

# DR. TERRY GREGORY - CURRICULUM VITAE

(updated: November 14, 2020)

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## CONTACT INFORMATION

Team Leader “Digital Transformation”

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Google-Scholar: <http://scholar.google.com/citations?hl=en&user=xRIyWW0AAAAJ>

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## WORK EXPERIENCE

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| 11/2018 – present | Team Leader “Digital Transformation”, IZA Bonn |
| 7/2015 – present  | Senior Researcher, ZEW Mannheim                |
| 3/2015 – 6/2015   | Postdoctoral Researcher, ZEW Mannheim          |
| 3/2009 – 2/2015   | Researcher, ZEW Mannheim                       |
| 1/2006 – 7/2007   | Research assistant, University of Bonn         |

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## RESEARCH INTERESTS

labor economics, labor market effects of automation and digitalization, labor market inequalities, minimum wages

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## EDUCATION

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| 3/2009 – 1/2015   | Ph.D. in Economics ( <i>summa cum laude</i> ), University of Regensburg<br><i>supervisors:</i><br>Prof. Dr. Dr. h.c. Joachim Möller (University of Regensburg and IAB)<br>Prof. Dr. Melanie Arntz (University of Heidelberg and ZEW) |
| 10/2005 – 09/2008 | Diplom-Volkswirt (M.A. Economics), University of Bonn  |
| 8/2007 – 3/2008   | Graduate Studies in Economics, Charles University in Prague  |
| 10/2002 – 10/2005 | Vordiplom (B.A. Economics), University of Bonn   |

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## PUBLICATIONS IN REFEREED JOURNALS

“The Impact of Demographic Change on Regional Labour Markets” (joint with Michael Böhm, Pamela Quadrai and Christian Siegel), 2021, forthcoming, *Oxford Review of Economic Policy*, 37 (1).

“Revisiting the Risk of Automation” (joint with Melanie Arntz and Ulrich Zierahn), 2017, *Economics Letters*, 159, 157-160, revised version of "The Risk of Automation for Jobs in OECD Countries: A Comparative Analysis", OECD Social, Employment and Migration Working Papers No. 189, Paris.

in press: The Economist, New York Times, Die Welt, FAZ, Handelsblatt, EurActiv, KURIER.

“Demographic Ageing and the Polarization of Regions - An Exploratory Space-Time Analysis” (joint with Roberto Patuelli), 2015, *Environment and Planning A*, 47, 1192-1210.

“Can Regional Employment Disparities Explain the Allocation of Human Capital Across Space?” (joint with Melanie Arntz and Florian Lehmer), 2014, *Regional Studies*, 48 (10), 1719-1738.

“The Minimum Wage Affects Them All: Evidence on Employment Spillovers in the Roofing Sector” (joint with Bodo Aretz and Melanie Arntz), 2013, *German Economic Review*, 14 (3), 282-315.

“The Minimum Wage in the Roofing Sector: Impact on Employment, Worker Protection and Competition” (joint with Bodo Aretz, Melanie Arntz and Christian Rammer), 2012, *Journal for Labour Market Research*, 45 (3), 233-256.

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## WORKING PAPERS / IN EDITORIAL PROCESS

“Racing With or Against the Machine? Evidence from Europe” (joint with Anna Salomons and Ulrich Zierahn), IZA Discussion Paper No. 12063, winner of the UniCredit Best Paper Award 2016, R&R, *Journal of the European Economic Association*.

in press: The Economist, Makronom, Bloomberg, Süddeutsche Zeitung.

“When the Minimum Wage Really Bites Hard: Impact on Top Earners and Skill Supply” (joint with Ulrich Zierahn), IZA Discussion Paper No. 13633, submitted.

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## WORK IN PROGRESS

“Minimum Wages and Automation – An Empirical Analysis for Germany” (joint with Mario Bossler, Christina Gathmann and Kristina Zapp).

“Technology and Jobs in the Fourth Industrial Revolution - Firm-Level Evidence” (joint with Melanie Arntz, Sabrina Genz, Florian Lehmer, and Ulrich Zierahn), winner of the EALE Best Poster Award 2018.

“Automation, Employment and Wages: Is this time different?” (joint with Melanie Arntz and Ulrich Zierahn).

“Minimum Wages and Solo Self-Employment” (joint with Angelika Ganserer, Simona Murrmann and Ulrich Zierahn).

“Technology Adaption, Employment Stability and Wage Changes - Worker-level Evidence from Germany” (joint with Sabrina Genz, Florian Lehmer, Britta Matthes and Markus Janser).

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POLICY CONTRIBUTIONS AND NON-REFEREED JOURNALS

- Digitalisierung und Wandel der Beschäftigung (DiWaBe) - Eine Datengrundlage für die interdisziplinäre Sozialpolitikforschung (joint work with Arntz, Melanie, Katharina Dengler, Ralf Dorau, Matthias Hartwig, Robert Helmrich, Florian Lehmer, Britta Matthes, Anita Tisch, Sascha Wischniewski and Ulrich Zierahn), 2020, ZEW-Dokumentation, no 20-02.
- Digitalisierung und die Zukunft der Arbeit (joint with Melanie Arntz and Ulrich Zierahn), 2020, Wirtschaftsdienst 100(13), 41–47.
- Digitization and the future of work: macroeconomic consequences (joint with Melanie Arntz and Ulrich Zierahn), 2019, in: Handbook of Labor, Human Resources and Population Economics.
- No need for automation angst but automation policies (joint with Daniel Arnold, Melanie Arntz, Susanne Steffes und Ulrich Zierahn), 2018, in: Max Neufeind, Jacqueline O'Reilly, Florian Ranft Work in the Digital Age, Challenges of the Fourth Industrial Revolution, Rowman and Littlefield International, London, New York.
- Betriebe und Arbeitswelt 4.0: Mit Investitionen in die Digitalisierung steigt auch die Weiterbildung (joint with Simon Jansseon, Ute Leber, Melanie Arntz and Ulrich Zierahn (2018), IAB-Kurzbericht 26/2018, 1-8.
- Digitalisierung und die Zukunft der Arbeit: Makroökonomische Auswirkungen auf Beschäftigung, Arbeitslosigkeit und Löhne von morgen (with joint with Melanie Arntz and Ulrich Zierahn), 2018, Report for the Federal Ministry for Research and Development (BMBF).  
in press: Spiegel-Online
- Arbeitswelt 4.0: Wohlstandszuwachs oder Ungleichheit und Arbeitsplatzverlust – was bringt die Digitalisierung? (joint with Oliver Stettes, Melanie Arntz, Ulrich Zierah, Katharina Dengler, Daniel Veit, Werner Eichhorst and Ulf Rinne), 2017, ifo Schnelldienst 7, 3-18.
- “Tätigkeitswandel und Weiterbildungsbedarf in der digitalen Transformation” (joint with Melanie Arntz, Simon Jansen and Ulrich Zierahn), 2016, Report for the National Academy of Science and Engineering (acatech).
- “Arbeitswelt 4.0 – Stand der Digitalisierung in Deutschland: Dienstleister haben die Nase vorn” (joint with Melanie Arntz, Florian Lehmer, Britta Matthes and Ulrich Zierahn), 2016, IAB Kurzbericht 22/2016.  
in press: FAZ.net, Wirtschaftswoche.
- “Robotics and Employment - Consequences of Robotics and Technological Change for the Structure and Level of Employment” (joint with Melanie Arntz and Ulrich Zierahn), 2016, Expertise for the Robotics Coordination Action for Europe (RockEU).
- “Übertragung der Studie von Frey/Osborne (2013) auf Deutschland” (joint with Holger Bonin and Ulrich Zierahn), 2015, Expertise for the Federal Ministry of Labour and Social Affairs (BMAS).  
in press: FAZ, Focus.
- “Rising Labour Market Inequality: Regional Disparities and Wage-Setting Institutions”, 2015, Dissertation, University of Regensburg.
- “Vorbereitende Forschung für die zweite Evaluationsrunde Mindestlöhne – Verbesserung und Erweiterung der Evaluationsmethoden” (joint with Bodo Aretz, Melanie Arntz, Holger

Bonin, Sebastian Butschek, Annabelle Dörr, Bernd Fitzenberger, Nicole Gürtzgen, Holger Stichnoth, Thomas Walter), 2013, Expertise for the Federal Ministry of Labour and Social Affairs (BMAS).

“Selektive Arbeitskräftemobilität in Deutschland: Beschäftigungschancen sind wichtiger als der Lohn” (joint with Melanie Arntz and Florian Lehmer), 2012, IAB-Kurzbericht, 13, 1-8.

“ZEW-Studie zu den Wirkungen eines Mindestlohns in der Dachdeckerwirtschaft” (joint with Bodo Aretz, Melanie Arntz, Sandra Gottschalk, Michaela Niefert, Christian Rammer, Helmut Schröder and Holger Schütz), 2011, Expertise for the Federal Ministry of Labour and Social Affairs (BMAS).

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#### RESEARCH VISITS

9/2014                      Visiting researcher, University of Utrecht (Prof. Anna Salomons)  
11/2011 – 1/2012        Visiting researcher, University of Bologna (Prof. Roberto Patuelli)

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#### AWARDS AND SCHOLARSHIPS

9/2018                      EALE Best Poster Award 2018  
5/2016                      UniCredit Best Paper Award 2016  
8/2007 – 3/2008        Erasmus-Scholarship for Studies Abroad

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#### SELECTED RESEARCH GRANTS AND THIRD-PARTY FUNDING

04/2017 – 12/2022      Research project for the German Federal Ministry of Labour and Social Affairs (joint with Melanie Arntz, Robert Helmrich, Florian Lehmer, Britta Matthes and Ulrich Zierahn), funding amount: 323.329 Euros, *joint project leader*.  
11/2017 – 4/2018        Research project for the European Commission (joint with Melanie Arntz, Maarten Goos and Ulrich Zierahn) funding amount: 7.200 Euros, *joint project leader*.  
4/2017 – 3/2019        Research grant from the Federal Ministry of Labour and Social Affairs (BMAS, joint with Melanie Arntz, Robert Helmrich, Florian Lehmer, Britta Matthes and Ulrich Zierahn) funding amount: 149.984 Euros, *joint project leader*.  
11/2016 – 10/2019      Research grant from the German Research Foundation (DFG, joint with Christina Gathmann), funding amount: 300.030 Euros, *joint project leader*.  
3/2016 – 8/2016        Research project for the National Academy of Science and Engineering (ACATECH, joint with Melanie Arntz, Simon Jannsen and Ulrich Zierahn), funding amount: 17.476 Euros, *project leader*.  
3/2016 – 8/2016        Research project for the OECD (joint with Melanie Arntz and Ulrich Zierahn), funding amount: 10.000 Euros, *joint project leader*.

2/2016 – 5/2016	Research project for the Robotics Coordination Action for Europe (RockEU) (joint with Melanie Arntz and Ulrich Zierahn), funding amount: 10.000 Euros, <i>joint project leader</i> .
7/2015 – 6/2017	Research grant from the Federal Ministry of Education and Research (BMBF, joint with Melanie Arntz and Ulrich Zierahn), funding amount: 230.024 Euros, <i>joint project leader</i> .
4/2013 – 9/2014	Research grant from the SEEK program of the federal state Baden-Württemberg (joint with Anna Salomons and Ulrich Zierahn), funding amount: 187.473 Euros, <i>joint project leader</i> .
9/2011 – 12/2013	Research grant from the Fritz-Thyssen Foundation (joint with Melanie Arntz and Roberto Patuelli), funding amount: 112.318 Euros, <i>project member, strongly involved in leadership</i> .

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#### REFEREEING FOR INTERNATIONAL JOURNALS

Demographic Research, Economics Letters, Empirical Economics, Environment and Planning A, European Economic Review, European Journal of Political Economy, German Economic Review, Industrial and Labour Relations Review, International Economic Review, Journal of Economic Behavior and Organization, Journal for Labour Market Research, Journal of Economics and Statistics, Journal of the European Economic Association, Scandinavian Journal of Economics, The Journal of Economic Inequality, LABOUR, Labour Economics, Oxford Economic Papers, Regional Studies, Research Policy, The Review of Economics and Statistics, Urban Studies.

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#### OTHER REFEREEING ACTIVITIES

Conferences	2nd IZA/CREA Workshop: Exploring the Future of Work, IZA Bonn, 2019; annual meetings of the German Economic Association, Vienna, 2017; ZEW conference “Spatial Dimensions of Inequality” 2017; Spring Meeting of Young Economists (SMYE) 2017 and 2018.
Scholarships	“Scholarship Programme for Refugees from Syria II”, State of Baden-Württemberg and German Academic Exchange Service (DAAD), 2016.

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#### TEACHING EXPERIENCE

2014 – 2017	ZEW Expert seminar on “Evaluation of programs and policy measures – a practice oriented introduction into impact analysis”
4/2008 – 7/2008	Tutor for the lecture “Introduction to Economics”, University of Bonn

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#### ORGANISATION OF ACADEMIC CONFERENCES AND WORKSHOPS

4/2020	“4th IZA Workshop on Gender and Family Economics”, IZA Bonn, 2020.
12/2019	“2nd IZA/CREA Workshop: Exploring the Future of Work”, IZA Bonn, 2019.
2/2019	“TASKS V: Robotics, Artificial Intelligence and the Future of Work”, 5th BIBB/IAB/ZEW Conference.
9/2016	“TASKS IV: Labor Market Adjustments to Digitization and the Future of Work”, 4th BIBB/IAB/ZEW Conference.
2014	“TASKS III: Changing Tasks – Consequences for Inequality” 3rd BIBB/IAB/ZEW Conference; “Spatial Dimensions of the Labour Market – The Relocation of Jobs“, 2nd ZEW/IAB/RCEA Workshop.
2013	Workshop on “Evaluation of Minimum Wages in Several German Sectors”.

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#### SELECTIVE MEDIA COVERAGE

- Die nächste Automatisierungs-Welle: Alle arbeitslos oder mehr Wohlstand?, Podcast, Arbeitsphilosophen - Die Zukunft der Arbeit, 4.11.2020.
- Künstliche Intelligenz - Konkurrenz für Angestellte und Akademiker?, Live-Interview, Deutschlandfunk Nova, 28.1.2020.
- Nehmen Roboter uns die Jobs weg?, Bild der Frau, 27.12.2019.
- Die Digitalisierung ist eine Evolution, keine Revolution, Märkisch aktiv, 28.10.2019.
- Was verändert die Digitalisierung wirklich?, Live-Sendung, Deutschlandfunk, Campus & Karriere, 5.10.2019.
- Arbeit ohne Menschen?, Zukunft Jetzt, Das Magazin der Deutschen Rentenversicherung, Ausgabe 1/2019.
- Chinas Milliardeninvestitionen in die Künstliche Intelligenz bergen eine explosive Gefahr für das Land, Business-Insider, 22.8.2019.
- Bedroht Digitalisierung die Arbeitswelt?, 27.5.2019, FAZ.
- Nehmen Roboter uns die Jobs weg?, 29.7.2019, Handelsblatt Orange.
- Automatisierung könnte 560 000 Jobs schaffen, 28.6.2019, Süddeutsche Zeitung.
- Live TV-Interview, 2.2.2019, Deutsche Welle TV.
- Sind die Roboter doch keine Konkurrenz?, 12.2.2019, Interview, Info Radio Berlin Brandenburg.
- Maschinen schaffen mehr Jobs als sie vernichten, 9.1.2019, Süddeutsche Zeitung.
- 50% mänger Arbeitsplätze durch 4.0?, 4.6.2018, Radio RTL Luxemburg.
- Digitalisierung - wie verändert sie unsere Arbeit und die Gesellschaft?, 30.4.2018, SWR Aktuell Kontext.
- Wie erleben Sie die Digitalisierung in Ihrem Arbeitsumfeld?, 2.5.2018, WDR 5 Tagesgespräch.
- Regierungsgutachten: Roboter schaffen mehr Jobs, als sie vernichten, 4.4.2018, Spiegel-Online.
- Viele Jobs können Computer und Roboter gar nicht übernehmen!“, 5.4.2018, Orange by Han-

delsblatt.

“Digitalisierung bedroht 3,4 Millionen Jobs”, 2.2.2018, Spiegel Online.

Fachkräftemangel kostet Deutschland 30 Milliarden Euro, 29.4.2018, Die Welt.

“Zukunft der Arbeit - Keine Angst, die Maschinen kommen!”, 30.8.2017, Spiegel Online.

“Ein Roboter macht Euren Job”, 1.11.2016, RBB Radio Fritz.

“Digitalisierung: Bedrohen Roboter unsere Jobs? ”, 22.11.2016, Yahoo.

“Verliert der Mensch im Wettlauf gegen die Maschine?”, 19.09.2016, “Robots Are Actually Helping People To Buy More Stuff ”, 29.6.2016, Bloomberg.

Automation: I’m afraid I can’t do that - Reasons to be less afraid about the march of the machines , Jun 4th 2016 edition, The Economist.

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#### INVITED TALKS, KEYNOTES, PANELS

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| 2019 | Invited Seminar, IAAEU University of Trier; Hearing at the Enquete Commission "Artificial Intelligence" of the German Bundestag  |
| 2018 | Keynote, Seminar on "L’avenir du travail: saisir les opportunités et accompagner les risques"on behalf of the Luxembourg Ministry for Labour, Employment and the Social and Solidarity Economy .   |
| 2017 | Keynote, scientific symposium on "Struktureller Wandel der Arbeitswelt", BMAS, Berlin; "Panelist, OECD, workshop on “Adapting to changing skill needs”, Paris; Invited seminar at ifo Institut, Munich.  |
| 2016 | Keynote, Summit Industrie 4.0, Vienna, Austria; Keynote, "Neue Verwaltung - Zukunft Digitale Arbeit", World Conference Center Bonn; Invited talk, expert meeting “Handwerksunternehmen in der Digitalen Ökonomie”, Leipzig; Invited talk, Europa-Union, Duale Hochschule Baden-Württemberg (DHBW); Invited talk, expert meeting in the Federal Ministry of Economics and Technology (BMWi); Invited talk, Sitzung der AG Arbeit, Aus- und Weiterbildung der Plattform Industrie 4.0; Invited talk, Heidelberger Druckmaschinen AG. |
| 2015 | Economic Forum of the Münster’s Chamber of Crafts (Handwerkskammer Münster); Invited talk at expert meeting in the BMWi.   |
| 2014 | Invited Seminar, Faculty of Economics, Utrecht University.   |

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#### CONFERENCE PRESENTATIONS AND SEMINAR TALKS

- 2019 TASKS V: Robotics, Artificial Intelligence and the Future of Work, Bonn; DfG Workshop, IZA Bonn.
- 2018 Annual Congress of the EALE, Lyon, Annual Congress of the SOLE, Toronto; IAB Workshop on "Technological progress and the labour market", Nuremberg.
- 2017 Annual Congress of AEA, Chicago; IZA Workshop: Labor Productivity and the Digital Economy, OECD, Paris.
- 2016 Workshop "Zukunftsprojekt Arbeitswelt 4.0", Stuttgart; Annual Congress of VfS; Annual Congress of the EALE, Ghent; Workshop on "New Empirical Developments Health and Labor Markets", KU Leuven.
- 2015 Annual Congress of the SOLE, Montreal; Annual Congress of the EEA, Mannheim; Annual Congress of the VfS, University of Münster.
- 2014 Annual Congress of the SOLE, Washington DC.
- 2013 Junior Research Dialogue in Applied Econometrics, University of Mannheim; Geoffrey J.D. Hewings Regional Economics Workshop, WIFO, Vienna; European Workshop on "Labour Markets and Demographic Change", Vienna Institute of Demography, Vienna; Annual Congress of the ERSA, Palermo.
- 2012 Interdisciplinary Ph.D. Workshop on "Perspectives on (Un-) Employment", IAB Nuremberg; Annual Congress of the ERSA, University of Bratislava; Annual Congress of the VfS, University of Göttingen; Annual Congress of the ESPE, University of Bern; Annual Congress of the EALE, IZA Bonn.
- 2011 Annual Congress of the ERSA, University of Barcelona; Summer Conference of the German Speaking Section of the Regional Science Association (RSA), Dresden University of Technology; Annual Congress of the ESPE, Zhejiang University, Hangzhou.
- 2010 Interdisciplinary NORFACE Migration Network Conference on "Migration: Economic Change, Social Challenge", University College London; Interdisciplinary Ph.D. Workshop on "Perspectives on (Un-) Employment", IAB Nuremberg; International Workshop on "Flexibility in Heterogeneous Labour Markets", IAB Nuremberg; International Workshop of the RSA Network on "Geographical Localisation, Intersectoral Reallocation of Labour and Unemployment Differentials" (GLUNLAB-3), University of Bologna, Rimini; International Workshop on "Flexibility in Heterogeneous Labour Markets", ZEW Mannheim.
- 2009 Central European Conference in Regional Science (CERS), Technical University of Kosice, Slovakia.