

# Curriculum Vitae

## CONTACT

September 2022

Prof Dr. Elke J. Jahn  
IAB and University of Bayreuth  
Universitaetsstrasse 30  
95447 Bayreuth  
Germany  
Email: elke.jahn@uni-bayreuth.de

## FIELDS OF INTEREST

---

Flexible Employment Forms, Migration, Multinational Wage Premium, Monopsonistic Labour Markets, Job Security, 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

## CURRENT ACADEMIC AND RELATED ACTIVITIES

---

since 2020	Member of the Bavarian Ethics Council, Germany
since 2019	Member of the Scientific Board of the PHD Program in Economics and Political Economy, University of Genoa, Italy
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

---

2015 – 2022	Member of the Scientific Advisory Board – Federal Office for Migration and Refugees, Germany
2020	Visiting Scholar, Massachusetts Institute of Technology, USA
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
2002 - 2014	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)
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**

---

2017-2022	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

### **TEACHING EXPERIENCE**

---

Master:	Labour Economics, Empirical Labour Economics
Graduate:	Macroeconomic Policy, Monetary Economics, Labour and Personnel Economics, Labour Market Theory, Labour Market Policy, Labour Market Institutions, Regional Economics
Bachelor:	Labour Economics, Descriptive Economics, International Labour Markets, European Labour Markets, Migration
Undergraduate	Macroeconomic Policy

### **PH.D.THESIS COMMITTEE MEMBER / PH.D. SUPERVISOR / EVALUATION JUNIORPROFESSOR**

---

Since 2018	Stefan Kornitzky, Multinational wage premium, University of Bayreuth, (Ph.D. supervisor - ongoing)
Since 2018	Philipp Meier, Regional labour markets and trade, University of Bayreuth, (Ph.D. supervisor - ongoing)
2018	Sebastian Becker, Labour Market Signalling and Short-Term Work, IAB and University of Erlangen-Nuremberg (Ph.D. supervisor)
2015	Katja Görlitz, Free University Berlin (evaluation committee, Juniorprofessor)
2013	Cédric Gorinas, Essays on Marginalization and Integration of Immigrants and Young Criminals – A Labour Economics Perspective, Aarhus University (committee member, Ph.D.)

### **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

### **RECENT REFEREEING**

---

Applied Economics, British Journal of Industrial Relations, Economic Letters, Economic Journal, European Economic Review, European Journal of Law and Economics, Homo Oeconomicus, Industrial Relations, Industrial and Labor Relations Review, International Journal of Manpower, Journal of Economics, Journal of Economic Behavior & Organization, Journal of Labour Market Research, Labour, Labour Economics, Oxford Bulletin of Economics and Statistics, Perspektiven der Wirtschaftspolitik, Scottish Journal of Political Economy, Schmollers Jahrbuch

### **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**

---

#### *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

#### *REFEREED JOURNALS*

The Spatial Decay of Human Capital Externalities - A Functional Regression Approach with Precise Geo-referenced Data, with Eppelsheimer, J. (IAB) and Rust Ch. (WU Vienna), Regional Science and Urban Economics, Vol. 95, 2022, <https://doi.org/10.1016/j.regsciurbeco.2022.103785>.

How Does the Position in Business Group Hierarchies Affect Workers' Wages?, with Egger, H. (University of Bayreuth) and Kornitzky, S. (University of Bayreuth), Journal of Economic Behavior & Organization, Vol. 194 (2), 2022, 244-263, <https://doi.org/10.1016/j.jebo.2021.12.011>

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, Vol 57, 2022, S111-S136, DOI: 10.3368/jhr.monopsony.0119-9960R1.

Do Neighbors Help Finding a job? Social Networks and Labor Market Outcomes after Plant Closures, with Neugart, M. (Technical University of Darmstadt), Labour Economics, Vol. 65, 2020, DOI: 10.1016/j.labeco.2020.101825. (DP)

Reassessing the Foreign Ownership Wage Premium in Germany, with Egger, H. and Kornitzky, S., *The World Economy*, Vol. 43 (2), 2020, 302-325, 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*, Vol. 58 (3), 2020, 690-718, DOI: 10.1111/bjir.12509.

Ownership and the Multinational Wage Premium, with Egger, H., *Applied Economics Letters*, Vol 27 (5), 2020, 422-425, 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*, Vol. 71 (3), 2018, 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

#### WORK IN PROGRESS

- The Wage Elasticity of Recruitment, with Hirsch, B. (University of Lueneburg), Manning, A. (London School of Economics) and Oberfichtner, M. (University of Erlangen-Nuremberg and IAB)
- Voluntary Unemployment Insurance for Self-employed Workers – Field Experiment, with Oberfichtner, M. (IAB), Stephan, G. (IAB and University of Erlangen-Nuremberg, Uhlendorff, A. (CREST Paris), Van den Berg, G. (University of Mannheim)
- Distance and the Multinational Wage Premium, with Egger, H. (University of Bayreuth) and Kreickemeier, U. (University of Bayreuth)
- The Cyclicalty of the Stepping Stone Effect of Temporary Agency Employment, with Rosholm, M. (Aarhus University) ([DP](#))

#### 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 Grötzinger (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

#### OTHER JOURNALS

- Brückeneffekte für Ausländer am Arbeitsmarkt: Zeitarbeit kann Perspektiven eröffnen, IAB-Kurzbericht, Nr. 19, Nürnberg 2016
- Beschäftigung beim gleichen Zeitarbeitsbetrieb – meist nur von kurzer Dauer, with Haller, P., IAB-Forum 2/2014, 2014, 12-17.

Zeitarbeit in Deutschland: Hohe Dynamik und kurze Beschäftigungsdauern, with Haller, P., IAB-Kurzbericht, Nr. 13, Nürnberg 2014

Arbeitslosenversicherung: Auch Selbstständige nehmen Unterstützung in Anspruch, with Springer, A., IAB-Kurzbericht, Nr. 26, Nürnberg 2013

Zeitarbeit: Zusätzliche Jobs, aber auch Verdrängung, with Weber, E., IAB-Kurzbericht, Nr. 2, Nürnberg 2013

Arbeitslosengeld – wie lange man dafür arbeiten muss, IAB-Kurzbericht, Nr. 19, Nürnberg 2012

Entlohnung in der Zeitarbeit – Auf die Mischung kommt es an, in: IAB-Forum 1/2011, 2011, 40-49

In Dänemark ist Zeitarbeit ein Sprungbrett in Beschäftigung, IAB-Kurzbericht, Nr. 1, Nürnberg 2011

Gewinner und Verlierer – Einheimische Arbeitskräfte profitieren von Zuwanderung, in: IAB-Forum 2/10, 2010, 18-23

Arbeitsmarktwirkungen der Migration - Einheimische Arbeitskräfte gewinnen durch Zuwanderung, IAB-Kurzbericht, Nr. 26, Nürnberg 2010

Die Dynamik des Arbeitsmarktes, with Wagner, T. in: das wirtschaftsstudium, 2010, Jg. 39, Heft 2, 249-255

Unemployment and labour market policies - novel approaches (Editorial), with U. Blien and G. Stephan, In: International Journal of Manpower, 2009, Vol. 30, No. 7., 621-624

Frauenlöhne in der Zeitarbeit: Auch Geld ist relativ? in: IAB-Forum 1/09, 2009, 10-14

Institutionen des Arbeitsmarktes, with Wagner, T. in: das wirtschaftsstudium, 2009, Jg. 38, Heft 5, 726-732

Zeitarbeit hier und anderswo - Viele Regeln lenken den Strom, in: IAB-Forum 1/08, 2008, 20-25

Entwicklung und regionale Verbreitung der Leiharbeit. In: Punkt. Das Magazin aus Berlin für den EU-Arbeitsmarkt und die Förderung durch den Europäischen Sozialfonds, Jg. 15, H. 77, 2006, S. 10-11

Zeitarbeit: Kräftiges Wachstum aber kurze Beschäftigungsdauer, with Antoni, M., Bundesarbeitsblatt, (12) 2006, 4-9

Zeitarbeit: Boomende Branche mit hoher Fluktuation, with Antoni, M., IAB-Kurzbericht, Nr. 18, Nürnberg 2006

Der Arbeitsmarkt im Koalitionsvertrag – unter dem Zwang der Verhältnisse, with Dietz, M. et al., in: IAB Forum 1/06, 2006, 6-11

Entwicklung der Leiharbeit und regionale Disparitäten, with Wolf, K., IAB-Kurzbericht, Nr. 14, Nürnberg 2005

Kündigungsschutz – Nicht kleckern sondern klotzen, with Walwei, U., in: IAB-Forum 1/05, 2005, 26-29

Personal-Service-Agenturen – Start unter ungünstigen Voraussetzungen, in: IAB-Forum 1/05, 2005, 14-17

Personal-Service-Agenturen – In der Fläche schon präsent, with Windsheimer, A., IAB-Kurzbericht, Nr. 1, Nürnberg 2004

Personal-Service-Agenturen – Erste Erfolge zeichnen sich ab, with Windsheimer, A., IAB Kurzbericht, Nr. 2, Nürnberg 2004

Die Reform des Kündigungsschutzes: Fragliche beschäftigungspolitische Impulse, with Walwei, U., in: Orientierungen zur Wirtschafts- und Gesellschaftspolitik 99, 2004, 27-32

Bestandsschutz durch Abfindungen: Höhere Rechtssicherheit und Effizienz, with Schnabel, C., in: Wirtschaftsdienst 83, 2003, 219-223

Reform in Trippelschritten oder besser im großen Sprung, with Walwei, U., IAB Kurzbericht, Nr. 21, Nürnberg 2003

Neuregelung des AÜG – Ein Danaergeschenk für die Leiharbeitsbranche? in: IAB Materialien Nr. 4/2002, 5-6

Leiharbeit auf dem Prüfstand - Brückenschlag mit PSA kann gelingen, in: IAB Materialien Nr. 4/2002, 7-9

Dreifache Heterogenität von ABM und SAM und der Arbeitslosigkeitsstatus der Teilnehmer sechs Monate nach Programm-Ende, with Brinkmann, Ch., Caliendo, M., Hujer, R., Thomsen, S., IAB Werkstattbericht Nr. 18, Nürnberg 2002

Völlig frei bis streng geregelt: Variantenvielfalt in Europa, with Rudolph, H., IAB-Kurzbericht, Nr. 21, Nürnberg 2002

Auch für Arbeitslose ein Weg mit Perspektive, with Rudolph, H., IAB-Kurzbericht Nr. 20, Nürnberg 2002