

# 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: [jansauermann.github.io](https://jansauermann.github.io)

### 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  
*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

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**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

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**University of Cologne** 11/2018

**University of Copenhagen** 09/2016-10/2016

**Centre for European Economic Research (ZEW)** 04/2016

### EDUCATION AND QUALIFICATIONS

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**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: 715 citations*)

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- J16 Clemens, Marco, and Jan Sauermann (2025), **Making the Right Call: The Heterogeneous Effects of Individual Performance Pay on Productivity**, *Labour Economics*, 94
- J15 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)
- J14 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)
- J13 Engbom, Niklas, Christian Moser, and Jan Sauermann (2023), **Firm Pay Dynamics**, *Journal of Econometrics*, 233(2), pp. 396-423 (5 citations)
- J12 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 (2 citations)
- J11 Sauermann, Jan (2023), **Performance Measures and Workers' Productivity**, *IZA World of Labor* 260 (April). *Updated article*.
- 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 (263 citations)
- J9 Collewet, Marion, and Jan Sauermann (2017), **Working Hours and Productivity**, *Labour Economics*, 47, pp. 96-106 (80 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 (112 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 (74 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 (73 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.
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## DISCUSSION PAPERS AND PAPERS IN THE EDITORIAL PROCESS

- W6 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**
- W5 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).
- W4 Annadanam, Harini, Jan Sauermann, and Aylin Shawkat, **Board Quotas, Women's Representation in Top Management, and Firm Performance**, November 2022.
- W3 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).
- W2 Sauermann, Jan, and Anders Stenberg, **Short- and Long-term Effects of Vocational versus General 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*).

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BOOKS, RESEARCH REPORTS, AND OTHER PUBLICATIONS

- O18 Clemens, Marco, and Jan Sauermann (2025), **Belöningsystem och prestation: Vilka reagerar på prestationsbaserad lön?**, IFAU Rapport 2025:10.
- 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.

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#### TEACHING, SUPERVISION, AND EXAMINATION

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##### A. Teaching

<b>Seminar in applied economics</b> (Master; 10 ECTS)	2023; 2024; 2025
University of Würzburg; course development, course coordination and term paper supervision	
<b>Personnel Economics</b> (Master; 7.5 ECTS)	2015; 2016; 2017; 2019
Stockholm University; course development, course coordination and lectures	
<b>Human capital and the Economics of Education</b> (PhD; 7.5 ECTS)	2018; 2019
Stockholm University; 4/12 lectures	
<b>Gender differences: origins and consequences</b> (PhD; 7.5 ECTS)	2017
Stockholm University; 2/12 lectures	
<b>Topics in Personnel Economics</b> (PhD; 6 ECTS)	2016
University of Hamburg; course development, course coordination and lectures	
<b>Education and Social Cohesion</b> (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, 2025
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

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#### GRANTS AND AWARDS

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<b>Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse</b>	
Principal investigator (18,000 Euro; workshop organization)	2025-2027

<b>Swedish Research Council</b> ( <i>Vetenskapsrådet</i> ) Co-applicant (PI: Erica Lindahl; 383,000 Euro; research project)	2025-2027
<b>Swedish Research Council for Health Working Life and Welfare (FORTE)</b> Co-applicant (PI: Lisa Laun; 2.1 mio. Euro; research project)	2023-2028
<b>Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse</b> Principal investigator (22,000 Euro; workshop organization)	2024-2026
<b>Swedish Research Council for Health Working Life and Welfare (FORTE)</b> Principal investigator (430,000 Euro; research project)	2024-2026
<b>Riksbankens Jubileumsfonds (RJ)</b> Co-applicant (PI: Louis-Pierre Lepage; 350,000 Euro; research project)	2024-2026
<b>Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse</b> Co-applicant (PI: Louis-Pierre Lepage; 176,000 Euro; research project)	2024-2026
<b>Swedish Research Council</b> ( <i>Vetenskapsrådet</i> ) Principal investigator (316,000 Euro; research project)	2023-2025
<b>Swedish Research Council for Health Working Life and Welfare (FORTE)</b> Co-applicant (PI: Johanna Rickne; 1.5 mio. Euro; research project)	2019-2025
<b>Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse</b> Principal investigator (13,000 Euro; workshop organization)	2019-2024
<b>Institute for Evaluation of Labour Market and Education Policy (IFAU)</b> Principal investigator (104,000 Euro; research project)	2018-2019
<b>NORFACE</b> , PII (Populism, Inequality and Institutions) consortium Co-applicant (PI: David Soskice; 1.5 mio. Euro; research project)	2018-2022
<b>Swedish Research Council</b> ( <i>Vetenskapsrådet</i> ) Co-applicant (PI: Anders Stenberg; 264,000 Euro; research project)	2018-2019
<b>Institute for Evaluation of Labour Market and Education Policy (IFAU)</b> Co-applicant (PI: Gerard Pfann; 94,000 Euro; research project)	2016-2017
<b>Travel grants</b> Stiftelse Siamon; Wenner-Gren Foundation (total of 4,500 Euro)	2015-2020
<b>Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse</b> Principal investigator (40,000 Euro; research project)	2015-2019
<b>NRW Young Scientist Award</b> Best paper in economics (1,500 Euro)	2012
<b>Network Social Innovation (NSI)</b> Co-applicant (PI: Andries De Grip; 25,000 Euro; research project)	2012
<b>Network Social Innovation (NSI)</b> PhD grant (PI: Andries De Grip; 110,000 Euro; research project)	2007-2012
<b>German Data Forum (RatSWD)</b> Co-principal investigator (with Eva Reinowski; 20,000 Euro)	2006

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CONFERENCE AND WORKSHOP PRESENTATIONS

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); 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); 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)

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#### INVITED SEMINAR PRESENTATIONS

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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); IFAU UCLS Education and Human Capital Conference (2023; *invited comment*); IFN Stockholm (2016, 2020); IZA, Bonn (2012); Jönköping University (2023); Linnaeus University (2022); Maastricht University (2007, 2x2009, 2012; 2022); Network Social Innovation, Maastricht (2010, 2012); 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); Department of Political Science, University of Gothenburg (2018); University of Cologne (2018); University of Paderborn (2012); University of Potsdam (2021); Uppsala Economy and Society Lab, Uppsala University (2025); Workshop on Education Economics and Policy (2025); ZEW Mannheim (2011, 2016)

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#### OTHER PROFESSIONAL ACTIVITIES

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##### *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
<a href="#">Stockholm-Uppsala Education Economics Network workshops</a> (co-organizer; annually)	2017- <i>present</i>
<a href="#">IFAU Seminars</a> (co-organiser)	2023-2024
American Economic Association (AEA) (session organizer)	2016
SOFI Brown Bag seminar (organizer)	2014-2017
SOFI Seminars in Labour Economics (organizer)	2013-2015
Stockholm Behavioral Economics Network workshop (co-organizer)	2015

##### *B. Committees and boards*

Guest reviewer for the Colloquium on Personnel Economics (COPE)	2025, 2026
IFAU and UCLS Conference on Education and Human Capital (academic committee)	2023
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*

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

*E. External grant reviewer*

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

*F. Memberships*

European Association of Labour Economists; Nationalekonomiska Föreningen (Swedish Economic Association)

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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

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LANGUAGE AND IT SKILLS

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

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