

The World Bank
17 Avenue Marnix, 1000 Brussels
Belgium

Phone: +32 2 552 00 52
Email: aschmillen@worldbank.org
Updated in November 2025

EMPLOYMENT

The World Bank

07/2025 – Present	Lead Economist, Social Policy Global Practice, Europe and Central Asia Region
07/2024 – 06/2025	Lead Economist and Program Leader for Human Development for the EU Member States
11/2020 – 06/2024	Practice Leader for Human Development for Indonesia and Timor-Leste
10/2017 – 10/2020	Senior Economist, Social Protection and Jobs Global Practice, East Asia Pacific Region
07/2014 – 09-2017	Economist, Social Protection and Jobs Global Practice, East Asia Pacific Region
09/2013 – 06/2014	Economist and Young Professional, South Asia Human Development Unit

University of California, Los Angeles, and National Bureau of Economic Research

04/2013 – 08/2013	Research Specialist / Postdoc, California Center for Population Research
09/2012 – 04/2013	Consultant, California Center for Population Research

Institute for Employment Research of the German Federal Employment Agency

11/2011 – 08/2013	Senior Researcher, Research Group of the Director
01/2008 – 11/2011	Researcher, Research Group of the Director

Leibniz Institute for East and Southeast European Studies

07/2007 – 12/2011	Researcher, Department of Economics
-------------------	-------------------------------------

EDUCATION

01/2007 – 11/2011	Ph.D. in Economics (<i>Dr. rer. pol.</i>), <i>summa cum laude</i> , University of Regensburg Dissertation title: Essays on international economics and labor markets
08/2010 – 12/2010	Visiting Student Researcher, University of California, Berkeley
08/2006 – 12/2006	Visiting Student, American University, Washington, DC
04/2002 – 07/2006	M.S. with Honors in Economics (<i>Diplom-Volkswirt</i>), University of Regensburg
08/2004 – 05/2005	Visiting Student, Université Montesquieu de Bordeaux IV

RESEARCH PAPERS

“Falling into Poverty or Escaping from it? The Effect of the Minimum Wage in Urban China (with Sylvie Démurger, Carl Lin and Dewen Wang, *World Development*, 2026)

“Measurement Error in Longitudinal Earnings Data: Evidence from Germany” (with Matthias Umkehrer and Till von Wachter, *Journal for Labour Market Research*, 2024)

“Effects of Mass Layoffs on Local Employment: Evidence from Geo-Referenced Data” (with Philipp vom Berge; *Journal of Economic Geography*, 2023)

“The Aggregate Gains of Eliminating Gender and Ethnic Gaps in the Malaysian Labor Market” (with David Cuberes and Marc Teignier; *Journal of Asian Economies*, 2023)

“From Farms to Factories and Firms: Structural Transformation and Labor Productivity Growth in Malaysia” (with Amanina Abdur Rahman; *Asian Economic Papers*, 2023)

“The Determinants of China’s Minimum Wage Rates” (with Michael Stops and Dewen Wang; *China & World Economy*, 2023)

“Fringe Benefits, Self-Selection, and the Public/Private Compensation Differential” (*Journal of Development Studies*, 2022)

“The Vulnerability of Jobs to Mobility Restrictions: Malaysia’s Experience during the COVID-19 Pandemic” (with Amanina Abdur Rahman and Alyssa Farha Jasmin; *Journal of Southeast Asian Economies*, 2022)

“Two-Tier Earnings Structures and Labor Market Reform” (*Applied Economics Letters*, 2022)

“The Coal Transition: Mitigating Social and Labor Impacts” (with Wendy Cunningham; *WB Social Protection and Jobs Discussion Paper*, 2021)

“Vocational Education, Occupational Choice and Unemployment over the Professional Career” (*Empirical Economics*, 2019)

“The Scars of Youth: Effects of Early-Career Unemployment on Future Unemployment Experience” (with Matthias Umkehrer; *International Labour Review*, 2018)

“Sometimes, Winners Lose: Economic Disparity and Indigenization in Kazakhstan” (with Ira N. Gang; *Journal of Comparative Economics*, 2017)

“Improving Learning Outcomes in South Asia: Findings from a Decade of Impact Evaluations” (with Salman Asim, Robert S. Chase and Amit Dar; *World Bank Research Observer*, 2017)

- “The Exporter Wage Premium Reconsidered: Distances, Destinations and Linked Employer-Employee Data” (*Review of Development Economics*, 2016)
- “Vietnam’s Labor Market Institutions, Regulations, and Interventions: Helping People Grasp Work Opportunities in a Risky World” (with Truman C. Packard; *WB Policy Research Working Paper*, 2016)
- “Showing Off to the New Neighbors? Income, Socioeconomic Status and Consumption Patterns of Internal Migrants” (with Alexander M. Danzer, Barbara Dietz and Kseniia Gatskova; *Journal of Comparative Economics*, 2014)
- “Are Wages Equal Across Sectors of Production? A Panel Data Analysis for Tradable and Non-Tradable Goods” (*The Economics of Transition*, 2013)
- “The Penn Effect and Transition: The New EU Member States in International Perspective” (with Richard Frensch; *Comparative Economic Studies*, 2013)
- “Distribution and Determinants of Lifetime Unemployment” (with Joachim Möller; *Labour Economics*, 2012)
- “Mobiliteit tussen beroepen in Duitsland: een netwerkanalyse” (with Per Kropp; in: *Over bruggen, gaten en witte paters. Sociaal kapitaal in sociologisch onderzoek. Liber Amicorum voor Henk Flap*, Rozenberg Publishers, 2012)
- “Can We Identify Balassa-Samuelson Effects with Measures of Product Variety?” (with Richard Frensch; *Economic Systems*, 2011)
- “Migration and Remittances in Kazakhstan: First Evidence from a Household Survey” (with Barbara Dietz and Kseniia Gatskova; *OEI Working Paper*, 2011)

POLICY PAPERS AND WORLD BANK PUBLICATIONS

- | | |
|----------------------|---|
| Global /
Regional | <p>“Causes and Impacts of Job Displacements and Public Policy Responses” (lead author)</p> <p>“From Jobs Crisis to Jobs Recovery: A Practical Guide to the Jobs Response to COVID-19 in EAP” (lead author)</p> <p>“Social Safety Nets in MICs and HICs: Objectives, Financing, Integration and Performance” (lead author)</p> <p>“Income Inequality and Labor Market Regulations: A Comparative Analysis” (lead author)</p> <p>“Managing Coal Mine Closure: Achieving a Just Transition for All” (co-author)</p> <p>“The Future of Work: Race with – not against – the Machine” (co-author)</p> <p>“Migrating to Opportunity: Overcoming Barriers to Labor Mobility in Southeast Asia” (co-author)</p> |
| Bhutan | <p>“Bhutan’s Labor Market: Toward Gainful Quality Employment for All” (lead author)</p> <p>“Evidence and Data Gaps on Bhutan’s Labor Market” (lead author)</p> <p>“Identifying the Poor in Bhutan: An Illustrative Example of PMT as a Means for Poverty Targeting” (co-author)</p> <p>“Hydropower Impact and Public Finance Reform towards Economic Self Reliance” (contributor)</p> |
| China | <p>“Balancing Worker Protection and Labor Market Flexibility in China” (editor and lead author)</p> <p>“Can Minimum Wages Reduce Poverty? Evidence from Urban China” (co-author)</p> <p>“Heating Subsidy Reform in Urumqi: Options and Recommendations” (co-author)</p> |
| Croatia | <p>„Croatia Country Climate and Development Report” (co-author)</p> |
| Germany | <p>“Verfestigung von früher Arbeitslosigkeit: Einmal arbeitslos, immer wieder arbeitslos?” (co-author)</p> <p>“Lebensverdienste nach Qualifikation: Bildung lohnt sich ein Leben lang” (co-author)</p> <p>“Berufliche Mobilität in Deutschland: Eine Untersuchung mit Hilfe der Netzwerkanalyse” (co-author)</p> <p>“Verteilung von Arbeitslosigkeit im Erwerbsleben: Hohe Konzentration auf wenige” (co-author)</p> |
| Indonesia | <p>“Indonesia Country Climate and Development Report” (co-author)</p> <p>“Trade Liberalization and Labor Mobility in the ASEAN Region: Simulation Results for Indonesia” (co-author)</p> |
| Malaysia | <p>“A Silver Lining: Productive and Inclusive Aging for Malaysia” (lead author)</p> <p>“Policy Options to Support Foreign Workers in Malaysia during the COVID-19 Pandemic” (lead author)</p> <p>“Mitigating the Impact of COVID-19 on the B40 in Malaysia” (lead author)</p> <p>“Breaking Barriers: Toward Better Economic Opportunities for Women in Malaysia” (lead author)</p> <p>“Management Practices in Malaysia: The Good, the Bad, and the Ugly” (lead author)</p> <p>“Surviving the Storm: Malaysia Economic Monitor #22” (lead author of special topic)</p> <p>“Aiming High: Navigating the Next Stage of Malaysia’s Development” (co-author)</p> <p>“The Elderly Care Response to COVID-19: Review and Implications for Malaysia” (co-author)</p> <p>“Expanding Old-Age Income Protection to Informal Workers” (co-author)</p> <p>“Monitoring Occupational Shortages: Lessons from Malaysia’s Critical Occupations List” (co-author)</p> <p>“Realizing Human Potential: Malaysia Economic Monitor #19” (co-author of special topic)</p> |
| Mongolia | <p>“Constraints Underlying Gender Disparities in Mongolia’s Labor Market” (lead author)</p> <p>“Options for Immediate Fiscal Adjustment” (contributor)</p> <p>“Progress in Reducing Poverty and Boosting Shared Prosperity” (contributor)</p> <p>“Economic and Social Priorities for Sustainable and Inclusive Growth” (contributor)</p> |
| Philippines | <p>“Investing in Skills to Promote Inclusive Growth in Mindanao” (co-author)</p> |
| Timor-Leste | <p>“Seizing Opportunities of a Lifetime: Timor-Leste Human Capital Review” (co-author)</p> |

Vietnam “Vietnam 2035: Toward Prosperity, Creativity, Equity, and Democracy” (contributor)

GRANTS, FELLOWSHIPS AND AWARDS

2017 – Present	5 World Bank VPU team awards as task team leader and 2 VPU team awards as team member
2021 – 2023	Grant from the Global Financing Facility administered by the World Bank (<i>with Noah Yarrow</i>)
2016 – 2018	Grant from the Jobs Trust Fund administered by the World Bank (<i>with Elena Glinskaya</i>)
2016 – 2017	Grant from the Umbrella Facility for Gender Equality (<i>with Wendy Cunningham and Tungalag Chuluun</i>)
2015 – 2017	Grant from the Nordic Trust Fund administered by the World Bank (<i>with Elena Glinskaya and Dewen Wang</i>)
2012	Reinhard Selten Award, German Economic Association (finalist; <i>with Matthias Umkehrer</i>)
2011	Sir Alec Cairncross Prize, Scottish Economic Society (finalist)
2009 – 2010	Grant from the German Research Foundation (<i>with Joachim Möller, Jürgen Jerger and Richard Frensch</i>)
2007	Award for the best M.S. in economics, University of Regensburg
2005 – 2006	Fellowship from the German National Academic Foundation (<i>Studienstiftung des deutschen Volkes</i>)
2005	Fulbright Fellowship (declined)

OTHER PROFESSIONAL EXPERIENCE

2008 – Present	Reviewer, <i>Applied Economics Letters, Asian Development Review, Austrian Science Fund, Economic Systems, Empirical Economics, Eurasian Economic Review, International Journal of Manpower, IZA Journal of European Labor Studies, Journal of Business Economics, Journal of Development Studies, Journal of Labor Economics, Journal of Regional Science, Review of Development Economics, Social Science Research, World Development</i>
2025	European Commission Staff Exchange Program (Directorate-General Employment, Social Affairs & Inclusion)
2016 – 2024	Research Fellow, Center for East Asia Macro-Economic Studies, Hagen
2012 – 2022	Associate Researcher, Leibniz Institute for East and Southeast European Studies, Regensburg
2010 – 2011	Research visits, University of California, Berkeley, and Columbia University, New York City
2011	Lindau Nobel Laureates Meeting in Economic Sciences
2005 – 2010	Graduate student instructor, University of Regensburg (quantitative economics, growth, macroeconomics)
2009	Summer school “The New Global Division of Labor”, Kiel Institute for the World Economy
2008 – 2009	Academic Supervisor, EU Tempus Project “New Curricula in Trade Theory and Econometrics” (Kazakhstan)
2007	Academic Tutor, “Joint European Master in Comparative Local Development” of the Universities of Budapest (Corvinus), Ljubljana, Regensburg and Trento

SELECTED PRESENTATIONS

2025	Université Libre de Bruxelles; CEPS; Cyprus Summit; Delphi Brussels Forum; Institute for Employment Research
2024	World Government Summit; Bucharest University of Economic Studies; CEPS; ASEAN TVET Council
2023	ISEAS – Yusof Ishak Institute; University of Groningen
2022	G20 Employment and Education Working Groups; APEC Senior Officials’ Meeting; Indian National Academy of Administration; Universitas Indonesia; Leibniz Institute for East and Southeast European Studies
2021	ASEAN Social Security Association; APEC Senior Officials’ Meeting; Philippine Conference on Data Science and Analytics; University College Dublin; Padjajaran University
2020	APEC Senior Officials’ Meeting; INSEAD; ISEAS – Yusof Ishak Institute; Pacific Basin Economic Council; American Malaysian Chamber of Commerce; UBS OneASEAN Conference
2019	Institute of Diplomacy and Foreign Relations; Universiti Sains Malaysia; Malaysia Young Economists Summit
2018	Harvard Project for Asian and International Relations; Institute for Strategic and International Studies; Asia-Pacific Council of American Chambers of Commerce; Malaysian Students Global Alliance
2017	University of Maryland, College Park; American University
2014	German Institute for Economic Research
2013	Society of Labor Economists
2012	European Economic Association; German Economic Association; IZA Institute of Labor Economics
2011	Society of Labor Economists; Scottish Economic Society; German Economic Association
2010	University of California, Berkeley; Institute for Research on Labor and Employment Berkeley; Spring Meeting of Young Economists; University of Trier; WHU Otto Beisheim School of Management
2009	European Association of Labour Economists; ZEW Centre for European Economic Research
2006	International Monetary Fund

PERSONAL

Citizenship	German
Languages	German (native), English (near native), French (intermediate), Bahasa Malaysia / Bahasa Indonesia (basic)
Country experience	Bhutan, Bulgaria, Cambodia, China, Croatia, Fiji, Germany, Greece, Indonesia, Italy, Kazakhstan, Malaysia, Mongolia, Pakistan, Philippines, Poland, Romania, Timor-Leste, Tonga, United States, Vietnam