

Jan Sauermann

Curriculum Vitae

Institute for Evaluation of Labour Market and Education Policy (IFAU)
 SE-75120 Uppsala
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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

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 Modeling (William Greene);
 Field Experiments (John List); Panel Econometrics (Badi Baltagi)

University of Zurich, Swiss Leading House “Economics of Education”

2006-2007

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

2004

PUBLICATIONS

- J14 Butschek, Sebastian, and Jan Sauermann (2022), [The Effect of Employment Protection on Firms’ Worker Selection](#), *Journal of Human Resources*, *forthcoming*.
- J13 Engbom, Niklas, Christian Moser, and Jan Sauermann (2022), [Firm Pay Dynamics](#), *Journal of Econometrics*, *forthcoming*.
- J12 Sauermann, Jan (2022), [Worker Reciprocity and the Returns to Training: Evidence from a Field Experiment](#), *Journal of Economics & Management Strategy*, *forthcoming*.
- J11 Mengel, Friederike, Jan Sauermann, and Ulf Zölitz (2019), [Gender Bias in Teaching Evaluations](#), *Journal of the European Economic Association*, 17(2), pp. 535-566.
- J10 Collewet, Marion, and Jan Sauermann (2017), [Working Hours and Productivity](#), *Labour Economics*, 47, pp. 96-106.
- J9 Feld, Jan, De Grip, Andries, and Jan Sauermann (2017), [Estimating the Relationship between Skill and Overconfidence](#), *Journal of Behavioral and Experimental Economics* 68, pp. 18-24.
- J8 Dohmen, Thomas, and Jan Sauermann (2016), [Referee Bias](#), *Journal of Economic Surveys* 30(4), pp. 679-695.
- J7 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.
- J6 Sauermann, Jan (2016), [Performance Measures and Workers’ Productivity](#), *IZA World of Labor* 260 (May).
- J5 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.
- J4 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.
- J3 Borghans, Lex, Margo Romans, and Jan Sauermann (2010), [What Makes a Good Conference? Analysing the Preferences of Labour Economists](#), *Labour Economics* 17(5), pp. 868-874.
- J2 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.
- J1 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

- W5 Annadanam, Harini, Jan Sauermann, and Aylin Shawkat, [Board quotas, women’s representation in top management, and firm performance](#), April 2022
- W4 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).
- W3 Sauermann, Jan, and Anders Stenberg, [Assessing Selection Bias in Non-experimental Estimates of the Returns to Workplace Training](#), IZA DP 13789; current version: June 2021.
- W2 Sauermann, Jan, and Anders Stenberg: [Short- and Long-term Effects of Vocational versus Gen-](#)

[eral Schooling: A Regression Discontinuity Approach.](#), April 2017 (*permanent working paper.*)

- W1 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.*)

WORK IN PROGRESS

- P5 Butschek, Sebastian, Louis-Pierre Lepage, and Jan Sauermann, **How Do Firms Set Job Requirements? Evidence from Young Workers.**
- P4 Butschek, Sebastian, and Jan Sauermann: **Intention-to-treat versus naive OLS in difference-in-differences designs.**
- P3 Butschek, Sebastian, and Jan Sauermann, **Do estimated individual fixed effects capture worker ability?**, September 2019
- P2 Frederiksen, Anders, and Jan Sauermann: **Dynamic Effects of Bonus Pay: Evidence from Personnel Data.**
- P1 Sauermann, Jan: **The Heterogeneous Effects of Bonus Pay on Performance Outcomes.**

BOOKS, RESEARCH REPORTS, AND OTHER PUBLICATIONS

- O17 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.
- O16 Mengel, Friederike, Jan Sauermann, and Ulf Zölitz (2019), [Lehrevaluationen benachteiligen Wissenschaftlerinnen](#), Ökonomenstimme.
- O15 Mengel, Friederike, Jan Sauermann, and Ulf Zölitz (2018), [Is there a gender bias in teaching evaluations?](#), OUPblog.
- O14 Sauermann, Jan (2017), [Training and Performance in Call Centers](#), CCP Research Brief 2, Center for Corporate Performance (CCP), May 2017.
- O13 Lindquist, Matthew J., Jan Sauermann, and Yves Zenou (2015), [Why worker productivity is contagious](#), VoxEU Column.
- O12 Sauermann, Jan (2013), **Human Capital, Incentives, and Performance Outcomes**, Economisch Statistische Berichten (ESB) 98(4657).
- O11 Sauermann, Jan (2013), **Human Capital, Incentives, and Performance Outcomes**, PhD Thesis, Research Centre for Education and the Labour Market (ROA) Dissertation Series 13, Maastricht.
- O10 Cörvers, Frank, Arnaud Dupuy, and Jan Sauermann (2012), **Kwalificatievereisten stijgen niet overal**, Economisch Statistische Berichten (ESB) 97(4636).
- O9 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.
- O8 De Grip, Andries, and Jan Sauermann (2011), **Het Effect van Ervaring op Productiviteit**, Economisch Statistische Berichten (ESB) 96(4621).
- O7 Dupuy, Arnaud, and Jan Sauermann (2011), **Estimating Substitution Demand.**
- O6 Dupuy, Arnaud, and Jan Sauermann (2011), **Forecasting Skill Supply and Demand in Europe: Skill Upgrading in Europe**, Technical Report, ROA Maastricht University.
- O5 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.
- O4 Dupuy, Arnaud, and Jan Sauermann (2009), **Measuring Skill-upgrading in the Dutch Labor Market**, Research Centre for Education and the Labour Market, Maastricht University.

- O3 De Grip, Andries, 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.
- O2 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).
- O1 Sauermann, Jan (2005), [Registrierte Arbeitslosigkeit oder Erwerbslosigkeit: Gibt es das bessere Messkonzept?](#), *Wirtschaft im Wandel* 4/2005. Halle: Halle Institute for Economic Research.

TEACHING, SUPERVISION, AND EXAMINATION

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

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

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 (<i>Swedish Research Council</i>)	
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

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

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); IAAEU Trier (2022); 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); 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); 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

A. Workshop and seminar organization:

Stockholm-Uppsala Education Economics Network workshops	2017, 2018, 2019
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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:

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

C. Other service:

Editor of New Economics Papers – Gender	2016-present
StataTeXBlog.com (founder and writer)	2010-present

D. Refereeing:

Journals: *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*

E. Memberships:

European Association of Labour Economists; *European Economic Association*; *Nationalekonomiska Föreningen (Swedish Economic Association)*; *Verein für Socialpolitik (German Economic Association)*

MEDIA APPEARANCE AND DISSEMINATION OF RESEARCH

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

LANGUAGE, IT, AND TEACHING SKILLS

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

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