

# Jakob Wegmann

Postdoctoral Researcher  
**Rockwool Foundation Berlin, Germany**

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## Fields of Research

Primary	Applied Microeconomics
Secondary	Labor Economics, Public Economics

## Academic Education

### 2025–present Postdoctoral Researcher | RFBerlin

- 2018–2025 Ph.D. in Economics | University of Bonn, Bonn Graduate School of Economics
- 2018–2020 Research Master in Economics | University of Bonn
- 2016–2018 Master in Economics | University of Mannheim
- 2017 Erasmus Semester | ENSAE, Paris
- 2013–2016 Bachelor in Economics | University of Mannheim
- 2015 Erasmus Semester | Bilkent University, Ankara

## Academic Visits

- 2025 Visiting Ph.D. student | IFAU, Uppsala
- 2023–2024 Visiting Ph.D. student, hosted by Josef Zweimüller | Zurich University
- 2022 Visiting Ph.D. student, hosted by Thomas Breda | Paris School of Economics

## Working Papers

### Job market paper

### Tim Bayer, Lenard Simon, and Jakob Wegmann. **"Withheld from Working More? Withholding Taxes and the Labor Supply of Married Women."**

To collect income taxes, almost all countries require employers to withhold monthly tax pre-payments which are then fully credited against the final income tax liabilities of their employees. Despite being a fundamental component of income taxation systems worldwide, the impact of these withholding taxes on labor supply is poorly understood. We investigate their importance in the context of married couples in Germany where the withholding tax liability can be redistributed between spouses. We exploit a reform that reduced the withholding tax for some married women more than for others, while inducing no differences in income taxes. Using administrative data for the full population of German taxpayers, we estimate an elasticity of labor income with respect to the withholding tax eight years after the reform of 0.14. Additional evidence from a self-conducted survey suggests imperfect understanding of the tax system and limited pooling of resources within the household as the main mechanisms. As the majority of couples shift parts of the withholding tax liability from the husband to the wife, our results suggest that the increased withholding tax liability of married women contributes to their low labor supply. This highlights the need for governments to be aware of the distortion of labor supply incentives when the design of withholding taxes does not match actual income tax incentives.

**Marco Caliendo, Katrin Huber, Ingo Isphording, and Jakob Wegmann. “On the Extent, Sources, and Consequences of Reporting Bias in Survey Wages.” Revise and Resubmit at *Journal of Labor Economics***

We compare self-reported survey wages from the German Socio-Economic Panel (SOEP) with administrative wages from the social security records (IEB) for the same individual via a novel and unique data linkage (SOEP - ADIAB). We describe a modest but economically significant extent of reporting bias, with SOEP respondents understating administrative wages by about 7.3 percent. Individual, household-, and especially firm characteristics vary systematically with the reporting bias. Replicating common empirical exercises using wages as dependent and independent variable, we find that the choice of data matters, in particular, when estimating the relationship between wages and subjective outcome variables which are directly related to income (satisfaction measures) or between wages and variables that are more strongly correlated with the reporting bias (e.g. gender). In these cases, relying on survey wages can significantly overstate the correlation. Our findings underscore the critical importance of exercising caution when analyzing survey-based measures of individual income in empirical research. Depending on the research question at hand, it might be worthwhile to complement survey data by administrative measures.

**Federica Meluzzi, Pia Molitor, and Jakob Wegmann. “Breaking Gender Norms: Parental Leave Benefits and Within-Household Bargaining.”**

Low take-up of parental leave by fathers is a major factor in determining the unequal career costs of parenthood for men and women. Can the design of public policies effectively increase fathers' participation in parental leave? This paper causally assesses how financial incentives shape household division of parental leave. We leverage exogenous variation in parental leave (PL) benefits induced by a sharp kink in the schedule of benefit amounts relative to individual pre-birth net earnings, combined with exhaustive German administrative data on the division of parental leave for all childbirths from 2014 to 2018. Using a double Regression Kink Design—an extension we make of the RKD methodology by Card et al. (2015)—we analyze how both parents respond to changes in the generosity of their own and their partner's benefits. Our key finding is that a reduction in the mother's benefit leads to a substitution in parental inputs, decreasing her leave while increasing the father's take-up, especially along the intensive margin, without altering the total duration of parental leave taken by the household. Cross-elasticities are higher when fathers have higher replacement rates than their partners. Our findings also reveal strong asymmetries, since mothers are significantly less responsive to changes in the father's benefit.

**Work in Progress**

**Jonas Radbruch, Amelie Schiprowski, and Jakob Wegmann. “Gender balancing in small samples.”**

Diversity goals - whether explicit or implicit - are usually defined on a large scale, such as the student body of a university or the workforce of a company. However, the implementation of these goals often occurs at a smaller scale, as hiring and admission decisions are made by different decision-makers (e.g., HR managers, admission officers) at various points in time (e.g., recruitment rounds). To study the consequences of small-scale decision-making, we leverage register data from the selection process of a large study grant program where candidates are quasi-randomly assigned to evaluators. Our findings provide evidence that evaluators aim at balancing their small number of positive assessments with respect to gender, migration background and socio-economic status. Consequently, individual admission chances decrease with the number of other candidates sharing the same attributes in the pool. Our findings highlight that small-scale implementation of diversity goals results in inefficient hiring outcomes.

**Clara von Bismarck-Osten and Jakob Wegmann. “Marrying into a tax bracket - an alternative approach to estimate tax elasticities.”**

**Hannah Illing, Fabian Reutzel, and Jakob Wegmann. “Implicit discrimination in unemployment benefits.”**

## Publication

- Journal article** Mario Bossler and Jakob Wegmann. 2019. "The German generation internship and the minimum wage introduction: evidence from big data." *Applied Economics* 51 (16): 1730–1747. <https://doi.org/10.1080/00036846.2018.1528339>

## Policy Work

- Tax policy** Tim Bayer, Lenard Simon, and Jakob Wegmann. 2024. "Steuern mit der Lohnsteuer – Arbeitsanreiz- und Verteilungseffekte des deutschen Lohnsteuerklassensystems." *ifo Schnelldienst* 77, no. 8: 23–27. [https://www.ifo.de/DocDL/sd-2024-08-gender-gaps-steuerpolitik\\_1.pdf](https://www.ifo.de/DocDL/sd-2024-08-gender-gaps-steuerpolitik_1.pdf).
- Minimum wage** Mario Bossler et al. 2018. "Auswirkungen des gesetzlichen Mindestlohns auf Betriebe und Unternehmen." *IAB-Forschungsbericht* 4/2018. <https://doku.iab.de/forschungsbericht/2018/fb0418.pdf>.

## Presentations

- 2025** Rockwool Foundation (Copenhagen), WorkMum (Berlin), Rockwool Workshop (Nizza Monferrato)
- 2024** Perspectives on (Un-)employment (Nuremberg), Internal Seminar German Council of Economic Experts (Wiesbaden), GETTSIM Conference (Bonn), IZA Retreat (Bonn), SSES (Lucerne)
- 2023** SOLE (Philadelphia), Workshop on Labour Economics (Trier), EDP Jamboree (Paris), ESPE (Belgrade), GETTSIM conference (Munich), IZA Summer School (Berlin), CRC Summer School (Annweiler), IZA Retreat (Bonn), Mannheim Taxation Conference (Mannheim), EALE (Prag), Verein für Socialpolitik (Regensburg), Labor Lunch (Zurich), Mannheim Alumni Symposium (Mannheim)
- 2022** Berlin Workshop on Empirical Public Economics (Berlin), PSIPSE at PSE (Paris)

## Teaching Experience

- Tutor** "Labor Economics" | Department of Economics, University Bonn | 2024, 2025  
Bachelor's Program, lecture taught by Amelie Schiprowski
- Instructor** "Introduction to Mathematics for Economists" | Department of Economics, University of Bonn | 2023, 2024  
Bachelor's Program, Occasional sessions, lecture taught by Amelie Schiprowski

<b>Tutor</b>	“Finanz- und Sozialpolitik”   Department of Economics, University of Bonn   <a href="#">2021</a> Bachelor’s Program, further development of the course, flipped classroom, lecture taught by Hans-Martin von Gaudecker
<b>Tutor</b>	“Econometrics Bachelor”   Department of Economics, University of Bonn   <a href="#">2020</a> Bachelor’s Program, lecture taught by Prof. Lorenz Götte
<b>Tutor</b>	“Finanz- und Sozialpolitik”   Department of Economics, University of Bonn   <a href="#">2020</a> Bachelor’s Program, co-development of the completely new course, flipped classroom, lecture taught by Hans-Martin von Gaudecker

### Miscellaneous

<b>Nationality</b>	German
<b>Language skills</b>	German (native), English (fluent), French (intermediate)
<b>Software skills</b>	Stata (advanced), Python (intermediate) , LaTeX (advanced)
<b>Open Source</b>	<a href="#">wtcalc</a> (maintainer), <a href="#">GETTSIM</a> (contributor)

### References

<b>Thomas Dohmen</b>	First supervisor   University of Bonn <a href="mailto:t.dohmen@uni-bonn.de">t.dohmen@uni-bonn.de</a>
<b>Amelie Schiprowski</b>	Second supervisor   University of Bonn <a href="mailto:amelie.schiprowski@uni-bonn.de">amelie.schiprowski@uni-bonn.de</a>
<b>Josef Zweimüller</b>	University of Zurich <a href="mailto:josef.zweimueller@econ.uzh.ch">josef.zweimueller@econ.uzh.ch</a>