

**Tali Kristal**

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**Research Interests**


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Stratification, economic sociology, political sociology, income inequality, labor markets, labor unions

**Education**


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2008	Ph.D. Labor Studies, Tel-Aviv University
2001	M.A. Sociology, Tel-Aviv University (Magna Cum Laude)
1998	B.A. Economics and Sociology, Tel-Aviv University

**Positions***Current*

2020-	Professor, Department of Sociology, University of Haifa Vice Dean of Research, Faculty of Social Sciences, University of Haifa Core Faculty, Center for the Politics of Inequality, University of Haifa
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*Previous*

2014-2019	Senior Lecturer (with tenure), Department of Sociology, University of Haifa
2010-2013	Lecturer, Department of Sociology, University of Haifa
2009-2010	Postdoctoral Scholar at the Stanford Center for the Study of Poverty and Inequality
2008	Lady Davis Postdoctoral Fellow, The Hebrew University of Jerusalem.

**Grants**


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2023-2027	<b>European Research Council Consolidator Grant</b> , “The Role of Workers’ and Employers’ Bargaining Power in “Distributional Workplace Accounts” (€ 1,997,259)
2022-2024	Israel Science Foundation, “Opening the Black Box of Union Coverage” (\$180,000) [with Assaf Bondi]
2020-2021	Pinhas Sapir Economic Policy Forum, “A Longitudinal Study of the Causal Impact of the Coronavirus Crisis on Employment and Income Inequality in Israel” (\$10,000) [with Meir Yaish]
2016-2020	<b>European Research Council Starting Grant</b> , “The Resurgence in Wage Inequality and Technological Change: A New Approach” (€ 1,495,091)
2016-2017	Israel Science Foundation, “Why did Computerization Upraise Privileged Workers’ Earnings?” (\$62,000)
2014-2016	United States - Israel Binational Science Foundation, “Fringe Benefits, Unions, Technology and Rising Inequality” (\$109,800) [with Yinon Cohen]
2012-2013	Israel Science Foundation, “The Takeoff in Income Inequality: Capitalists versus Workers” (\$56,000)

2011-2012 Israel Foundations Trustees - Program for the Advancement of Research in the Social Science, "Fringe Benefits and the Structure of Workplace Inequality" (\$30,000)

### **Prizes and Fellowships**

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2014 Best Article Award, Israeli Sociological Society  
2012 The Israeli Academy of Sciences and Humanities - The Young Scholars Forum in the Humanities and Social Sciences  
2009 Annual Ben Halpern Award for Best Dissertation in Israel Studies  
2009-10 Postdoctoral Scholar, Stanford University  
2008 Lady Davis Post-doctorate Fellowship, The Hebrew University of Jerusalem  
2005-06 Doctoral fellowship, Israel Pollak Fellowship Program for Excellence, Tel Aviv University  
2005-06 Fellowship, Van Leer Institute, Program for Economics and Society  
2005 Travel Award, International Sociological Association, RC28  
2003 Doctoral fellowship, Horowitz Research Institute on Society and Economy  
2002-04 Doctoral fellowship, Tel-Aviv University.  
2001 Prize for M.A. thesis, The Yonathan Shapiro Fund, Tel-Aviv University.

### **Professional Service**

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#### *Editorial Positions*

2022- Editorial board member of *American Sociological Review*  
2022- Editorial board member of *Work and Occupations*  
2017- Editorial board member of *Socio-Economic Review*

#### *Organization of International Conferences*

2018 International Workshop on Intergenerational Mobility and Income Inequality, Haifa, Israel, Co-Organizer  
2020 Israel Academy of Sciences International Workshop on Longitudinal Research of Income Inequality (canceled - coronavirus), Haifa, Israel, Co-Organizer  
2023 Israel Academy of Sciences International Workshop on Longitudinal Research of Income Inequality, Haifa, Israel, Co-Organizer

#### *Reviewing*

2008- Ad-hoc reviewer: *American Sociological Review*, *American Journal of Sociology*, *Social Forces*, *Socio-Economic Review*, *Work and Occupations*, *Research in Social Stratification and Mobility*, *Social Science Research*, *European Sociological Review*, *Socius*, Israeli Science Foundation, National Science Foundation, European Research Council, United States - Israel Binational Science Foundation.

#### *Public Activity*

2020 Member of the UN framework for socio-economic response to COVID-19, the Macroeconomic and Multilateral Collaboration Steering Group  
2018-2020 Member of the Advisory Committee of the Histadrut Institute for Economic and Social research

#### *Memberships in Academic Professional Associations*

2015-2017 Board Member, Israeli Sociological Association  
2011- Member, American Sociological Association  
2011- Member, Society for the Advancement of Socio-Economics  
2005- Member, Research Committee on Social Stratification (ISA-RC28)

## **Presentations in Professional Meetings**

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- 2022 “Organizational practices and earnings inequality: Who gains from organizational flexibility?” Co-presented at the ISA Research Committee on Social Stratification and Mobility (RC28), April, London.
- 2022 “The effects of individual and collective labor market status on employees’ fortunes in times of crisis,” Co-presented at the ISA Research Committee on Social Stratification and Mobility (RC28), April, London.
- 2020 “Ethnic Conflict, Status Saliency, and Workplace Inequality in Israel,” Co-presented at the Annual Meeting of the American Sociological Association (ASA), August, San Francisco.
- 2020 “Ethnic Conflict, Status Saliency, and Workplace Inequality in Israel,” Co-presented at the Annual Conference of the Society for the Advancement of Socioeconomics (SASE), Amsterdam.
- 2019 “Workplace Compensation Practices and the Takeoff in Benefit Inequality,” Presented at the ISA Research Committee on Social Stratification and Mobility (RC28), August, Princeton.
- 2019 “Workplace Compensation Practices and the Takeoff in Benefit Inequality,” Presented at the Annual Meeting of the American Sociological Association (ASA), August, New York
- 2019 “Computer Wage Premium across Unionized and Non-Unionized Workplaces,” Co-presented at the Spring Meeting of ISA Research Committee on Social Stratification and Mobility (RC28), Frankfurt
- 2017 “Why Was the Takeoff in Benefits Inequality Bigger than the Takeoff in Wage Inequality?” Co-presented at the ISA Research Committee on Social Stratification and Mobility (RC28), August, New York
- 2017 “Computer Wage Premium across Rich Countries,” Co-presented at the Annual Conference of the Society for the Advancement of Socioeconomics (SASE), June, Lyon
- 2016 “Computers and the Decline of American Unions: Is Computerization Class-Biased?” Presented at the ISA Research Committee on Social Stratification and Mobility (RC28), August, Bern
- 2015 “Who Gets and Who Gives Employer-Provided Benefits: Evidence from Matched Employer-Employee Data,” Presented at the Annual Conference of the Society for the Advancement of Socioeconomics (SASE), July, London
- 2013 “The Causes of Rising Inequality: What Do Computerization and Fading Pay-Setting Institutions Do?” Presented at the Annual Meeting of the American Sociological Association (ASA), August, New York
- 2013 “The Causes of Rising Inequality: What Do Computerization and Fading Pay-Setting Institutions Do?” Presented at the Annual Conference of the Society for the Advancement of Socioeconomics (SASE), June, Milano
- 2011 “It’s Good to Be a Capitalist: Why Capitalists are Getting More and Workers are Getting Less,” Presented at the Annual Meeting of the American Sociological Association (ASA), August, Las Vegas
- 2011 “Slicing the Pie: Class Organization, State Policy, and Labor’s Share of National Income,” Presented at the Annual Conference of the Society for the Advancement of Socioeconomics (SASE), June, Madrid
- 2009 “Good Times Bad Times: Postwar Labor’s Share of National Income in 16 Capitalist Democracies” Presented at the ISA Research Committee on Social Stratification and Mobility (RC28), August, Yale University

- 2009 “Fringe Benefits and Income Inequality” Presented at the ISA Research Committee on Social Stratification and Mobility (RC28), March, Peking University
- 2008 “Bad Jobs, Good Jobs, and High-Tech Jobs - Classes of Income among Wage and Salary Workers” Presented at the ISA Research Committee on Social Stratification and Mobility (RC28), August, Florence
- 2007 “Slicing the Pie – Distribution of Israeli National Income between Capital and Labor, 1955-2005” Presented at the ISA Research Committee on Social Stratification and Mobility (RC28), August, Montreal
- 2005 “Decentralization of Collective Agreements and Rising Wage Inequality in Israel” Presented at the ISA Research Committee on Social Stratification and Mobility (RC28), August, UCLA

### **Invited Talk and Colloquium Abroad**

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- 2022 Invited presentation, “Technological Change and The Resurgence in Wage Inequality: A Class-Biased Approach,” Presented at the conference of the Centre for Advanced Study in Oslo and the Research Council of Norway: Firms, Employers, and Comparative Perspectives on Labor Market Inequality in the 21st Century, Oslo
- 2020 Invited presentation, “Technological Change and The Resurgence in Wage Inequality: A Class-Biased Approach,” Presented at the Labor Relations, Law, & History/International and Comparative Labor research seminar, Cornell University
- 2019 Invited keynote presentation, “The Resurgence in Wage Inequality and Technological Change: A Class-Biased Approach,” Presented at the International Conference on "Technology, Demographics, and the Labor Market", March, Cologne
- 2018 Invited presentation, “Why did Computerization Upraise Privileged Workers’ Earnings?” Presented at the Intergenerational Mobility and Income Inequality, March, Haifa
- 2018 Invited keynote presentation, “The Neoliberal Revolution and Rising Income Inequality,” Presented at Annual Meeting of the Israeli Sociological Society, Ben Gurion University of the Negev
- 2017 Invited presentation, “Computer Wage Premium across Rich Countries,” Presented at the Mannheim Centre for European Social Research (MZES)
- 2015 Invited presentation, “Rising Wage Inequality, Computerization, and the Decline of Organized Labor,” Presented at the Chicago Booth Organizations and Markets Workshop
- 2014 Invited keynote presentation, “Israel's Political Economy and Rising Income Inequality,” Presented at Annual Meeting of the Israeli Sociological Society, Tel Aviv University
- 2010 Invited keynote presentation, “Rising Income Inequality in Israel,” Presented at the ISA Research Committee on Social Stratification and Mobility (RC28), May, Haifa
- 2009 Invited presentation, “Good Times Bad Times, the Share of Labor in National Income in 18 OECD Countries, 1960-2000,” Presented at the Columbia University Center of Wealth and Inequality

### **Students**

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<b>Name of Student</b>	<b>Title of Thesis</b>	<b>Year of Completion</b>	<b>Current position</b>
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*M.A. Thesis Chaired*

Adena Goldberger	The rise and fall of the internet wage premium: False hope for gender pay equality	2017	
Alina Rosenfeld-Kiner	Job polarization in Israel: Technological change, women's employment and the power of the labor unions	2016	
Ora Rand	The effects of the reforms in the Israeli pension system on workers' perceptions, actions and wellbeing	2015	
Yaron Kenly	Why do some occupations pay more than others? The Israeli case	2014	
<i>Ph.D. Dissertations Chaired</i>			
Alina Rosenfeld-Kiner	The role of organizational practices in the shaping of income inequality	2021	Center for the politics of Inequality postdoctoral fellow, University of Haifa
Adena Goldberger	The invisible tether: How digital technology usage affects worker satisfaction	2022	
Ludmila Garmash	The intersection of gender and nationality in organizational perspective	2023-expected	Post-doctoral fellow, The Edmond J. Safra Center for Ethics, Tel-Aviv University
<i>Post-Doctoral Fellows</i>			
Assaf Bondi	Making a difference? Union revitalization and income inequality	2021	
Matan Kaminer	Technological change and labor relations: The case of the Israeli farm sector	2020	Martin Buber postdoctoral fellow, Hebrew University of Jerusalem
Efrat Herzberg Druker	Does fertility matter? Changes in fertility and income inequality in the US	2019	Lecturer (tenure-track), Labor Studies department, Tel-Aviv University
Susanne Edler	Resurgence in earning inequalities and how firms mediate technological change	2019	Department of Sociology, Université de Fribourg, Switzerland
Edo Navot	Positional power: Structural sources of bargaining power, strikes, and wages	2015	Assistant Professor, Department of Sociology and Criminology & Law, University of Florida

### **Courses Taught**

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Classical Sociological Theory, Contemporary Sociological Theory, Labor Market Analysis, Labor Relations, Income Inequality, Statistics.

## PUBLICATIONS

### M.A. Thesis

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**Decentralization of Collective Agreements and Rising Wage Inequality in Israel.** Pp. 80.  
Tel-Aviv University, 2002 (Supervised by Dahlia S. Elazar and Yinon Cohen)

### PhD Dissertation

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**Labor's Share of National Income and the Diversification in Sources of Income among Israeli Wage and Salary Workers.** Pp. 174.

Tel-Aviv University, 2008 (Supervised by Yinon Cohen)

Winner of Annual Ben Halpern Award for Best Dissertation in Israel Studies (2009).

### Journal Articles

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- 2022 Efrat Herzberg Druker(#), **Tali Kristal** and Meir Yaish. 2022. "Does the Pandemic Affect Inequality Within Families? The Case of Dual-Earner Couples in Israel." *Gender and Society* 36(6): 895-921.
- 2022 Penner, Andrew, Trond Petersen, Are Skeie Hermansen, Anthony Rainey, István Boza, Marta Elvira, Olivier Godechot, Martin Hällsten, Lasse Folke Henriksen, Feng Hou, Aleksandra Kanjuo-Mrčela, Joe King, Naomi Kodama, Tali Kristal, Alena Křížková, Zoltán Lippényi, Silvia Maja Melzer, Eunmi Mun, Paula Apascaritei, Dustin Avent-Holt, Nina Bandelj, Gergely Hajdu, Jiwook Jung, Andreja Poje, Halil Sabanci, Mirna Safi, Matthew Soener, Donald Tomaskovic-Devey, Zaibu Tufail. 2022. "Within-Job Gender Pay Inequality in 15 Countries." *Nature Human Behaviour*  
<https://doi.org/10.1038/s41562-022-01470-z>
- 2021 Yaish Meir, Hadas Mandel and **Tali Kristal**. "Has the Economic Lockdown Following the Covid-19 Pandemic Changed the Gender Division of Labor in Israel?" *Gender and Society* 35(2):256-270.
- 2021 **Kristal, Tali**, Guy Mundlak, Yinon Cohen, Yitchak Haberefeld, Meir Yaish. "Not all are Equal in the face of the Covid-19: The effect of labour market status on employment during the crisis." *Israeli Sociology* 21(2):122-135 [Hebrew].
- 2021 Efrat Herzberg-Druker, Meir Yaish, **Tali Kristal**. "Work and Family in the Corona Crisis: The Double-Disadvantaged Position of Women." *Israeli Sociology* 21(2):143-151 [Hebrew].
- 2021 **Kristal, Tali** and Susanne Edler(#). "Computers Meet Politics at the Wage Structure: An Analysis of the Computer Wage Premium across Rich Countries." *Socio-Economic Review* 19(3): 837-868.
- 2020 **Kristal, Tali**. "Why Has Computerization Increased Wage Inequality? Information, Occupational Structural Power and Wage Inequality." *Work and Occupations* 47(4): 466-503.

- 2020 **Kristal, Tali.** "What Do Israeli Unions Do? Unions Effect on Income Inequality." *Labor, Society and Law* 16 [Hebrew].
- 2020 **Kristal, Tali** and Meir Yaish. "Does the Coronavirus Pandemic Level Gender Inequality Curve? (It Doesn't)" *Research in Social Stratification and Mobility* 68: 100520.
- 2020 Donald Tomaskovic-Devey, Anthony Rainey, Dustin Avent-Holt, Nina Bandelj, István Boza, David Cort, Olivier Godechot, Gergely Hajdu, Martin Hällsten, Lasse Folke Henriksen, Are-Skeie Hermansen, Feng Hou, Jiwook Jung, **Tali Kristal**, Aleksandra Kanjuo-Mrčela, Joe King, Naomi Kodama, Alena Krizkova, Zoltán Lippényi, Silvia Maja Melzer, Eunmi Mun, Andrew Penner, Trond Petersen, Andreja Poje, Mirna Safi, Max Thaning, Zaibu Tufail. "Producing Inequalities: Rising between Workplace Inequalities in High Income Countries." *Proceedings of the National Academy of Sciences* 117(17): 9277-9283.
- 2020 **Kristal, Tali**, Yinon Cohen and Edo Navot(#). "Workplace Compensation Practices and the Takeoff in Benefit Inequality." *American Sociological Review* 85(2): 271-297.
- 2019 **Kristal, Tali.** "Computerization and the Decline of American Unions: Is Computerization Class-Biased?" *Work and Occupations* 46(4): 371–410.
- 2018 **Kristal, Tali**, Yinon Cohen and Edo Navot(#). "Benefit Inequality among American Workers by Sex, Race, and Ethnicity, 1982-2015." *Sociological Science* 5:461-488.
- 2017 Rosenfeld-Kiner, Alina(#) and **Tali Kristal.** "Changes in the Israeli Employment Structure: From Upgrading to Polarization." *Israeli Sociology* 19(2):120-144 [Hebrew].
- 2017 **Kristal, Tali.** "Who Gets and Who Gives Employer-Provided Benefits: Evidence from Matched Employer-Employee Data." *Social Forces* 96(1):31-64.
- 2017 **Kristal, Tali** and Yinon Cohen. "The Causes of Rising Wage Inequality: The Race Between Institutions and Technology." *Socio-Economic Review* 15(1):187-212.
- 2015 **Kristal, Tali** and Yinon Cohen. "What Do Computers Really Do? Computerization, Fading Pay-Setting Institutions and Rising Wage Inequality" *Research in Social Stratification and Mobility* 42:33-47.
- 2015 **Kristal, Tali**, Guy Mundlak, Yitchak Haberfeld and Yinon Cohen. "Organized Labor in Israel: Scope and Effects on Wages and Benefits" *Labor, Society and Law* 14:9-35 [Hebrew].
- 2014 **Kristal, Tali.** "Israel's Political Economy and Rising Income Inequality, 1970-2010." *Israeli Sociology* 15(2):1-30 [Hebrew].
- 2013 **Kristal, Tali.** "The Capitalist Machine: Computerization, Workers' Power, and the Decline in Labor's Share within U.S. Industries" *American Sociological Review* 78(3):361-389.

- 2013 **Kristal, Tali.** "Slicing the Pie: State Policy, Class Organization, Class Integration, and Labor's Share of Israeli National Income." *Social Problems* 60(1):100-127.  
Winner of the 2014 Outstanding Article Award from the Israeli Sociological Society.
- 2011 **Kristal, Tali,** Yinon Cohen and Guy Mundlak. "Fringe Benefits and Income Inequality." *Research in Social Stratification and Mobility* 29(4):351-369.
- 2010 **Kristal, Tali.** 2010. "Good Times, Bad Times: Postwar Labor's Share of National Income in Capitalist Democracies." *American Sociological Review* 75(5):729-763.
- 2007 **Kristal, Tali** and Yinon Cohen. "Decentralization of Collective Agreements and Rising Wage Inequality in Israel." *Industrial Relations* 46(3):613-635.
- 2007 Cohen, Yinon, Yitchak Haberfeld, **Tali Kristal** and Guy Mundlak. "The State of Organized Labor in Israel." *Journal of Labor Research* 28(2):255-273.
- 2007 Cohen, Yinon, Yitchak Haberfeld and **Tali Kristal.** 2007. "Ethnic Gaps in Higher Education among Israeli-born Jews." *Ethnic and Racial Studies* 30(5):896-917.
- 2002 **Kristal, Tali.** "Decentralization of Collective Wage Agreements in Israel: 1957-1998." *Labor, Society and Law* 9: 17-42 [Hebrew].

### Book Chapters

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- 2022 **Kristal, Tali** and Alina Rozenfeld-Kiner(#). "The Israeli Labor Market" in *Routledge Handbook of Modern Israel*, Editors: Guy Ben-Porat, Yariv Feniger, Dani Filc, Paula Kabalo, Julia Mirsky.
- 2018 **Kristal, Tali.** "The Neoliberal Revolution and Labor's Share of Israeli National Income", pp 311-339 in *The Privatization of Israel*, Editors: Amir Paz-Fuchs, Ronen Mandelkern, and Itzhak Galnoor. New York: Palgrave Macmillan.
- 2013 Cohen, Yinon, Yitchak Haberfeld and **Tali Kristal.** "Ethnic Gaps in Higher Education among Israeli-born Jews." in Yonah, Yossi, Nissim Mizrachi, and Yariv Feniger (eds.), *A View from Below: Practices of Difference in Israeli Education*. Jerusalem: The Van Leer Jerusalem Institute and Hakibbutz Hameuchad. Pp. 36-58 [Hebrew].

### Research Reports

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- 2013 **Kristal, Tali.** How the Decline of American Unions Has Boosted Corporate Profits and Reduced Worker Compensation. SSN Key Findings.
- 2008 **Kristal, Tali,** Yinon Cohen and Guy Mundlak. Sources of Income of Israeli Wage and Salary Workers. Policy Study No. 7, Program on Economy and Society, Van-Leer Institute, Jerusalem [Hebrew].
- 2006 **Kristal, Tali,** Yinon Cohen and Guy Mundlak. Rising Inequality and Trade Unions in Israel. Policy Study No. 1, Program on Economy and Society, Van-Leer Institute, Jerusalem [Hebrew].



## Submitted Publications

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**Tali Kristal**, Efrat Herzberg Druker(#) and Adena White(#). “Do Computer Technologies Form a New Hope for Gender Pay Equality?”

Matan Kaminer(#) and **Tali Kristal**. “Technological Change and Workplace Relations in the Era of Global Capitalism.”

Dustin Avent-Holt, **Tali Kristal** and Ludmila Garmash(#). “Ethnic Conflict and Workplace Inequality: Minority Access to Jobs during Conflict Escalation in Israel, 1996-2015.”

Alina Rozenfeld-Kiner(#) and **Tali Kristal**. “Who gains from organizational flexibility? Flexible organizational practices and wage inequality.”

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