

## Mario Bossler

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### Senior Labor Economist

ONLINE SOURCES: **Google Site:** [www.mariobossler.de](http://www.mariobossler.de)  
**Site at IAB:** <https://iab.de/en/employee/?id=76472>  
**Twitter:** @BosslerMario  
**Google Scholar (citations 1025, h-index 17):** [Link](#)

### ACADEMIC POSITIONS

**Acting Professor** April 2023 to March 2024  
University of Wuerzburg  
Chair of Labor Market Research

**Head of Working Group “Minimum Wage”** September 2015 to present  
Working Group Minimum Wage, Institute for Employment Research (IAB)  
Responsibilities:

- Coordination of research on minimum wages
- Political advices on minimum wages
- Organization of workshops and conferences

**Research position** October 2011 to present  
Senior researcher (with tenure)  
Deputy head of the research department “Labour Market Processes and Institutions”,  
Institute for Employment Research (IAB)

**LASER Associate** July 2016 to present  
Associate member of the Labor and Socio-Economic Research Center (LASER) of the  
University of Erlangen-Nuremberg

### EDUCATION

**Doctoral degree** January 2016  
School of Business and Economics, University of Erlangen-Nuremberg

- Member of the joint graduate program of the Institute for Employment Research and the University of Erlangen-Nuremberg
- Title of dissertation: “Personnel Policy and Employment: Essays in Empirical Labor Economics” (summa cum laude)
- Supervisors: Prof. Lutz Bellmann and Prof. Claus Schnabel
- PhD level courses: Advanced Microeconomics (Lecturer: Zvika Neeman), Sociological and economic basis of labor market research (Claus Schnabel and Martin Abraham), Statistics and Econometrics (Johannes Ludsteck), Advanced Econometrics (Jeffrey Wooldridge), Empirical Labor Economics (Thorsten Schank), Quantile Regression (Bernd Fitzenberger), Migration Economics (Herbert Brücker), Empirical Strategies (Joshua Angrist), Macroeconometrics (Enzo Weber), Causality (Peter Dalton), Policy Evaluation (Johannes Schmieder), and Empirical Evaluation Methods (Petra Todd)
- Visiting Fellow at the School of Economics, University of Nottingham  
Academic contact: Prof. Richard Upward

**Master in Economics** September 2011  
**Simon Fraser University**, Vancouver, BC, Canada

- Areas of Study: Micro, Macro, and Econometrics

**Bachelor in Economics** February 2010  
**University of Marburg**, Germany

- International Student Exchange: Wilfrid Laurier University, Waterloo, ON, Canada
- Areas of Study: Institutional Economics

- [1] Measurement error in bite-dependent minimum wage evaluations.

Revise & Resubmit requested at *Labour Economics*.

The most recent version can be accessed [here](#).

Joint work with Christian Westermeier.

*Abstract:* We assess the role of measurement error in minimum wage evaluations when the treatment variable – the bite – is inferred from a survey wage distribution. We conduct Monte Carlo experiments on both simulated and empirical distributions of measurement error derived from a record linkage of survey wages and administrative data. On the individual-level treatment effects are downward biased by about 30 percent. Aggregation of the treatment information at the level of households, firms or regions is promising when the treatment variable is defined as a continuous bite-gap, but it still may not fully alleviate the bias. Besides of aggregation, we discuss two potential remedies: (a) dropping observations close to the minimum wage threshold and (b) identification from an instrumental variable which is inferred from a second wage source. We cannot recommend these strategies.

- [2] Labor demand on a tight leash.

Available as [LASER Discussion Paper No. 143](#).

Joint work with Martin Popp.

*Abstract:* Although theory highlights search frictions in tight labor markets, standard models of labor demand do not account for labor market tightness. Given the universe of administrative employment data on Germany, we study the effect of labor market tightness on firms' labor demand using novel Bartik instruments that rely on predetermined firm shares and national shifts at the occupation level. In line with theory, the IV results suggest that a 10 percent increase in labor market tightness reduces firms' employment by 0.5 percent. When accounting for search externalities, we find that the individual-firm wage elasticity of labor demand reduces from -0.7 to -0.5 at the aggregate level. For the 2015 minimum wage introduction, the elasticities imply only modest disemployment effects mirroring empirical ex-post evaluations. Moreover, the doubling of tightness between 2012 and 2019 led to a significant slowdown in employment growth by 1.1 million jobs.

- [3] Long-Run Minimum Wage Evaluation Using Machine Learning-Based Treatment Bites.

The most recent version can be accessed [here](#).

Joint work with Benjamin Börschlein.

*Abstract:* The empirical evaluation of national minimum wages, as proposed by Card (1992), relies on a bite measure that captures treatment variation. Bite-dependent estimates face the problem of dynamic selection. That is, the treatment bite can change over time even if there had been no minimum wage. We apply a machine learning method to predict the current bite of the German minimum wage, which allows us to account for unobserved dynamic selection in an empirical evaluation of the effects of the minimum wage. The resulting LASSO-predicted bite measures show significant improvements over conventional time-constant measures. When estimating contemporaneous effects of the German minimum wage on wages in 2015-2020, wage increases are significantly positive but smaller than in the conventional estimation.

- [4] The Role of Working Hours: Heterogenous Effects of the Minimum Wage.

Joint work with Ying Liang and Thorsten Schank.

*Abstract:* In 2015, a national minimum wage was introduced in Germany. Using the Structure of Earnings Survey, we can demonstrate significant effects of the minimum wage on hourly and monthly wages, leading to a significant reduction in wage inequality. Although several theoretical mechanisms suggest a reduction in hours, we cannot reject a null effect in the aggregate. However, in the group of subsidized minijobs, we find a reduction in working hours when the corresponding jobs would otherwise have to transition to regular, unsubsidized employment. In addition to the reductions in working hours, we find limited evidence for the upgrading of minijobs, but we observe a significant destruction of 56,000 minijobs.

- [5] Labor demand responses to changing gas prices. Joint work with Alexander Moog and Thorsten Schank. *Abstract*: In course of the current energy crisis, the consequences of increasing gas prices are heavily discussed in the public. To date, there is no evidence of the impact of gas prices on the labor market. Using administrative employment data from 2012–2020, we find a labor demand elasticity of -0.02 for firms in manufacturing, likely reflecting a scale effect. We also find a significant increase in firm closure. A negative impact on wages of 2 percent is consistent with a rent-sharing effect.
- [6] Wage Inequality in Germany after the Minimum Wage Introduction. Joint work with Thorsten Schank. *Journal of Labor Economics*, online first.
- [7] How effective are enforcement measures for compliance with the minimum wage? Evidence from Germany. Joint work with Ursula Jaenichen and Simeon Schaechtele. *Economic and Industrial Democracy*, 2022, 43(2), 943-971.
- [8] Collective bargaining coverage, works councils and the new German minimum wage. Joint work with Lutz Bellmann, Hans-Dieter Gerner and Olaf Hübler. *Economic and Industrial Democracy*, 2021, 42(2), 269-288.
- [9] Employment Effects of the New German Minimum Wage: Evidence from Establishment-Level Microdata. Joint work with Hans-Dieter Gerner. *ILR Review*, 2020, 73(5), 1070-1094.
- [10] Are Female Managers More Likely to Hire More Female Managers? Evidence from Germany Joint work with Alexander Mosthaf and Thorsten Schank. *ILR Review*, 2020, 73(3), 676-704.
- [11] Asymmetric information in external versus internal promotions. Joint work with Philipp Grunau. *Empirical Economics*, 2020, 59(6), 2977–2998.
- [12] Employment adjustments following rises and reductions in minimum wages: New insights from a survey experiment. Joint work with Michael Oberfichtner and Claus Schnabel. *LABOUR*, 2020, 34(3), 323-346.
- [13] The IAB Job Vacancy Survey – Design and Research Potential. Joint work with Nicole Gürtzgen, Alexander Kubis, Benjamin Kufner, Benjamin Lochner. *Journal for Labour Market Research*, 2020, 54(13), 1-12.
- [14] The German minimum wage: effects on productivity, profitability, and investments. Joint work with Nicole Gürtzgen, Benjamin Lochner, Ute Betzl and Lisa Feist. *Journal of Economics and Statistics*, 2020, 240(2/3).
- [15] The rise in orientation at collective bargaining without formal contract. *Industrial Relations*, 2019, 58(1), 17-45.
- [16] The German generation internship and the minimum wage introduction: Evidence from big data. Joint work with Jakob Wegmann. *Applied Economics*, 2019, 51(16), 1730-1747.
- [17] Chasing the carrot - Actual working hours of fixed-term employees. Joint work with Philipp Grunau. *Applied Economic Letters*, 2019, 26(14), 1148-1152.
- [18] Comparing survey data with an official administrative population: An assessment of unit non-response in the IAB Establishment Panel. Joint work with Jens Stegmaier and Gregor Geis. *Quality & Quantity*, 2018, 52(2), 899-920.
- [19] The employment effect of deregulating shopping hours: Evidence from German food retailing. Joint work with Michael Oberfichtner. *Economic Inquiry*, 2017, 55(2), 757-777.
- [20] Employment expectations and uncertainties ahead of the new German minimum wage. *Scottish Journal of Political Economy*, 2017, 64(4), 327-348.

- [21] Do minimum wages increase job satisfaction? Micro data evidence from the new German minimum wage. Joint work with Sandra Broszeit. *LABOUR*, 2017, 31(4), 480-493.
- [22] Training and minimum wages: first evidence from the introduction of the minimum wage in Germany. Joint work with Lutz Bellmann, Hans-Dieter Gerner and Olaf Hübler. *IZA Journal of Labor Economics*, 2017, 6(8), 1-22.
- [23] Employee Turnover and the Expansion and Contraction of Employers. Joint work with Richard Upward. *Research handbook on employee turnover*, C. Cooper & G. Saridakis (Eds.), London: Edward Elgar Publishing, 2016, p. 305-346.
- [24] Recruiting abroad: an empirical analysis. *International Journal of Manpower*, 2016, 37(4), 590-605.
- [25] Employment Structure of Cooperative Banks? - A Test of Institutional Hypotheses. Joint work with Christopher-Johannes Schild. *Annals of Public and Cooperative Economics*, 2016, 87(1), 79-92.
- [26] The efficiency wage effect of employer provided occupational pensions. *IZA Journal of European Labour Studies*, 2015, 4(8).
- [27] Die bisherigen Erhöhungen des Mindestlohns haben der Beschäftigung bislang kaum geschadet. Joint work with Benjamin Börschlein and Nicole Gürtzgen. IAB-Forum, 19 September 2022, Nuremberg.
- [28] Revision and new data quality concept due to deviant interviewer behavior in the IAB Job Vacancy Survey. Joint work with Nicole Gürtzgen, Alexander Kubis, Benjamin Küfner, Lukas Olbrich, and Silvia Schwanhäuser. FDZ-Methodenreport 05/2022, Nuremberg.
- [29] The IAB Job Vacancy Survey: Establishment survey on labour demand and recruitment processes, waves 2000-2019 and subsequent quarters 2006 to 2021. Joint work with Nicole Gürtzgen, Alexander Kubis, Benjamin Küfner, and Martin Popp. FDZ-Datenreport 08/2022 (en), Nuremberg.
- [30] Mindestloohnerhöhung im Oktober 2022: 12 Euro Mindestlohn betreffen mehr als jeden fünften Job. Joint work with Benjamin Börschlein, Nicole Gürtzgen, and Christian Teichert. IAB-Kurzbericht 12/2022, Nuremberg.
- [31] Auswirkungen des gesetzlichen Mindestlohns auf Betriebe und Unternehmen. Joint work with Nicole Gürtzgen, Benjamin Börschlein, and Jan Simon Wiemann. IAB-Forschungsbericht 09/2022, Nuremberg.
- [32] Erhöhung des gesetzlichen Mindestlohns und Änderungen im Bereich der geringfügigen Beschäftigung. Statement of the IAB on the public hearing in the Committee for Labour and Social Affairs of the German Bundestag on 16.5.2022 [in German]. Joint work with Kerstin Bruckmeier, Torsten Lietzmann, and Jürgen Wiemers. IAB-Stellungnahme 05/2022, Nuremberg.
- [33] Viele geflüchtete Ukrainerinnen könnten mittelfristig in Engpassberufen unterkommen. Joint work with Martin Popp. IAB-Forum, 23 March 2022.
- [34] Erhöhung des gesetzlichen Mindestlohns auf 12 Euro \* Stellungnahme des IAB zur Verbändeanhörung des Bundesministeriums für Arbeit und Soziales zum Entwurf eines Gesetzes zur Erhöhung des Schutzes durch den gesetzlichen Mindestlohn (MiLoEG) am 2.2.2022. IAB-Stellungnahme, 01/2022, Nuremberg.
- [35] Recent research on minimum wages – evidence from a virtual seminar series. Joint work with Duncan Roth and Matthias Umkehrer. IAB-Forum, 25 November 2021, Nuremberg.

- [36] The IAB Job Vacancy Survey: Establishment survey on labour demand and recruitment processes, waves 2000-2018 and subsequent quarters 2006 to 2019. Joint work with Alexander Kubis, Benjamin Kuefner and Martin Popp. FDZ-Datenreport 09/2021 (en), Nuremberg.
- [37] Rückgang der Arbeitsnachfrage in der Corona-Krise: Kurzfristig sind Mindestlohnbetriebe etwas stärker betroffen. Joint work with Benjamin Börschlein. IAB-Kurzbericht, 12/2021, Nuremberg.
- [38] Vorschläge zur Reform der Grundsicherung für Arbeitsuchende und weiterer Gesetze zur sozialen Absicherung. Joint work with Sarah Bernhard, Thomas Kruppe, Torsten Lietzmann, Monika Senghaas, Gesine Stephan, Simon Trenkle, Jürgen Wiemers, Joachim Wolff. Öffentliche Anhörung im Bundestagsausschuss für Arbeit und Soziales am 7.6.2021, Berlin.
- [39] Gesetzlicher Mindestlohn: 2022 dürfte der Rückstand gegenüber der Tariflohnentwicklung aufgeholt sein. Joint work with Benjamin Börschlein and Jan Simon Wiemann. IAB-Forum, 15 February 2021.
- [40] The IAB Job Vacancy Survey: Establishment survey on labour demand and recruitment processes, waves 2000 to 2017 and subsequent quarters 2006 to 2018. Joint work with Hermann Gartner, Alexander Kubis, and Benjamin Kufner (2019). FDZ-Datenreport, 06/2020 (en), Nuremberg.
- [41] Auswirkungen des gesetzlichen Mindestlohns auf Betriebe und Unternehmen. Joint work with Nicole Gürtzgen and Benjamin Börschlein. IAB-Forschungsbericht, 5/2020, Nuremberg.
- [42] Mit dem Corona-Shutdown ging zuerst die Zahl der offenen Stellen zurück. Joint work with Nicole Gürtzgen, Alexander Kubis, Benjamin Kufner. IAB-Kurzbericht, 12/2020, Nuremberg.
- [43] Die Deregulierung der Ladenöffnungszeiten hat zu steigender Beschäftigung im Lebensmitteleinzelhandel geführt. Joint work with Michael Oberfichtner and Vinzenz Pyka. IAB-Forum, May 22, 2020.
- [44] Auswirkungen des gesetzlichen Mindestlohns \* Stellungnahme des IAB am 19.3.2020 zur schriftlichen Anhörung der Mindestlohnkommission. Joint work with Philipp vom Berge, Jonas Beste, Kerstin Bruckmeier, Benjamin Börschlein, Nicole Gürtzgen. IAB-Stellungnahme, 04/2020, Nuremberg.
- [45] Mindestlohn in Deutschland: Löhne, Beschäftigung und Armutsbekämpfung. Joint work with Benjamin Börschlein. ifo Schnelldienst 73(4), 10-13, 2020.
- [46] Zur Bewältigung von aktuellen Herausforderungen: Ausbildung und berufliche Weiterbildung fördern, Arbeit in der Transformation zukunftsfest machen und Arbeitslosenversicherung stärken \* Stellungnahme des IAB zur geplanten öffentlichen Anhörung im Ausschuss für Arbeit und Soziales des Deutschen Bundestags am 23.3.2020. Joint work with Fran Bauer, Kerstin Bruckmeier, Hans Dietrich, Christian Hohendanner, Elke Jahn, Thomas Kruppe, Julia Lang, Michael Oberfichtner, Gesine Stephan, Enzo Weber, Jürgen Wiemers, Joachim Wolff. IAB-Stellungnahme, 03/2020, Nuremberg.
- [47] Mindestlohn für Jugendliche? Mögliche Effekte einer Abschaffung der Ausnahmeregelung für jugendliche Beschäftigte vom gesetzlichen Mindestlohn in Deutschland. Stellungnahme des IAB zur schriftlichen Anhörung im Wirtschaftsausschuss des Schleswig-Holsteinischen Landtags am 16.3.2020. Joint work with Hans Dietrich and Max Kunaschk. IAB-Stellungnahme, 02/2020, Nuremberg.
- [48] Neues zur Lohnungleichheit in Deutschland. Joint work with Bernd Fitzenberger and Arnim Seidlitz. ifo Schnelldienst 73(2), 12-16, 2020.

- [49] Eine Bilanz nach fünf Jahren gesetzlicher Mindestlohn: Positive Lohneffekte, kaum Beschäftigungseffekte. Joint work with Benjamin Börschlein. IAB-Kurzbericht, 24/2019, Nuremberg.
- [50] Der gesetzliche Mindestlohn: Zur Einhaltung und zu den Beschäftigungseffekten in einer Rezession. Stellungnahme des IAB zur Anhörung beim Sachverständigenrat zur Begutachtung der gesamtwirtschaftlichen Entwicklung am 9. Oktober 2019. IAB-Stellungnahme, 18/2019, Nuremberg.
- [51] Der Brexit und mögliche Folgen für den deutschen Arbeitsmarkt. Joint work with Johann Fuchs, Alexander Kubis, Lutz Schneider. *Wirtschaftsdienst*, 2019, 99(10), 687-692.
- [52] The IAB Job Vacancy Survey: Establishment survey on labour demand and recruitment processes, Waves 2000 to 2016 and subsequent quarters 2006 to 2017. Joint work with Hermann Gartner, Alexander Kubis, Benjamin Küfner, Thomas Rothe (2019). FDZ-Datenreport, 03/2019 (en), Nuremberg.
- [53] Arbeitgeber bewerten die Dienstleistungen der Bundesagentur für Arbeit überwiegend positiv (Serie "IAB-Stellenerhebung"). Joint work with Alexander Kubis, Martina Rebien. In: IAB-Forum, 22 August 2019.
- [54] Sind 12 Euro Mindestlohn zu viel? Joint work with Michael Oberfichtner, Claus Schnabel. In: IAB-Forum, 24 July 2019.
- [55] Befristungen bei Neueinstellungen. Joint work with Nicole Gürtzgen, Alexander Kubis, Martina Rebien. IAB-Aktuelle Daten und Indikatoren, April 2019.
- [56] Auswirkungen des gesetzlichen Mindestlohns aus ökonomischer Perspektive. In: *Der Mindestlohn*, C. Arnold and P. Fischinger (Eds.), Tübingen: Mohr & Siebeck, 2019.
- [57] The Effects of the Compulsory Minimum Wage in Germany. Joint work with Joachim Möller. ifo DICE Report, Volume 16, No 4, December 2018.
- [58] Der gesetzliche Mindestlohn: Auswirkungen, Anhebungen und Einhaltung. Joint work with Joachim Möller. IAB-Stellungnahme, 08/2018, Nürnberg.
- [59] IAB-Stellenerhebung von 1992 bis 2017 \* so wenige Arbeitslose pro offene Stelle wie nie in den vergangenen 25 Jahren. Joint work with Nicole Gürtzgen, Alexander Kubis and Andreas Moczall. IAB-Kurzbericht, 23/2018, Nürnberg.
- [60] Auswirkungen des gesetzlichen Mindestlohns auf Betriebe und Unternehmen. Joint work with Nicole Gürtzgen, Benjamin Lochner, Ute Betzl, Lisa Feist, Jakob Wegmann. IAB-Forschungsbericht, 04/2018, Nürnberg.
- [61] The German labour market after the introduction of the statutory minimum wage. Joint work with Johanna Eberle, Nicole Gürtzgen, Wolfram Klosterhuber and Philipp vom Berge. IAB-Forum, 6 August 2018.
- [62] Auswirkungen des gesetzlichen Mindestlohns. Joint work with Joachim Möller. IAB-Stellungnahme, 01/2018, Nürnberg.
- [63] Auswirkungen des Mindestlohns aus betrieblicher Perspektive (Serie "Mindestlohn"). Joint work with Hans-Dieter Gerner, IAB-Forum, 01.09.2017.
- [64] Zur Lage und Entwicklung auf dem Arbeitsmarkt in Deutschland. Joint work with Hans Dietrich, Hermann Gartner, Markus Hummel, Sabine Klinger, Alexander Kubis, Enzo Weber, and Stefanie Wolter, IAB-Stellungnahme, 04/2017, Nürnberg.
- [65] Der gesetzliche Mindestlohn aus betrieblicher Sicht. Joint work with Ursula Jaenichen. *WSI-Mitteilungen*, 2017, 70(7), 482-490.
- [66] Neueinstellungen im Jahr 2016: Große Betriebe haben im Wettbewerb um Fachkräfte oft die Nase vorn. Joint work with Alexander Kubis and Andreas Moczall. *IAB-Kurzbericht* 18/2017, Nuremberg.

- [67] Mindestlohn: Längsschnittstudie für sächsische Betriebe. Joint work with Lutz Bellmann, Sandra Dummert, and Esther Ostmeier. *IAB-Forschungsbericht* 07/2017, Nuremberg.
- [68] Der deutsche Arbeitsmarkt nach der Einführung des gesetzlichen Mindestlohns. In: *Arbeitsmarkt kompakt. Analysen, Daten, Fakten*, (IAB-Bibliothek, 363), Bielefeld: Bertelsmann, S. 80-85. Joint work with Philipp vom Berge, Johanna Eberle, Nicole Gürtzgen, and Wolfram Klosterhuber.
- [69] Der Mindestlohn: Erwartungen und Realitäten. *Brockhaus*, Jahrbuch 2016, Berlin.
- [70] 13. IWH/IAB-Workshop zur Arbeitsmarktpolitik \* Ein Tagungsbericht. Joint work with Eva Hank. *Wirtschaft im Wandel*, 22(5), p. 108, 2016.
- [71] Folgen des Mindestlohns in Deutschland: Betriebe reagieren nur selten mit Entlassungen. Joint work with Lutz Bellmann, Matthias Dütsch, Hans-Dieter Gerner, and Clemens Ohlert. *IAB-Kurzbericht* 18/2016, Nuremberg.
- [72] Freie Mitarbeit statt Mindestlohn? Werk- und Dienstverträge in deutschen Betrieben vor und nach Einführung des gesetzlichen Mindestlohns. Joint work with Christian Hohendanner. *Sozialer Fortschritt*, 08/2016.
- [73] Mindestlohn in Deutschland, Großbritannien und in den USA. *Wirtschaftsdienst*, 2016, 96(6), 422-425.
- [74] Erkenntnisse aus der Mindestlohnforschung des IAB. Joint work with Philipp vom Berge and Joachim Möller. *IAB-Stellungnahme* 03/2016, Nuremberg.
- [75] Auswirkungen des Mindestlohns im Jahr 2015. *IAB-Aktuelle Berichte* 01/2016, Nuremberg.
- [76] LPP - Linked Personnel Panel \* quality of work and economic success: longitudinal study in German establishments (data collection on the first wave). Joint work with Lutz Bellmann, Stefan Bender, Sandra Broszeit, Christian Dickmann, Miriam Gensicke, Reiner Gilberg, Philipp Grunau, Patrick Kampkötter, Katharina Laske, Jens Mohrenweiser, Helmut Schröder, Holger Schütz, Dirk Sliwka, Susanne Steffes, Jens Stephani, Nikolai Tschersich, Stefanie Wolter. *FDZ-Methodenreport* 5/2015 (en), Nuremberg.
- [77] IAB-Betriebspanel \* Reichweite des Mindestlohns in deutschen Betrieben. Joint work with Lutz Bellmann, Hans-Dieter Gerner, and Olaf Hübler. *IAB-Kurzbericht* 6/2015, Nuremberg.
- [78] Gesundheitsförderung: Viele Betriebe haben die Zeichen der Zeit erkannt. Joint work with Sven Jung. *IAB-Forum* 02/2014, 56-61.
- [79] Historical causes of regional differences in the predominance of cooperative banks. Joint work with Christopher-Johannes Schild. *Zeitschrift für das gesamte Genossenschaftswesen*, Special Issue 2014, p. 3-18.
- [80] Der Arbeitsmarkt im Bausektor. Joint work with Jens Stephani. *BA-B Branchenbericht*, Nuremberg, June 2014.
- [81] Sorting within and across establishments \* the immigrant-native wage differential in Germany. *IAB-Discussion Paper* 10/2014, Nuremberg.
- [82] Arbeitsqualität und wirtschaftlicher Erfolg. Längsschnittstudie in deutschen Betrieben. Erster Zwischenbericht im Projekt. Joint work with Bellmann, Lutz; Bender, Stefan; Bossler, Mario; Stephani, Jens; Wolter, Stefanie; Sliwka, Dirk; Kampkötter, Patrick; Laske, Katharina; Steffes, Susanne; Mohrenweiser, Jens; Nolte, Andre. Nuremberg, 2014.

CONFERENCE AND  
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PRESENTATIONS

- Southern Economic Association (SEA), Fort Lauderdale, Florida, November 21, 2022.
- Annual Conference of the German Statistical Society (“Statistische Woche”), University of Münster, September 21, 2022.
- Workshop on Labor Economics, IAAEU Trier, virtual, April 7, 2022.
- Workshop on Microeconomics, Leuphana University Lueneburg, March 3, 2022.
- FAU Seminar Series "Macroeconomics and Labor Markets", University of Erlangen-Nuremberg, December 21, 2021
- Conference on the Comparative Analysis of Enterprise Data (CAED), University of Coimbra Portugal, November 21, 2021.
- 3rd Research Workshop of the German Minimum Wage Commission, virtual, November 15, 2021.
- Ninth ECINEQ Meeting of the London School of Economics, virtual, July 8, 2021.
- Annual Conference of the International Association for Applied Econometrics (IAAE), virtual, June 22, 2021.
- Annual Conference of the Society of Labor Economics, virtual, May 14, 2021.
- Annual Conference of the Scottish Economic Society, virtual, April 27, 2021.
- Annual Conference of the Western Economic Association, virtual, March 18, 2021.
- Annual Conference of the European Economic Association, virtual, August 26, 2020.
- Workshop on Microeconomics, Leuphana University Lueneburg, March 5, 2020.
- 2nd Research Workshop of the German Minimum Wage Commission, Berlin, November 13, 2019.
- Workshop on Vacancies, Hiring and Matching, Nuremberg, October 1, 2019.
- Annual Conference of the German Economic Association (“Verein für Socialpolitik”), Leipzig, September 25, 2019.
- Annual Conference of the European Association of Labor Economists (EALE), Uppsala, September 20, 2019.
- Workshop on Labor Economics, IAAEU Trier, April 12, 2019.
- Annual Conference of the German Statistical Society (“Statistische Woche”), University of Linz, September 13, 2018.
- Seminar IW Köln, September 7, 2018.
- Evaluation of Minimum Wages Conference, DIW Berlin, July 4, 2018.
- CESifo-Delphi Conference on Minimum Wages, Hydra, Greece, June 9, 2018.
- Workshop on Labor Economics, IAAEU Trier, April 13, 2018.
- Workshop on Microeconomics, Leuphana University Lueneburg, March 15, 2018.
- Seminar ifo Institute Munich, January 31, 2018.
- Seminar Institut for Economics - Leuphana University Lueneburg, December 12, 2017.
- Southern Economic Association (SEA), Tampa, Florida, November 19, 2017.
- Seminar of the IAAEU at the University of Trier, November 07, 2017.
- Minimum wages: Lessons from recent foreign experiences, Ecole Normale Supérieure, Paris, October 20, 2017.
- International Workshop on Establishment Panel Analyses, IAB Nuremberg, October 5, 2017.
- Annual Conference of the European Association of Labor Economists (EALE), St. Gallen, September 21, 2017.
- Annual Conference of the German Economic Association (“Verein für Socialpolitik”), Wien, September 6, 2017.
- Spring Meeting of Young Economists, Halle, March 24, 2017.
- 20<sup>th</sup> Colloquium on Personnel Economics (COPE), Zurich, February 2, 2017.
- 6<sup>th</sup> Joint IZA/IFAU Conference on Labor Market Policy Evaluation, Bonn, invited.
- 13<sup>th</sup> IWH/IAB Workshop on labor market policy, IWH Halle, September 22, 2016.
- Annual Conference of the German Statistical Society (“Statistische Woche”), University of Augsburg, September 13, 2016.
- Annual Conference of the German Economic Association (“Verein für Socialpolitik”), University of Augsburg, September 6, 2016.
- Annual Conference of the European Economic Association, Geneva, Switzerland, August 25, 2016.
- Annual Conference of the Scottish Economic Society, Perth, Scotland, April 20, 2016.
- 19<sup>th</sup> Colloquium on Personnel Economics (COPE), RWTH Aachen, March 11, 2016.



- “Autonomy at work and employee involvement: causes and consequences”-Workshop, LASER – Labor and Socio-Economic Research Center Nuremberg, February 18, 2016.
- “The German Minimum Wage - First Evidence and Experiences from Other Countries”-Conference, Nuremberg, October 30, 2015.
- 13<sup>th</sup> Conference on the Comparative Analysis of Enterprise Data (CAED), Istanbul, October 25, 2015.
- Eva-Min Workshop (Evaluation of the minimum wage), University of Potsdam, September 22, 2015.
- Annual Conference of the Scottish Economic Society, Perth, Scotland, April 13, 2015.
- 18<sup>th</sup> Colloquium on Personnel Economics (COPE), University of Vienna, March 26, 2015.
- Nottingham School of Economics Seminar, Nottingham, February 18, 2015.
- Labor market prospects of older workers, international conference, LASER – Labor and Socio-Economic Research Center Nuremberg, October 23, 2014.
- Annual Conference of the German Statistical Society (“Statistische Woche”), University of Hannover, September 15, 2014.
- Annual Conference of the German Economic Association (“Verein für Socialpolitik”), Helmut Schmidt University Hamburg, September 10, 2014.
- Annual BAGSS Conference, University of Bamberg, July 15, 2014.
- Annual Conference of the Scottish Economic Society, Perth, Scotland, April 30, 2014.
- 17<sup>th</sup> Colloquium on Personnel Economics (COPE), University of Cologne, March 20, 2014.
- 7<sup>th</sup> RGS Doctoral Conference, TU Dortmund, February 28, 2014.
- Workshop “New firms and the quality of work”, IAW Tübingen, February 21, 2014.
- 6<sup>th</sup> Interdisciplinary PhD Workshop: Perspectives on (Un-)Employment, Institute for Employment Research, Nuremberg, December 5, 2013.
- 12<sup>th</sup> Conference on the Comparative Analysis of Enterprise Data (CAED), Federal Reserve Bank of Atlanta, September 19, 2013.
- 8<sup>th</sup> European Workshop on Labour Markets and Demographic Change, Vienna Institute of Demography, September 12, 2013.
- Research Workshop on Panel Data Methods, University of Mainz, August 20, 2013.
- 16<sup>th</sup> Colloquium on Personnel Economics (COPE), University of Tübingen, February 20, 2013.

OTHER  
PRESENTATIONS  
AND MEDIA  
COVERAGE

- Statement on the minimum wage increase, ZDF heute, October 1, 2022.
- Radio interview on the 12€-minimum wage increase, MDR Aktuell, September 30, 2022.
- EU-weiter Mindestlohn? Was Brüssel und was Deutschland tun. BR24, September 13, 2022.
- Wer vom neuen Mindestlohn profitiert. Süddeutsche Zeitung, July 5, 2022.
- Was kann die Steigerung des Mindestlohns bewirken? Radio interview, NDR Info, June 3, 2022.
- Erhöhung des Mindestlohns. Radio interview, HR Info, June 3, 2022.
- 14 Euro Mindestlohn bei Aldi und Lidl: Warum geht das nicht überall? Radio interview, SWR Aktuell, June 1, 2022.
- Wage outlook. Presentation to the IMF-Mission Germany, May 19, 2022.
- Geflüchtete Ukrainerinnen und Ukrainer: Mögliche Auswirkungen auf den Arbeits- und Ausbildungsmarkt. Presentation at the Baden-Württemberg State Committee for Vocational Education and Training, April 26, 2022.
- Recent developments of the German minimum wage. Presentation to the IMF-Mission Germany, February 1, 2022.
- Mindestlohn: Wie die zwölf Euro wirken, Handelsblatt, January 25, 2022.
- Wer den Mindestlohn zahlt, nd DIE WOCHE, January 28, 2022.
- Interview on the expected rise of the German national minimum wage: Minimum wage researcher Bossler expects price increases, ARD-Morgenmagazin, October 28, 2021.
- Warum sind in Deutschland die Löhne so niedrig? Interview in *brand eins*, 09/2021.
- Written hearing of the Parliament of Thuringia on the revision of the shop closing law, April 23, 2021.

- Panel discussion on the European minimum wage initiative of the EU. Government of Lower Saxony, virtual, April 29, 2021.
- The development of wage inequality in Germany. Morgenbladet, Norwegian newspaper, September 17, 2020.
- German wage inequality declines. Börsen-Zeitung, September 15, 2020.
- Increased shopping hours lead to increased employment in food retailing. Handelsblatt, May 22, 2020.
- Effects of the minimum wage 5 years after its introduction. FAZ, December 10, 2019.
- RBB Radio interview on the German minimum wage and its effects on wages and employment. RBB, December 10, 2019.
- SWR2 Radio news show interview on the effects of the German minimum wage 5 years after its introduction, July 3, 2019.
- (Internal) Workshop of the German minimum wage commission, Berlin, June 25, 2019.
- Presentation at the IMF mission Germany, Nuremberg, May 8, 2019.
- On the effects of the German minimum wages, 5 years after its introduction was decided in parliament. Zeit, July 3, 2019
- On the role of labor demand and the minimum wage for internships, Süddeutsche Zeitung, March 9, 2019.
- Statements on the social democrats' proposal to increase the minimum wage to €12, Saarbrücker Zeitung, February 13, 2019.
- Statements on skilled labor shortages from the perspective of university graduates, Zeit Campus, 2019.
- Statements on the effects of the German minimum wage, Zeit, December 28, 2018.
- Statements on skilled labor shortages, Zeit, December 17, 2018.
- Press conference on the German minimum wage with the Korean Press Foundation, Nuremberg, October 22, 2018.
- Presentation at a mission led by the Consul of the Republic of Korea, Nuremberg, October 4, 2018.
- Statements on skilled labor shortages, FAZ, September 23, 2018.
- Presentation at the IMF mission Germany, Nuremberg, May 9, 2018.
- Consultation of the Green Party's parliamentary labor market speaker, Nuremberg, May 7, 2018.
- Fact check of the policy talk "Hart aber fair", ARD, April 30, 2018.
- Presentation at the workshop "How to govern a country better?" on "Evidence-based minimum wage evaluation", CERGE-CI Prague, April 11, 2018.
- BBC Radio interview on labor demand in Germany, March 8, 2018.
- Statement on private job agencies, FAZ, February 9, 2018.
- Interview with the Hankyoreh (Korean newspaper), January 29, 2018.
- Statements on skilled labor shortages, Augsburg Allgemeine, January 18, 2018.
- Presentation at the IMF mission Germany, Nuremberg, May 5, 2017.
- Interview in the Austrian ORF-Morgenjournal, April 28, 2017.
- Presentation at the Arbeiterkammer Österreich, Vienna, April 27, 2017.
- Presentation at the WSI-Workshop on the German minimum wage, Duesseldorf, January 20, 2017.
- Presentation at the Executive Meeting of the Federal Employment Agency, Lauf, November 24, 2016.
- TV interview: "Kaum Entlassungen: So wirkt sich der Mindestlohn aus", Bayerischer Rundfunk: Rundschau, August 20, 2016.
- Newspaper statement: "Mindestlohn kostet kaum Jobs", sueddeutsche.de, August 17, 2016.
- Presentation at the Workshop-"Wissenschaft trifft Praxis – Mindestlohn und Niedriglohn", Nuremberg, July 14, 2016.
- Presentation at the BDI/BDA-Arbeitskreis Statistik, Wiesbaden, June 7, 2016.
- IAB-Studie zur neuen Lohnuntergrenze: Mindestlohn hat Vor- und Nachteile, Tagesschau, March 17, 2016.
- Interview in PERSONALquarterly, 02/2016, title: "Mindestlohn erforschen".
- Presentation at the "Arbeitnehmertreffen der Selbstverwaltung der Bundesagentur für Arbeit", Nuremberg, December 17, 2015.

- Presentation at the IAB/Kantar-workshop “Spiegelung von Betriebs- und Personenbefragungen”, Nuremberg, December 9, 2015.
- Panel discussion on minimum wages, Rothenburg o.d.T., October 22, 2015.
- Presentation at the ILO/IAB workshop, Geneva, October 15, 2015.
- Presentation at the Employment and Equality Committee of the Finnish Parliament, Finnish Embassy Berlin, September 24, 2015.
- Presentation at the Ludwig Erhard Roundtable, Institute for Cooperative Studies at the University of Erlangen-Nuremberg, Nuremberg, June 4, 2013.

#### ACADEMIC SERVICES

##### Organizing academic conferences:

- “Virtual seminar series on minimum wages and low wage policies”, May-July, 2021.
- “Vacancies, hiring and matching”, Nuremberg, Germany, October 1-2, 2019.
- “TWH/IAB-Workshop zur Arbeitsmarktpolitik”, Halle (Saale), Germany, September 22-23, 2016.
- “Wissenschaft trifft Praxis – Mindestlohn, Niedriglohn und Beschäftigung”, Nuremberg, Germany, July 13-14, 2016.
- “The German Minimum Wage – First Evidence and Experiences from Other Countries”, Nuremberg, Germany, October 29-30, 2015.
- “Perspectives on (Un-)Employment”, Nuremberg, Germany, November 11-13, 2012.

Reviews for scientific journals: Annals of Public and Cooperative Economics, Applied Economics, Applied Economics Letters, Economica, Economic and Industrial Democracy, Economic Modelling, Economic and Labour Relations Review, Economics Bulletin, European Economic Review, Eastern European Economics, Empirical Economics, German Economic Review, German Journal of Human Resource Management, Industrial & Labor Relations Review, International Journal for Re-Views in Empirical Economics, International Journal of Manpower, Journal of Applied Econometrics, Journal of Economic Inequality, Journal of Economics and Statistics, Journal of Economic Surveys, Journal of Human Resources, Journal of the European Economic Association, Labour Economics, Oxford Bulletin of Economics and Statistics, Public Finance Analysis, Research in Labor Economics, Scottish Journal of Political Economy, Socio-Economic Review, Soziale Welt, WSI-Mitteilungen

#### TEACHING EXPERIENCE

##### **University of Wuerzburg**

- Lecturer of "Advanced Labor Economics" (graduate) in Summer 2023.
- Lecturer of "Empirical Labor Economics" (undergraduate) in Summer 2023.
- Supervisor of the Seminar "Aktuelle Entwicklungen am Arbeitsmarkt" in Summer 2023.

##### **University of Erlangen-Nuremberg**

- Lecturer of "Labor Economics" (graduate) in Winter 2022/23.
- Teaching Assistant for "Introductory Econometrics" (undergraduate) in Summer 2012 and Summer 2009.
- Supervisor for the Economic Seminar (graduate) in Winter 2014/15, Summer 2014, and Winter 2013/14.

##### **TH Nuremberg**

- Lecturer in Math for Business Students in Winter 2015/16 and Summer 2015.

##### **Simon Fraser University**

- Teaching Assistant for Industrial Organisation (undergraduate) in Fall 2010.
- Teaching Assistant for Introductory Macroeconomic (undergraduate) in Summer 2011 and Spring 2011.

##### **University of Marburg**

- Teaching Assistant for Mathematics for Economics Students (undergraduate) in Winter 2009/10 and Summer 2008.
- Teaching Assistant for Intermediate Micro (undergraduate) in Winter 2009/10.

SCHOLARSHIPS  
AND GRANTS

- German National Academic Foundation (“Studienstiftung des Deutschen Volkes”): Full scholarship (2009–2011) and scholarship for international studies (2010–2011).
- GradAB-scholarship for doctoral studies awarded by the Institute for Employment Research (Jan 2012– March 2015).
- Research grant for the project “Betriebliche Arbeitsnachfrage und Wettbewerbsfähigkeit in Reaktion auf den Mindestlohn” awarded by the German Minimum Wage Commission. Joint with Lutz Bellmann.
- Research grant for the project “Auswirkungen des Mindestlohns auf Betriebe und Unternehmen (MLK-006)” awarded by the German Minimum Wage Commission for the period from April 2017 - March 2018.
- Research grant for the project “Auswirkungen des Mindestlohns auf Betriebe und Unternehmen (MLK-011)” awarded by the German Minimum Wage Commission for the period from February 2019 - January 2022. Joint with Nicole Gürtzgen.