

Cäcilia vom Baur (née Lipowski)

(last updated 07/2025)

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Current Position and Work Experience

09/2024 – present	Assistant Professor (non-tenure track) at ifo Institute/Ludwig Maximilian University of Munich (LMU) Big-Data Junior Research Group Leader, ifo Institute
09/2019 – 08/2024	Doctoral Researcher, ZEW Mannheim , Research Unit “Labour Markets and Social Insurance”

Research Interests: Labor Economics - Technological Change – Firm Behavior – Tasks, Skills, Training

Education

08/2024	Ph.D. in Economics, Utrecht University School of Economics , cum laude (top 5% in field) Advisors: Anna Salomons and Ulrich Zierahn-Weilage Committee: David Autor, Simon Jäger, Kris de Jaegher, Bob Rijkers, Stephanie Rosenkranz
11/2023	Research Visit at IZA Bonn/Berlin
04-05/2023	Research Visit at Boston University and Technology and Policy Research Initiative (TPRI), Boston, U.S.; Host: James Bessen
10-11/2022 + 10/2021	Research Visit Utrecht University School of Economics , Utrecht, Netherlands
09/2017 – 06/2019	M.Sc. Statistics and Econometrics, University of Strasbourg , with highest honors (1 st of class)
09/2014 – 07/2017	B.Sc. Economics, University of Mannheim , final grade 1.5

Publications in Refereed Journals

“Computers as Stepping Stones? Technological Change and Equality of Labor Market Opportunities”

with Melanie Arntz, Guido Neidhöfer and Ulrich Zierahn-Weilage, ***Journal of Labor Economics***, 2025.

“Do preferences for urban amenities differ by skill?”

with Melanie Arntz and Eduard Brüll, ***Journal of Economic Geography***, 2023.

“Fertility, Economic Incentives and Individual Heterogeneity: Register Data based Evidence from France and Germany”

with Ralf Wilke and Bertrand Koebel, ***Journal of the Royal Statistical Society – Series A***, 2022.

“Competing Risks Regression with Dependent Multiple Spells: Monte Carlo Evidence and an Application to Maternity Leave”

with Simon Lo, Shuolin Shi and Ralf Wilke, 2021, ***Japanese Journal of Statistics and Data Science***, 2021.

Work in Progress (selected)

“No Teens, No Tech: How Shortages of New Entrants Hinder Firm Technology Investments” (single-authored) – submitted.

“Expertise at Work: New Technologies, New Skills, and Worker Impacts” with Anna Salomons and Ulrich Zierahn-Weilage – Working Paper.

“Firm-level Technology Adoption in Times of Crisis” with Melanie Arntz, Michael Böhm, Georg Graetz, Terry Gregory, and Florian Lehmer – submitted.

Teaching Experience

Spring 2025	“Adult Education and Firm Training in Modern Labor Markets”, Bachelor Seminar, LMU Munich
Fall 2015	“Preparatory Course in Mathematics”, Bachelor Course, University of Mannheim
Supervision of Bachelor’s theses (2) and Master’s theses (1), Co-supervision of Ph.D. students (1)	

Memberships/Fellowships and Awards

2025	Best Dissertation in 2023/2024, German Economic Association (Verein für Socialpolitik), Section on Economics of Education
2025	Best Dissertation Award “Zukunft der Arbeitswelt” (“Future of Work”) by the Volksbank Kurpfalz Foundation

2025	Outstanding Publication Award by ifo
Since 06/2025	Research Affiliate of Boston University's Technology and Policy Research Initiative (TPRI)
Since 11/2024	CESifo Affiliate
Since 09/2024	Junior Research Associate ZEW Mannheim

Policy Reports, Consulting, Non-Academic Publications

„Digitale Transformation auf Sparflamme: Weniger 4.0-Investitionen in der Pandemie“ with Melanie Arntz, Michael Böhm, Georg Graetz, Terry Gregory and Florian Lehmer. ZEW Policy Brief 14, 2024.

„Technologischer Fortschritt fördert Chancengleichheit im Arbeitsleben“ In: Bundesinstitut für Berufsbildung (BIBB): BWP 53 (2024) 3, 33-36.

Federal Ministry of Labour and Social Affairs (online): Input talk at Workshop on “Die Erwerbsbeteiligung von Frauen: Hürden und Gelingensbedingungen“, May 2023.

„Digitalisierung in der Covid-19-Pandemie. Corona hat den digitalen Graben zwischen den Betrieben vertieft“ with Melanie Arntz, Michael Böhm, Georg Graetz, Terry Gregory, Jan Moritz Johanning, Florian Lehmer, Britta Matthes und Nick Niers. IAB-Kurzbericht 4, 2023.

“Mannheim im Wettbewerb um Talente” (with Melanie Arntz and Eduard Brüll). Policy Report to the City of Mannheim, July 2020.

Media Coverage (selected)

„Nachwuchs bringt Fortschritt“, WirtschaftsWoche, Rubrik „Nachgeforscht“, volume 9, February, 21, 2025.

„Corona hat Digitalisierung in Unternehmen offenbar ausgebremst“, *Spiegel*. October 01, 2024.

„Vorsprung durch Jugend? Wie Azubis Unternehmen modernisieren“, ZEW Podcast. August 2024.

„Wir Deutschen“. *FAZ*. April 16, 2023.

„Technologiewandel hilft Arbeiterkindern“. *Mannheimer Morgen*. July 16, 2022.

„Deutsche Frauen verzichten nach Gehaltserhöhung häufig auf Nachwuchs“. *Welt*. May 31, 2020.

Conference Presentations and Invited Talks (selected; * presented by co-author)

2025 (including scheduled): NBER Labor Studies*, RFBerlin-CEPR Annual Symposium in Labour Economics, Harvard Business School – Digital Reskilling Lab, SOLE Toronto, TASKS Conference in Luxembourg, IAB Nuremberg, Friedrich-Alexander University of Erlangen-Nuremberg, University of Strasbourg, Thünen-Institut Braunschweig

2024: LMU Munich, University of Bonn, Frankfurt School of Finance and Management, IWH Halle, Rockwool Foundation Berlin, Copenhagen Business School, University of Zurich, IAAEU (Trier University), CESifo Venice Summer Institute, Conference on the Economics of VET (Zurich), Technical University Munich, German Economists Abroad Annual Conference (ifo), CESifo Conference on Economics of Education

2023: TPRI (Boston University), EEA, EALE, Interdisciplinary Text-as-Data Workshop (RWI Essen), LISER Workshop “Skills for the future”, BIBB (Bonn), University of Mannheim, IZA

2022: EALE (Padua), TASKS VI Conference (Nuremberg), Cournot Doctoral Days (Strasbourg)

2021: TPRI (Boston University), ECINEQ, LISER-IAB Conference on Digital Transformation and the Future of Work, Verein für Sozialpolitik, ICT Conference (ZEW Mannheim), Workshop on Social Mobility and Economic Performance (ZEW Mannheim)

Computer Skills and Languages

STATA, R, Python (including web scraping and NLP)

German native; English fluent; French very good; Spanish good

Service to the Community

10/2024 – present Big Data Seminars at ifo Institute

Refereeing for International Journals: American Economic Journal: Applied Economics, Labour Economics, Economics of Education Review, International Labour Review, Industrial Relations, Socio-Economic Review, Journal of Labor Research, Research in Labor Economics, Research in Economics, Journal of Labour Market Research, Industry and Innovation

Scholarships

01/2018 – 06/2019 Scholarship Friedrich-Ebert-Stiftung