

Dr. Annabelle Krause-Pilatus (née Krause) – C.V.

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IZA Institute of Labor Economics
Schaumburg-Lippe-Str. 5-9
53113 Bonn
Germany

Phone: +49 228 3894 527
Fax: +49 228 3894 510
E-mail: krause@iza.org
Website: www.iza.org

Professional Positions

03/2018 – present Scientific Manager, IZA Institute of Labor Economics, Bonn (Germany)
09/2016 – present Senior Research Associate, IZA Institute of Labor Economics, Bonn (Germany)
09/2013 – 08/2016 Research Associate, IZA Institute of Labor Economics, Bonn (Germany)
10/2009 – 08/2013 Resident Research Affiliate, IZA Institute of Labor Economics, Bonn (Germany)
09/2006 – 10/2006 Intern, Market Research Institute CONdata, Essen (Germany)

Education

10/2009 – 05/2013 Dr. rer. pol. (Ph.D. in Economics), Freie Universität Berlin (Germany)
Thesis Title: *Empirical Studies of Unemployment: Search Behavior, Reintegration and Prevention*
09/2007 – 06/2009 Master of Science in Economics, University of Lausanne (Switzerland)
Thesis Title: *The Effect of Unemployment on Life Satisfaction: An Analysis for Switzerland in its Cultural Diversity*
09/2004 – 07/2007 Bachelor of Arts in Economics and Social Psychology, Ruhr-University Bochum (Germany)
Thesis Title: *Kohortengröße und Löhne (Cohort Size and Wages)*
09/1995 – 06/2004 Abitur (General Qualification for University Entrance), Gymnasium Bonnstraße, Hürth (Germany)
08/2001 – 06/2002 High School Diploma, Lawrence High School, Maine (USA)

Further Education

2016 Project Management, FernUniversität in Hagen (Germany)

Research Interests

Labor Economics, Migration, Discrimination, Subjective Well-Being

Publications

Monographs

2014 *Empirical Studies of Unemployment: Search Behavior, Reintegration and Prevention*, Saarbrücken: Südwestdeutscher Verlag für Hochschulschriften (180 pages).

Refereed Journals

- 2019 The German Statutory Minimum Wage and Its Effects on Regional Employment and Unemployment (with H. Bonin, I. Isphording, A. Lichter, N. Pestel, U. Rinne), *Jahrbücher für Nationalökonomie und Statistik*.
- 2017 European Labor Market Integration: What the Experts Think (with U. Rinne and K. F. Zimmermann), *International Journal of Manpower* 38(7), 954–974.
Reservation Wages of First and Second Generation Migrants (with A. F. Constant, U. Rinne and K. F. Zimmermann), *Applied Economics Letters* 24(13), 945–949.
- 2015 Kick it like Özil? Decomposing the Native-Migrant Education Gap (with U. Rinne and S. Schüller), *International Migration Review* 49(3), 757–789.
- 2013 Don't Worry, Be Happy? Happiness and Reemployment, *Journal of Economic Behavior & Organization* 96, 1-20.
- 2012 Anonymous Job Applications of Fresh Ph.D. Economists (with U. Rinne and K. F. Zimmermann), *Economics Letters* 117(2), 441–444.
Anonymous Job Applications in Europe (with U. Rinne and K. F. Zimmermann), *IZA Journal of European Labor Studies* 1:5.
- 2011 Economic Preferences and Attitudes of the Unemployed: Are Natives and Second Generation Migrants Alike? (with A.F. Constant, U. Rinne and K. F. Zimmermann), *International Journal of Manpower* 32(7), 825–851.

Non-Refereed Journals

- 2014 Evidence and Persistence of Education Inequality in an Early-Tracking System. The German Case (with S. Schüller), *Scuola Democratica*, 2/2014.
- 2013 Schulkarrieren: Die soziale Herkunft ist wichtiger als der Migrationshintergrund (with U. Rinne and S. Schüller), *PERSONALquarterly* 03/2013, 21–25.
- 2011 Der anonyme Weg zu mehr Chancengleichheit – Anonymisierte Bewerbungsverfahren im Praxistest (with U. Rinne and K. F. Zimmermann), *Berufsbildung in Wissenschaft und Praxis* 2/2011, 22–25.
Implizite Diskriminierung: Anonyme Bewerbungen im Praxistest (with U. Rinne and K. F. Zimmermann), *Wirtschaftspsychologie aktuell* 2/2011, 50–52.

Collected Volumes

- 2015 Happiness and Work, in James D. Wright (editor-in-chief), *International Encyclopedia of the Social & Behavioral Sciences* 2nd edition Vol. 10, Oxford: Elsevier, pp. 515-520.

Policy Reports and Policy Papers

- 2020 Begleitevaluation der arbeitsmarktpolitischen Integrationsmaßnahmen für Geflüchtete - Zweiter Zwischenbericht (with H. Bonin, U. Rinne, et al.), *BMAS Forschungsbericht* No. 546.
Selbstständige Erwerbstätigkeit in Deutschland (Aktualisierung 2020) (with H. Bonin and U. Rinne), *BMAS Forschungsbericht* No. 545.

- 2019 The German Statutory Minimum Wage and Its Effects on Regional Employment and Unemployment (with H. Bonin, I. Isphording, A. Lichter, N. Pestel, U. Rinne), *IZA Policy Paper* No. 145.
- 2018 Dokumentation des wissenschaftlichen Workshops “Soziale Lagen in multidimensionaler Perspektive” (with H. Bonin and U. Rinne), *BMAS Forschungsbericht* No. 513
Auswirkungen des gesetzlichen Mindestlohns auf Beschäftigung, Arbeitszeit und Arbeitslosigkeit (with H. Bonin, I. Isphording, A. Lichter, N. Pestel, U. Rinne, M. Caliendo, C. Obst, M. Preuss, C. Schröder, M. Grabka), *IZA Research Report* No. 83.
- 2014 Abschlussbericht des Projektes “Anonym Bewerbungen in Baden-Württemberg” (with U. Rinne and K. F. Zimmermann), *IZA Research Report* No. 63.
- 2012 Pilotprojekt “Anonymisierte Bewerbungsverfahren”– Abschlussbericht (with U. Rinne, K. F. Zimmermann, I. Bösch and R. Alt), *IZA Research Report* No. 44.
- 2010 Anonymisierte Bewerbungsverfahren (with U. Rinne and K. F. Zimmermann), *IZA Research Report* No. 27.

Miscellaneous

- 2019 Arbeitszufriedenheit in der modernen Arbeitswelt (with U. Rinne and H. Schneider), *IZA Standpunkte* No. 94.
- 2015 Arsenic Contamination of Drinking Water and Mental Health (with S. Chowdhury and K. F. Zimmermann), *IZA Discussion Paper* No. 9400.
- 2011 Work to Live or Live to Work? Unemployment, Happiness, and Culture, *IZA Discussion Paper* No. 6101.

Refereeing

International Journal of Manpower, International Handbook on the Economics of Migration, IZA Journal of European Labor Studies, Journal of Population Economics, Labour Economics, LABOUR: Review of Labour Economics and Industrial Relations, Journal of Economic Behavior & Organization, IZA World of Labor, Social Behavior and Personality: an international journal, The Economics of Transition, European Journal of Comparative Economics, European Sociological Review, Zeitschrift für Personalforschung, Asia Pacific Education Review, China Economic Review, Review of Economics of the Household, Applied Economics, Journal of Ethnic and Migration Studies, Economic Inquiry, International Review of Economics, The B.E. Journal of Economic Analysis and Policy

Teaching

- 2015 Teaching Assistant, Economic Policy Seminar at Freie Universität Berlin (Master level)
- 2014 Teaching Assistant, Economic Policy Seminar at Freie Universität Berlin (Master level)
- 2013 Teaching Assistant, Economic Policy Seminar at Freie Universität Berlin (Master level)
- 2012 Teaching Assistant, Economic Policy Seminar at Freie Universität Berlin and IZA (Master level)

Invited Talks

- 2015 Round Table of the Commissioner for Protection of Equality: Combating Discrimination in the Field of Work and Employment (Organizer: GIZ) (Belgrade/Serbia)

- 2014 WZB Berlin Social Science Center, Research Unit Migration, Integration, Transnationalization (Berlin/Germany); Das spannende Unbekannte? Anonymisierte Bewerbungsverfahren als Chance für mehr Vielfalt at IG BCE (Organizer: DGB, FES, IG BCE) (Hannover/Germany); State parliament of North-Rhine Westphalia, expert discussion about anonymous job applications (Düsseldorf/Germany); Anonym zum Erfolg?! Die Chancen von anonymisierten Bewerbungsverfahren für Vielfalt und Antidiskriminierung (Organizer: FES) (Hannover/Germany); Anonymisierte Bewerbungsverfahren: Ein Weg zur Vielfalt? (Organizer: Gender Research Group at University Kiel among others) (Kiel/Germany)
- 2013 Win-Win durch Personalauswahl? Ein Praxisabend zu anonymisierten Bewerbungen at Kompetenzzentrum Frau & Beruf Emscher-Lippe (Castrop-Rauxel/Germany)

Conference Presentations

- 2015 3rd IZA Workshop: Labor Market Effects of Environmental Policies (Berlin/Germany)
- 2014 IZA/NBS/CELSI Conference on European Labor Markets and the Euro Area during the Great Recession: Adjustment, Transmission, Interactions (Bratislava/Slovakia)
- 2013 2nd Potsdam PhD Workshop in Empirical Economics (Potsdam/Germany); 18th Annual Society of Labor Economists (SOLE) Meetings (Boston/USA); HEIRs Conference Public Happiness (Rome/Italy); IZA/VEF Workshop: A European Labor Market with Full Employment, More Income Security and Less Income Inequality in 2020 (Rapporteur); 25th Annual European Association of Labour Economists (EALE) Conference (Torino/Italy); Abschlusskonferenz der von der VolkswagenStiftung geförderten Studiengruppen zu “Migration und Integration” (Berlin/Germany)
- 2012 15th IZA European Summer School in Labor Economics (Buch/Germany); 4th CIER/IZA Annual Workshop on Research in Labor Economics (Bonn/Germany); 1st IZA@DC Young Scholar Program (Washington D.C./USA)
- 2011 4th RGS Doctoral Conference in Economics (Dortmund/Germany); Joint Workshop FORS, University of Lausanne and IDSC of IZA on Redistribution and Well-Being (Lausanne/Switzerland); Migration: Economic Change, Social Challenge (London/UK); 8th IZA Annual Migration Meeting (AM2) (Washington D.C./USA); 23rd Annual European Association of Labour Economists (EALE) Conference (Pafos/Cyprus)
- 2010 24th Annual Conference of the European Society for Population Economics (ESPE) (Essen/Germany); 3rd Interdisciplinary IAB PhD Workshop Perspectives on (Un-) Employment (Nuremberg/Germany)

Media Coverage

- 2017 der Freitag (September 7th, 2017): “Hakan darf hier nicht rein”; ZEIT Online (September 28th, 2017): “Anonyme Bewerbung – Es ist nicht egal, wie Sie aussehen”; Plan W Süddeutsche Zeitung (November 28th, 2017): “Digitale Nomaden – Ultimative Freiheit oder Dauerstress?”
- 2013 Frankfurter Allgemeine Fazit – das Wirtschaftsblog (February 15th, 2013): “Zu viel Glück ist auch nicht gut”; DDS März 2013 – Zeitschrift der Gewerkschaft Erziehung und Wissenschaft Landesverband Bayern: “Mehr Chancengleichheit durch anonymisierte Bewerbungen?”; ZEIT Campus Nr. 6 November/Dezember 2013: “Erfahrungen von Doktoranden: War es das wert?”

- 2012 Radio Corax (May 4th, 2012): “Pilotprojekt: Anonymisierte Bewerbung”; PERSONAL-quarterly 04/12: “Praktikable Lösungen sind nötig”
- 2011 Neue Zürcher Zeitung (December 8th, 2011): “Das “teutonische Arbeitsethos” der Deutschschweizer”

Languages

German (native); English (fluent); French (good); Spanish (basic); Latin (“Latinum”–language certificate)