

Curriculum Vitae

CONTACT

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FIELDS OF INTEREST

Flexible Employment Forms, Migration, Multinational Wage Premium, Monopsonistic Labour Markets, Labour Economics, Applied Microeconomics

CURRENT POSITIONS

since 2015	Distinguished Senior Researcher, Institute for Employment Research (IAB)
since 2014	Professor of Labour Economics, University of Bayreuth, Germany
since 2010	Deputy Head of the Department Active Labour Market Policies and Integration, Institute for Employment Research (IAB), Germany
since 2009	Visiting Associate Professor, Aarhus University, Denmark
since 2002	Senior Researcher and Deputy Head of the Department Active Labour Market Policies and Integration, Institute for Employment Research (IAB), (on leave between September 2006 and November 2009)

CURRENT ACADEMIC AND RELATED ACTIVITIES

since 2015	Member of the Scientific Board – Federal Office for Migration and Refugees, Germany
since 2012	Ausschuss für Bevölkerungsökonomik / Verein für Socialpolitik, Member, Germany
since 2007	LASER, Nuremberg, Research Fellow, Germany
since 2005	IZA, Bonn, Research Fellow, Germany

PREVIOUS ACADEMIC POSITIONS AND RELATED ACTIVITIES

2010 – 2014	Adjunct Professor, University of Erlangen-Nuremberg (School of Business and Economics), Germany
2007 – 2014	Visiting Lecturer, University of Heidelberg (Fakultät für Verhaltens- und Empirische Kulturwissenschaften, Institut für Bildungswissenschaften), Germany
2008 – 2012	Member of the Advisory Board – Temporary Agency Employment – Federal Institute for Occupational Safety and Health and Ministry of Labour and Social Affairs, Germany
2007 – 2009	Associate Professor, Aarhus School of Business, Aarhus University, Denmark
2006 – 2007	Visiting Scholar, Harvard University, Centre for European Studies, USA
2003 – 2006	Head of Research Group Temporary Agency Employment, IAB, Germany
2002 – 2006	Lecturer, University of Erlangen-Nuremberg, Germany

2001 – 2002	Assistant Professor, Department of Economics, University of Erlangen-Nuremberg, Germany
1995 – 2001	Research Assistant, Department of Economics, University of Erlangen-Nuremberg, Germany

EDUCATION

2010	Habilitation in Economics, University Erlangen-Nuremberg, Topic: Flexible Employment and Migration
2003	London School of Economics, Summer School (Econometrics)
1995 – 2001	Ph.D. in Economics, University Erlangen-Nuremberg, Title of the Thesis: Economic Theory of Employment Protection (published in German), grade: summa cum laude
1990 – 1995	Diploma in Economics, University Erlangen-Nuremberg
1986 – 1991	Diploma in Business Administration, University of Applied Sciences Nuremberg and Warwick (UK)

EXTERNAL FUNDED RESEARCH PROJECTS

2017-2019	Theory and Evidence on the Multinational Wage Premium, Deutsche Forschungsgemeinschaft (DFG), Principal Investigator
2013–2015	Monopsonistic Discrimination in the German Labour Market, Fritz Thyssen Stiftung, Principal Investigator
2010–2013	Temporary Migration, Integration and the Role of Policies, Norface Research Programme: Migration in Europe - Social, Economic, Cultural and Policy Dynamics; Cooperation Partner
2008–2010	Does Temporary Agency Work Improve Labour Market Outcomes in Tight Labor Markets?, Danish Agency for Science Technology and Innovation, Principal Investigator
2007–2008	Labour mobility within the EU in the context of enlargement and the functioning of transitional arrangements (VL/2007/0239), European Commission, Cooperation Partner
2008	Aktuelles aus der Leiharbeit, Zahlen, Fakten, Daten, Federal Chancellery Germany, Principal Investigator

AWARDS AND SCHOLARSHIPS

2010	Highly Commended Award Winner, Emerald Group Publishing Limited for the paper "Do Firms Obey the Law when they Fire Workers? – Social Criteria and Severance Payments in Germany, International Journal of Manpower"
2004	Award Deutsche Bundesbank for Presentation at International Conferences
2002	Award Gutmann Stiftung for Presentation at International Conferences
2001	Award Gutmann Stiftung for Presentation at International Conferences
2001	Award DaimlerChrysler AG for Presentation at International Conferences
1999	Award Deutsche Bundesbank for Presentation at International Conferences
1998	Award BMW Foundation for Presentation at International Conferences
1995–1996	Scholarship for Postgraduate Studies, University Erlangen-Nuremberg

ORGANISATION OF CONFERENCES AND WORKSHOPS

Nov 2019	Field Experiments in Policy Evaluation, International Conference jointly organized by the IAB and LASER
March 2018	Labour Markets, Migration, and Evaluation, 1. Joint Conference of the Centre d'accès sécurisé aux données (CASD) and the Institute for Employment Research, Paris
May 2014	Labour Markets, Trade, and Human Capital Formation, 3. Joint Workshop of the Institute for Employment Research and Aarhus University, Nuremberg
May 2011	Labour Market Strategies and Trade in a Changing World, 2. Joint Workshop of the Institute for Employment Research and Aarhus School of Business, University of Aarhus, Børkop
March 2011	Increasing Labor Market Flexibility– Boon or Bane? International Conference jointly organized by the IAB and LASER
May 2009	Labour Market Strategies and Policies in the Age of Globalization, 1. Joint Workshop of the Institute for Employment Research and Aarhus School of Business, University of Aarhus, Nuremberg
Jan 2008	The Minimum Wage in Germany: Blessing or Curse?, CES Dialogues – The Harvard Center for European Studies Berlin, Berlin
Oct 2007	Unemployment and Labour Market Policies: Novel Approaches, CAPE 2007 - International Conference of the German Association of Political Economy -, Nuremberg

EDITORIAL ACTIVITIES

The Economics Journal, Feature “Flexible Forms of Employment: Boon and Bane” (Vol. 122, no 562, 2012), Guest Editor (with R. Riphahn and C. Schnabel)

International Journal of Manpower, Special Issue “Unemployment and labour market policies - novel approaches” (Vol. 30, no. 7, 2009), Guest Editor (with U. Blien and G. Stephan)

Beschäftigungsförderung im Niedriglohnsektor, (Eds.), with Wiedemann E., Beiträge zur Arbeitsmarkt- und Berufsforschung Nr. 272, Nürnberg 2003

PUBLICATIONS

REFEREED JOURNALS

Reassessing the foreign ownership wage premium in Germany, with Egger, H. and Kornitzky, S., *The World Economy*, forthcoming DOI: 10.1111/twec.12910.

Birds, Birds, Birds: Co-worker Similarity, Workplace Diversity, and Voluntary Turnover, with Hirsch, B. and Zwick, T., *British Journal of Industrial Relations*, forthcoming, DOI: 10.1111/bjir.12509.

Ownership and the multinational wage premium, with Egger, H., *Applied Economics Letters*, forthcoming, DOI: 10.1080/13504851.2019.1624911.

Do Employers Have More Monopsony Power in Slack Labor Markets?, with Hirsch, B. and Schnabel, C., *Industrial and Labor Relations Review*, 2018, Vol. 71 (3), 676-704, DOI: 10.1177/0019793917720383.

Do Changes in Regulation Affect Temporary Agency Workers’ Job Satisfaction?, with Busk, H. and Dauth, C., *Industrial Relations*, Vol. 56 (3), 2017, 514-544, DOI: 10.1111/irel.12184.

The Effect of Temporary Help Jobs on Employment Volatility, with Weber, E., *Canadian Journal of Economics*, Vol. 49 (1), 2016, 412-427, DOI: 10.1111/caje.12202.

Identifying the Substitution Effect of Temporary Agency Employment, with Weber, E., *Macroeconomic Dynamics*, Vol. 20(5), 2016, 1264-1281, DOI: 10.1017/S1365100514000820.

- Don't Worry, be Flexible? Job Satisfaction Among Flexible Workers in Germany, *Australian Journal of Labor Economics*, Vol. 18, 2015, 147-168.
- Is there Monopsonistic Discrimination Against Immigrants? First Evidence from Linked employer–employee Data, with Hirsch, B., *Industrial and Labor Relations Review*, Vol. 68, 2015, 501-528, DOI: 10.1177/0019793915572124
- Does Better Pre-migration Performance Accelerate Immigrants' Wage Assimilation? with Hirsch, B., Toomet, O. and Hochfellner, D., *Labour Economics*, Vol. 30, 2014, 212-222, DOI:10.1016/j.labeco.2014.04.004
- Looking Beyond the Bridge: How Temporary Agency Employment Affects Labor Market Outcomes, with Rosholm, M., *European Economic Review*, Vol. 65, 2014, 108-125, DOI:10.1016/j.euroecorev.2013.11.001
- Migration and Imperfect Labor Markets: Theory and Cross-country Evidence from Denmark, Germany and the UK", with Brücker, H.; Hauptmann, A. and Upward, R., *European Economic Review*, Vol. 66, 2014, 205-225, DOI:10.1016/j.euroecorev.2013.11.007
- The Pay Gap for Temporary Agency Workers: Does the Sector Experience Pay Off?, with Pozolli, D., *Labour Economics*, Vol. 24, 2013, 48-57, DOI:10.1016/j.labeco.2013.06.001
- Is Temporary Agency Employment a Stepping Stone for Immigrants?, with Rosholm, M., *Economics Letters*, Vol. 118 (1), 2013, 225-228, DOI:10.1016/j.econlet.2012.10.029
- Feature: Flexible Forms of Employment: Boon and Bane, with Riphahn, R. and Schnabel, C., *The Economic Journal*, Vol. 122, 2012, F115-F124
- What Drives the Demand for Temporary Agency Workers?, with Bentzen, J., *Labour*, Vol. 26, 2012, 341-355
- Migration and Wage-Setting: Reassessing the Labor Market Effects of Migration, with Brücker, H., *Scandinavian Journal of Economics*, Vol. 113, 2011, 286-317
- Reassessing the Wage Penalty for Temps in Germany, *Journal of Economics and Statistics*, Vol. 230, 2010, 208-233
- Do Firms Obey the Law when they Fire Workers? – Social Criteria and Severance Payments in Germany, *International Journal of Manpower*, Vol. 30, 2009, 672-691
- Do Changes in Regulation Affect Employment Duration in Temporary Work Agencies?, with Antoni, M., *Industrial and Labor Relations Review*, Vol. 62, 2009, 226-251
- Contracting Out Employment Services Involving Temporary Agency Work in Germany, with Ochel, W., *Journal of European Social Policy*, Vol. 17, 2007, 125-138
- Wie wirkt der Kündigungsschutz?, *Zeitschrift für Arbeitsmarktforschung*, 38, 2005, 284-304.
- Was macht den Unterschied? – Determinanten der Nachfrage nach Leiharbeit in Deutschland und den Niederlanden, *Industrielle Beziehungen*, Vol. 12, 2005, 393–423
- Employment at will vs. Employment against will? *German Journal of Industrial Relations*, Vol. 11, 2004, 77-102
- Verbleibsquote ein Controlling-Indikator für den Eingliederungserfolg von ABM!?, with Caliendo, M., *Zeitschrift für Evaluation*, Vol. 1, 2004, 51-69
- Institutions Matter – The Role of Institutional Factors for Labour Disputes, *Homo Oeconomicus*, Vol. 20, 2004, 423-427
- Warum ein staatlicher Kündigungsschutz – warum ganz anders als heute? *Jahrbuch für Wirtschaftswissenschaften*, Vol. 53, 2002, 142-160

JOURNALS – REVISE AND RESUBMIT

The Urban Wage Premium in Imperfect Labour Markets, with Hirsch, B. (University of Lueneburg), Manning, A. (London School of Economics) and Oberfichtner, M. (University of Erlangen-Nuremberg and IAB) ([DP](#)), Journal of Human Resources

Do Neighbors Help Finding a job? Social Networks and Labor Market Outcomes after Plant Closures, with Neugart, M. (Technical University of Darmstadt), Labour Economics ([DP](#))

JOURNALS – SUBMITTED PAPERS

The Cyclicalität of the Stepping Stone Effect of Temporary Agency Employment, with Rosholm, M. (Aarhus University) ([DP](#))

Does Temporary Agency Employment Pave the Way to Better Jobs for Refugees? with Rosholm, M. (Aarhus University)

BOOKS / MONOGRAPHS

Neue Arbeitsmarkttheorien, with Wagner, T., 1 / 2. Edition, UTB Verlag, Stuttgart 1997 / 2004.

Zur ökonomischen Theorie des Kündigungsschutzes – Volatilität der Arbeitsnachfrage und duale Arbeitsmärkte, Duncker & Humblot Verlag, Berlin 2002

Grundlagen der Volkswirtschaftslehre, with Lachmann, W., 3. / 4. Edition, Springer Verlag, Berlin, Heidelberg 1996 / 2002

CONTRIBUTIONS TO BOOKS

Übergänge am Arbeitsmarkt und Qualität von Beschäftigung, with Achatz, J. et al. in: Herbert Brücker et al. (Hrsg.), Handbuch Arbeitsmarkt 2013. Analysen, Daten, Fakten, (IAB-Bibliothek, 334), Bielefeld 2012, 141-203

Leiharbeit in Deutschland: Phönix aus der Asche?, in: Gesa von Münchhausen, (Hrsg.), Kompetenzentwicklung in der Zeitarbeit – Potenziale und Grenzen, Bonn 2007, 21-44

Personal-Service-Agenturen – Design und Implementation, in: Berthold Vogel (Ed.), Leiharbeit: neue sozialwissenschaftliche Befunde zu einer prekären Beschäftigungsform, Hamburg 2004, 61-84

Leiharbeit – für Arbeitslose (k)eine Perspektive? in: Anne van Aaken, Gerd Grötzing (Eds.), Ungleichheit und Umverteilung, Marburg 2004, 215-236

Does Active Job-Search Reduce Unemployment?, with Wagner, T., in: Peter de Gijssel; Ralf Olthoff; Thomas Zwick (Eds.), The Unemployment Debate: Current Issues, Marburg 2000, 155-183