

Jan Sauermann

Curriculum Vitae

Institute for Evaluation of Labour Market and Education Policy (IFAU)
 SE-75120 Uppsala
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 Website: 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
Associate Professor (docent) since 09/2020
Parental leave from 09/2020-01/2021 (50%)

Stockholm University, Swedish Institute for Social Research (SOFI)
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%)

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

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

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

AFFILIATIONS AND FELLOWSHIPS

Uppsala Center for Labor Studies (UCLS), Uppsala University since 2020

Center for Corporate Performance (CCP), Copenhagen Business School since 2016

ROA, Maastricht University since 2012

Institute of Labor Economics (IZA), Bonn since 2011

Network Social Innovation (NSI), Maastricht 2008-2012

RESEARCH VISITS

University of Cologne 11/2018

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 2013

External 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

PUBLICATIONS (*citations according to SCOPUS; total: 740 citations*)

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- J15 Clemens, Marco, and Jan Sauermann (2025), **Making the Right Call: The Heterogeneous Effects of Individual Performance Pay on Productivity**, *Labour Economics*, 94
- J14 Butschek, Sebastian, and Jan Sauermann (2024), **The Effect of Employment Protection on Firms' Worker Selection**, *Journal of Human Resources*, 59(6), pp. 1981-2020 (2 citations)
- J13 Adermon, Adrian, Lisa Laun, Patrik Lind, Martin Olsson, Jan Sauermann, and Anna Sjögren (2024), **Earnings Losses and the Role of the Welfare State during the COVID-19 Pandemic: Evidence from Sweden**, *Review of Income and Wealth*, 70(4), pp. 981-1010 (2 citations)
- J12 Engbom, Niklas, Christian Moser, and Jan Sauermann (2023), **Firm Pay Dynamics**, *Journal of Econometrics*, 233(2), pp. 396-423 (7 citations)
- J11 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 (3 citations)
- J10 Mengel, Friederike, Jan Sauermann, and Ulf Zölitz (2019), **Gender Bias in Teaching Evaluations**, *Journal of the European Economic Association*, 17(2), pp. 535-566 (275 citations)
- J9 Collewet, Marion, and Jan Sauermann (2017), **Working Hours and Productivity**, *Labour Economics*, 47, pp. 96-106 (83 citations)
- J8 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 (46 citations)
- J7 Dohmen, Thomas, and Jan Sauermann (2016), **Referee Bias**, *Journal of Economic Surveys* 30(4), pp. 679-695 (115 citations)
- J6 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 (18 citations)
- 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 (75 citations)
- 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 (76 citations)
- 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 (18 citations)
- 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 (20 citations)
- 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.

DISCUSSION PAPERS AND PAPERS IN THE EDITORIAL PROCESS

- W4 Rosenqvist, Olof, and Jan Sauermann, **The effects of increasing compensatory resource allocation on student achievement: Evidence from the Equity grant in the Swedish compulsory school**, IFAU Working Paper 2025:15.
- W3 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).
- W2 Annadanam, Harini, Jan Sauermann, and Aylin Shawkat, **Board Quotas, Women's Representation in Top Management, and Firm Performance**, November 2022.
- W1 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).

BOOKS, RESEARCH REPORTS, AND OTHER PUBLICATIONS

- O22 Rosenqvist, Olof, and Jan Sauermann (2025), **Effekter av kompensatorisk resursfördelning i grundskolan: Erfarenheter från Kunskapsbidraget**, IFAU Rapport 2025:17.
- O21 Clemens, Marco, and Jan Sauermann (2025), **Belöningssystem och prestation: Vilka reagerar på prestationsbaserad lön?**, IFAU Rapport 2025:10.
- O20 Sauermann, Jan (2023), **Performance Measures and Workers' Productivity**, *IZA World of Labor* 260 (April). *Updated article*.
- O19 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.
- O18 Mengel, Friederike, Jan Sauermann, and Ulf Zölitz (2019), **Lehrevaluationen benachteiligen Wissenschaftlerinnen**, *Ökonomenstimme*.
- O17 Mengel, Friederike, Jan Sauermann, and Ulf Zölitz (2018), **Is there a gender bias in teaching evaluations?**, OUPblog.
- O16 Sauermann, Jan, and Anders Stenberg, **Short- and Long-term Effects of Vocational versus General Schooling: A Regression Discontinuity Approach**, April 2017 (*unpublished working paper*).
- O15 Sauermann, Jan (2017), **Training and Performance in Call Centers**, CCP Research Brief 2, Center for Corporate Performance (CCP), May 2017.
- O14 Lindquist, Matthew J., Jan Sauermann, and Yves Zenou (2015), **Why worker productivity is contagious**, VoxEU Column.
- O13 Sauermann, Jan (2013), **Human Capital, Incentives, and Performance Outcomes**, *Economisch Statistische Berichten (ESB)* 98(4657).
- O12 Sauermann, Jan (2013), **Human Capital, Incentives, and Performance Outcomes**, PhD Thesis, Research Centre for Education and the Labour Market (ROA) Dissertation Series 13, Maastricht.
- O11 Cörvers, Frank, Arnaud Dupuy, and Jan Sauermann (2012), **Kwalificatievereisten stijgen niet overal**, *Economisch Statistische Berichten (ESB)* 97(4636).
- O10 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.
- O9 De Grip, Andries, and Jan Sauermann (2011), **Het Effect van Ervaring op Productiviteit**, *Economisch Statistische Berichten (ESB)* 96(4621).
- O8 Dupuy, Arnaud, and Jan Sauermann (2011), **Estimating Substitution Demand**.

- ^{O7} Dupuy, Arnaud, and Jan Sauermann (2011), **Forecasting Skill Supply and Demand in Europe: Skill Upgrading in Europe**, Technical Report, ROA Maastricht University.
- ^{O6} 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.
- ^{O5} Dupuy, Arnaud, and Jan Sauermann (2009), **Measuring Skill-upgrading in the Dutch Labor Market**, Research Centre for Education and the Labour Market, Maastricht University.
- ^{O4} 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.
- ^{O3} 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).
- ^{O2} Sauermann, Jan, **Who Invests in Training if Contracts are Temporary? Empirical Evidence for Germany Using Selection Correction**, IWH Discussion Paper 14/2006.
- ^{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. Teaching

Seminar in applied economics (Master; 10 ECTS)	2023-2025
University of Würzburg; course development, course coordination and term paper supervision	
Personnel Economics (Master; 7.5 ECTS)	2015-2019
Stockholm University; course development, course coordination and lectures	
Human capital and the Economics of Education (PhD; 7.5 ECTS)	2018; 2019
Stockholm University; 4/12 lectures	
Gender differences: origins and consequences (PhD; 7.5 ECTS)	2017
Stockholm University; 2/12 lectures	
Topics in Personnel Economics (PhD; 6 ECTS)	2016
University of Hamburg; course development, course coordination and lectures	
Education and Social Cohesion (Master; 7.5 ECTS)	2009
Maastricht University; teaching assistant, 2/14 lectures and term paper supervision	

B. Supervision

Uppsala University (PhD supervision Olle Törnquist)	expected graduation 2027
University of Würzburg (master thesis supervision)	2024-2026
Stockholm School of Economics (master thesis supervision)	2019
Maastricht University (master thesis supervision)	2010

C. Thesis examination

Trier University (external thesis reviewer / opponent Marco Clemens)	2025
University of Würzburg (external thesis reviewer / opponent Patrick Sturm)	2025
Member of examination committee for Malin Tallås Ahlzén	2022
Faculty opponent for Gunnar Brandén's final seminar, Uppsala University	2018

D. Teaching certificates

Teaching methods (UL1: Stockholm University; 7.5 ECTS)	2015
Thesis supervision (UL2: Stockholm University; 7.5 ECTS)	2015

GRANTS AND AWARDS

Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse Principal investigator (18,000 Euro; workshop organization)	2025-2027
Swedish Research Council (<i>Vetenskapsrådet</i>) Co-applicant (PI: Erica Lindahl; 383,000 Euro; research project)	2025-2027
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
Swedish Research Council for Health Working Life and Welfare (FORTE) Principal investigator (430,000 Euro; research project)	2024-2026
Riksbankens Jubileumsfonds (RJ) Co-applicant (PI: Louis-Pierre Lepage; 350,000 Euro; research project)	2024-2026
Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse Co-applicant (PI: Louis-Pierre Lepage; 176,000 Euro; research project)	2024-2026
Swedish Research Council (<i>Vetenskapsrådet</i>) Principal investigator (316,000 Euro; research project)	2023-2025
Swedish Research Council for Health Working Life and Welfare (FORTE) Co-applicant (PI: Johanna Rickne; 1.5 mio. Euro; research project)	2019-2025
Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse Principal investigator (13,000 Euro; workshop organization)	2019-2024
Institute for Evaluation of Labour Market and Education Policy (IFAU) Principal investigator (104,000 Euro; research project)	2018-2019
NORFACE , PII (Populism, Inequality and Institutions) consortium Co-applicant (PI: David Soskice; 1.5 mio. Euro; research project)	2018-2022
Swedish Research Council (<i>Vetenskapsrådet</i>) Co-applicant (PI: Anders Stenberg; 264,000 Euro; research project)	2018-2019
Institute for Evaluation of Labour Market and Education Policy (IFAU) Co-applicant (PI: Gerard Pfann; 94,000 Euro; research project)	2016-2017
Travel grants Stiftelse Siamon; Wenner-Gren Foundation (total of 4,500 Euro)	2015-2020
Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse Principal investigator (40,000 Euro; research project)	2015-2019
NRW Young Scientist Award Best paper in economics (1,500 Euro)	2012
Network Social Innovation (NSI) Co-applicant (PI: Andries De Grip; 25,000 Euro; research project)	2012
Network Social Innovation (NSI) PhD grant (PI: Andries De Grip; 110,000 Euro; research project)	2007-2012
German Data Forum (RatSWD) Co-principal investigator (with Eva Reinowski; 20,000 Euro)	2006

PRESENTATIONS

A. Conferences and workshops

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); IFAU UCLS Education and Human Capital Conference (2023; *invited comment*); 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); Network Social Innovation, Maastricht (2010, 2012); 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); Workshop on Education Economics and Policy (2025)

B. Invited seminars

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); IFN, Stockholm (2016, 2020); IZA, Bonn (2012); Jönköping University (2023); Linnaeus University (2022); Maastricht University (2007, 2x2009, 2012; 2022); NTNU, Trondheim (2024); 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); University of Gothenburg (2018); University of Cologne (2018); University of Paderborn (2012); University of Potsdam (2021); Uppsala University (2025); ZEW Mannheim (2011, 2016)

OTHER PROFESSIONAL ACTIVITIES

A. Workshop and seminar organization

IFAU/UU mini course on shift share instruments (taught by Jan Stuhler)	2025
IFAU/UU mini course on survey experiments (taught by Ingar Haaland)	2024
Stockholm-Uppsala Education Economics Network workshops (co-founder and organizer; annually) 2017-present	
IFAU Seminars (co-organiser)	2023-2024
American Economic Association (AEA) (session organizer)	2016
SOFI Brown Bag seminar (founder and organizer)	2014-2017
SOFI Seminars in Labour Economics (organizer)	2013-2015
Stockholm Behavioral Economics Network workshop (co-organizer)	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

D. Refereeing

Journals: AEJ: Applied; American Economic Review; American Economic Review: Insights; 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 Political Economy Microeconomics; Journal of Public Economics; Journal of the European Economic Association; Labour Economics; Management Science; Nature Human Behaviour; Organization Science; Scandinavian Journal of Economics

Grants: 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

Academic committees: Colloquium on Personnel Economics (COPE; 2025, 2026); European Society for Population Economics (ESPE; 2026); IFAU and UCLS Conference on Education and Human Capital (2023); Stockholm-Uppsala Education Economics Network workshops (2017-ongoing)

MEDIA APPEARANCE AND DISSEMINATION OF RESEARCH

Bayerischer Rundfunk (BR), Economisch Statistische Berichten (ESB), Business Today Africa, Focus Online, GEO, IZA Newsroom, Moment (AT), Ökonomenstimme, OUPblog, Süddeutsche Zeitung, The Economist, Times of India, Universitetsläraren, Voxeu.org

LANGUAGE AND IT SKILLS

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

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