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Staff

IZA Team (as of November 2015)

23  Researchers
6   Resident Research Affiliates (2 IZA Scholarship Program)
16  Organization, IT, IDSC, Communications, Publications etc.
2   IT Apprentices

IZA Network (as of November 2015)

1264 Research Fellows
92  Research Affiliates
105 Guest Researchers
161 Policy Fellows
IZA Research Fellows (as of November 2015)

IZA Policy Fellows (as of November 2015)
Research and Policy Advice

IZA continues to publish expert opinions, which have been developed in cooperation with or in service of well-known institutions:

Werner Eichhorst, Alexander Spermann:

**Sharing Economy: Chancen, Risiken und Gestaltungsoptionen für den Arbeitsmarkt**

(Gutachten für die Randstad Stiftung)

Werner Eichhorst, Patrick Arni, Florian Buhlmann, Ingo E. Isphording, Verena Tobsch:

**Wandel der Beschäftigung: Polarisierungstendenzen auf dem deutschen Arbeitsmarkt**

(Forschungsbericht zu einem Projekt im Auftrag der Bertelsmann Stiftung)

Werner Eichhorst, Ulf Rinne:

**An Assessment of the Youth Employment Inventory and Implications for Germany's Development Policy**

(Report commissioned and funded by GIZ on behalf of the BMZ)

Werner Eichhorst, Florian Wozny, Michael Cox:

**Policy Performance and Evaluation: Germany**

(Report on a project funded under the EU’s 7th Framework Programme)

Werner Eichhorst, Ulf Rinne:

**Promoting Youth Employment Through Activation Strategies**

(Report based on a study conducted for the International Labour Organization)

Jirka Taylor, Jennifer Rubin, Corrado Giulietti, Chris Giacomantonio, Flavia Tsang, Amelie F. Constant, Linguère Mously Mbaye, Maryam Naghsh Nejad et al.:

**Mapping Diasporas in the European Union and the United States**

(Report prepared in collaboration with RAND Europe for the European Commission)
**Third-Party Funding**

IZA continues to be successful in acquiring third-party funding:

<table>
<thead>
<tr>
<th>Project</th>
<th>Duration</th>
<th>Funding Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understanding Default Effects</td>
<td>2011-2016</td>
<td>Volkswagen Stiftung</td>
</tr>
<tr>
<td>Verteilung von Einkommen und Vermögen in Deutschland</td>
<td>2014-2015</td>
<td>Bundesministerium für Arbeit und Soziales</td>
</tr>
<tr>
<td>Understanding Informal Employment in Transition: The Case of Georgia</td>
<td>2011-2016</td>
<td>Volkswagen Stiftung</td>
</tr>
<tr>
<td>NEUJOBS Employment 2025: How multiple transitions affect the European labour market</td>
<td>2011-2015</td>
<td>European Commission</td>
</tr>
<tr>
<td>Mindestlohn und Dienstleistungssektor in Mecklenburg-Vorpommern</td>
<td>2014-2015</td>
<td>Ministerium für Arbeit, Gleichstellung und Soziales Mecklenburg-Vorpommern</td>
</tr>
<tr>
<td>Global Skill Mismatch</td>
<td>2014-2016</td>
<td>Randstad</td>
</tr>
<tr>
<td>Die Rolle von Erwartungshaltungen in der Stellensuche</td>
<td>2012-2015</td>
<td>Staatssekretariat für Wirtschaft (SECO), Schweiz</td>
</tr>
<tr>
<td>Verteilungswirkungen Umweltpolitischer Maßnahmen und Instrumente</td>
<td>2013-2015</td>
<td>Umweltbundesamt (in Kooperation mit FU Berlin)</td>
</tr>
<tr>
<td>Strategic Transitions for Youth Labor in Europe</td>
<td>2014-2016</td>
<td>European Commission</td>
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<tr>
<td>Workshop &quot;Inequality: Causes and Consequences&quot;</td>
<td>2015</td>
<td>Thyssen Stiftung</td>
</tr>
<tr>
<td>Sharing Economy - Chancen und Risiken für Arbeitsmarkt, Unternehmen und Arbeitnehmer</td>
<td>2015</td>
<td>Randstad Stiftung</td>
</tr>
<tr>
<td>Migration und die Veränderung von Konsummustern</td>
<td>2015-2017</td>
<td>Deutsche Forschungsgemeinschaft (DFG)</td>
</tr>
<tr>
<td>Study on &quot;Engaging Employers in Skills Development and Utilisation&quot;</td>
<td>2015-2016</td>
<td>OECD</td>
</tr>
<tr>
<td>Study on “Precarious employment: patterns, trends and policy strategies”</td>
<td>2015-2016</td>
<td>European Commission</td>
</tr>
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Publications
IZA Discussion Papers (as of November 2015)

IZA Discussion Papers in the Press:

- “Is broadband responsible for falling teenage pregnancy rates?”
  (The Guardian; IZA DP Nr. 9076)
- “The marriage squeeze in India and China: Bare branches, redundant males”
  (The Economist; IZA DP Nr. 3214)
- “Media coverage of terrorism ‘leads to further violence’”
  (The Guardian; IZA DP Nr. 8497)
- “When Whites Get a Free Pass: Research Shows White Privilege Is Real”
  (New York Times; IZA DP Nr. 7300)
- „Digitalisierung: Sechs Euro pro Stunde für einen Roboter“
  (Zeit Online; IZA DP Nr. 8938)
- „Für den Job in eine andere Stadt“
  (Süddeutsche Zeitung; IZA DP Nr. 9183)
- “Absolutely everything science knows about how Tinder’s changing the way we date”
  (The Washington Post; IZA DP Nr. 7316)
Publications
IZA Standpunkte (German) und IZA Policy Papers (English) are an important forum for policy-oriented studies

Selected Papers in 2015:

- Holger Hinte, Ulf Rinne, Klaus F. Zimmermann:
  *Punkte machen?! Warum Deutschland ein aktives Auswahlssystem für ausländische Fachkräfte braucht*
  IZA Standpunkte Nr. 79.

- Klaus F. Zimmermann:
  *The Big Trade-Off in the World of Labor*
  IZA Policy Papers No. 100.

- Werner Eichhorst:
  *Do We Have to Be Afraid of the Future World of Work?*
  IZA Policy Papers No. 102.

- Werner Eichhorst, Holger Hinte, Alexander Spermann, Klaus F. Zimmermann:
  *Die neue Beweglichkeit: Die Gewerkschaften in der digitalen Arbeitswelt*
  IZA Standpunkte Nr. 82.

- Holger Hinte, Ulf Rinne, Klaus F. Zimmermann:
  *Flüchtlinge in Deutschland: Realismus statt Illusionen*
  IZA Standpunkte Nr. 83.

Recent Book Publications:
Journals

IZA Journal Series – Selected Articles in 2015:

- **David N.F. Bell, David G. Blanchflower** (2015):
  *Youth unemployment in Greece: measuring the challenge*
  *IZA Journal of European Labor Studies* 4:1

- **Cinzia Rienzo, Carlos Vargas-Silva** (2015):
  *Targeting migration with limited control: the case of the UK and the EU*
  *IZA Journal of European Labor Studies* 4:16

- **Michael A. Clemens** (2015):
  *Global Skill Partnerships: a proposal for technical training in a mobile world*
  *IZA Journal of Labor Policy* 4:2

- **Alexander Spermann** (2015):
  *How to fight long-term unemployment: lessons from Germany*
  *IZA Journal of Labor Policy* 4:15

- **Michael Fertig, Martin Kahanec** (2015):
  *Projections of potential flows to the enlarging EU from Ukraine, Croatia and other Eastern neighbors*
  *IZA Journal of Migration* 4:6

- **Maria A. Cattaneo, Stefan C. Wolter** (2015):
  *Better migrants, better PISA results: findings from a natural experiment*
  *IZA Journal of Migration* 4:18

- **Deborah A. Cobb-Clark** (2015):
  *Locus of control and the labor market*
  *IZA Journal of Labor Economics* 4:3

- **Paolo Verme** (2015):
  *Economic development and female labor participation in the Middle East and North Africa: a test of the U-shape hypothesis*
  *IZA Journal of Labor & Development* 4:3

Additional Journals hosted by IZA:

- **Research in Labor Economics**
  The journal continues to present important new research.

- **Journal of Population Economics**
  The successful journal’s 30th Anniversary Volume is already in preparation.
IZA World of Labor: Worldwide Impact

IZA World of Labor provides decision-makers with sound empirical evidence to help in formulating good policies and best practices.

**Important Milestone:** 200th article published on November 10, 2015.

**Increasing Media Coverage:** Articles about IZA World of Labor in the worldwide press:

- „Terror in France: Implications for Muslim integration“ *(Washington Post)*
- „Deutscher Pass verbessert Chancen für Zuwanderer“ *(Die Welt)*
- „Langzeitarbeitslose sollen Sport treiben!“ *(BILD)*
- „Sporttreiben ist auch förderlich bei Gehaltserhöhungen“ *(WDR)*
- „The Unappetizing Effect of Minimum-Wage Hikes“ *(Wall Street Journal)*
- „Wenn Roboter die Welt beherrschen“ *(Süddeutsche Zeitung)*
- „Si no puedes con los robots, únete a ellos“ *(El Mundo)*
- „Wer schön ist, verdient mehr Geld“ *(BILD)*
- „Je hübscher, desto höher das Gehalt“ *(Spiegel Online)*
- „The Folly of Universal Child Care“ *(National Review)*
- „So beeinflussen Flüchtlinge die Löhne in Deutschland“ *(Die Welt)*
- „The facts behind Theresa May’s speech about immigration“ *(Independent)*
- „No names, no bias? Anonymising job applications to eliminate discrimination is not easy“ *(The Economist)*

**Selected IZA World of Labor Events 2015:**

- IZA/RIETI Workshop: Changing Demographics and the Labor Market *(Tokyo)*
- IZA World of Labor Policy Symposium on Youth Employment *(Paris)*
- IZA/OECD Seminar: Protection to Workers vs. Protection to Jobs *(Paris)*
- Invited Session: IZA World of Labor *(SGE Conference)* *(Washington DC)*
IZA Prize in Labor Economics

The 2015 IZA Prize in Labor Economics goes to Czech-born economist Jan Svejnar, the James T. Shotwell Professor of Global Political Economy and Director of the Center on Global Economic Governance at Columbia University’s School of International and Public Affairs, New York.

Professor Svejnar receives the IZA Prize, widely regarded as the most prestigious science award in the field of labor economics, for his major contributions to comparative economics in general and the economics of transition in particular. The award ceremony was held during the annual IZA/World Bank Conference on Employment and Development in Bonn, Germany, June 4-6, 2015.

According to the award statement by the IZA Prize Committee, Professor Svejnar’s research on the transition from socialist to market economies “has broadened our understanding of this process in a fundamental way”. Soon after the fall of the Iron Curtain, Svejnar provided an elaborated policy agenda for a successful transition from socialist to market economies. In a seminal article published in the Journal of Economic Perspectives (1991), he emphasized the need for micro adjustments to achieve macro stabilization in the transforming socialist economies. Beyond his academic achievements, Professor Svejnar has served as an advisor to governments, international institutions, non-profit organizations and private-sector companies.

“Jan Svejnar is among those top economists who always have a policy perspective in mind. His insights have provided policymakers with the tools to master Europe’s greatest post-war challenge – the successful transition of the formerly socialist economies.”

(Klaus F. Zimmermann, IZA Director, University of Bonn)

“I want to congratulate my colleague Jan Svejnar for receiving the prestigious IZA Prize in Labor Economics. His contributions to our understanding of governance, globalization, and government policy – among many other topics – very much deserve this honor.”

(Joseph E. Stiglitz, Columbia University, 2001 Nobel Laureate in Economics, 2005-2007 IZA Prize Committee)
Events

Selected Conferences 2015:

- IZA Workshop on Inequality: Causes and Consequences
- IZA/RIETI Workshop: Changing Demographics and the Labor Market
- IZA Workshop: Which Institutions Promote Youth Employment?
- 10th IZA/World Bank Conference on Employment and Development: Technological Change and Jobs
- 3rd IZA Workshop: Labor Market Effects of Environmental Policies
- 1st IZA/DFID GLM-LIC Research Conference on New Research on Labor Markets in Low-Income Countries
- IZA/Ministry of Finance, Slovak Republic/Council for Budget Responsibility/CELSI Conference on Fiscal Policy Tools and Labor Markets during the Great Recession
- IZA Konferenz: Welche Arbeitsmarktpolitik braucht Deutschland?

IZA Tower Talk

- **Aiman Mazyek** (Vorsitzender, Zentralrat der Muslime in Deutschland): „Migration, Integration, Islam: Wie Deutschlands Gesellschaft von Zuwanderung profitiert“

IZA Policy Seminar

- **Heinrich Alt** (Bundesagentur für Arbeit)
- **Laszlo Andor** (Hertie School of Governance)
- **Ekkehard Ernst** (ILO)
- **Rose Langer** (BMAS)
- **Rolf Schmachtenberg** (BMAS)
- **Mark Keese** (OECD)
Thematic Foci

Refugees in Germany and Europe

Up until recently, many Europeans knew images of large refugee camps and desperate families trying to cross borders only from TV screens. The unprecedented influx of refugees into Europe, the largest since World War II, have made these scenes reality in many European neighborhoods. Feelings of empathy and shock are increasingly joined by worries about the consequences on society, welfare institutions and labor markets.

Scientific evidence proves that many of these worries are unfounded. Various empirical studies by members of the IZA network of international labor economists point to the economic opportunities of immigration and present ideas of how Europe could achieve a fair and effective allocation of migrants that preserves European principles and European unity.

For example, two German articles were published:

Ulf Rinne, Klaus F. Zimmermann (2015):
Zutritt zur Festung Europa? Anforderungen an eine moderne Asyl- und Flüchtlingspolitik
Wirtschaftsdienst 95 (2), S. 114-120.

Holger Hinte, Ulf Rinne, Klaus F. Zimmermann (2015):
Flüchtlinge in Deutschland: Herausforderung und Chancen
Wirtschaftsdienst 95 (11), S. 744-751.

In addition, IZA Director Klaus F. Zimmermann gave public lectures at American University and at Yale University discussing the refugee challenge for Europe. Also in various op-eds, his position remains that we need to manage the challenge, address the root causes and gain in strengths through stronger collaborations.
Thematic Foci

Youth Employment Programs: Do They Work?

Improving the employment prospects of the young generation has become a top priority in labor market policymaking around the globe. Accordingly, youth employment interventions play an important role in international development cooperation. However, since the implementation of a program alone does not guarantee that the desired outcome is achieved, it is not always clear whether the money is well spent.

IZA research aims to provide empirical evidence for informed policy decisions. The good news: Overall, youth employment initiatives seem to be on the right track. Very few of the interventions for which conclusive evidence is available have zero or negative effects. However, the vast majority of measures lack a rigorous evaluation. A new IZA study thus concludes that the potential for evidence-based policy making could be significantly improved if more interventions were subject to rigorous scientific evaluation. The authors suggest that evaluation requirements should be taken into account already in the design of interventions, as well as in budgeting, implementation and reporting.

A European Perspective on Long-term Unemployment

In the aftermath of the 2008/09 recession, long-term unemployment has increased in many EU member states. Even in some countries with a favorable economic environment, the share of long-term unemployed in total unemployment remains at high levels.

What have we learned from two decades of activation policies for the long-term unemployed in Europe? It is not enough to promote “workfare” policies without offering proper support in terms of training and other measures that tackle individual barriers to employment in terms of qualification, health, social and psychological issues. While active labor market policies can make a difference in raising transition rates from unemployment to employment, there is no a priori preference for certain programs such as training, hiring incentives, start-up support or temporary public employment opportunities. Rather, to achieve more sustainable employment paths, it is important to provide individualized packages of supportive policies that really help improve the employability.
Thematic Foci

Reform of Immigration Policy

There is a hot public debate in Germany about whether we need an immigration law and a points system to attract and select high-skilled migrants. IZA has made various contributions to this debate. A concrete policy proposal is forthcoming in an academic journal:

Holger Hinte, Ulf Rinne, Klaus F. Zimmermann:

Punkte machen?! Warum Deutschland ein aktives Auswahlssystem für ausländische Fachkräfte braucht und wie ein solches System aussehen kann

Erscheint in: Perspektiven der Wirtschaftspolitik.

IZA contributes to B20 Employment Taskforce Report

When global leaders met at the G20 summit in Antalya, they received prioritized policy recommendations from the B20 Employment Taskforce. IZA World of Labor, the innovative knowledge hub for evidence in labor economics, has played a key role in the preparation for the report. The report of the taskforce, to which IZA Director Klaus F. Zimmermann has contributed as a member, focuses on three key recommendations:

1. Advance a business friendly environment to create employment opportunities.
2. Increase youth and female labor force participation by making labor markets more dynamic and inclusive.
3. Develop and finance programs aimed at reducing skills mismatches in an era of innovation and rapid technological change.
International Data Service Centre (IDSC)

Academic research has long solved the problem of attribution of credit. If your work has been useful to new research, then you are properly cited in a manner that can be counted and compared. This is the currency that underpins the academic market.

When it comes to data, a commodity without which there can simply not be empirical research, things are not as optimal. IZA’s IDSC is trying to contribute to the data part.

We believe that proper attribution of credit to a dataset and to data workers is an important ingredient to raising both data quality and data availability for research. The IDSC of IZA has been at the center of various efforts and initiatives in the past on relevant topics and has made a recommendation adopted by IZA on how to properly cite data.

Therefore, the IDSC now offers a data citation service as well as a data repository service: [https://idsc.iza.org/citations](https://idsc.iza.org/citations) and [https://idsc.iza.org/datasets](https://idsc.iza.org/datasets).
Media Appearances

Euro zone crisis: What motivates Germany

Klaus Zimmermann

In the global debate about the eurozone crisis, Germany has come in for a lot of criticism. The German position has been described as engaging in a “burden-sharing” strategy by merely asking other countries to pay back their debts. Alternatively, it is regarded as a display of “nationalism” by just pursuing narrow national interests – not as practicing “reformism” by seeking to improve a German model and in the rest of Europe.

I am struck by how much these descriptions fail to do justice to the structural reforms – such as tax cuts in Europe – that are really no political issue.

From the German perspective, the current battle over structural reforms, if the German government has a mission or a vision, then it is to lead its partner towards greater economic integration and in view of this it has to contain with.

Unprepared

Next, ask yourself why Germany is so inpatient in pursuing structural reforms in Europe. Because without them, Europe’s mostly aging societies are going to be structurally unprepared for the future. That would have a definite negative impact on Europe’s growth in the future.

This explains why, from the German perspective, the current battle over structural reforms, if the German government has a mission or a vision, then it is to lead its partner towards greater economic integration and in view of this it has to contain with.

The eurozone crisis: Why Germany insists on structural reforms

By Klaus Zimmermann

In the global debate about the eurozone crisis, Germany has come in for a lot of criticism. The German position has been described as engaging in a “burden-sharing” strategy by merely asking other countries to pay back their debts. Alternatively, it is regarded as a display of “nationalism” by just pursuing narrow national interests – not as practicing “reformism” by seeking to improve a German model and in the rest of Europe.

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Future work model brings new challenges

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