

# Jan Sauermann

## Curriculum Vitae

Swedish Institute for Social Research (SOFI), Stockholm University  
 SE-10691 Stockholm  
 Office: +46 (0) 8 16 2605  
 Mobile: +46 (0) 7 37 169 102  
 Email: [jan.sauermann@sofi.su.se](mailto:jan.sauermann@sofi.su.se)  
 Website: [sites.google.com/site/jansauermann](https://sites.google.com/site/jansauermann)

### RESEARCH INTERESTS

---

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

### CURRENT AND PAST POSITIONS

---

<b>Swedish Institute for Social Research (SOFI)</b>	
Stockholm University, Sweden	
<i>Associate Professor (docent)</i>	02/2018-present
<i>Assistant Professor (forskare)</i>	10/2012-01/2018
<i>Parental leave from</i>	<i>08/2017-05/2018</i>
<b>Department of Economics, University of Copenhagen</b>	09/2016-10/2016
Copenhagen, Denmark; <i>Visiting Researcher</i>	
<b>Centre for European Economic Research (ZEW)</b>	04/2016
Mannheim, Germany; <i>Visiting Researcher</i>	
<b>Research Centre for Education and the Labour Market (ROA)</b>	04/2007-08/2012
Maastricht University, Netherlands; <i>Researcher</i>	
<b>Halle Institute for Economic Research (IWH)</b>	02/2005-03/2007
Halle, Germany; <i>Researcher</i>	
<b>Centre for European Economic Research (ZEW)</b>	01/2001-12/2004
Mannheim, Germany; <i>Research Assistant</i>	

### EDUCATION

---

<b>Stockholm University</b> , Docent in Economics	2018
<b>Maastricht University</b> , PhD student in Economics	2007-2012
Thesis: <i>Human Capital, Incentives, and Performance Outcomes</i> (defense date 01/2013)	
Thesis supervisor: Andries De Grip	
<b>Summer schools and short courses</b>	2007-2008
Causal Inference and Program Evaluation (Guido Imbens); Discrete Choice Modelling (William Greene); Field Experiments (John List); Panel Econometrics (Badi Baltagi)	
<b>University of Zurich</b> , Graduate Courses	2006-2007
Swiss Leading House "Economics of Education"	
<b>University of Mannheim</b> , Diploma in Economics (M.A.-equivalent degree)	1998-2004
Thesis supervisor: Bernd Fitzenberger	

### AFFILIATIONS AND FELLOWSHIPS

---

<b>Center for Corporate Performance (CCP)</b> , Copenhagen Business School	2016-present
<i>Research Associate</i>	

ROA, Maastricht University, Netherlands  
*Research Fellow*

2012-*present*

Institute of Labor Economics (IZA), Bonn, Germany  
*Research Fellow*  
*Research Affiliate*

2017-*present*  
2011-2017

Network Social Innovation (NSI), Maastricht, Netherlands  
*Research Affiliate*

2008-2012

---

#### PUBLICATIONS

- J11 **Gender Bias in Teaching Evaluations**, *Journal of the European Economic Association*, *forthcoming* (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

- P3 **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).
- P2 **Worker Reciprocity and the Returns to Training: Evidence from a Field Experiment**, IZA Discussion Paper No. 9179, July 2015 (revised version: March, 2018).
- P1 **Who Invests in Training if Contracts are Temporary? Empirical Evidence for Germany Using Selection Correction**, IWH Discussion Paper 14/06, July 2006.

---

#### WORK IN PROGRESS

- W5 **The effect of a reduction in employment protection legislation on firms' hiring standards** (with Sebastian Butschek).
- W4 **Sibling Peer Effects in Field of Study Choice.**
- W4 **Short- and Long-term Effects of Vocational versus General Schooling: A Regression Discontinuity Approach** (with Anders Stenberg).

- W2 **Dynamic Effects of Bonus Pay: Evidence from Personnel Data** (with Anders Frederiksen).
- W1 **The Heterogeneous Effects of Bonus Pay on Performance Outcomes.**

---

BOOKS, RESEARCH REPORTS, AND OTHER PUBLICATIONS

---

- O15 **Is there a gender bias in teaching evaluations?**, OUPblog, March 2018.
- 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 (INCLUDING SCHEDULED)

---

<b>Gender differences: origins and consequences</b> , Stockholm University Lecturer (PhD course; 7.5 ECTS)	2017/18
<b>Labor 3: Human capital and the Economics of Education</b> , Stockholm University Lecturer (PhD course; 7.5 ECTS)	2017/18
<b>Personnel Economics</b> , Stockholm University Course coordinator and lecturer (Master in Personnel, Work and Organization, PAO; SO7450; 7.5 ECTS)	2014/15; 2015/16; 2016/17; 2018/19
<b>Topics in Personnel Economics</b> , University of Hamburg Course coordinator and lecturer (PhD course; 6 ECTS)	2015/16

<b>Education and Social Cohesion</b> , Maastricht University	2008/2009
Teaching assistant (Master in Social Economics; 1157M; 7.5 ECTS)	
<b>Master thesis supervision</b> : Maastricht University	2010
Second reader	
<b>Faculty opponent</b> , Gunnar Brandén’s final seminar, Uppsala University	2018
<i>Teaching certificates</i> : Teaching methods (UL1: Stockholm University, 2015; 7.5 ECTS); Thesis supervision (UL2: Stockholm University, 2015; 7.5 ECTS)	

---

#### GRANTS, SCHOLARSHIPS, AND AWARDS

---

**Institute for Evaluation of Labour Market and Education Policy (IFAU)**, Research grant for project “Sibling spillover effects in educational choices” (112,000 Euro); 2018-2019

**NORFACE**, Member of the PII (Populism, Inequality and Institutions) consortium (total of 1,500,000 Euro); 2018-2022

**Vetenskapsrådet** (*Swedish Research Council*), Research grant for project “Long term causal effects of upper secondary school program” (total of 307,500 Euro; with Anders Stenberg); 2018-2019

**Institute for Evaluation of Labour Market and Education Policy (IFAU)**, Research grant for project “Direct and indirect employment effects of firing costs in Swedish firms” (total of 116,000 Euro; with Gerard Pfann and Niklas Kaunitz); 2016-2017

**Travel grants** (Stiftelse Siamon, 1.300 Euro, 2015; Wenner-Gren Found., 1,500 Euro, 2015)

**Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse**, Data acquisition for project “The implications of cognitive and non-cognitive skills for wage growth” (50,000 Euro); 2015-2018

**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)**, Postdoc grant (25,000 Euro); 2012

**Network Social Innovation (NSI)**, PhD grant (110,000 Euro); 2007–2012

**German Data Forum (RatSWD)**, research grant (20,000 Euro; with Eva Reinowski); 2006

---

#### CONFERENCE PRESENTATIONS (INCLUDING SCHEDULED)

---

American Economic Association (AEA) (2016: session organizer and presenter); European Association of Labour Economists (EALE) (2006, 2008, 2009, 2011, 2012); 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)

---

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

---

Advances with Field Experiments, Wharton School (2010); 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, 2009, 2009, 2012); Network Social Innovation, Maastricht (2010, 2012); Queen’s University, Kingston (2012); IFN Stockholm (2016); Rockwool Foundation, Copenhagen (2016); 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 Paderborn (2012); Workshop Labour Markets for Scientists and Engineers, Maastricht (2008); ZEW Mannheim (2011, 2016)

---

#### OTHER PROFESSIONAL ACTIVITIES

---

<a href="#">Stockholm-Uppsala Education Economics Network</a> (co-organiser first workshop)	2017
<a href="#">Editor of New Economics Papers – Gender</a>	2016- <i>present</i>
<a href="#">SOFI Brown Bag seminar</a> (organiser)	2014-2017
<a href="#">SOFI Seminars in Labour Economics</a> (organiser)	2013-2015
3rd Workshop of the Stockholm Behavioral Economics Network (co-organiser)	2015
Member of the recruitment committee, SOFI	2014/15; 2016/17
<a href="#">Stata/TeX Blog</a> (main contributor; blog for Stata and LaTeX codes)	2010- <i>present</i>

Referee for: *Economic Inquiry*; *Economic Journal*; *Economics of Innovation and New Technology*; *Empirical Research in Vocational Education and Training*; *European Journal of Comparative Economics*; *European Journal of Operational Research*; *European Sociological Review*; *IFAU Uppsala*; *International Journal of the Economics of Business*; *IZA World of Labor*; *Journal of Economic Behavior & Organization*; *Journal of Economic Psychology*; *Journal of Economics & Management Strategy*; *Journal of Public Economics*; *Labour Economics*; *LABOUR: Review of Labour Economics and Industrial Relations*; *Management Science*; *Oxford University Press*; *Psychological Reports*; *Review of Industrial Organization*; *Scandinavian Journal of Economics*; *Swiss National Science Foundation*

Memberships: *American Economic Association*; *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

---

Economisch Statistische Berichten (ESB), Focus Online, IZA Newsroom, 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 (survey software)