

October 2009

## **Curriculum Vitae**

### **Dr. Elke J. Jahn**

Associate Professor  
Department of Economics  
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## **PERSONAL DETAILS**

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Citizenship: German

## **FIELDS OF INTEREST**

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Temporary Agency Employment, Migration, Employment Protection Legislation, Comparative Labour Law, Evaluation of Active Labour Market Policy

## **CURRENT POSITIONS**

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since 2008 Member of the Advisory Board – Temporary Agency Employment – Federal Institute for Occupational Safety and Health and Ministry of Labour and Social Affairs, Germany

since 2007 Associate Professor, Århus School of Business, Århus University, Denmark

since 2007 Lecturer, University of Heidelberg, Germany

since 2007 LASER, Nuremberg, Research Associate

since 2005 IZA, Bonn, Research Fellow

since 2003 Head of Research Group Temporary Agency Work, Institute for Employment Research (IAB), Germany, (on leave)

since 2002 Senior Researcher, Institute for Employment Research (IAB), (on leave)

## **PREVIOUS POSITIONS**

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2006 – 2007 Harvard University, Centre for European Studies, Visiting Scholar, USA

2002 – 2006 Lecturer, University of Erlangen-Nuremberg

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

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

1986 – 1990 Head of Local Working Group, Bavarian Forest Ministry, Munich

## **EDUCATION**

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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**

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accepted, under negotiation 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 Labor 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

## **GRANTS AND AWARDS**

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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**

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Master:	Labor Market Theory
Graduate:	Labor and Personnel Economics, Labor Market Theory, Labor Market Policy, Labor Market Institutions, Regional Economics, Macroeconomic Policy, Monetary Economics
Bachelor:	Descriptive Economics, International Labor Markets
Undergraduate:	Macroeconomic Policy

## **ORGANISATION OF CONFERENCES AND WORKSHOPS**

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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.

## **REFEREE AND EDITORIAL ACTIVITIES**

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Guest Editor:	International Journal of Manpower (2008/2009)
Referee:	Labour Economics, Journal of Economics, European Journal of Law and Economics, Homo Oeconomicus, Mitteilungen aus der Arbeitsmarkt- und Berufsforschung, Oxford Bulletin of Economics and Statistics, Perspektiven der Wirtschaftspolitik

## **MEMBERSHIP IN SCIENTIFIC ASSOCIATIONS**

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American Economic Association, European Association of Labour Economics, Society of Labor Economics, Royal Economic Society, Verein für Socialpolitik, German Association of Political Economy, Deutsche Gesellschaft für Soziologie (Sektion Modellbildung und Simulation)

## **INTERVIEWS**

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Daily Newspapers:	Berliner Zeitung, Die WELT, dpa, Financial Times Deutschland, Frankfurter Allgemeine Zeitung, Frankfurter Rundschau, Spiegel Online, Stuttgarter Zeitung, Süddeutsche Zeitung, Thüringer Allgemeine
Weekly Newspapers:	Frankfurter Allgemeine Sonntags Zeitung, Die Zeit, Spiegel, Focus, Wirtschaftswoche, Capital
Radio and TV:	Bayrischer Rundfunk, Hessischer Rundfunk, Norddeutscher Rundfunk, Süddeutscher Rundfunk, Südwestrundfunk, Westdeutscher Rundfunk, ZDF

## **PUBLICATIONS**

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### *BOOKS / MONOGRAPHS*

- Neue Arbeitsmarkttheorien, with Wagner, T., 1 and 2. Edition, UTB Verlag, Stuttgart 1997 and 2004.
- Beschäftigungsförderung im Niedriglohnsektor, (Eds.), with Wiedemann E., Beiträge zur Arbeitsmarkt- und Berufsforschung Nr. 272, Nürnberg 2003.
- Zur ökonomischen Theorie des Kündigungsschutzes – Volatilität der Arbeitsnachfrage und duale Arbeitsmärkte, Duncker & Humblot Verlag, Berlin 2002.
- Grundlagen der Volkswirtschaftslehre, with Lachmann, W., 3. and 4. Edition, Springer Verlag, Berlin, Heidelberg 1996 and 2002.

### *REFEREED JOURNALS*

- Do Firms Obey the Law when they Fire Workers? – Social Criteria and Severance Payments in Germany, *International Journal of Manpower*, Vol. 30 (7), 2009, forthcoming
- Do Changes in Regulation Affect Employment Duration in Temporary Work Agencies?, with Antoni, M., *Industrial and Labor Relations Review*, Vol. 62 (2), 2009, 226 - 251.
- Contracting Out Employment Services Involving Temporary Agency Work in Germany, with Ochel, W., *Journal of European Social Policy*, Vol. 17 (2), 2007, 125-138.
- Wie wirkt der Kündigungsschutz? in: *Zeitschrift für Arbeitsmarktforschung* 38(2-3), 2005, 284-304.
- Was macht den Unterschied? – Determinanten der Nachfrage nach Leiharbeit in Deutschland und den Niederlanden – in: *Industrielle Beziehungen* 12 (4), 2005, 393 – 423.
- Employment at will vs. Employment against will? in: *German Journal of Industrial Relations* 11(3), 2004, 77-102.
- Verbleibsquote ein Controlling-Indikator für den Eingliederungserfolg von ABM!?, with Caliendo, M., in: *Zeitschrift für Evaluation* 1 (2), 2004, 51-69.
- Institutions Matter – The Role of Institutional Factors for Labour Disputes, in: *Homo Oeconomicus*, 20 (4), 2004, 423-427.
- Warum ein staatlicher Kündigungsschutz – warum ganz anders als heute? in: *Jahrbuch für Wirtschaftswissenschaften* 53 (2), 2002, 142-160.

### *JOURNALS – REVISE AND RESUBMIT*

- Do Eligibility Criteria for Unemployment Benefits Influence Unemployment?, with Wagner, T., *revise and resubmit to Journal of Economics*
- Migration and the Wage Curve: A Structural Approach to Measure the Wage and Employment Effects of Migration, with Brücker, H., *revise and resubmit to Scandinavian Journal of Economics*
- Reassessing the Wage Penalty for Temps in Germany, *revise and resubmit to Journal of Economics and Statistics*

### *JOURNALS - SUBMITTED PAPERS*

- Job Security as an Endogenous Job Characteristic, with Wagner, T.
- Do Targeted Hiring Subsidies and Profiling Techniques Reduce Unemployment?, with Wagner, T.

### *WORK IN PROGRESS*

- The Structure of the Temp Wage Differential in Tight Labor Markets
- Is Temporary Agency Employment a Stepping Stone into the Labor Market for Migrants?, with Rosholm, M.
- The Effect of Regulation and the Business Cycle on the Demand for Temps, with Bentzen, J.
- Wage and Employment Effects of Migration in Denmark, Germany and the UK, with Brücker, H., Upward, R.

*CONTRIBUTIONS TO BOOKS*

- 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.

*OTHER JOURNALS*

- Frauenlöhne in der Zeitarbeit: Auch Geld ist relativ? in: IAB-Forum 1/09, 2009, 2009, 10-15.
- 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.

#### *BOOK REVIEWS*

Riphan, Regina T., Dennis J. Snower and Klaus F. Zimmermann (Eds.), *Employment Policy in Transition – The Lessons of German Integration for the Labor Market*, Berlin, Heidelberg, New York 2001, in: KYKLOS, Vol. 55, 2002, S. 132-133.

Klaus Schömann, Ralf Rogowski, Thomas Kruppe, *Labour Market Efficiency in the European Union – Employment Protection and Fixed-Term Contracts*, London 1998, in: KYKLOS, Vol. 53, 2000, S. 103-104.

#### *UNPUBLISHED WORKING PAPERS*

Do Targeted Hiring Subsidies and Profiling Techniques Reduce Unemployment? IZA Discussion Paper Nr. 3768, October 2008, Bonn.

Reassessing the Wage Penalty for Temps in Germany, IZA Discussion Paper Nr. 3663, August 2008, Bonn.

Do Firms Obey the Law when they Fire Workers? – Social Criteria and Severance Payments in Germany, Labor and Socio-economic Research Center, LASER Discussion Papers - Paper No. 22, Nuremberg.

Job Security as an Endogenous Job Characteristic, with Wagner, T.; Aarhus School of Business, University of Aarhus, Economics Department, Working Paper 08-6, April 2008.

Migration and the Wage Curve: A Structural Approach to Measure the Wage and Employment Effects of Migration, with Brücker, H.; IZA Discussion Paper Nr. 3423, March 2008; WP 08-4: Aarhus School of Business, University of Aarhus, Economics Department, Working Paper 08-4, March 2008.

Contractual Employment Protection and the Scarring risk of Unemployment, with Wagner, T., Institute for the Study of Labor, IZA discussion paper Nr. 1813, October 2005.

A Hiring Subsidy for Long-Term Unemployed in a Search Model with PES and Random Search, with Wagner, T., Discussion Paper No. 11, Friedrich-Alexander-Universität Erlangen-Nürnberg, Lehrstuhl für Arbeitsmarkt- und Regionalpolitik, Nürnberg, Mai 2002.

Labour's Law?, with Wagner, T., Discussion Paper No. 6, Friedrich-Alexander-Universität Erlangen-Nürnberg, Lehrstuhl für Arbeitsmarkt- und Regionalpolitik, Nürnberg, Juni 2001.

Substitution and Crowding-Out Effects of Active Labor Market Policy, with Wagner, T., Discussion Paper No. 2, Friedrich-Alexander-Universität Erlangen Nürnberg, Lehrstuhl für Arbeitsmarkt- und Regionalpolitik, Nürnberg, Juni 2000.

#### **REPORTS PREPARED FOR THE GERMAN GOVERNMENT AND INTERNATIONAL INSTITUTIONS**

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Der Kündigungsschutz auf dem Prüfstand, Report prepared for Konrad-Adenauer-Foundation, Bonn 2004.

Auswirkungen des Kündigungsschutzes auf das Entlassungsverhalten von Arbeitgebern sowie auf die Mobilität von älteren Arbeitnehmern, Report prepared for Organisation for Economic Co-operation and Development (OECD), Paris, 2004.

Personal-Service-Agenturen, Erste Ergebnisse aus der Begleitforschung, Report prepared for the Administrative Board of the Federal Public Employment Service, Nuremberg 2004.

Personal-Service-Agenturen, Trends und Perspektiven, Report prepared for the German Council of Economic Experts, Wiesbaden 2004.

Leiharbeit und Kündigungsschutz in Deutschland, Report prepared for the Lower House of the German Parliament, Bonn 2003.

## **PRESENTATIONS AT INTERNATIONAL CONFERENCES SINCE 2000**

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- The Structure of the Temp Wage Gap in Slack Labor Markets, Annual Conference of the European Association of Labor Economists (EALE), September 2009, Tallinn, Estonia.
- Reassessing the Wage Penalty for Temps in Germany, Jahrestagung, Verein für Socialpolitik, September 2009, Magdeburg, Germany
- The Structure of the Temp Wage Gap in Slack Labor Markets, Far East and South Asia Meeting of the Econometric Society (FESAMES), August 2009, Tokyo, Japan.
- Do Eligibility Criteria for Unemployment Benefits Influence Unemployment? Far East and South Asia Meeting of the Econometric Society (FESAMES), August 2009, Tokyo, Japan.
- Reassessing the Wage Penalty for Temps in Germany, Society of Labor Economists (SOLE), May 2009, Boston, USA
- Migration and Wage Setting: Reassessing the Labor Market Effects of Migration, OECD Seminar, Paris, March 2009.
- The structure of the temp wage differential in tight and slack labor markets, SOFI Seminar, University of Stockholm, October 2008.
- The structure of the temp wage differential in tight and slack labor markets, CIM Workshop, University of Aarhus, September 2008.
- Do Targeted Hiring Subsidies and Profiling Techniques for Long-Term Unemployed Reduce Unemployment?, Annual Conference of the European Association of Labor Economists, EALE, September 2008, Amsterdam, Netherlands.
- Job Security as an Endogenous Job Characteristic, Annual Conference of the European Association of Labor Economists, EALE, September 2008, Amsterdam, Netherlands.
- Do Targeted Hiring Subsidies and Profiling Techniques for Long-Term Unemployed Reduce Unemployment?, Far Eastern and South Asian Meeting of the Econometric Society, July, 2008, Singapore.
- Job Security as an Endogenous Job Characteristic, Far Eastern and South Asian Meeting of the Econometric Society, July, 2008, Singapore.
- Migration and the Wage Curve: A New Approach to Measure the Wage and Employment Effects of Migration, Society of Labor Economists (SOLE), May 2008, New York, USA.
- Do Targeted Hiring Subsidies and Profiling Techniques for Long-Term Unemployed Reduce Unemployment?, Conference of the Association of Political Economy, October 2007, Nuremberg, Germany.
- How do changes in regulation affect employment duration in temporary work agencies?, Conference of the Association of Political Economy, October 2007, Nuremberg, Germany.
- How do changes in regulation affect employment duration in temporary work agencies?, Jahrestagung, Verein für Socialpolitik, October 2007, Munich, Germany.
- How do changes in regulation affect employment duration in temporary work agencies?, Annual Conference of the European Association of Labor Economists, EALE, September 2007, Oslo, Norway.
- Eligibility Criteria for unemployment benefits and their influence on the equilibrium rate of unemployment, 62<sup>nd</sup> European Meeting, Econometric Society, August 2007, Budapest, Hungary.
- How do changes in regulation affect employment duration in temporary work agencies?, 62<sup>nd</sup> European Meeting, Econometric Society, August 2007, Budapest, Hungary.
- How do changes in regulation affect employment duration in temporary work agencies?, XXI Annual Conference of the European Society for Population Economics (ESPE), June 2007, Chicago, USA.
- Does Temporary Help Work Provide a Stepping Stone to Regular Employment? Discussion,

- Labor Market Intermediation Conference, National Bureau of Economic Research (NBER), May 2007, Cambridge, USA.
- Do Targeted Hiring Subsidies and Profiling Techniques for Long-Term Unemployed Reduce Unemployment?, Society of Labor Economists (SOLE), May 2007, Chicago, USA.
- How do changes in regulation affect employment duration in temporary work agencies?, Society of Labor Economists (SOLE), May 2007, Chicago, USA.
- How do changes in regulation affect employment duration in temporary work agencies?, Symposium on Individuals in Temporary Agency Jobs, May 2007, Nuernberg, Germany.
- How do changes in regulation affect employment duration in temporary work agencies?, Center for European Studies at Harvard University, Brown Bag Seminar, April 2007, Cambridge, USA.
- The Income and Scarring Risk of Unemployment, Annual Conference Royal Economic Society, April 2007, Warwick, Great Britain.
- Base Period, Qualifying Period and the Equilibrium Rate of Unemployment, 64<sup>th</sup> Annual Conference of the Midwest Political Science Association (MPSA), April 2007, Chicago, USA.
- Do Targeted Hiring Subsidies and Profiling Techniques for Long-Term Unemployed Reduce Unemployment?, Evaluation of Passive and Active Labour Market Policies for the Long-Term Unemployed and Social Benefit Recipients, November 2006, Nürnberg, Germany.
- How do changes in regulation affect employment duration in temporary work agencies?, Applied Econometrics Association (AEA), June 2006, Napoli, Italy.
- Base Period, Qualifying Period and the Equilibrium Rate of Unemployment, Applied Econometrics Association (AEA), June 2006, Napoli, Italy.
- Base Period, Qualifying Period and the Equilibrium Rate of Unemployment, Society of Labor Economists (SOLE), May 2006, Boston, USA.
- Contractual Employment Protection and the Scarring Risk of Unemployment, Jahrestagung des Vereins für Socialpolitik 2005, Bonn.
- Base Period, Qualifying Period and the Equilibrium Rate of Unemployment, European Economic Association (EEA), August 2005, Amsterdam, Netherlands.
- Base Period, Qualifying Period and the Equilibrium Rate of Unemployment, International Conference on Policy Modeling (Ecomod), June 2005, Istanbul, Turkey.
- Contractual Employment Protection and the Scarring Effect of Unemployment, T., Scottish Economic Society, April 2005, Perth, Scotland.
- Base Period, Qualifying Period and the Equilibrium Rate of Unemployment, Scottish Economic Society, April 2005, Perth, Scotland.
- Temporary Agency Work as an Instrument of Active Labour Market Policy, Workshop Temporary Agency Work: A New Source of Labour Market Flexibility? British Embassy, January 2005, Berlin, Germany.
- Base Period, Qualifying Period and the Equilibrium Rate of Unemployment, European Association of Labour Economists (EALE), September 2004, Lisbon, Portugal.
- Base Period, Qualifying Period and the Equilibrium Rate of Unemployment, Royal Economic Society (RES), April 2004, Swansea, UK.
- A Hiring Subsidy for Long-Term Unemployed in a Search Model with PES and Random Search, European Association of Labour Economists (EALE), September 2003, Seville, Spain.
- A Hiring Subsidy for Long-Term Unemployed in a Search Model with PES and Random Search, Royal Economic Society (RES), April 2003, Warwick, UK.
- Why is there a trade-off between the legal rights of labour and capital?, European Public Choice Society (EPCS), April 2002, Belgrate, Italy.
- Why are Capital, Labour and Product Markets in Civil Law Countries more Rigid than in Common Law Countries?, Workshop International Law and Economics, März 2002, Erfurt.

Labour's Law?, International Institute of Public Finance (IIPF), August 2001, Linz, Austria.  
Substitution and Crowding-Out Effects of Active Labor Market Policy, European Economic Association (EEA), September 2001, Lausanne, Switzerland.

Why are Capital, Labour and Product Markets in Civil Law Countries more Rigid than in Common Law Countries?, European Association of Labour Economists (EALE), September 2001, Jyväskylä, Finland.

Arbeitnehmerrechte in Civil Law und Common Law Ländern, Verein für Socialpolitik, 2000, Berlin, Germany.

Labour's Law?, with Wagner, T., Worldcongress Society of Labor Economics (SOLE) und European Association of Labour Economists (EALE), 2000, Malian, Italy.