

Curriculum Vitae: Dr Richard Fabling

POSTAL ADDRESS: 14 Halswater Drive
Churton Park
Wellington 6037
NEW ZEALAND

E-MAIL: richard.fabling@xtra.co.nz

PHONE: +64 27 461 6271 (Mobile)

WORK HISTORY

New Zealand Productivity Commission
Principal Advisor – Economics & Research 2022 – present

Self-employed
Independent Researcher 2011 – 2022

Stats NZ
Contractor – Integrated Data 2011 – 2017
Seconded Researcher – Business Performance 2006 – 2011

Motu Economic and Public Policy Research
Senior Fellow 2011 – 2015

Reserve Bank of New Zealand
Senior Adviser – Research 2007 – 2011

New Zealand Ministry of Economic Development
Chief Advisor – Economic Strategy 2005 – 2007
Senior Analyst – Economic Strategy 2002 – 2005

The New Zealand Treasury
Economic & Financial Analyst 2001 – 2002

Tokyo-Mitsubishi International plc
(Investment Bank, London, United Kingdom)
Economic Analyst 2000 – 2001

The New Zealand Treasury
Economic & Financial Analyst 1999 – 2000
Assistant Analyst 1998 – 1999
Trainee Analyst 1997 – 1998

University of Waikato
Applied Mathematics/Calculus Tutor (part-time) 1994 – 1997

Waikato Polytechnic
Mathematics Lecturer (part-time) 1994 – 1997

ACADEMIC HISTORY

1997 Doctor of Philosophy
Majoring in: Applied Mathematics (Magnetohydrodynamics)
University of Waikato, New Zealand

1993 Bachelor of Computing and Mathematical Sciences (First Class Honours)
Majoring in: Applied Mathematics
University of Waikato, New Zealand

ACADEMIC AWARDS

2017 Stats NZ prize for best use of official statistics (NZAE annual conference)
1994 – 1996 Doctoral Scholarship (University of Waikato)
1993 Honours and Masters Award (University of Waikato)
1989 Proxime Accessit (Hillcrest High School, Hamilton)

GRADUATE STUDENT RESEARCH ADVISER

Lynda Sanderson (PhD, Waikato University, 2008-2011)

PROFESSIONAL ASSOCIATIONS

Current: American Economic Association – Member; Motu Economic & Public Policy Research – Affiliate; OECD Global Forum on Productivity – Steering Group Member

Past: Stats NZ – Accredited Researcher; New Zealand Association of Economists – Member; Foundation for Research, Science & Technology – investment advisory group (Sustaining New Zealand's Economic and Technological Advancement); Stats NZ advisory/stakeholder groups (Officials Committee; Longitudinal Research on Business Dynamics; Linked Employer-Employee Data; Business Operations Survey; Productivity Statistics; Tatauranga Umanga Māori (Māori Business Statistics)); OECD – New Zealand representative WPIA (Working Party on Industrial Analysis) and NESTI (National Experts on Science and Technology Indicators); Comparative Analysis of Enterprise Data conferences – Scientific committee

COMPUTER SKILLS

Stata (Advanced), SQL (Advanced), Latex (Intermediate), Microsoft Office (Intermediate)

BOOKS AND CHAPTERS

[6] Maré, David C, Lynda Sanderson & Richard Fabling (2021) "Earnings and employment in foreign-owned firms", in Labor markets, migration and mobility, New Frontiers in Regional Science: Asian Perspectives Series, William Cochrane, Michael P Cameron, Omoniyi Alimi eds., Springer: Berlin & New York, chapter 1, 1-40

[5] Fabling, Richard, Arthur Grimes and Levente Timar (2019) "Natural selection: Firm performance following a catastrophic earthquake", in Resilience and urban disasters: Surviving cities, Kamila Borsekova and Peter Nijkamp eds., Edward Elgar: Cheltenham & Northampton, MA, chapter 2, 30-50

[4] Fabling, Richard & David C Maré (2017) "Cyclical labour market adjustment in New Zealand: The response of firms to the Global Financial Crisis and its implications for workers", in Business Dynamics and Productivity, Chiara Criscuolo ed., OECD: Paris, chapter 5, 111-141

[3] Maré, David C & Richard Fabling (2012) "Productivity and local workforce composition", in Geography, institutions and regional economic performance, Riccardo Crescenzi and Marco Percoco eds., Springer: Berlin & New York, chapter 4, 59-76

[2] Fabling, Richard (2007) "How Innovative are New Zealand firms? Quantifying & relating organisational and marketing innovation to traditional science & technology indicators", in Science, technology and innovation indicators in a changing world: Responding to policy needs, Fred Gault ed., OECD: Paris, chapter 9, 139-170

[1] Fabling, Richard (1997) "Exact magnetic reconnection solutions in three dimensions", doctoral thesis, University of Waikato: Hamilton

JOURNAL ARTICLES

[28] Fabling, Richard, Arthur Grimes & Levente Timar (forthcoming) "Emigration and employment impacts of a disastrous earthquake: Country of birth matters", *Regional Studies*, <https://doi.org/10.1080/00343404.2022.2129607>

- [27] Sin, Isabelle, Steve Stillman & Richard Fabling (2022) "What drives the gender wage gap? Examining the roles of sorting, productivity differences, bargaining, and discrimination", *Review of Economics & Statistics*, 104(4), 636-651
- [26] Fabling, Richard & Arthur Grimes (2021) "Picking up speed: Does ultrafast broadband increase firm productivity?", *Information Economics & Policy*, 57, 1-13
- [25] Timar, Levente, Arthur Grimes & Richard Fabling (2018) "Before a fall: Impacts of earthquake regulation and building codes on the commercial building market", *Economics of Disasters and Climate Change*, 2(1), 73-90
- [24] Timar, Levente, Arthur Grimes & Richard Fabling (2018) "That Sinking Feeling: The Changing Price of Disaster Risk Following an Earthquake", *International Journal of Disaster Risk Reduction*, 31, 1326-1336
- [23] Maré, David C, Dean R Hyslop & Richard Fabling (2017) "Firm productivity growth and skill", *New Zealand Economic Papers* 51(3), 302-326
- [22] Fabling, Richard & David C Maré (2016) "Firm-level hiring difficulties: Persistence, business cycle and local labour market influences", *Journal of Labor Research* 37(2), 179-210
- [21] Fabling, Richard and Arthur Grimes (2015) "Over the Hedge: Do Exporters Practice Selective Hedging?", *Journal of Futures Markets* 35(4), 321-338
- [20] Fabling, Richard & Lynda Sanderson (2015) "Export performance, invoice currency, and heterogeneous exchange rate pass-through", *The World Economy* 38(2), 315-339
- [19] Fabling, Richard & Arthur Grimes (2014) "The "suite" smell of success: Complementary personnel practices and firm performance", *Industrial & Labor Relations Review* 67(4), 1095-1126
- [18] Fabling, Richard & Lynda Sanderson (2014) "Foreign acquisition and the performance of New Zealand firms", *New Zealand Economic Papers* 48(1), 1-20
- [17] Maré, David C, Richard Fabling & Steve Stillman (2014) "Innovation and the local workforce", *Papers in Regional Science*, 93(1), 183-201
- [16] Fabling, Richard & Lynda Sanderson (2013) "Exporting and performance: Market entry, investment and expansion", *Journal of International Economics* 89, 422-431
- [15] Fabling, Richard, Arthur Grimes & Lynda Sanderson (2013) "Any port in a storm: Impacts of new port infrastructure on exporter behaviour", *Transportation Research Part E* 49(1), 33-47
- [14] Fabling, Richard, Arthur Grimes & Lynda Sanderson (2012) "Whatever next? Export market choices of New Zealand firms", *Papers in Regional Science* 91(1), 137-159
- [13] Fabling, Richard, Arthur Grimes, & Philip Stevens (2012) "The relatives are fine: Use of qualitative firm data in economic analysis", *Applied Economics Letters* 19(7), 614-618
- [12] Fabling, Richard & Lynda Sanderson (2010) "Entrepreneurship and aggregate merchandise trade growth in New Zealand", *Journal of International Entrepreneurship* 8(2), 182-199
- [11] Fabling, Richard & Arthur Grimes (2010) "HR practices and New Zealand firm performance: What matters and who does it?", *International Journal of Human Resource Management* 21(4), 488-508
- [10] Fabling, Richard & Arthur Grimes (2010) "Cutting the hedge: Exporters' dynamic currency hedging behaviour", *Pacific-Basin Finance Journal* 18(3), 241-253
- [9] Crawford, Ron, Richard Fabling, Arthur Grimes & Nick Bonner (2007) "National R&D and patenting: Is New Zealand an outlier?", *New Zealand Economic Papers* 41(1), 69-90

- [8] Fabling, Richard & Arthur Grimes (2007) "Practice makes profit: Business practices and firm success", *Small Business Economics* 29(4), 383-399
- [7] Fabling, Richard & Arthur Grimes (2005) "Insolvency and economic development: Regional variation and adjustment", *Journal of Economics & Business* 57(4), 339-359
- [6] Craig, Ian, Richard Fabling, Jacob Heerikhuisen & Paul Watson (1999) "Magnetic reconnection solutions in the presence of multiple nulls", *The Astrophysical Journal* 523, 838-848
- [5] Craig, Ian & Richard Fabling (1998) "Dynamic magnetic reconnection in three space dimensions: Fan current solutions", *Physics of Plasmas* 5, 635-644, 1998
- [4] Craig, Ian, Richard Fabling & Paul Watson (1997) "The power output of spine and fan magnetic reconnection solutions", *The Astrophysical Journal* 485, 383-388
- [3] Fabling, Richard & Ian Craig (1996) "Exact solutions for steady-state, planar, magnetic reconnection in an incompressible viscous plasma", *Physics of Plasmas* 3, 2243-2247
- [2] Craig, Ian & Richard Fabling (1996) "Exact solutions for steady state, spine, and fan magnetic reconnection", *The Astrophysical Journal* 462, 969-976
- [1] Craig, Ian, Richard Fabling, Stefan Henton & Graham Rickard (1995) "An exact solution for steady state magnetic reconnection in three dimensions", *The Astrophysical Journal Letters* 455, L197-L199

Australian Business Deans Council Journal Rankings (2019)

Total	A*	A	B	C	Unranked		
					Astrophysics	Natural disasters	Entrepreneurship
28	5	9	6	0	6	1	1

WORKING PAPERS (NOT SUBSEQUENTLY PUBLISHED)

- [29] Fabling, Richard, David C Maré & Philip Stevens (2022) "Migration and firm-level productivity", *Productivity Commission Working Paper* 2022/01
- [28] Stroombergen, Adolf, Anthony Byett, Dave Maré & Richard Fabling (2021) "Accessibility: Its role and impact on labour and housing markets in New Zealand's main metropolitan areas", *NZTA Research Report* 682, www.nzta.govt.nz/resources/research/reports/682
- [27] Fabling, Richard (2021) "Of interest? Estimating the average interest rate on debt across firms and over time", *Motu Working Paper* 21-05
- [26] Fabling, Richard (2021) "Living on the edge: An anatomy of New Zealand's most productive firms", *Motu Working Paper* 21-01
- [25] Criscuolo, Chiara, Alexander Hijzen, Cyrille Schwellnus, Erling Barth, Wen-Hao Chen, Richard Fabling, Priscilla Fialho, Katarzyna Grabska, Ryo Kambayashi, Timo Leidecker, Oskar Nordström Skans, Capucine Riom, Duncan Roth, Balazs Stadler, Richard Upward, Wouter Zwysen (2020) "The firm-level link between productivity dispersion and wage inequality: A symptom of low job mobility?", *OECD Economics Department Working Papers* 1656
- [24] Fabling, Richard & David C Maré (2020) "Measuring commute patterns over time: Using administrative data to identify where employees live and work", *Motu Working Paper* 20-05
- [23] Criscuolo, Chiara, Alexander Hijzen, Cyrille Schwellnus, Erling Barth, Wen-Hao Chen, Richard Fabling, Priscilla Fialho, Katarzyna Grabska, Ryo Kambayashi, Timo Leidecker, Oskar Nordström Skans, Capucine Riom, Duncan Roth, Balazs Stadler, Richard Upward, Wouter Zwysen (2020) "Workforce composition, productivity and pay: The role of firms in wage inequality", *OECD Economics Department Working Papers* 1603
- [22] Fabling, Richard & Arthur Grimes (2019) "Ultra-fast broadband, skill complementarities, gender and wages", *Motu Working Paper* 19-23

- [21] Maré, David C & Richard Fabling (2019) "Competition and productivity: Do commonly used metrics suggest a relationship?", *Motu Working Paper* 19-16
- [20] Fabling, Richard & David C Maré (2019) "Improved productivity measurement in New Zealand's Longitudinal Business Database", *Motu Working Paper* 19-03
- [19] Richard Fabling (2018) "Entrepreneurial beginnings: Transitions to self-employment and the creation of jobs", *Motu Working Paper* 18-12
- [18] Maré, David C, Trinh Le, Richard Fabling & Nathan Chappell (2017) "Productivity and the allocation of skills", *Motu Working Paper* 17-04
- [17] Fabling, Richard & Lynda Sanderson (2016) "A rough guide to New Zealand's Longitudinal Business Database (2nd edition)", *Motu Working Paper* 16-03
- [16] Fabling, Richard & David C Maré (2015) "Addressing the absence of hours information in linked employer-employee data", *Motu Working Paper* 15-17
- [15] Fabling, Richard & David C Maré (2015) "Production function estimation using New Zealand's Longitudinal Business Database", *Motu Working Paper* 15-15
- [14] Apatov, Eyal, Richard Fabling, Adam Jaffe, Michele Morris & Matt Thirkettle (2015) "Agricultural productivity in New Zealand: First estimates from the Longitudinal Business Database", *Motu Working Paper* 15-13
- [13] Fabling, Richard & Lynda Sanderson (2015) "Exchange rate fluctuations and the margins of exports", *Motu Working Paper* 15-05
- [12] Fabling, Richard, Richard Kneller & Lynda Sanderson (2015) "The impact of tax changes on the short-run investment behaviour of New Zealand firms", *Motu Working Paper* 15-04
- [11] Sin, Isabelle, Richard Fabling, Adam Jaffe, David C Maré & Lynda Sanderson (2014) "Exporting, Innovation and the Role of Immigrants", *Motu Working Paper* 14-15
- [10] McLeod, Keith, Richard Fabling & David C Maré (2014) "Hiring New Ideas: International Migration and Firm Innovation in New Zealand", *Motu Working Paper* 14-14
- [9] Fabling, Richard, Norman Gemmell, Richard Kneller and Lynda Sanderson (2013) "Estimating Firm-Level Effective Marginal Tax Rates and the User Cost of Capital in New Zealand", *Motu Working Paper* 13-14
- [8] Maré, David C & Richard Fabling (2013) "The incidence and persistence of cyclical job loss in New Zealand", *IZA Discussion Paper* 7745
- [7] Fabling, Richard, Arthur Grimes & David C Maré (2012) "Performance pay systems and the gender wage gap", *Motu Working Paper* 12-13
- [6] Fabling, Richard (2011) "Keeping it together: Tracking firms in New Zealand's Longitudinal Business Database", *Motu Working Paper* 11-01
- [5] Fabling, Richard (2009) "A rough guide to New Zealand's Longitudinal Business Database", *Global COE Hi-Stat Discussion Paper* GD09-103
- [4] Fabling, Richard & Julia Gretton & Claire Powell (2008) "Developing the prototype Longitudinal Business Database: New Zealand's experience," Statistics New Zealand: Wellington
- [3] Fabling, Richard & Lynda Sanderson (2008) "Firm-level patterns in merchandise trade," *MED Occasional Paper* 08/03
- [2] Fabling, Richard, Arthur Grimes, Lynda Sanderson & Philip Stevens (2008) "Some rise by sin, and some by virtue fall: Firm dynamics, market structure and performance," *MED Occasional Paper* 08/01

[1] Davis, Nick & Richard Fabling (2002) "Population ageing and the efficiency of fiscal policy in New Zealand", *New Zealand Treasury Working Paper 02/11*

WORK-IN-PROGRESS

[1] "Migrant job sorting"

RESEARCH GRANTS (ex GST) (PI=Principal Investigator; AI=Associate Investigator)

Marsden (2012) "Mind the gap? Worker productivity and pay gaps between similar workers in New Zealand" (AI, \$800,000 over 3 years)

Natural Hazards Research Platform (2012) "Economic responses to the Canterbury earthquakes: Evidence from labour and property markets" (co-PI, \$450,000 over 3 years)

MAJOR RESEARCH CONTRACTS (~\$50K+ ex GST)

2021/22

New Zealand Productivity Commission "Migrant productivity and wages" (PI)

2020/21

New Zealand Transport Agency "Commute pattern update & extension" (PI)

New Zealand Transport Agency "Job accessibility" (AI)

New Zealand Productivity Commission "Frontier firm characteristics" (PI)

MBIE "Estimating firm-level borrowing costs" (PI)

2018/19

New Zealand Transport Agency "Commuting patterns" (PI)

Motu "Impact of ultra-fast broadband adoption on workers" (PI)

2017/18

Productivity Hub (MBIE) "Competition & productivity" (PI)

2016/17

MBIE "Entrepreneurship & job creation" (PI)

2015/16

Stats NZ "Expert advice on LBD development & use (2yrs)" (PI)

2014/15

Motu "Impact of ultra-fast broadband on firm location & performance" (PI)

2013/14

Stats NZ "Expert advice on LBD development & use (2yrs)" (PI)

2012/13

Ministry for the Environment "Agricultural productivity & the environment" (PI)

MBIE "Skills shortages in New Zealand businesses" (PI)

2011/12

Stats NZ "Expert advice on LBD development & use (2yrs)" (PI)

New Zealand Productivity Commission "Microanalysis of import freight costs" (PI)

Ministry for Women "Performance pay & the gender wage gap" (PI)

New Zealand Treasury "Exchange rates & exporter behaviour" (PI)

Department of Labour & OECD "Cyclical labour market adjustment" (AI)