

# CURRICULUM VITAE

PROFESSOR DR. BORIS HIRSCH

(as of 11th January 2024)

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## ADDRESS

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## PERSONAL INFORMATION

Year of birth: 1981  
Place of birth: Hamburg, Germany  
Nationality: German  
Marital status: Married

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## PROFESSIONAL EXPERIENCE

since 08/2016 Full Professor (W3) of Economics, in particular Microeconometrics and Policy Evaluation, Leuphana University of Lüneburg  
10/2009–07/2016 Postdoctoral Researcher, Chair of Labour and Regional Economics, Professor Dr. Claus Schnabel, FAU Erlangen-Nuremberg  
10/2006–09/2009 Researcher, Chair of Labour and Regional Economics, Professor Dr. Claus Schnabel, FAU Erlangen-Nuremberg

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## EDUCATION

- 07/2011–07/2015 Habilitation, FAU Erlangen-Nuremberg  
07/2015 *Venia legendi* in economics and econometrics
- 10/2006–09/2009 Ph.D. student, Bavarian Graduate Program in Economics (BGPE),  
FAU Erlangen-Nuremberg  
07/2009 Dr. rer. pol. (Ph.D., *summa cum laude*),  
thesis: “Monopsonistic Labour Markets and the  
Gender Pay Gap: Theory and Empirical Evidence”,  
supervisors: Professor Dr. Claus Schnabel and  
Professor Dr. Jürgen Jerger
- 10/2003–02/2006 Studies in mathematics, University of Hagen
- 10/2001–09/2006 Studies in economics, FAU Erlangen-Nuremberg  
09/2006 Master/Diplom (1.1), including thesis (1.0),  
subject: “Monopsony Power in the Labour Market”,  
examiner: Professor Dr. Claus Schnabel  
10/2003 Bachelor/Vordiplom (1.7)
- 1991–2000 Grammar School, Hamburg  
06/2000 A-levels (1.0)

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## RESEARCH VISITS

- 09/2008–02/2009 Visiting Research Fellow, Centre for Economic Performance, London  
School of Economics and Political Science, Professor Alan Manning,  
Ph.D.

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## AWARDS AND SCHOLARSHIPS

- 11/2009 Best thesis award of the *Hermann Gutmann Stiftung*
- 10/2007 Best diploma award 2007 of *Sparkasse Nürnberg* for the diploma thesis  
“Monopsony Power in the Labour Market”
- 10/2006–09/2009 Founder of the Bavarian Graduate Program in Economics (BGPE)

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## RESEARCH INTERESTS

Labour economics (in particular models of imperfectly competitive labour markets and applied labour economics), industrial relations, migration

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## RESEARCH AFFILIATIONS

since 02/2017	Member of the Standing Field Committee of Population Economics of the Verein für Socialpolitik
since 12/2016	IWH Research Fellow, Halle Institute for Economic Research
since 07/2015	LASER Research Fellow, Labor and Socio-Economic Research Center, FAU Erlangen-Nuremberg
since 08/2014	IZA Research Fellow, IZA Institute of Labor Economics, Bonn
07/2010–07/2015	LASER Research Associate, Labor and Socio-Economic Research Center, FAU Erlangen-Nuremberg

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## EDITORSHIPS

since 01/2024	Editor of the German Economic Review
since 11/2019	Associate Editor of the Journal for Labour Market Research

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## MEMBERSHIPS

American Economic Association, European Association of Labour Economists, Royal Economic Society, Verein für Socialpolitik

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## REFEREEING

American Economic Journal: Applied Economics, Applied Economics Letters, British Journal of Industrial Relations (4), Canadian Journal of Economics, Czech Science Foundation, Economic Journal, Economics Bulletin, Economics Letters, Empirical Economics (3), European Sociological Review (2), Feminist Economics, German Economic Review, German Research Foundation (2), ILR Review (5), Industrial Relations (4), International Economics and Economic Policy, International Journal of Manpower, International Tax and Public Finance, IZA Journal of Labor Economics, IZA World of Labor, Journal for Labour Market Research (6), Journal of Economic Behavior and Organization (2), Journal of Economics and Statistics (5), Journal of Economic Inequality, Journal of Human Resources, Journal of Labor Economics (3), Journal of Labor Research (3), Journal of Population Economics, Journal of Urban Economics, Labour Economics (6), LABOUR: Review of Labour Economics and Industrial Relations, Oxford Economic Papers, Perspektiven der Wirtschaftspolitik, Schmollers Jahrbuch, Scottish Journal of Political Economy, Southern Economic Journal (4)

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## GRANTS

since 10/2023:	“Understanding the minimum wage effects on imperfect product and labour markets”, Deutsche Forschungsgemeinschaft (DFG) (€ 210,000; with M. Mertens and S. Müller)
2018–2021:	“Firm Wage Differentials in Imperfect Labour Markets: The Role of Market Power and Industrial Relations in Rent Splitting between

- Workers and Firms”, Deutsche Forschungsgemeinschaft (DFG)  
(€200,000; with S. Müller)
- 2013–2015: “Monopsonistic Discrimination on the German Labour Market”, Fritz  
Thyssen Foundation (€75,000; with E.J. Jahn and C. Schnabel)
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## PUBLICATIONS

### I. MONOGRAPHS

- 2010: *Monopsonistic Labour Markets and the Gender Pay Gap: Theory and  
Empirical Evidence*, Heidelberg and Berlin: Springer

### II. ARTICLES IN REFEREED JOURNALS

- 2024: “Organized labor, labor market imperfections, and employer wage  
premia”, *ILR Review*, forthcoming (with S. Dobbelaere, S. Müller, and  
G. Neuschäffer)
- 2023: “Unions as insurance: Workplace unionization and workers’ outcomes  
during COVID-19”, *Industrial Relations*, forthcoming  
(with N. Braakmann)
- 2022: “Uncovered workers in plants covered by collective bargaining: Who are  
they and how do they fare?”, *British Journal of Industrial Relations*,  
60(4): 929–945 (with P. Lentge and C. Schnabel)
- “Non-base compensation and the gender pay gap”, *LABOUR: Review of  
Labour Economics and Industrial Relations*, 36(3): 277–301 (with  
P. Lentge)
- “The urban wage premium in imperfect labor markets”, *Journal of  
Human Resources*, 57(S): 111–136 (with E.J. Jahn, A. Manning, and  
M. Oberfichtner)
- 2020: “Firm wage premia, industrial relations, and rent sharing in Germany”,  
*ILR Review*, 73(5): 1119–1146 (with S. Müller)
- “Birds, birds, birds: Co-worker similarity, workplace diversity and job  
switches”, *British Journal of Industrial Relations*, 58(3): 690–718  
(with T. Zwick and E.J. Jahn)
- 2018: “Do employers have more monopsony power in slack labor markets?”,  
*ILR Review*, 71(3): 676–704 (with E.J. Jahn and C. Schnabel)
- 2017: “Betriebsräte und andere Formen der betrieblichen  
Mitarbeitervertretung – Substitute oder Komplemente?”, *Industrielle  
Beziehungen*, 24(3): 296–320 (with S. Ertelt and C. Schnabel)
- “Coming to work while sick: An economic theory of presenteeism with  
an application to German data”, *Oxford Economic Papers*, 69(4):  
1010–1031 (with D.S.J. Lechmann and C. Schnabel)
- 2016: “Gender wage discrimination: Does the extent of competition in labor  
markets explain why female workers are paid less than men?”, *IZA  
World of Labor*, 3(310): 1–10
- “Dual labor markets at work: The impact of employers’ use of  
temporary agency work on regular workers’ job stability”, *ILR Review*,  
69(5): 1191–1215

- 2015: “How selective are real wage cuts? A micro-analysis using linked employer–employee data”, *LABOUR: Review of Labour Economics and Industrial Relations*, 29(4): 327–347 (with T. Zwick)
- “Is there monopsonistic discrimination against immigrants?”, *ILR Review*, 68(3): 501–528 (with E.J. Jahn)
- 2014: “The levelling effect of product market competition on gender wage discrimination”, *IZA Journal of Labor Economics*, 3(19): 1–14 (with M. Oberfichtner and C. Schnabel)
- “Do better pre-migration skills accelerate immigrants’ wage assimilation?”, *Labour Economics*, 30(1): 212–222 (with E.J. Jahn, O. Toomet, and D. Hochfellner)
- “What can we learn from bargaining models about union power? The decline in union power in Germany, 1992–2009”, *Manchester School*, 82(3): 347–362 (with C. Schnabel)
- “Firm leadership and the gender pay gap: Do active owners discriminate more than hired managers?”, *Journal for Labour Market Research*, 47(1–2): 129–142 (with S. Müller)
- 2013: “Is there a gap in the gap? Regional differences in the gender pay gap”, *Scottish Journal of Political Economy*, 60(4): 412–439 (with M. König and J. Möller)
- “The effect of housework on wages in Germany: No impact at all”, *Journal for Labour Market Research*, 46(2): 103–118 (with T. Konietzko)
- “The impact of female managers on the gender pay gap: Evidence from linked employer–employee data for Germany”, *Economics Letters*, 119(3): 348–350
- 2012: “Women move differently: Job separations and gender”, *Journal of Labor Research*, 33(4): 417–442 (with C. Schnabel)
- “The productivity effect of temporary agency work: Evidence from German panel data”, *Economic Journal*, 122(562): F216–F235 (with S. Müller)
- “Do women benefit from competitive markets? Product market competition and the gender pay gap in Germany”, *Economics Bulletin*, 32(2): 1618–1624 (with M. Oberfichtner and C. Schnabel)
- 2010: “Works councils and separations: Voice, monopoly, and insurance Effects”, *Industrial Relations*, 49(4): 566–592 (with T. Schank and C. Schnabel)
- “Differences in labor supply to monopsonistic firms and the gender pay gap: An empirical analysis using linked employer–employee data from Germany”, *Journal of Labor Economics*, 28(2): 291–330 (with T. Schank and C. Schnabel)
- 2009: “The gender pay gap under duopsony: Joan Robinson meets Harold Hotelling”, *Scottish Journal of Political Economy*, 56(5): 543–558

### III. OTHER PUBLICATIONS

- 2023: “Monopsonistic labour markets”, in: T. Eriksson (ed.), *Elgar Encyclopedia of Labour Studies*, pp. 130–133, Cheltenham: Edward Elgar Publishing (with E. J. Jahn)

- 2013: “Geschlechterlohnücke: gerechtfertigt oder diskriminierend?”, *PERSONAL quarterly*, 65(3): 9–14 (with C. Schnabel)
- 2010: “Die geschlechtsspezifische Lohnücke”, *Wirtschaftsdienst*, 90(4): 227–230
- 2009: “Regionale Unterschiede im ‘Gender Pay Gap’: Lohnabstand von Frauen in der Stadt kleiner als auf dem Land”, *IAB-Kurzbericht* 22/2009 (with M. König and J. Möller)

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## PRESENTATIONS

- 03/2023: Workshop on Microeconomics, Leuphana University, “The pass-through of monopsony power to wages”, Lüneburg
- 09/2022: Annual Meeting of the Verein für Socialpolitik, “The wage elasticity of recruitment”, Basel
- 03/2022: Workshop on Microeconomics, Leuphana University, “The wage elasticity of recruitment”, Lüneburg
- 02/2022: Standing Field Committee of the Verein für Socialpolitik, “The wage elasticity of recruitment”, Halle
- 11/2021: BeNA Labor Economics Workshop, “The wage elasticity of recruitment”, Berlin
- 09/2021: Annual Meeting of the Verein für Socialpolitik, “Organised labour, labour market imperfections, and employer wage premia”, Regensburg (virtual meeting)
- 12/2020: IAAEU Workshop on Co-Determination, “Does organised labour matter? Labour market imperfections and industrial relations in Germany”, Trier (virtual meeting)
- 09/2020: Annual Meeting of the Verein für Socialpolitik, “Does organised labour matter? Labour market imperfections and industrial relations in Germany”, Cologne (virtual meeting)
- 03/2020: Workshop on Microeconomics, Leuphana University, “Does organised labour matter? Labour market imperfections and industrial relations in Germany”, Lüneburg
- 02/2020: Standing Field Committee of the Verein für Socialpolitik, “Does organised labour matter? Labour market imperfections and industrial relations in Germany”, Basel
- 09/2019: Annual Meeting of the Verein für Socialpolitik, “Birds, birds, birds: co-worker similarity, workplace diversity, and voluntary turnover”, Leipzig
- 07/2019: Pakt Project Workshop “Worker Flows, Match Quality, and Productivity”, “Firm wage premia, industrial relations, and rent sharing in Germany”, Hattingen
- 07/2019: Research Seminar, University of Cologne (CMR), “The urban wage premium in imperfect labour markets”, Cologne

- 03/2019: Workshop on Microeconomics, Leuphana University, “Birds, birds, birds: co-worker similarity, workplace diversity, and voluntary turnover”, Lüneburg
- 12/2018: IAB–OECD Seminar “Rising wage inequality in Germany – causes and links with productivity development”, “Firm wage premia, industrial relations, and rent sharing in Germany”, Nuremberg
- 10/2018: IRS, Princeton University Monopsony Conference, “The urban wage premium in imperfect labour markets”, Sundance Resort, UT
- 09/2018: Annual Meeting of the Verein für Socialpolitik, “Firm wage premia, industrial relations, and rent sharing in Germany”, Freiburg
- 04/2018: Research Seminar, Humboldt University, “The urban wage premium in imperfect labour markets”, Berlin
- 03/2018: Workshop on Microeconomics, Leuphana University, “Firm wage premia, industrial relations, and rent sharing in Germany”, Lüneburg
- 11/2017: Research Seminar, Johannes Gutenberg University, “The urban wage premium in imperfect labour markets”, Mainz
- 10/2017: Labour Economics Research Seminar, Universität Hamburg, “The urban wage premium in imperfect labour markets”, Hamburg
- 10/2017: Annual Conference of the European Association of Labour Economists, “Coming to work while sick: An economic theory of presenteeism with an application to German data”, St. Gallen
- 09/2017: Annual Meeting of the Verein für Socialpolitik, “Do employers possess more monopsony power in slack labour markets?”, Vienna
- 06/2017: Annual Meeting of the Western Economic Association International, “The urban wage premium in imperfect labour markets”, San Diego, CA
- 05/2017: Research Seminar, Georg August University (cege), “The urban wage premium in imperfect labour markets”, Göttingen
- 02/2017: Standing Field Committee of the Verein für Socialpolitik, “The urban wage premium in imperfect labour markets”, Passau
- 09/2016: Annual Meeting of the Verein für Socialpolitik, “Coming to work while sick: An economic theory of presenteeism with an application to German data”, Augsburg
- 07/2016: IWH workshop “Labour mobility and inequality”, “The urban wage premium in imperfect labour markets”, Halle
- 03/2016: Workshop on Microeconomics, Leuphana University, “Coming to work while sick: An economic theory of presenteeism with an application to German data”, Lüneburg
- 11/2015: Research Seminar, Ludwig Maximilians University, “The urban wage premium in imperfect labour markets”, Munich
- 11/2015: Research Seminar, Leuphana University Lüneburg, “The urban wage premium in imperfect labour markets”, Lüneburg

- 09/2015: Annual Meeting of the Verein für Socialpolitik, “Dual labour markets at work: The impact of employers’ use of temporary agency work on regular workers’ job stability”, Münster
- 07/2015: IWH workshop “Firm exit and job displacement”, “Dual labour markets at work: The impact of employers’ use of temporary agency work on regular workers’ job stability”, Halle
- 06/2015: Research Seminar, Helmut Schmidt University, “The urban wage premium in imperfect labour markets”, Hamburg
- 04/2015: Annual Conference of the Scottish Economic Society, “Is there monopsonistic discrimination against immigrants?”, Perth
- 03/2015: Annual Conference of the Royal Economic Society, “Coming to work while sick: An economic theory of presenteeism with an application to German data”, Manchester
- 10/2014: Research Seminar, Newcastle University, “The cyclical behaviour of employers’ monopsony power and workers’ wages”, Newcastle
- 09/2014: Annual Conference of the European Association of Labour Economists, “Centralized vs. decentralized wage formation: The role of firms’ production technology”, Ljubljana
- 09/2014: Annual Meeting of the Verein für Socialpolitik, “The levelling effect of product market competition on gender wage discrimination”, Hamburg
- 06/2014: Annual Meeting of the European Society of Population Economics, “The cyclical behaviour of employers’ monopsony power and workers’ wages”, Braga
- 06/2014: IZA workshop “Wage rigidities and the business cycle: Causes and consequences”, “The cyclical behaviour of employers’ monopsony power and workers’ wages”, Bonn
- 05/2014: Research Seminar, Darmstadt University of Technology, “The cyclical behaviour of employers’ monopsony power and workers’ wages”, Darmstadt
- 04/2014: Annual Conference of the Scottish Economic Society, “The cyclical behaviour of employers’ monopsony power and workers’ wages”, Perth
- 12/2013: IAAEU Colloquium, “The cyclical behaviour of employers’ monopsony power and workers’ wages”, Trier
- 11/2013: RWI Research Seminar, “The cyclical behaviour of employers’ monopsony power and workers’ wages”, Essen
- 09/2013: Statistical Week, “Is there monopsonistic discrimination against immigrants?”, Berlin
- 06/2013: 10th IZA Annual Migration Meeting, “Is there monopsonistic discrimination against immigrants?”, Jerusalem
- 04/2013: Annual Conference of the Royal Economic Society, “Is there monopsonistic discrimination against immigrants?”, London
- 02/2013: IAB Colloquium, “ Do better pre-migration skills accelerate immigrants’ wage assimilation?”, Nuremberg



- 06/2012: Annual Meeting of the European Society of Population Economics, “Is there monopsonistic discrimination against immigrants?”, Berne
- 09/2011: Annual Meeting of the Verein für Socialpolitik, “Women move differently: Job separations and gender”, Frankfurt
- 03/2011: IAB/LASER workshop “Increasing labor market flexibility – boon or bane?”, “The productivity effect of temporary agency work: Evidence from German panel data”, Nuremberg
- 09/2010: Annual meeting of the Verein für Socialpolitik, “Is there a gap in the gap? Regional differences in the gender pay gap”, Kiel
- 06/2010: Research Seminar, Augsburg University, “Women move differently: Job separations and gender”, Augsburg
- 09/2009: Annual meeting of the Verein für Socialpolitik, “Works councils and separations: Voice, monopoly, and insurance Effects”, Magdeburg
- 12/2008: CEP Labour Market Workshop, “Is there a gap in the gap? Regional differences in the gender pay gap?”, London
- 10/2008: IRS, Princeton University Conference “Monopsony in the labor market”, “Differences in labor supply to monopsonistic firms and the gender pay gap: An empirical analysis using linked employer–employee data from Germany”, Sundance Resort, UT
- 03/2008: ZEW workshop “Gender and the labour market”, “The gender pay gap under duopsony: Joan Robinson meets Harold Hotelling”, Mannheim
- 12/2007: IAB/LASER workshop “Gender and labour market policies”, “The gender pay gap under duopsony: Joan Robinson meets Harold Hotelling”, Nuremberg
- 11/2007: BGPE conference “Incentives in economics”, “The gender pay gap under duopsony: Joan Robinson meets Harold Hotelling”, Nuremberg
- 10/2007: Annual meeting of the Verein für Socialpolitik, “Differences in labor supply to monopsonistic firms and the gender pay gap: An empirical analysis using linked employer–employee data from Germany”, Munich

## TEACHING

### LEUPHANA UNIVERSITY LÜNEBURG

#### Bachelor:

Lecture: Statistics I for Economists – Deskriptive Statistics (2017–)

Lecture: Statistics II for Economists – Inductive Statistics (2017–)

Lecture: Essentials in Econometrics (2017–)

Lecture: Introduction to Microeconometrics (2017–)

Seminar: Applied Causal Analysis with Stata (2018–)

Lecture: Mathematics II for Economists (2019–)

Lecture: Institutions and Organisations of the Labour Market (2017–2019)

Lecture: Labour Economics (2017)

Lecture: Foundations of Migration Economics (2016–2017)

Seminar: Migration Economics (2016–2018)

Master:

Lecture: Methods of Public Economics, Law, and Politics I (2017–)

#### FAU ERLANGEN-NUREMBERG

Bachelor:

Lecture: Labour Market Policy (2013)

Class: Labour Market Policy (2009–2015)

Seminar: Labour Economics (2010, 2014)

Class: Intermediate Macroeconomics (2007–2016)

Class: Mathematics for Macroeconomics (2008–2013)

Master:

Lecture and Class: Empirical Labour Economics (2010–2016)

Class: Institutions and Organisations of the Labour Market (2010–2016)

Lecture and Class: Migration Economics (2015)

Class: Labour Economics (2010–2012)

Lecture: Econometrics (2012)

Class: Econometrics (2011)

Interdisciplinary Seminar: Labour and Personnel (2011–2015)

Seminar: Economics (2010, 2012)

Diplom:

Seminar: Labour Economics (2007, 2009)

Seminar: Labour and Regional Economics (2006, 2009)

#### LMU MUNICH

Bachelor:

Lecture: Personnel Economics (2011)