

Jan Sauermann

Curriculum Vitae

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

- 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

- W6 [Firm Pay Dynamics](#), IZA DP 15014; CEPR DP 16922, NBER WP 29697, January 2022 (with Niklas Engbom and Christian Moser). *Accepted for publication at Journal of Econometrics*.
- W5 [The Effect of Employment Protection on Firms’ Worker Selection](#), IZA DP 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 DP 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 DP10928).
- 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

- 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.**

BOOKS, RESEARCH REPORTS, AND OTHER PUBLICATIONS

- 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.

TEACHING EXPERIENCE

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

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

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); 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

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

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

External member recruiting committee professorship, Linnaeus University 2022

[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)*

MEDIA APPEARANCE AND DISSEMINATION OF RESEARCH

Bayerischer Rundfunk (BR), Economisch Statistische Berichten (ESB), Focus Online, IZA Newsroom, Moment (AT), 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