

# Jan Sauermann

## Curriculum Vitae

Institute for Evaluation of Labour Market and Education Policy (IFAU)  
 SE-75120 Uppsala  
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 Email: [jan.sauermann@ifau.uu.se](mailto:jan.sauermann@ifau.uu.se)  
 Website: [jansauermann.github.io](https://jansauermann.github.io)

### RESEARCH INTERESTS

Applied labour economics; economics of education; personnel economics; economics of gender

### CURRENT AND PAST POSITIONS

**Institute for Evaluation of Labour Market and Education Policy (IFAU)**, Uppsala (SE)  
*Associate Professor (docent)* 09/2020-present  
*Parental leave from 09/2020-01/2021 (50%)*

**Swedish Institute for Social Research (SOFI)**, Stockholm University (SE)  
*Associate Professor (docent)* 02/2018-08/2020  
*Assistant Professor (forskare)* 10/2012-01/2018  
*Parental leave from 08/2017-05/2018 and 03/2020-08/2020 (100%)*

**Research Centre for Education and the Labour Market (ROA)**, Maastricht University (NL)  
*Researcher and PhD Student* 04/2007-08/2012

**Halle Institute for Economic Research (IWH)**, Halle (GER)  
*Researcher* 02/2005-03/2007

**Centre for European Economic Research (ZEW)**, Mannheim (GER)  
*Research Assistant* 01/2001-12/2004

### AFFILIATIONS AND FELLOWSHIPS

**Uppsala Center for Labor Studies (UCLS)**, Uppsala University 2020-present

**Center for Corporate Performance (CCP)**, Copenhagen Business School 2016-present

**ROA**, Maastricht University 2012-present

**Institute of Labor Economics (IZA)**, Bonn 2011-present

**Network Social Innovation (NSI)**, Maastricht 2008-2012

### RESEARCH VISITS

**Faculty of Management, Economics and Social Sciences, University of Cologne** 11/2018

**Department of Economics, University of Copenhagen** 09/2016-10/2016

**Centre for European Economic Research (ZEW)** 04/2016

### EDUCATION AND QUALIFICATIONS

**Stockholm University**, Docent in Economics (*habilitation* equivalent) 2018

**Maastricht University**, PhD in Economics 2012

**Graduate courses** 2007-2008  
 Causal Inference and Program Evaluation (Guido Imbens); Discrete Choice Modeling (William Greene);  
 Field Experiments (John List); Panel Econometrics (Badi Baltagi)

**University of Zurich**, Swiss Leading House “Economics of Education” (Graduate studies) 2006-2007  
**University of Mannheim**, Diploma in Economics (M.A.-equivalent degree) 2004

#### PUBLICATIONS

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- Adermon, Adrian, Lisa Laun, Patrik Lind, Martin Olsson, Jan Sauermann, and Anna Sjögren (2023), [Earnings Losses and the Role of the Welfare State during the COVID-19 Pandemic: Evidence from Sweden](#), *Review of Income and Wealth*, forthcoming.
- Butschek, Sebastian, and Jan Sauermann (2022), [The Effect of Employment Protection on Firms' Worker Selection](#), *Journal of Human Resources*, forthcoming.
- Engbom, Niklas, Christian Moser, and Jan Sauermann (2022), [Firm Pay Dynamics](#), *Journal of Econometrics*, 233(2), pp. 396-423.
- Sauermann, Jan (2023), [Worker Reciprocity and the Returns to Training: Evidence from a Field Experiment](#), *Journal of Economics & Management Strategy*, 32(3), pp. 543-557.
- Sauermann, Jan (2023), [Performance Measures and Workers' Productivity](#), *IZA World of Labor* 260 (April). *updated article*.
- Mengel, Friederike, Jan Sauermann, and Ulf Zölitz (2019), [Gender Bias in Teaching Evaluations](#), *Journal of the European Economic Association*, 17(2), pp. 535-566.
- Collewet, Marion, and Jan Sauermann (2017), [Working Hours and Productivity](#), *Labour Economics*, 47, pp. 96-106.
- Feld, Jan, DeGrip, Andries, and Jan Sauermann (2017), [Estimating the Relationship between Skill and Overconfidence](#), *Journal of Behavioral and Experimental Economics* 68, pp. 18-24.
- Dohmen, Thomas, and Jan Sauermann (2016), [Referee Bias](#), *Journal of Economic Surveys* 30(4), pp. 679-695.
- De Grip, Andries, Jan Sauermann, and Inge Sieben (2016), [The Role of Peers in Estimating Tenure-Performance Profiles: Evidence from Personnel Data](#), *Journal of Economic Behavior & Organization* 126 (June), pp. 39-54.
- De Grip, Andries, and Jan Sauermann (2013), [The Effect of Training on Productivity: The Transfer of On-the-job Training from the Perspective of Economics](#), *Educational Research Review* 8, pp. 28-36.
- De Grip, Andries, and Jan Sauermann (2012), [The Effects of Training on Own and Co-Worker Productivity: Evidence from a Field Experiment](#), *Economic Journal* 122 (560), pp. 376-399.
- Borghans, Le3, Margo Romans, and Jan Sauermann (2010), [What Makes a Good Conference? Analysing the Preferences of Labour Economists](#), *Labour Economics* 17(5), pp. 868-874.
- De Grip, Andries, Didier Fouarge, and Jan Sauermann (2010), [What Affects International Migration of Science and Engineering Graduates from Europe?](#), *Economics of Innovation and New Technology* 19(5), pp. 407-421.
- Reinowski, Eva, and Jan Sauermann (2008), [Does Temporary Employment Affect the Work-related Training of Low-skilled Employees?](#), *Journal for Labour Market Research* 41(4), pp. 489-499 (in German).

#### DISCUSSION PAPERS AND PAPERS IN THE EDITORIAL PROCESS

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- Clemens, Marco, and Jan Sauermann, [Making the Right Call: The Heterogeneous Effects of Individual Performance Pay on Productivity](#), August 2023.
- Sauermann, Jan, and Anders Stenberg, [Assessing Selection Bias in Non-experimental Estimates of the Returns to Workplace Training](#), November 2022 (previously circulated as IZA DP 13789).
- Annadanam, Harini, Jan Sauermann, and Aylin Shawkat, [Board Quotas, Women's Representation](#)

in **Top Management, and Firm Performance**, November 2022.

Lindquist, Matthew J., Jan Sauermann, and Yves Zenou, **Peer Effects in the Workplace: A Network Approach**, May 2022 (previously circulated as IZA DP 15131 and as *Network Effects on Worker Productivity*, CEPR DP10928).

Sauermann, Jan, and Anders Stenberg, **Short- and Long-term Effects of Vocational versus General Schooling: A Regression Discontinuity Approach**, April 2017 (*permanent working paper*).

Sauermann, Jan, **Who Invests in Training if Contracts are Temporary? Empirical Evidence for Germany Using Selection Correction**, IWH Discussion Paper 14/2006 (*permanent working paper*).

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#### SELECTED WORK IN PROGRESS

Adermon, Adrian, Lisa Laun, Costanza Naguib, Martin Olsson, Jan Sauermann, and Anna Sjögren, **Heterogeneous impacts of COVID-19 on incomes**.

Butschek, Sebastian, Louis-Pierre Lepage, and Jan Sauermann, **Hiring discrimination along the life-cycle**.

Rosenqvist, Olof, and Jan Sauermann, **The effects of a large compensatory government grant in a decentralized school system**

Frederiksen, Anders, and Jan Sauermann, **Dynamic Effects of Bonus Pay: Evidence from Personnel Data**.

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#### BOOKS, RESEARCH REPORTS, AND OTHER PUBLICATIONS

Adermon, Adrian, Lisa Laun, Patrik Lind, Martin Olsson, Jan Sauermann, and Anna Sjögren (2022), **Coronapandemin, arbetsinkomsterna och välfärdssystemets skyddsgrad: Befolkningens inkomstutveckling under 2020**, IFAU Rapport 2022:3 and Underlagsrapport till SOU 2022:10.

Mengel, Frederike, Jan Sauermann, and Ulf Zölitz (2019), **Lehrevaluationen benachteiligen Wissenschaftlerinnen**, Ökonomenstimme.

Mengel, Frederike, Jan Sauermann, and Ulf Zölitz (2018), **Is there a gender bias in teaching evaluations?**, OUPblog.

Sauermann, Jan (2017), **Training and Performance in Call Centers**, CCP Research Brief 2, Center for Corporate Performance (CCP), May 2017.

Lindquist, Matthew J., Jan Sauermann, and Yves Zenou (2015), **Why worker productivity is contagious**, VoxEU Column.

Sauermann, Jan (2013), **Human Capital, Incentives, and Performance Outcomes**, Economisch Statistische Berichten (ESB) 98(4657).

Sauermann, Jan (2013), **Human Capital, Incentives, and Performance Outcomes**, PhD Thesis, Research Centre for Education and the Labour Market (ROA) Dissertation Series 13, Maastricht.

Cörvers, Frank, Arnaud Dupuy, and Jan Sauermann (2012), **Kwalificatievereisten stijgen niet overal**, Economisch Statistische Berichten (ESB) 97(4636).

Kriechel, Ben, and Jan Sauermann (2012), **Modeling replacement demand**, in: *Skills supply and demand in Europe – Methodological framework*, European Centre for the Development of Vocational Training (Cedefop), Research Paper 25, pp. 65-78.

De Grip, Andries, and Jan Sauermann (2011), **Het Effect van Ervaring op Productiviteit**, Economisch Statistische Berichten (ESB) 96(4621).

Dupuy, Arnaud, and Jan Sauermann (2011), **Estimating Substitution Demand**.

Dupuy, Arnaud, and Jan Sauermann (2011), **Forecasting Skill Supply and Demand in Europe: Skill Upgrading in Europe**, Technical Report, ROA Maastricht University.

Kriechel, Ben, and Jan Sauermann (2010), **Forecasting Skill Supply and Demand in Europe to**

**2020: Replacement Demand – Methods and Results**, Technical Report 005, Warwick: Institute for Employment Research.

Dupuy, Arnould, and Jan Sauermann (2009), **Measuring Skill-upgrading in the Dutch Labor Market**, Research Centre for Education and the Labour Market, Maastricht University.

De Grip, Arnould, Didier Fouarge, and Jan Sauermann (2009), **De betekenis van internationale mobiliteit en allochtone bètatechnici voor de Nederlandse arbeidsmarkt**, *PlatformPocket* 9, 2009. Den Haag: Platform Bètatechniek.

Reinowski, Eva, and Jan Sauermann (2007), **Befristete Beschäftigung: kein Hindernis für die Weiterbildung geringqualifizierter Personen**, *Wirtschaft im Wandel* 3/2007. Halle: Halle Institute for Economic Research (with Eva Reinowski).

Sauermann, Jan (2005), **Registrierte Arbeitslosigkeit oder Erwerbslosigkeit: Gibt es das bessere Messkonzept?**, *Wirtschaft im Wandel* 4/2005. Halle: Halle Institute for Economic Research.

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#### TEACHING, SUPERVISION, AND EXAMINATION

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##### A. Teaching

###### **Seminar in applied economics** (Master)

University of Würzburg 2022/23; 2023/24

Seminar coordinator and term paper supervisor (10 ECTS)

###### **Personnel Economics** (Master)

Stockholm University 2014/15; 2015/16; 2016/17; 2018/19

Course coordinator and lecturer (7.5 ECTS; 18/18 lectures and seminars)

###### **Human capital and the Economics of Education** (PhD)

Stockholm University 2017/18; 2018/19

Lecturer (7.5 ECTS; 4/12 lectures)

###### **Gender differences: origins and consequences** (PhD)

Stockholm University 2017/18

Lecturer (7.5 ECTS; 2/12 lectures)

###### **Topics in Personnel Economics** (PhD)

University of Hamburg 2015/16

Course coordinator and lecturer (6 ECTS; 12/12 lectures)

###### **Education and Social Cohesion** (Master)

Maastricht University 2008/2009

Teaching assistant (7.5 ECTS; 2/14 sessions and term paper supervision)

##### B. Supervision

Uppsala University (PhD supervision Olle Törnquist) 2023-2027

University of Würzburg (master thesis supervision) 2024

Stockholm School of Economics (master thesis supervision) 2019

Maastricht University (master thesis supervision) 2010

##### C. Teaching certificates:

Teaching methods (UL1: Stockholm University; 7.5 ECTS) 2015

Thesis supervision (UL2: Stockholm University; 7.5 ECTS) 2015

##### D. Examination:

Member of examination committee for Malin Tallås Ahlén 2022

Faculty opponent for Gunnar Brandén's final seminar, Uppsala University 2018

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#### GRANTS AND AWARDS

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###### **Swedish Research Council for Health Working Life and Welfare (FORTE)**

Co-applicant (PI: Lisa Laun; 2.1 mio. Euro; research project) 2023-2028

###### **Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse**

Principal investigator (22,000 Euro; workshop organization) 2024-2026

<b>Swedish Research Council for Health Working Life and Welfare (FORTE)</b>	
Principal investigator (430,000 Euro; research project)	2024-2026
<b>Riksbankens Jubileumsfonds (RJ)</b>	
Project member (PI: Louis-Pierre Lepage; 350,000 Euro; research project)	2024-2026
<b>Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse</b>	
Project member (PI: Louis-Pierre Lepage; 176,000 Euro; research project)	2024-2026
<b>Swedish Research Council (<i>Vetenskapsrådet</i>)</b>	
Principal investigator (316,000 Euro; research project)	2023-2025
<b>Swedish Research Council for Health Working Life and Welfare (FORTE)</b>	
Project member (PI: Johanna Rickne; 1.5 mio. Euro; research project)	2019-2025
<b>Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse</b>	
Principal investigator (13,000 Euro; workshop organization)	2019-2024
<b>Institute for Evaluation of Labour Market and Education Policy (IFAU)</b>	
Principal investigator (104,000 Euro; research project)	2018-2019
<b>NORFACE</b> , PII (Populism, Inequality and Institutions) consortium	
Project member (PI: David Soskice; 1.5 mio. Euro; research project)	2018-2022
<b>Swedish Research Council (<i>Vetenskapsrådet</i>)</b>	
Co-applicant (PI: Anders Stenberg; 264,000 Euro; research project)	2018-2019
<b>Institute for Evaluation of Labour Market and Education Policy (IFAU)</b>	
Project member (PI: Gerard Pfann; 94,000 Euro; research project)	2016-2017
<b>Travel grants</b>	
Stiftelse Siamon (total of 2.200 Euro); Wenner-Gren Foundation (1,500 Euro)	2015-2020
<b>Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse</b>	
Principal investigator (40,000 Euro; research project)	2015-2019
<b>NRW Young Scientist Award</b>	
Best paper in economics (1,500 Euro)	2012
<b>Network Social Innovation (NSI)</b>	
Co-applicant (PI: Andries De Grip; 25,000 Euro; research project)	2012
<b>Network Social Innovation (NSI)</b>	
PhD grant (PI: Andries De Grip; 110,000 Euro; research project)	2007-2012
<b>German Data Forum (RatSWD)</b>	
Co-principal investigator (with Eva Reinowski; 20,000 Euro)	2006

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#### CONFERENCE AND WORKSHOP PRESENTATIONS

Advances with Field Experiments, Wharton School (2010); American Economic Association (AEA; 2016); Cedefop, Malta (2009); Cedefop-Eurofound-IZA virtual conference on Workplace and management practices (2020); COPE Colloquium on Personnel Economics (2015, 2016); CVER Conference, London School of Economics (2016); Economics of Leadership, MIT Sloan (2012); Education in Adulthood and the Labour Market, IAB Nuremberg (2009); European Association of Labour Economists (EALE: 2006, 2008, 2009, 2011, 2012, 2019, 2021); European Economic Association (EEA: 2009, 2010); European Society for Population Economics (ESPE: 2012, 2016, 2021); Gender and the Labor Market: Empirical Approaches, Barcelona GSE Summer Forum (2015); Industry Studies Conference (05/2008); International GSOEP Young Scholars Symposium, Delmenhorst (2006); International Workshop on Applied Economics of Education, Catanzaro (2010); IZA Summer School, Buch (2011); Joint EALE / Society of Labor Economists (SOLE) Conference (2015); Joint AASLE / EALE / SOLE Conference (2020); Konferenz für Sozial- und Wirtschaftsdaten (2006); Royal Economic Society (RES: 2011); RES PhD Meeting (2012); SOLE (2009, 2011); Stockholm Behavioral Economics Network (2015); Vacancies, Hiring and Matching Workshop, IAB Nuremberg (2019); Verein für Socialpolitik (2006, 2014, 2021); Workshop Labour Markets for Scientists and Engineers, Maastricht (2008)

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#### INVITED TALKS

Aarhus University (2015); Berlin Applied Micro Seminar (2019); BeNA, Berlin (2013); CAM Seminar, Copenhagen (2016); CCP Meeting, Copenhagen (2017); CESIS Research Seminar, KTH Stockholm (2017); Copenhagen Business School (2017); HECER, Helsinki (2014); IAAEU Trier (2022); IAB, Nuremberg (2015); IFAU, Uppsala (2013, 2015, 2020); IFAU UCLS Education and Human Capital Conference (2023);

*invited comment*); IFN Stockholm (2016, 2020); IZA, Bonn (2012); Jönköping University (2023); Linnaeus University (2022); Maastricht University (2007, 2x2009, 2012; 2022); Network Social Innovation, Maastricht (2010, 2012); Queen's University, Kingston (2012); Rockwool Foundation, Copenhagen (2016); Erasmus University Rotterdam (2020); RWI Essen (2010); RWTH Aachen (2018); SOFI, Stockholm University (2x2012, 2014, 2x2015, 2016); Department of Political Science, University of Gothenburg (2018); University of Cologne (2018); University of Paderborn (2012); University of Potsdam (2021); ZEW Mannheim (2011, 2016)

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#### OTHER PROFESSIONAL ACTIVITIES

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##### A. Workshop and seminar organization:

IFAU Seminars (co-organiser)	2023-present
Stockholm-Uppsala Education Economics Network workshops (co-organiser)	2017-present
IFAU and UCLS Conference on Education and Human Capital (academic committee)	2023
American Economic Association (AEA) (session organizer)	2016
SOFI Brown Bag seminar (organiser)	2014-2017
SOFI Seminars in Labour Economics (organiser)	2013-2015
Stockholm Behavioral Economics Network (co-organiser 3rd workshop)	2015

##### B. Committees and boards:

Research Council of the Swedish National Agency for Higher Vocational Education	2022-2023
External member recruiting committee professorship, Linnaeus University	2022
Junior Recruiting Committee Member, SOFI	2014/15; 2016/17; 2018/19

##### C. Editorial service:

Editor of New Economics Papers – Gender	2016-present
StataTeXBlog.com	2010-present

##### D. Refereeing:

*American Economic Review; CESifo Economic Studies; Economic Inquiry; Economic Journal; Economics of Education Review; European Economic Review; European Sociological Review; German Economic Review; ILR Review; Journal of Behavioral and Experimental Economics; Journal of Economic Behavior & Organization; Journal of Economic Psychology; Journal of Economics & Management Strategy; Journal of Human Resources; Journal of Labor Economics; Journal of Public Economics; Journal of the European Economic Association; Labour Economics; Management Science; Nature Human Behaviour; Scandinavian Journal of Economics*

##### E. External grant reviewer:

*Economic and Social Research Council (ESRC); German Academic Exchange Service (DAAD); German Federal Ministry of Labour and Social Affairs; Leibniz Institute for Educational Trajectories; Swiss National Science Foundation*

##### F. Memberships:

*European Association of Labour Economists; European Economic Association; Nationalekonomiska Föreningen (Swedish Economic Association)*

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#### MEDIA APPEARANCE AND DISSEMINATION OF RESEARCH

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Bayerischer Rundfunk (BR), Economisch Statistische Berichten (ESB), Focus Online, IZA Newsroom, Moment (AT), Ökonomenstimme, OUPblog, Süddeutsche Zeitung, The Economist, Universitetsläraren, Voxeu.org

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#### LANGUAGE, IT, AND TEACHING SKILLS

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*Languages:* German (native), English (fluent), Dutch (fluent), Swedish (fluent)

*IT skills:* Stata, Gauss, Latex, HTML, PHP, SQL, NetQuestionnaire