222: Opaque Markets and Rapid Growth: the Superiority of Bank-Centered Financial	Rodney Wallace	July 1999
Systems for Developing Nations		
No. 221: Technology Spillovers through	Yuko Kinoshita	January 1999
Foreign Direct Investment		
No. 220: Managerial, Expertise and Team	Leslie Perlow	January 1999
Centered Forms of Organizing: A Cross-		j
Cultural Exploration of Independence in		
Engineering Work		
No. 219: Household Structure and Labor	Audra J. Bowlus and Terry Sicular	January 1999
Demand in Agriculture: Testing for	Trudia V. Bo wids and Torry Stowar	o unuary 1999
Separability in Rural China		
No. 218: Competing Strategies of FDI and	W. Mark Fruin and Penelope Prime	January 1999
Technology Transfer to China: American and	W. Wark I fam and I enclope I inne	Sundary 1999
Japanese Firms		
No. 217 Published in: Journal of Comparative	Tito Boeri and Christopher J. Flinn	January 1999
Economics, "Returns to Mobility in the	The Boer and Christopher 3. I min	January 1777
Transition to a Market Economy" Vol. 27, No.		
1, March 1999, pp. 4- No. 216 Published in: Journal of Comparative	Katherine Terrell and Vit Sorm	November 1998
Economics, "Labor Market Policies and	Ratherine Terreit and Vit Soriii	November 1998
Unemployment in the Czech Republic." Vol.		
27, No. 1, March 1999, pp. 33-60. No. 215 Published in: Journal of Comparative	Lashan Khura Hartmut Lahmann and	December 1998
	Jochen Kluve, Hartmut Lehmann, and	December 1998
Economics, "Active Labor Market Policies in	Christoph M. Schmidt	
Poland: Human Capital Enhancement,		
Stigmatization or Benefit Churning?" Vol. 27,		
No. 1, March 1999, pp. 61-	Miles Wedenies	D 1000
No. 214 Published in: Journal of Comparative	Milan Vodopivec	December 1998
Economics, "Does the Slovenian Public Work		
Program Increase Participants' Chances to		
Find a Job?" Vol. 27, No.1, March 1999, pp.		
113-	M C I I I I C O	D 1 1000
No. 213 Published in: Journal of Comparative	Martina Lubyova and Jan C. van Ours	December 1998
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-	Vandan Charless Tax I I	0-4-11000
No. 212: The Marketing System in Bulgarian	Yordan Staykov, Team Leader	October 1998
Livestock Production – The Present State and		
Evolutionary Processes During the Period of		
Economic Transition	T (NC) 1 11	0 1 1000
No. 211: Bankruptcy Experience in Hungary	Janet Mitchell	October 1998
and the Czech Republic	0. 10.	G . 1 1000
No 210: Values, Optimum Stimulation Levels	Steven M. Burgess and Mari Harris	September 1998
and Brand Loyalty: New Scales in New		
Populations		
No. 209: Inherited Wealth, Corporate Control	Randall K. Morck, David A. Stangeland,	September 1998
and Economic Growth	and Bernard Yeung	
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.	<u> </u>	,
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.		1.14 1990
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	111111 1330
Empirical Study of the Transition in the Mid-	Enzadem Bienes, and Educens in ten from	
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.	The same of the sa	1.p.ii 1770
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	Wate Wellistelli	With 1990
Cognitive Underpinnings of Management		
Practices in a Transition Economy.		
Forthcoming in Teaching the Dinosaurs to		
Dance: Organizational Change in Transition		
Economies ed. Daniel Denison.		
No. 202: Corporate Transformation and	Meinolf Dierkes and Zhang Xinhua	March 1998
Organizational Learning: The People's	Wichion Dicikes and Zhang Ahmua	March 1996
Republic of China. Forthcoming in Teaching		
the Dinosaurs to Dance: Organizational		
Change in Transition Economies ed. Daniel		
Denison.		
No. 201: Foreign Direct Investment as a	Sonia Ferencikova	February 1998
Factor of Change: The Case of Slovakia.	Soma Perenerava	1 Coruary 1770
Forthcoming in Teaching the Dinosaurs to		
_ = _ = _ = _ = _ = _ = _ = _ = _ = _ =		
Dance: Organizational Change in Transition Economies ed. Daniel Denison.		
No. 200: Radical versus Incremental Change:	Karen L. Newman	February 1998
The Role of Capabilities, Competition, and	Kaich L. Newman	1 Coluary 1990
Leaders. Forthcoming in Teaching the		
Dinosaurs to Dance: Organizational Change in		
Transition Economies ed. Daniel Denison.		
No. 199: The Emergence of Market Practices	Douglas Guthrie	February 1998
	Douglas Guillic	1 Culuary 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 1000
No. 198: The Application of Change	DI. Janos Fener	January 1998



Management Methods at Pusiness		
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		
during Transition. Forthcoming in Teaching		
the Dinosaurs to Dance: Organizational		
Change in Transition Economies ed. Daniel		
Denison.		
No. 195: Insider Lending and Economic	Lisa A. Keister	December 1997
Transition: The Structure, Function, and	LISU A. IXCISICI	December 1777
Performance Impact of Finance Companies in		
Chinese Business Groups. Forthcoming in		
Teaching the Dinosaurs to Dance:		
Organizational Change in Transition		
Economies ed. Daniel Denison.	D IW D : 1 14 1 D !	N. 1 1005
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.		
No. 192: Russian Communitariansim: An	Charalambos Vlachoutsicos	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	Lawrence 1. Ixing	September 1777
Europe. Forthcoming in Teaching the		
Dinosaurs to Dance: Organizational Change in		
Transition Economies ed. Daniel Denison.	Devial Device and Devid N. Del	I1 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.		7.1.4000
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		
No. 183: Investment Portfolio under Soft	Chongen Bai and Yijiang Wang	July 1998
Budget: Implications for Growth, Volatility		
and Savings		
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		
Voucher Privatization" Vol. 8, No. 1, 2000,		
pp. 37-57.		
No. 176: Chronic Moderate Inflation in	János Vincze	June 1998
Transition: The Tale of Hungary	V 11-10-2 1-1-10-2	
No. 175: Privatisation and Market Structure in	John Bennett and James Maw	June 1998
a Transition Economy	Voint Bonnott with Various 1714/1	vani 1990
No. 174: Ownership and Managerial	Patrick Bolton and Chenggang Xu	June 1998
Competition: Employee, Customer, or Outside	Tunion Botton and Chonggang 114	built 1990
Ownership		
No. 173: Intragovernment Procurement of	Chong-en Bai, Yu Pan and Yijiang Wang	June 1998
Local Public Good: A Theory of	energ on Bus, 1 u 1 un unu 1 sjung 11 ung	valie 1550
Decentralization in Nondemocratic		
Government		
No. 172: Political Instability and Growth in	Jody Overland and Michael Spagat	August 1998
Proprietary Economies	body overraind and internact spagar	Tugust 1990
No. 171: Published in Post-Communist	Morris Bornstein	June 1998
Economies, "Framework Issues in the	THOMAS DOMESTIC	5 dil (1 /) (
Privatization Strategies of the Czech Republic,		
Hungary, and Poland" Vol. 11, no. 1 March		
1999.		
No. 170: Published in: European Journal of	Frantisek Turnovec	May 1998
Political Economy "Privatization, Ownership		
Structure and Transparency: How to Measure		
a Real Involvement of the State" 15(4),		
November 1999, pp. 605-18.		
No. 169 Published in: American Economic	John C. Ham, Jan Svejnar, and Katherine	December 1998
Review, "Unemployment and the Social	Terrell	
Safety Net during Transitions to a Market		
Economy: Evidence from Czech and Slovak		
Men." Vol. 88, No. 5, Dec. 1998, pp. 1117-		
1142.		
1	I	1



No. 167: Voucher Privatization with	David Ellerman	March 1998
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.	Steven M. Burgess and Jan-Benedict E.M. Steenkamp	August 1998
Rajeev Batra. No. 164: Finance and Investment in Transition: Czech Enterprises, 1993-1994	Ronald Anderson and Chantal Kegels	September 1997
No. 163: European Union Trade and Investment Flows U-Shaping Industrial Output in Central and Eastern Europe: Theory and Evidence	Alexander Repkine and Patrick P. Walsh	April 1998
No. 162: Skill Acquisition and Private Firm Creation in Transition Economies	Zuzana Brixiova and Wenli Li	October 1999
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	Hartmut Lehmann and Jonathan Wadsworth	November 1999
No. 160: Tenures that Shook the World: Worker Turnover in the Russian Federation and Poland	Hartmut Lehmann and Jonathan Wadsworth	June 1998
No. 159: Does Market Structure Matter? New Evidence from Russia	Annette N. Brown and J. David Brown	June 1998
No. 158: Structural Adjustment and Regional Long Term Unemployment in Poland	Hartmut Lehmann and Patrick P. Walsh	June 1997
No. 157: Baby Boom or Bust? Changing Fertility in Post-Communist Czech Republic and Slovakia	Robert S. 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.	Karen L. Newman	June 1998
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. 154: The Model and the Reality: Assessment of Vietnamese SOE Reform— Implementation at the Firm Level	Edmund Malesky, Vu Thanh Hung, Vu Thi Dieu Anh, and Nancy K. Napier	July 1998
No. 153 Published in: Journal of Comparative Economics, "Causes of the Soft Budget Constraint: Evidence on Three Explanations." Vol. 26, No. 1, March 1998, pp. 104-116.	David D. Li and Minsong Liang	March 1998
No. 152 Published in: Comparative Economic Studies, "Enterprise Restructuring in Russia's Transition Economy: Formal and Informal Mechanisms." Vol. 40, No. 2, Summer 1998, pp. 5-52.	Susan J. Linz and Gary Krueger	April 1998
No. 151: Labor Productivity in Transition: A Regional Analysis of Russian Industry	Susan J. Linz	May 1998



No. 150: Tax Avoidance and the Allocation of Credit. Forthcoming in Financial Systems in Transition: The Design of Financial Systems in Central Europe eds. Anna Meyendorff and Anjan Thakor.	Anna Meyendorff	June 1998
No. 149: Commitment, Versatility and Balance: Determinants of Work Time Standards and Norms in a Multi-Country Study of Software Engineers	Leslie Perlow and Ron Fortgang	April 1998
No. 148: Changes in Poland's Transfer Payments in the 1990s: the Fate of Pensioners	Bozena Leven	June 1998
No. 147: Environmental Protection and Economic Development: The Case of the Huaihe River Basin Cleanup Plan	Robert Letovsky, Reze Ramazani, and Debra Murphy	June 1998
No. 146: Chief Executive Compensation During Early Transition: Further Evidence from Bulgaria	Derek C. Jones, Takao Kato, and Jeffrey Miller	June 1998
No. 145 Published in: Economics of Transition, "Women's Unemployment During the Transition: Evidence from Czech and Slovak Micro Data," Vol. 7, No. 1, May 1999, pp. 47-78.	John Ham, Jan Svejnar, and Katherine Terrell	May 1998
No. 144: Investment and Wages in Slovenia	Janez Prasnikar	May 1998
No. 143 Published in: Review of Financial Studies, "Optimal Bankruptcy Laws Across Different Economic Systems," 12(2), Summer 1999, pgs. 347-77.	Elazar Berkovitch and Ronen Israel	March 1998
No. 142: Industrial Policy and Poverty in Transition Economies: Two Steps Forward or One Step Back?	Susan J. Linz	March 1998
No. 141: Collective Ownership and Privatization of China's Village Enterprises	Suwen Pan and Albert Park	April 1998
No. 140: A Comparative Look at Labor Mobility in the Czech Republic: Where have all the Workers Gone?	Vit Sorm and Katherine Terrell	April 1999
No. 139: The Failure of the Government-Led Program of Corporate Reorganization in Romania	Simeon Djankov and Kosali Ilayperuma	September 1997
No. 138: Ownership and Employment in Russian Industry: 1992-1995	Susan J. Linz	March 1998
No. 137 Published in: Journal of Political Economy, "Reform Without Losers: An Interpretation of China's Dual-Track Approach to Transition," Feb. 2000; Vol. 108, Iss.1; pg. 120	Lawrence J. Lau, Yingyi Qian, and Gerard Roland	November 1997
No. 136 Published in: European Economic Review, "The Political Economy of Mass Privatization and the Risk of Expropriation," 44(2), February 2000, pgs. 393-421	Klaus M. Schmidt	March 1998
No. 135: Radical Organizational Change: The Role of Starting Conditions, Competition, and Leaders	Karen L. Newman	January 1998



No. 134: To Restructure or Not to Restructure: Informal Activities and Enterprise Behavior in	Clifford Gaddy and Barry W. Ickes	May 1998
Transition No. 133: Management 101: Behavior of Firms in Transition Economies	Josef C. Brada	March 1998
No. 132 Published in: Quarterly Journal of Economics, "Interfirm Relationships and Informal Credit in Vietnam," 114(4), Nov.	John McMillan and Christopher Woodruff	February 1998
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.	John B. Bohin and Istvan Atoer	March 1990
No. 130: Published in The American Economic Review, "Changing Incentives of the Chinese Bureaucracy." May, 1998.	David D. Li	January 1998
No. 129: Restructuring Investment in Transition: A Model of the Enterprise Decision	Richard E. Ericson	January 1998
No. 128 Published in: Comparative Economic Studies, "Job Rights in Russian Firms: Endangered or Extinct Institutions?" Vol. 40, No. 4, Winter 1998, pp. 1-32.	Susan J. Linz	January 1998
No. 127: Accounting for Growth in Post- Soviet Russia	Daniel Berkowitz and David N. DeJong	January 1998
No. 126 Published in: Economics of Transition, "From Federalism, Chinese Style, to Privatization Chinese Style," 7(1), 1999, pgs. 103-31	Yuanzheng Cao, Yingyi Qian, and Barry R. Weingast	December 1997
No. 125: Market Discipline in Conglomerate Banks: Is an Internal Allocation of Cost of 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.	Arnoud W. A. Boot and Anjolein Schmeits	November 1997
No. 124: Financial Discipline in the Enterprise Sector in Transition Countries: How Does China Compare?	Shumei Gao and Mark E. Schaffer	February 1998
No. 123: Considerations of an Emerging Marketplace: Managers' Perceptions in the Southern African Economic Community	Brent Chrite and David Hudson	February 1998
No. 122: A Model of the Informal Economy in Transition Economies	Simon Commander and Andrei Tolstopiatenko	November 1997
No. 121: Local Labour Market Dynamics in the Czech and Slovak Republics	Peter Huber and Andreas Worgotter	November 1997
No. 119: Institutional Upheaval and Company Transformation in Emerging Market Economies	Karen L. Newman	March 1998
No. 118: Industrial Decline and Labor	John S. Earle	October 1997



AT THE UNIVERSITY OF	MICHIGAN BUSINESS SCHOOL

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		
No. 115: Enterprise Performance and	Simeon Djankov and Stijn Claessens	December 1997
Managers' Profiles		
No. 114b Employment and Wages in	Swati Basu, Saul Estrin, and Jan Svejnar	April 2000
Enterprises under Communism and in	_	
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	,	
No. 113: Preliminary Evidence on Active	Christopher J. O'Leary	October 1997
Labor Programs' Impact in Hungary and		
Poland		
No. 111: Unemployment Benefits and	Joachim Wolff	October 1997
Incentives in Hungary: New Evidence		
No. 110: Published in: Empirical Economics,	Marek Gora and Christoph M. Schmidt	April 1997
"Long-Term Unemployment, Unemployment	1	1
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		
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	
Successful Than Others?		
No. 106 Published in: Journal of Comparative	Valentijn Bilsen and Jozef Konings	September 1998
Economics, "Job Creation, Job Destruction	, c	
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	
Evidence		
No. 104: The Birth of the "Wage Curve" in	Gabor Kertesi and Janos Kollo	October 1997
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	,	
•		
No. 102: Social Networks in Transition	Lorena Barberia, Simon Johnson, and	October 1997
	Daniel Kaufmann	
No. 101: Depreciation and Russian Corporate		
140. 101. Depreciation and Russian Corporate	Susan J. Linz	November 1997
Federation" 27, 595-617 (1999). No. 102: Social Networks in Transition		



the Transition	T	
	A Managada con di A V. Thalan	N
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	D :1D: 11 : 41	37 1 1005
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		
No. 93: China's State-Owned Enterprises	Xiao-Yuan Dong and Louis Putterman	October 1997
In the First Reform Decade:		
An Analysis of a Declining Monopsony		
No. 92: Expatriate Management in the Czech	Richard B. Peterson	September 1997
Republic		
No. 91: China and the Idea of Economic	Thomas G. Rawski	April 1997
Reform		
No. 90 Published in: China Economic Review,	Thomas G. Rawski	July 1997
"China's State Enterprise Reform: An		
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		
Transition		
No. 88: Gender Wage Gaps in China's Labor	Margaret Maurer-Fazio, Thomas G.	July 1997
Market: Size, Structure, Trends	Rawski, and Wei Zhang	
No. 87: Privatisation in Central and Eastern	Saul Estrin	June 1997
Europe		
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		r
Treuhand		
No. 84: Start-ups and Transition	Daniel M. Berkowitz and David J. Cooper	September 1997
No. 83: Which Enterprises (Believe They)	James Anderson, Georges Korsun, and	October 1997
Have Soft Budgets after Mass Privatization?	Peter Murrell	200001 1771
Evidence from Mongolia		
No. 82: Published in: European Economic	Martina Lubyova and Jan C. van Ours	June 1997
Review, "Unemployment Dynamics and the	Tractina Eurojova and sun C. van Outs	valle 1991
Restructuring of the Slovak Unemployment		
Benefit System." April, 1997.		
No. 81: Determinants of Unemployment	Mark C. Foley	August 1997
Duration in Russia		1145451 1771
- manion in 11moon	1	I



No. 80: The Many Faces of Information Disclosure	Arnoud W.A. Boot and Anjan V. Thakor	October 1997
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.		1005
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	Ion Hanayash and Zdanah Tima	October 1997
Hypothesis on Czech Voucher Privatization	Jan Hanousek and Zdenek Tima	October 1997
No. 74: Determinants of Performance of	Stijn Claessens, Simeon Djankov, and	February 1997
Manufacturing Firms in Seven European	Gerhard Pohl	1 Culualy 177/
Transition Economies	Germanu i om	
No. 73 Published in: Economics of Transition,	Simeon Djankov and Gerhard Pohl	May 1998
"The Restructuring of Large Firms in Slovak	Sincon Bjunkov und Gernard I om	Way 1990
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-	Vashana Huana	Spring 1007
Local Relations in China: Inflation and	Yasheng Huang	Spring 1997
Investment Controls During the Reform Era		
No. 67: Between Two Coordination Failures:	Yasheng Huang	Spring 1997
Automotive Industrial Policy in China with a	Tasheng Truang	Spring 1997
Comparison to Korea		
No. 66 Published in: Post-Soviet Geography	Susan J. Linz	January 1997
and Economics, "Red Executives in Russia's		J
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?	Shang-Jin Wei	redition 1997
No. 62: What Can We Learn from the	Tito Boeri	1997
	THO BOCH	1997
Experience of Transitional Economies with Labour Market Policies?		
	Shannon W. Anderson and William N.	April 1007
No. 61: Published in: Accounting Organizations and Society, "Economic		April 1997
Transition, Strategy and the Evolution of	Lanen	
Management Accounting Practices: The Case		
of India" 24(5,6), Jul/Aug 1999, pp. 379-412. No. 60a: Enterprise Investment During the	Lubamír Lizal and Ian Crainer	December 1997
Transition: Evidence from Czech Panel Data	Lubomír Lizal and Jan Svejnar	December 1997
	Lishus Cha and Vingai Oisa	A
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	June 2000
No. 58: From the Grabbing Hand to the	Jianua Che	Julie 2000
Helping Hand	Simon Johnson Doniel Wenfmann and	I 1007
No. 57: Published in: Brookings Papers on	Simon Johnson, Daniel Kaufmann, and Andrei Schleifer	June 1997
Economic Activity, "The Unofficial Economy in Transition." 1: 1998.	Andrei Schiener	
No. 56: Taxes and Government Incentives:	December Conden and Decid D. Li	A
	Roger H. Gordon and David D. Li	April 1997
Eastern Europe vs. China	Susanto Basu and David Li	I 1006
No. 55: Corruption and Reform		June 1996
No. 54: Decentralization and the	Loren Brandt and Xiaodong Zhu	June 1997
Macroeconomic Consequences of		
Commitment to State-Owned Firms	D 1 Cl	M 1007
No. 53: Published in: The International	Pankaj Ghemawat and Robert E. Kennedy	May 1997
Journal of Industrial Organization,		
"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 1007
Economics, "Insecure Property Rights and	Jianua Che and Yingyi Qian	May 1997
Government Ownership of Firms." May,		
1998.		
No. 51: Incentives, Scale Economies, and	Eric Maskin, Yingyi Qian, and Chenggang	May 1997
Organizational Form	Xu	1v1ay 1997
No. 50: Published in: Post-Soviet-Affairs,	Barry W. Ickes, Peter Murrell, and Randi	March 1997
"End of the Tunnel? The Effects of Financial	Ryterman	1v1a1C11 177/
Stabilization in Russia" April-June 1997,	Kyterman	
pages 105-33		
No. 49: The Evolution of Bank Credit Quality	Enrico C. Perotti and Octavian Carare	October 1996
in Transition: Theory and Evidence from	Linico C. I ciotti and Octavian Carare	0010001 1770
Romania		
No. 48: Where Do the Leaders Trade?	Jan Hanousek and Libor Nemecek	May 1997
Information Revelation and Interactions	Jan Hanousek and Livel Nemecek	1v1ay 1991
Between the Segments of Czech Capital		
Detween the Segments of Czech Capital		



Markets		
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 Economics, "Quantifying Price Liberalization in Russia." Vol. 26, No. 4, December 1998, pp. 735-737.	Daniel Berkowitz, David DeJong, and Steven Husted	December 1998
No. 32: What Can North Korea Learn from China's Market Reforms?	John McMillan	September 1996
No. 31: Published in : China-Economic- Review, "Towards a Model of China as a Partially Reformed Developing Economy Under a Semifederalist Government.", 9(1),	Yijiang Wang and Chun Chang	March 1997



Spring 1998, pages 1-23.		
No. 30: Convergence in Output in Transition	Saul Estrin and Giovanni Urga	February 1997
Economies: Central and Eastern Europe,	2 200 m mid Gio ruinii Gigu	1 201 0001 1 1 1 1 1
1970-1995		
No. 29: Published in: Economics of	Evzen Kocenda	March 1997
Transition, "Altered Band and Exchange	2.2011 Rocollida	17101011 1777
Volatility." Volume 6, no. 1, 1998, 173-181.		
No. 28: Published in: Quarterly Journal of	Hehui Jin and Yingyi Qian	January 1997
Economics, "Public Versus Private Ownership	Tiendi Jili and Tingyi Qian	January 1997
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	Soliia Perencikova	Maich 1997
No. 26: Published in Economic Analysis	Janez Prasnikar	February 1997
"Behavior of a Slovenian Firm in Transition"	Janez Frasilikai	reductly 1997
Vol. 1, no. 1, 1998, 57-73. No. 25: Cultural Encounters and Claims to	Michael D. Kennady	February 1997
Expertise in Postcommunist Capitalism	Michael D. Kennedy	redition 1997
	Tory Wolff	August 1005
No. 24: ZVU a.s.: Investment Funds on the	101y WOIII	August 1995
Board of Directors of an Engineering Giant No. 23: The Role of Investment Funds in the	Dusan Triska	June 1996
	Dusan Iriska	June 1996
Czech Republic (joint publication with Czech		
Management Center)	D: 1 1D 1:	M 1006
No. 22: Czech Investment Fund Industry:	Richard Podpiera	May 1996
Development and Behaviour (joint publication		
with Czech Management Center)	A D 1:	1 1006
No. 21: Restructuring of Czech Firms: An	Antonin Bulin	June 1996
Example of Gama, a.s. (joint publication with		
Czech Management Center)	W. 1. 10: 1	N. 1 1005
No. 20: YSE Funds: A Story of Czech	Michal Otradovec	November 1995
Investment Funds (joint publication with		
Czech Management Center)	T 1 T' 1	A + 1005
No. 19: První Investicni a.s., The First	Jaroslav Jirasek	August 1995
Investment Corporation (joint publication		
with Czech Management Center)	NC 1 104 1	N. 1 1007
No. 18: PPF a.s., The First Private Investment	Michal Otradovec	November 1995
Fund (joint publication with Czech		
Management Center)		N. 1 1006
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.	The state of the s	1005
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		



THE WILLIAM DAVIDSON INSTITUTE

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.		
No. 11: Worker Trust and System	Andrew Schotter	August 1996
Vulnerability in the Transition from Socialism		
to Capitalism		
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		
No. 8 Published in: Journal of Comparative	David D. Li	June 1996
Economics, "A Theory of Ambiguous		
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		
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	
"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.	