

# Jan Sauermann

## Curriculum Vitae

Swedish Institute for Social Research (SOFI), Stockholm University  
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### RESEARCH INTERESTS

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

### CURRENT AND PAST POSITIONS

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#### Swedish Institute for Social Research (SOFI)

Stockholm University, Sweden

*Associate Professor (docent)*

02/2018-present

*Assistant Professor (forskare)*

10/2012-01/2018

*Parental leave from 08/2017-05/2018*

#### Research Centre for Education and the Labour Market (ROA)

04/2007-08/2012

Maastricht University, Netherlands; *Researcher*

#### Halle Institute for Economic Research (IWH)

02/2005-03/2007

Halle, Germany; *Researcher*

#### Centre for European Economic Research (ZEW)

01/2001-12/2004

Mannheim, Germany; *Research Assistant*

### RESEARCH VISITS

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

Cologne, Germany; *Visiting Researcher*

**Department of Economics, University of Copenhagen**

09/2016-10/2016

Copenhagen, Denmark; *Visiting Researcher*

**Centre for European Economic Research (ZEW)**

04/2016

Mannheim, Germany; *Visiting Researcher*

### EDUCATION

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**Stockholm University**, Docent in Economics

2018

**Maastricht University**, PhD in Economics

2012

Thesis: *Human Capital, Incentives, and Performance Outcomes* (supervisor: Andries De Grip)

**Summer schools and short courses**

2007-2008

Causal Inference and Program Evaluation (Guido Imbens); Discrete Choice Modelling (William Greene);  
 Field Experiments (John List); Panel Econometrics (Badi Baltagi)

**University of Zurich**, Graduate Courses

2006-2007

Swiss Leading House "Economics of Education"

**University of Mannheim**, Diploma in Economics (M.A.-equivalent degree)

2004

Thesis supervisor: Bernd Fitzenberger

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## AFFILIATIONS AND FELLOWSHIPS

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<b>Center for Corporate Performance (CCP)</b> , Copenhagen Business School <i>Research Associate</i>	2016- <i>present</i>
<b>ROA</b> , Maastricht University, Netherlands <i>Research Fellow</i>	2012- <i>present</i>
<b>Institute of Labor Economics (IZA)</b> , Bonn, Germany <i>Research Fellow</i>	2017- <i>present</i>
<i>Research Affiliate</i>	2011-2017
<b>Network Social Innovation (NSI)</b> , Maastricht, Netherlands <i>Research Affiliate</i>	2008-2012

## PUBLICATIONS

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- 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 [Assessing the Selection Bias of Non-experimental Estimates in the Returns to Workplace Training](#) (with Anders Stenberg), November 2019.
- W5 [Worker Reciprocity and the Returns to Training: Evidence from a Field Experiment](#), August 2019 (previous version available as IZA Discussion Paper No. 9179).
- W4 [Do estimated individual fixed effects capture worker ability?](#) (with Sebastian Butschek), July 2019.
- W3 [The Effect of Employment Protection on Firms' Worker Selection](#), IZA Discussion Paper No. 12305, April 2019 (with Sebastian Butschek).
- W2 [Peer Effects in the Workplace: A Network Approach](#) (with Matthew J. Lindquist and Yves Zenou), December 2017 (previous version 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*).

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WORK IN PROGRESS

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- P4 **Sibling Peer Effects in Field of Study Choice** (with Anders Stenberg, Stockholm University).
- P3 **Short- and Long-term Effects of Vocational versus General Schooling: A Regression Discontinuity Approach** (with Anders Stenberg, Stockholm University).
- P2 **Dynamic Effects of Bonus Pay: Evidence from Personnel Data** (with Anders Frederiksen, Aarhus University).
- 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 (INCLUDING SCHEDULED)

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##### A. Courses taught

##### **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

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##### **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 (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 (1.300 Euro); Wenner-Gren Foundation (1,500 Euro) 2015

##### **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

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**CONFERENCE PRESENTATIONS (INCLUDING SCHEDULED)**


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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); Joint EALE / Society of Labor Economists (SOLE) Conference (2015); European Economic Association (EEA) (2009, 2010); European Society for Population Economics (ESPE) (2012, 2016); Industry Studies Conference (05/2008); Konferenz für Sozial- und Wirtschaftsdaten (2006); Royal Economic Society, RES (2011); RES PhD Meeting (2012); SOLE (2009, 2011); Verein für Socialpolitik (2006, 2014)

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**SEMINAR AND WORKSHOP PRESENTATIONS (INCLUDING SCHEDULED)**


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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); 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); International GSOEP Young Scholars Symposium, Delmenhorst (2006); International Workshop on Applied Economics of Education, Catanzaro (2010); IZA, Bonn (2012); IZA Summer School, Buch (2011); Aarhus University (2015); Maastricht University (2007, 2x2009, 2012, 2020); Network Social Innovation, Maastricht (2010, 2012); Queen’s University, Kingston (2012); IFN Stockholm (2016); Rockwool Foundation, Copenhagen (2016); 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); Vacancies, Hiring and Matching Workshop, IAB Nuremberg (2019); Workshop Labour Markets for Scientists and Engineers, Maastricht (2008); ZEW Mannheim (2011, 2016)

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**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*

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

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

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

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

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

Referee for: *CESifo Economic Studies*; *Economic Inquiry*; *Economic Journal*; *Economics of Innovation and New Technology*; *Economics of Education Review*; *Empirical Research in Vocational Education and Training*; *European Sociological Review*; *IFAU Uppsala*; *IZA World of Labor*; *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*; *Oxford University Press*; *Scandinavian Journal of Economics*

Grant reviewing: *Swiss National Science Foundation; German Academic Exchange Service (DAAD)*

Memberships: *American Economic Association; European Association of Labour Economists; European Economic Association; Royal Economic Society; Nationalekonomiska 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, 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 (survey software)