

# 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: [sites.google.com/site/jansauermann](https://sites.google.com/site/jansauermann)

### RESEARCH INTERESTS

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

### CURRENT AND PAST POSITIONS

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**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

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**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

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**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

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**Stockholm University**, Docent in Economics (*habilitation* equivalent) 2018  
**Maastricht University**, PhD in Economics 2012  
**Short courses** 2007-2008  
 Causal Inference and Program Evaluation (Guido Imbens); Discrete Choice Modelling (William Greene);  
 Field Experiments (John List); Panel Econometrics (Badi Baltagi)

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

#### PUBLICATIONS

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- J12 [Worker Reciprocity and the Returns to Training: Evidence from a Field Experiment](#), *Journal of Economics & Management Strategy*, *forthcoming*
- J11 [Gender Bias in Teaching Evaluations](#), *Journal of the European Economic Association*, 17(2), pp. 535-566, 2019 (with Friederike Mengel and Ulf Zölitz).
- J10 [Working Hours and Productivity](#), *Labour Economics*, 47, pp. 96-106, 2017 (with Marion Collewet).
- J9 [Estimating the Relationship between Skill and Overconfidence](#), *Journal of Behavioral and Experimental Economics* 68, pp. 18-24, 2017 (with Andries De Grip and Jan Feld).
- J8 [Referee Bias](#), *Journal of Economic Surveys* 30(4), pp. 679-695, 2016 (with Thomas Dohmen).
- J7 [The Role of Peers in Estimating Tenure-Performance Profiles: Evidence from Personnel Data](#), *Journal of Economic Behavior & Organization* 126 (June), pp. 39-54, 2016 (with Andries De Grip and Inge Sieben).
- J6 [Performance Measures and Workers’ Productivity](#), *IZA World of Labor* 260 (May), 2016.
- J5 [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, 2013 (with Andries De Grip).
- J4 [The Effects of Training on Own and Co-Worker Productivity: Evidence from a Field Experiment](#), *Economic Journal* 122 (560), pp. 376-399, 2012 (with Andries De Grip).
- J3 [What Makes a Good Conference? Analysing the Preferences of Labour Economists](#), *Labour Economics* 17(5), pp. 868-874, 2010 (with Lex Borghans and Margo Romans).
- J2 [What Affects International Migration of Science and Engineering Graduates from Europe?](#), *Economics of Innovation and New Technology* 19(5), pp. 407-421, 2010 (with Andries De Grip and Didier Fouarge).
- J1 [Does Temporary Employment Affect the Work-related Training of Low-skilled Employees?](#), *Journal for Labour Market Research* 41(4), pp. 489-499, 2008 (with Eva Reinowski; in German).

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

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- W6 [Firm Pay Dynamics](#), October 2021 (with Niklas Engbom and Christian Moser).
- W5 [The Effect of Employment Protection on Firms’ Worker Selection](#), IZA Discussion Paper No. 12305, April 2019; current version: September 2021 (with Sebastian Butschek).
- W4 [Assessing Selection Bias in Non-experimental Estimates of the Returns to Workplace Training](#), IZA Discussion Paper No. 13789, October 2020; current version: June 2021 (with Anders Stenberg).
- W3 [Do estimated individual fixed effects capture worker ability?](#), July 2019 (with Sebastian Butschek).
- W2 [Peer Effects in the Workplace: A Network Approach](#) (with Matthew J. Lindquist and Yves Zenou), December 2017 (previously circulated as *Network Effects on Worker Productivity*, CEPR Discussion Paper No. 10928).
- W1 [Who Invests in Training if Contracts are Temporary? Empirical Evidence for Germany Using Selection Correction](#), IWH Discussion Paper 14/06, July 2006. (*Archived*)

#### WORK IN PROGRESS

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- P6 [Board quotas, women’s representation in top management, and firm performance](#) (with Harini Annadanam and Aylin Shawkat).
- P5 [Intention-to-treat versus naive OLS in difference-in-differences designs](#) (with Sebastian Butschek).

- P4 **Sibling Peer Effects in Field of Study Choice in Upper Secondary Schooling** (with Anders Stenberg).
- P3 **Short- and Long-term Effects of Vocational versus General Schooling: A Regression Discontinuity Approach** (with Anders Stenberg).
- P2 **Dynamic Effects of Bonus Pay: Evidence from Personnel Data** (with Anders Frederiksen).
- P1 **The Heterogeneous Effects of Bonus Pay on Performance Outcomes.**

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BOOKS, RESEARCH REPORTS, AND OTHER PUBLICATIONS

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- O16 **Lehrevaluationen benachteiligen Wissenschaftlerinnen**, Ökonomenstimme, September 2019 (with Friederike Mengel and Ulf Zölitz).
- O15 **Is there a gender bias in teaching evaluations?**, OUPblog, March 2018 (with Friederike Mengel and Ulf Zölitz).
- O14 **Training and Performance in Call Centers**, CCP Research Brief 2, Center for Corporate Performance (CCP), May 2017.
- O13 **Why worker productivity is contagious**, VoxEU Column, December 2015 (with Matthew Lindquist and Yves Zenou).
- O12 **Human Capital, Incentives, and Performance Outcomes**, Economisch Statistische Berichten (ESB) 98(4657), 2013.
- O11 **Human Capital, Incentives, and Performance Outcomes**, PhD Thesis, Research Centre for Education and the Labour Market (ROA) Dissertation Series 13, Maastricht, 2013.
- O10 **Kwalificatievereisten stijgen niet overall**, Economisch Statistische Berichten (ESB) 97(4636) (with Frank Cörvers and Arnaud Dupuy), 2012.
- O9 **Modelling 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 (with Ben Kriechel), 2012.
- O8 **Het Effect van Ervaring op Productiviteit**, Economisch Statistische Berichten (ESB) 96(4621) (with Andries De Grip), 2011.
- O7 **Estimating Substitution Demand** (with Arnaud Dupuy), 2011.
- O6 **Forecasting Skill Supply and Demand in Europe: Skill Upgrading in Europe**, Technical Report, ROA Maastricht University (with Arnaud Dupuy), 2010.
- O5 **Forecasting Skill Supply and Demand in Europe to 2020: Replacement Demand – Methods and Results**, Technical Report 005, Warwick: Institute for Employment Research (with Ben Kriechel), 2010.
- O4 **Measuring Skill-upgrading in the Dutch Labor Market**, Research Centre for Education and the Labour Market, Maastricht University (with Arnaud Dupuy), 2009.
- O3 **De betekenis van internationale mobiliteit en allochtone bètatechnici voor de Nederlandse arbeidsmarkt**, *PlatformPocket* 9, 2009. Den Haag: Platform Bètatechniek (with Andries De Grip and Didier Fouarge), 2009.
- O2 **Befristete Beschäftigung: kein Hindernis für die Weiterbildung geringqualifizierter Personen**, *Wirtschaft im Wandel* 3/2007. Halle: Halle Institute for Economic Research (with Eva Reinowski), 2007.
- O1 **Registrierte Arbeitslosigkeit oder Erwerbslosigkeit: Gibt es das bessere Messkonzept?**, *Wirtschaft im Wandel* 4/2005. Halle: Halle Institute for Economic Research, 2005.

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TEACHING EXPERIENCE

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A. Courses

**Personnel Economics (Master)**

Stockholm University

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

Course coordinator and lecturer (SO7450; 7.5 ECTS; 18/18 lectures and seminars)

**Labor 3: Human capital and the Economics of Education (PhD)**

Stockholm University

2017/18; 2018/19

Lecturer (7.5 ECTS; 4/12 lectures; with Matthew Lindquist and Jonas Vlachos)

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

Stockholm University

2017/18

Lecturer (7.5 ECTS; 2/12 lectures; with Anne Boschini, Ian Burn, Johanna Rickne, Jenny Säve-Söderbergh, and Emma Von Essen)

**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 (1157M; 7.5 ECTS; 2/14 sessions and term paper supervision)

*B. Supervision and opponent*

Stockholm School of Economics (master thesis supervisor)

2019

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

2018

Maastricht University (master thesis co-supervisor)

2010

*C. Teaching certificates:*

Teaching methods (UL1: Stockholm University; 7.5 ECTS)

2015

Thesis supervision (UL2: Stockholm University; 7.5 ECTS)

2015

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**GRANTS, SCHOLARSHIPS, AND AWARDS****Swedish Research Council for Health Working Life and Welfare (FORTE)**

Programme member (grant number: 2019-01251; 775,000 Euro)

2019-2023

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

Principal investigator for the "Stockholm-Uppsala Education Economics Workshop" (grant number: Fv19-0002; 14,000 Euro)

2019-2021

**Institute for Evaluation of Labour Market and Education Policy (IFAU)**

Principal investigator (grant number: 160/2017; 112,000 Euro)

2018-2019

**NORFACE, PII (Populism, Inequality and Institutions) consortium**

Programme member (1,500,000 Euro)

2018-2022

**Vetenskapsrådet (Swedish Research Council)**

Co-applicant (grant number: 2017-03432; 307,500 Euro)

2018-2019

**Institute for Evaluation of Labour Market and Education Policy (IFAU)**

Co-applicant (grant number: 156/2015; 116,000 Euro)

2016-2017

**Travel grants**

Stiftelse Siamon (total of 2.700 Euro); Wenner-Gren Foundation (1,500 Euro)

2015-2020

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

Principal investigator (grant number: P2014-0236:1; 50,000 Euro)

2015-2019

**NRW Young Scientist Award**

For paper "The effects of training on own and co-worker productivity: Evidence from a field experiment" (1,500 Euro)

2012

**Network Social Innovation (NSI)**

Co-applicant (25,000 Euro)

2012

**Network Social Innovation (NSI)**

PhD grant (110,000 Euro)

2007–2012

**German Data Forum (RatSWD)**

Co-applicant (20,000 Euro)

2006

CONFERENCE PRESENTATIONS

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American Economic Association (AEA) (2016: session organizer and presenter); 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); Industry Studies Conference (05/2008); 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); Verein für Socialpolitik (2006, 2014, 2021)

SEMINAR AND WORKSHOP PRESENTATIONS

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Aarhus University (2015); Advances with Field Experiments, Wharton School (2010); Berlin Applied Micro Seminar (2019); BeNA, Berlin (2013); CAM Seminar, Copenhagen (2016); CCP Meeting, Copenhagen (2017); Cedefop, Malta (2009); Cedefop-Eurofound-IZA virtual conference on Workplace and management practices (2020); CESIS Research Seminar, KTH Stockholm (2017); COPE Colloquium on Personnel Economics (2015, 2016); Copenhagen Business School (2017); CVER Conference, London School of Economics (2016); Economics of Leadership, MIT Sloan (2012); Education in Adulthood and the Labour Market, IAB Nuremberg (2009); Gender and the Labor Market: Empirical Approaches, Barcelona GSE Summer Forum (2015); HECER, Helsinki (2014); IAB, Nuremberg (2015); IFAU, Uppsala (2013, 2015, 2020); IFN Stockholm (2016, 2020); International GSOEP Young Scholars Symposium, Delmenhorst (2006); International Workshop on Applied Economics of Education, Catanzaro (2010); IZA, Bonn (2012); IZA Summer School, Buch (2011); Maastricht University (2007, 2x2009, 2012); 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); Stockholm Behavioral Economics Network (2015); Department of Political Science, University of Gothenburg (2018); University of Cologne (2018); University of Paderborn (2012); University of Potsdam (2021); Vacancies, Hiring and Matching Workshop, IAB Nuremberg (2019); Workshop Labour Markets for Scientists and Engineers, Maastricht (2008); ZEW Mannheim (2011, 2016)

OTHER PROFESSIONAL ACTIVITIES

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[Stockholm-Uppsala Education Economics Network](#) (co-founder and workshop organizer) 2017-*present*

[Editor of New Economics Papers – Gender](#) 2016-*present*

[StataTeX Blog](#)—blog for Stata and LaTeX codes (founder) 2010-*present*

Junior Recruiting Committee Member, SOFI 2014/15; 2016/17; 2018/19

[SOFI Brown Bag seminar](#) (organiser) 2014-2017

[SOFI Seminars in Labour Economics](#) (organiser) 2013-2015

Stockholm Behavioral Economics Network (co-organiser 3rd workshop) 2015

Referee for: *CESifo Economic Studies*; *Economic Inquiry*; *Economic Journal*; *Economics of Education Review*; *European Sociological 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 Public Economics*; *Labour Economics*; *Management Science*; *Nature Human Behaviour*; *Scandinavian Journal of Economics*

Grant reviewing and consulting: *German Academic Exchange Service (DAAD)*; *German Federal Ministry of Labour and Social Affairs*; *Leibniz Institute for Educational Trajectories*; *Swiss National Science Foundation*

Memberships: *European Association of Labour Economists; European Economic Association; National-ekonomiska Föreningen (Swedish Economic Association); Verein für Socialpolitik (German 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), 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 (intermediate)

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