



2023

May 12-13, 2023
Sonesta Philadelphia Rittenhouse Square
Philadelphia, PA

SOLE

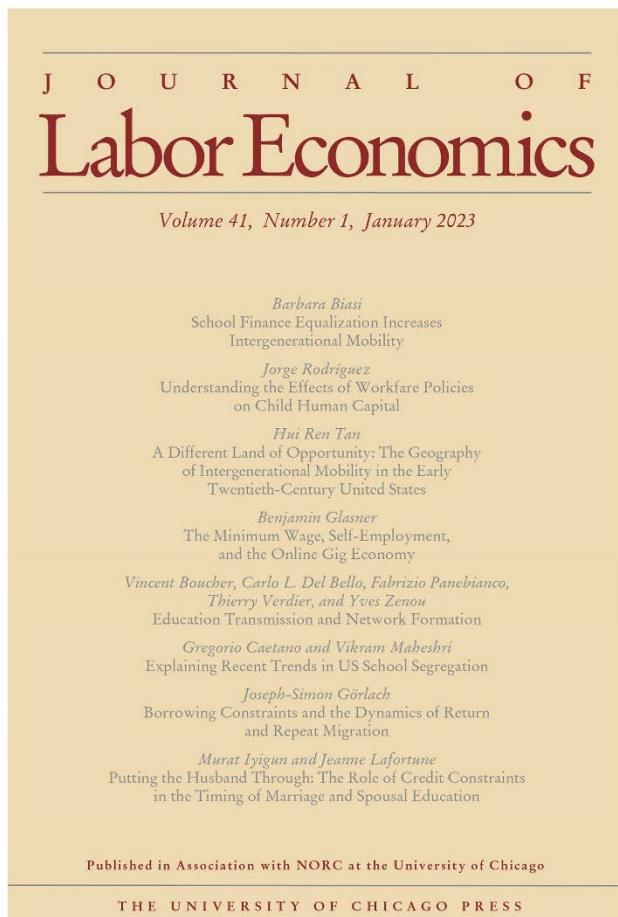
SOCIETY OF LABOR ECONOMISTS

PROGRAM

WELCOME

Welcome to the 2023 conference of the Society of Labor Economists. We are thrilled to be entirely in-this year and to be able to, once again, meet and get to know our colleagues. We have an exciting program lined up, with 85 sessions, plus a poster session, where over 300 papers on all aspects of labor economics will be presented. Our plenary addresses will be given by Thomas Lemieux (Presidential Address), Jesse Rothstein (Rees Lecture) and V. Joseph Hotz (Fellows Lecture). We are looking forward to a highly productive conference.

Kathryn Shaw, President and Program Organizer



We are honored to publish the *Journal of Labor Economics*

Since 1983, the *Journal of Labor Economics* (JOLE) has presented research on issues affecting social and private behavior, and the economy, including supply and demand of labor services, personnel economics, distribution of income, unions and collective bargaining, applied and policy issues in labor economics, and labor markets and demographics.

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MEETING PROGRAM SUMMARY

FRIDAY, MAY 12

7:00 AM — 8:00 AM

Continental Breakfast

7:00 AM — 5:00 PM

Registration Open

8:00 AM — 9:30 AM

001Labor Supply, Child Support, and Other Influences

002Trade Shocks and Local Labor Markets

003Unemployment Assistance

004Poverty and Income Mobility

005Crime: Prisons, Parole, and Lessening Sexual Harassment

006Returns to Education

007Gender and Academia

008Families and Cash Transfers

009The Teacher Labor Market

010Education and Career Outcomes

011Matching and Preferences

012Impacts of Immigration on Natives

10:00 AM — 11:30 AM

014Educational Success

10:00 AM — 12:00 PM

013Public Education and Classrooms

015Job Application Decisions

016Mortality Expectations

017The Impact of Visa Lotteries on Workers and Firms

018Separations

019Effects of Labor Market Liberalization

020Effects of Laws and Licensing, and Norms

021Tasks and Technology

022Determinants of Internal Migration

023Dynamic Effects of Technological Change on Workers

024Police to Recidivism

12:00 PM — 1:30 PM

Lunch and Rees Lecture by Jesse Rothstein - "Movers and Firms: Measuring Industry and Geographic pay Differentials with Linked Employer/Employee Data"

1:30 PM — 3:00 PM

P01Poster Session

3:00 PM — 5:00 PM

025The Relationship between Employment, Worker, and Firm

026Children and Families

027Racial Disparities

028Gender Gaps

029School Choice and School Quality

030Education: Jobs and Later Success

031Search Models/Market Power

032Labor Market Shocks, Responses, and Consequences

033What Shifts Labor Supply?

034Entrepreneurship and Personnel

035Unemployment Insurance, Labor, and Policies

036Labor Policies

5:30 PM — 6:00 PM

Presentations and Awards Ceremony

6:00 PM — 7:00 PM

Presidential Address - "Union Wage Effects: New Evidence on an Old Question"

7:00 PM — 8:00 PM

Cocktail Reception

SATURDAY, MAY 13

7:00 AM — 8:00 AM

Continental Breakfast

7:00 AM — 4:00 PM

Registration Open

8:00 AM — 9:30 AM

- 037**Children and Childcare
- 038**Customer Discrimination
- 039**Gender and Sexual Orientation Discrimination
- 040**Families and Female Labor Markets
- 041**Teachers and Outcomes
- 042**Education: Academic Performance and School Outcomes
- 043**Education: College and Wage Outcomes
- 044**Hiring and Promotions
- 045**Labor Supply and Health Professionals
- 046**Immigrant Outcomes
- 047**Skill Demand and Educational Investments
- 048**Labor Market Implications on Socially Disadvantaged Groups

10:00 AM — 11:30 AM

- 052**Immigration Policy Impacts on Local Labor Markets

10:00 AM — 12:00 PM

- 049**Empirical Evidence on Labor-Leisure Tradeoffs
- 050**New Results on Labor Policy Issues
- 051**Personnel
- 053**Retirement, Pensions, and Social Security
- 054**Inside the Black Box of Intergenerational Mobility
- 055**Crime: Speeding to Domestic Violence
- 056**Unemployment
- 057**Wage Determination
- 058**Gender and Race
- 059**Discrimination in Hiring
- 060**Work, Childcare, and Gender

12:00 PM — 1:30 PM

Lunch and Fellows Lecture by V. Joseph Hotz

1:30 PM — 3:30 PM

- 061**Children
- 062**Racial Segregation and Implications

- 063**How Policy and Technology Affect Gender Equality
- 064**Econometric Methods
- 065**Families and Bargaining
- 066**Rethinking the Value of Colleges and Higher Education Expansion
- 067**Education: Skill Formation
- 068**Education and Student Support
- 069**Firm Hiring and Differences Across Space
- 070**Family and Health Shocks
- 071**Institutions and Immigration
- 072**Labor Market Power

4:00 PM — 5:30 PM

- 073**Labor Demand
- 074**Employee Training and Assistance
- 075**Labor Supply: Job Search and Incarceration
- 076**Working from Home and in Television
- 077**Results for Wage Determination
- 078**Peers, Stereotypes, and Gender
- 079**Families: Marriage and Babies
- 080**Teachers and Peers
- 081**Business Dynamism and Employment Protections
- 082**Impacts of the Social Safety Net
- 083**Gender and the Workplace
- 084**Minimum Wages, Employment, and Wage Distributions

MEETING FRIDAY PROGRAM

FRIDAY, MAY 12

001

Labor Supply, Child Support, and Other Influences

CHAIR: Michael Levere, Haverford College

8:00 AM-9:30 AM — Wyeth Ballroom (2nd Floor)

The Social Tax: Redistributive Pressure and Labor Supply

Eliana Carranza, World Bank; Aletheia Donald, World Bank; Florian Grosset*, Columbia University; Supreet Kaur, University of California, Berkeley

The Pass-Through of Monopsony Power to Wages

Elke Jahn*, IAB and University of Bayreuth; Boris Hirsch, Leuphana University of Lüneburg; Alan Manning, London School of Economics; Michael Overfichtner, IAB and University of Erlangen-Nuremberg

Do Minimum Wage Increases Induce Changes in Work Behavior for Vulnerable Populations? Evidence from People with Disabilities

June Kim, Bryn Mawr College; Michael Levere*, Haverford College; Ellen Magenheimer, Swarthmore College

002

Trade Shocks and Local Labor Markets

CHAIR: Maximiliano Dvorkin, Federal Reserve Bank of St. Louis

8:00 AM-9:30 AM — Club Lounge (8th Floor)

International Trade and Labor Reallocation: Misclassification Errors, Mobility, and Switching Costs

Maximiliano Dvorkin*, Federal Reserve Bank of St. Louis

Trade Shocks, Population Growth, and Migration

Sofia Fernandez Guerrero*, ULB

The Effects of Trade Liberalization on Marriage and Fertility Decisions: Evidence from China

Wei Luo*, Jinan University; Xianqiang Zou, Renmin University

003

Unemployment Assistance

CHAIR: Derek Wu, University of Virginia

8:00 AM-9:30 AM — Cassatt (8th Floor)

Unemployment Insurance with Response Heterogeneity

Conny Wunsch, University of Basel; Véra Zabrodina*, University of Basel

The Reporting of Unemployment Insurance and Unemployment in Survey and Administrative Sources

Bruce Meyer, University of Chicago; Derek Wu*, University of Virginia; Matthew Stadnicki, University of Chicago; Patrick Langetieg, Internal Revenue Service

004

Poverty and Income Mobility

CHAIR: Toni Juuti, Labour Institute for Economic Research

8:00 AM-9:30 AM — Pollack (8th Floor)

The Income and Safety Net Participation of the U.S. Homeless Population

Bruce Meyer, University of Chicago; Angela Wyse*, University of Chicago; Alexa Grunwaldt, Yale University; Gillian Meyer, University of Pennsylvania; Derek Wu, University of Virginia

Stairway to Heaven? Selection to Entrepreneurship and Income Mobility

Toni Juuti*, Labour Institute for Economic Research; Toni Juuti*, VATT Institute for Economic Research; Jarkko Harju, Tampere University; Jarkko Harju, VATT Institute for Economic Research; Tuomas Matikka, VATT Institute for Economic Research

005

Crime: Prisons, Parole, and Lessening Sexual Harassment

CHAIR: Hilary Hoynes,

8:00 AM-9:30 AM — Calder Room (8th Floor)

How do Parole Boards Respond to Large, Societal Shocks? Evidence from the 9/11 Terrorist Attacks

Kegon Tan*, *University of Rochester*; Mariyana Zapryanova, *Smith College*; Brendon McConnell, *University of Southampton*

Tackling Sexual Harassment: Short and Long Run Experimental Evidence from India

Karmini Sharma*, *Stanford University*

Gentrification, Gun Violence, and Drug Markets

Zachary Porreca*, *West Virginia University*

006

Returns to Education

CHAIR: Miguel Sarzosa, *Purdue University*

8:00 AM-9:30 AM — Warhol Room (8th Floor)

Impact of Modernizing Koranic Schools on Cognitive and Socio-Emotional Development

Nabou Diouf, *Independent Consultant*; Moustapha Lo, *World Bank*; Koji Miyamoto, *World Bank*; Miguel Sarzosa*, *Purdue University*

The Effects of Daily Air Pollution on Students and Teachers

Sarah Chung, *American University*; Jing Liu*, *University of Maryland*; Claudia Persico, *American University*

First Generation Elite: The Role of School Networks

Sarah Cattan*, *Institute for Fiscal Studies*; Emma Tominey, *University of York*; Kjell Salvanes, *Norwegian School of Economics*

007

Gender and Academia

CHAIR: Paul Oyer, *Stanford GSB*

8:00 AM-9:30 AM — Benton (8th Floor)

Gender and the Time Cost of Peer Review

Erin Hengel*, *London School of Economics*; Diane Alexander, *University of Pennsylvania - The Wharton School*; Olga Gorelkina, *University of Liverpool*

Gender Gaps in Academia: Global Evidence over the Twentieth Century

Alessandro Iaria, *University of Bristol*; Carlo Schwarz, *Bocconi University*; Fabian Waldinger*, *LMU München*

Men Benefit More than Women from Networks in Science

Alex Eble*, *Columbia University*; Feng Hu, *University of Science and Technology Beijing*

008

Families and Cash Transfers

CHAIR: Chinhui Juhn,

8:00 AM-9:30 AM — O'Keefe (8th Floor)

Older and Wiser? Gender Norms and Relative Age in Marriage

Mark Borgschulte*, *IZA*; Mark Borgschulte*, *University of Illinois Urbana-Champaign*; Yuhao Yang, *Southwest University of Economics and Finance*

Out of Labor and Into the Labor Force? The Role of Abortion Access, Social Stigma, and Financial Constraints

Nina Brooks*, *University of Connecticut*; Tom Zohar, *Center for Monetary and Financial Studies*

Peer Effects in Marriage Formation

Michael Baker, *United States Military Academy West Point*; Susan Carter, *United States Military Academy West Point*; Abigail Wozniak*, *Federal Reserve Bank of Minneapolis*

009

The Teacher Labor Market

CHAIR: Adrienne Lucas, *University of Delaware*

8:00 AM-9:30 AM — Whistler Gallery A (2nd Floor)

(Un)Intended Effects of a Teacher Bonus Tournament

Joniada Milla*, *Saint Mary's University*

Teacher Performance Pay, Coaching, and Long-Run Student Outcomes

Sarah Cohodes, *NBER; Sarah Cohodes, Teachers College, Columbia University; Ozkan Eren**, *University of California, Riverside; Orgul Ozturk, University of South Carolina*

Teacher Sorting and Student Outcomes: Evidence from a Centralized Market of Teachers

Aaron Sojourner, *Upjohn; Mariana Laverde**, *Boston College*

010

Education and Career Outcomes

CHAIR: **Matias Cortes**, *York University*

8:00 AM-9:30 AM — *Whistler Gallery B (2nd Floor)*

The Effects of Exposure to a Large-Scale Recession on Higher Education and Early Career Outcomes

Eleanor Choi*, *Hanyang University; Eleanor Choi**, *Institute of Labor Economics (IZA); Jisoo Hwang, Seoul National University; Hyelim Son, University of Seoul*

Enrolling in Bad Times: College Persistence and Labor Market Outcomes

Alena Bicakova, *Center for Economic Research and Graduate Education - Economics Institute; Matias Cortes**, *York University; Kelly Foley, University of Saskatchewan; Jacopo Mazza, Utrecht University; Peter McHenry, William & Mary*

Characteristics and Consequences of College-Going in the Great Depression

Zachary Bleemer*, *Yale School of Management; Sarah Quincy, Vanderbilt University*

011

Matching and Preferences

CHAIR: **Alicia Modestino**, *Northeastern University*

8:00 AM-9:30 AM — *Homer (2nd Floor)*

An Experimental Evaluation of Deferred Acceptance

Jonathan Davis, *University of Oregon; Kyle Greenberg**, *United States Military Academy at West Point; Damon Jones, The University of Chicago*

Mismatch in Preferences for Working from Home: Evidence from Discrete Choice Experiments with Workers and Employers

Piotr Lewandowski*, *IBS - Institute for Structural Research; Piotr Lewandowski**, *IZA; Katarzyna Lipowska, IBS - Institute for Structural Research; Mateusz Smoter, IBS - Institute for Structural Research*

Where the Rubber Meets the Road: Examining Barriers to Job Placement in Summer Youth Employment Programs

Alicia Modestino*, *Northeastern University; Mindy Marks, Northeastern University; Hanna Hoover, Northeastern University*

012

Impacts of Immigration on Natives

CHAIR: **Rebecca Lessem**, *CMU Tepper*

8:00 AM-9:30 AM — *Hopper (2nd Floor)*

Immigration Attitudes and Labor Market Conditions in the United States

Shalise Ayromloo*, *U.S. Census Bureau; Oleg Firsin, University Of Maryland, Baltimore County*

"Returning Brains": Tax Incentives, Migration, and Productivity

Pier Paolo Creanza*, *Princeton University*

The Impact of Childhood Immigrant Exposure on Adult Inter-marriage

Aino Kalmbach*, *Aalto University and Helsinki GSE; Matti Sarvimäki, Aalto University and Helsinki GSE; Liam Wren-Lewis, Paris School of Economics*

013

Public Education and Classrooms

CHAIR: **Tatiana Mocanu**, *UCL*

10:00 AM-12:00 PM — *Club Lounge (8th Floor)*

Early Specialization in Higher Education and Labor Market Outcomes

Joseph Han*, *Korea Development Institute; Jae-Yun Lee, KAIST; Chamna Yoon, Seoul National University*

Opportunity Cost of Time and the Design of College Admission Mechanisms

Olivier De Groote, *Toulouse School of Economics*; Anaïs Fabre*, *Toulouse School of Economics*; Margaux Luflade, *University of Pennsylvania*; Arnaud Maurel, *Duke University*

Grants vs. Loans: The Role of Financial Aid in College Major Choice

Yannick Reichlin*, *European University Institute*; Adriano De Falco, *European University Institute*

Unions, Strikes, and Public Education: Evidence from Brazilian Universities

Tatiana Mocanu, *University College London*; Oto Montagner, *FGV*; Pedro Tremacoldi-Rossi*, *Columbia University*

014

Educational Success

CHAIR: Carolina Lopez, *Harvard Kennedy School*

10:00 AM-11:30 AM — Wyeth Ballroom (2nd Floor)

Tripping at the Finish Line: Experimental Evidence on the Role of Misperceptions on Secondary School Completion

Carolina Lopez*, *Harvard Kennedy School*

Can Conditional Cash Transfers Alter the Effectiveness of Other Human Capital Development Policies?

Diether Wolfgang Beuermann Mendoza*, *Inter-American Development Bank*

The Effect of University Grade Inflation on Graduate Outcomes

Judith Delaney*, *University of Bath*; Matthew Collins, *NUI Galway*; Therese Nilsson, *Lund University*

The Gender Gap in Student Performance: The Role of the Test-taking Environment

Jose Montalban*, *SOFI at Stockholm University*; Almudena Sevilla, *London School of Economics*

015

Job Application Decisions

CHAIR: Philipp Kircher, *Cornell University*

10:00 AM-12:00 PM — Cassatt (8th Floor)

Training Jobseekers to Address Labour Shortages: An Experimental Study on Information Barriers

Elisabeth Leduc*, *Erasmus University Rotterdam*; Ilan Tojerow, *Université libre de Bruxelles*

Stimulating Occupational Mobility among Unemployed Job Seekers

Michele Belot*, *Cornell University*; Michele Belot*, *Cornell University*; Bart De Koning, *Cornell University*; Didier Fouarge, *Maastricht University*; Philipp Kircher, *Cornell University*; Paul Muller, *Free University of Amsterdam*; Sandra Phlippen, *ABN AMRO*; Sandra Phlippen, *Erasmus University of Rotterdam*

Effects of Applicant-Firm Political Fit on Applicant's Preferences Over Firms

Youjeong Song*, *University of Minnesota*; Aaron Sojourner, *W.E. Upjohn Institute*

Labor Supply Responsiveness to Advertising: Evidence from U.S. Army Applications and Hires

Michael Baker*, *United States Military Academy*

016

Mortality Expectations

CHAIR: V. Joseph Hotz, *Duke University*

10:00 AM-12:00 PM — Pollack (8th Floor)

The Effect of Vaccine Mandates on Disease Spread: Evidence from College COVID-19 Mandates

Riley Acton, *Miami University*; Wenjia Cao, *Michigan State University*; Emily Cook, *Tulane University*; Scott Imberman*, *Michigan State University*; Michael Lovenheim, *Cornell University*

The Measurement of Labor Market Expectations of Persons with Disabilities in Canada

Cheikh Ahmadou Mbacké Ndiaye*, *Université Laval*; Charles Bellemare, *Université Laval*; Luc Bissonnette, *Université Laval*

Behavioral Bias in Occupational Fatality Risk: Theory, Evidence, and Implications

Perry Singleton*, *Syracuse University*

The Association between the Volatility of Income and Life Expectancy in the United States

Anna Ziff, *Duke University*; Emily Wiemers, *Syracuse University*; V. Joseph Hotz*, *Duke University*

017

The Impact of Visa Lotteries on Workers and Firms

CHAIR: Ethan Lewis, Dartmouth College

10:00 AM-12:00 PM — Calder Room (8th Floor)

Monopsony in the High-Skilled Migrant Labor Market: Evidence from H-1B Petition Data

Seohee Kim, Duke University; Alison Pei, Duke University*

The Effect of Low-Skill Immigration Restrictions on U.S. Firms and Workers: Evidence from a Randomized Lottery

Ethan Lewis, CESifo; Ethan Lewis*, CReAM; Ethan Lewis*, Dartmouth College; Ethan Lewis*, NBER; Michael Clemens, Center for Global Development; Michael Clemens, CReAM; Michael Clemens, IZA*

Low-Skilled Immigrant Workers and Firm Performance

Catalina Amuedo-Dorantes, University of California, Merced; Esther Arenas-Arroyo, Vienna University of Economics and Business; Parag Mahajan, University of Delaware; Bernhard Schmidpeter, Johannes Kepler University*

The Impact of Immigration on Firms and Workers: Insights from the H-1B Lottery and U.S. Employer/Employee Data

Agostina Brinatti, University of Michigan; Mingyu Chen, IZA; Parag Mahajan, University of Delaware; Nicolas Morales, Federal Reserve Bank of Richmond; Kevin Shih, Queens College CUNY*

018

Separations

CHAIR: Evan Rose, University of Chicago

10:00 AM-12:00 PM — Warhol Room (8th Floor)

Sticky Wages on the Layoff Margin

Steven Davis, University of Chicago Booth School of Business and the Hoover Institution; Pawel Krolkowski, Federal Reserve Bank of Cleveland*

The Hedgehog's Curse: Knowledge Specialization and Displacement Loss

Victor Hernandez Martinez, Federal Reserve Bank of Cleveland; Hans Holter, University of Delaware; Hans Holter, University of Oslo; Roberto Pinheiro, Federal Reserve Bank of Cleveland*

Frictions in the Low-Wage Labor Market

Evan Rose, University of Chicago; Yotam Shem-Tov, University of California, Los Angeles*

Revisiting U.S. Wage Inequality at the Bottom 50%

Oren Danieli, Tel Aviv University*

019

Effects of Labor Market Liberalization

CHAIR: Rania Gihleb, University of Pittsburgh

10:00 AM-12:00 PM — Benton (8th Floor)

Labor Market Consequences of Domestic Outsourcing: Evidence from Legalization in Brazil

Mayara Felix, Princeton University; Michael Wong, University of Hong Kong*

Employment Protection, Dynamism, and Productivity: Evidence from Italy

Laura Montenovo, Indiana University*

Labor Market Liberalization and Skill Acquisition: Evidence from State-Owned Enterprises Reform in China

Lilac Zihui Zhao, Cornell University*

The Impact of Right-to-Work Laws on Long Hours and Work-Related Health Risk

Rania Gihleb, University of Pittsburgh; Osea Giuntella, University of Pittsburgh; Jian Qi Tan, University of Pittsburgh*

020

Effects of Laws and Licensing, and Norms

CHAIR: Elisa Taveras Pena, *University of Texas Rio Grande Valley*

10:00 AM-12:00 PM — O'Keefe (8th Floor)

The Effect of Fertility on Women's Labor Supply: Heterogeneity by Gender Norms

Elisa Taveras Pena*, *University of Texas Rio Grande Valley*

Labor Legislation and Female Economic Empowerment: Evidence from Night Work, Regulatory and Seating Laws

Lamis Kattan*, *Georgetown University - Qatar*; Joanne Haddad, *Universite libre de Bruxelles*

The Power of Proximity: Office Interactions Affect Online Feedback and Quits, Especially for Women and Young Workers

Natalia Emanuel*, *NY Federal Reserve Bank*; Emma Harrington, *University of Iowa*; Amanda Pallais, *Harvard University*

Licensing Structures and Market Outcomes: Evidence from Real Estate Agents

Jeanna Kenney*, *The Wharton School*

021

Tasks and Technology

CHAIR: Jorge Tamayo, *Harvard Business School*

10:00 AM-12:00 PM — Whistler Gallery A (2nd Floor)

Organizational Responses to Product Cycles: Evidence from Auto Manufacturing

Vittorio Bassi, *University of Southern California*; Achyuta Adhvaryu, *University of Michigan*; Anant Nyshadham, *University of Michigan*; Jorge Tamayo*, *Harvard Business School*; Nicolas Torres, *Good Business Lab*

Self-Employment within the Firm

Tommaso Porzio*, *Columbia University*

Automation, Deskilling, and Labor Supply: Empirical Evidence

Pinchuan Ong*, *National University of Singapore*; Ivan Png, *National University of Singapore*

What Makes Hiring Difficult?

Antoine Bertheau, *University of Copenhagen*; Birthe Larsen, *Copenhagen business School*; Zeyu Zhao*, *University of Copenhagen*

022

Determinants of Internal Migration

CHAIR: Tyler Ransom, *University of Oklahoma*

10:00 AM-12:00 PM — Whistler Gallery B (2nd Floor)

To Grandmother's House We Go: Childcare Time Transfers and Female Labor Mobility

Garrett Anstreicher, *University of Wisconsin-Madison*; Joanna Venator*, *Boston College*

Determinants of Migration Choices: The Role of Beliefs about Pecuniary and Nonpecuniary Outcomes

Alaitz Ayarza*, *European University Institute*

The Role of Supply and Demand Factors in Explaining the Migration of College Majors

Tyler Ransom*, *IZA*; Tyler Ransom*, *University of Oklahoma*

Beyond Lost Earnings: The Long-Term Impact of Job Displacement on Workers' Commuting Behavior

Yige Duan*, *University of British Columbia*; Oskar Jost, *Institute for Employment Research*; Ramona Jost, *Institute for Employment Research*

023

Dynamic Effects of Technological Change on Workers

CHAIR: Jan Gromadzki, *SGH Warsaw School of Economics*

10:00 AM-12:00 PM — Homer (2nd Floor)

Automation and the life cycle

Natalie Duncombe*, *University of Wisconsin-Madison*

Labor Reallocation, Human Capital Investment, and Stranded Careers: Evidence from an Oil Boom and Bust

Erik Katovich*, *University of Geneva*; Dominic Parker, *University of Wisconsin-Madison*; Steven Poelhekke, *Vrije Universiteit Amsterdam*

Obsolescence Rents: Teamsters, Truckers, and Impending Innovations

Costas Cavouridis, *University of Warwick*; Qingyuan Chai, *Boston University*; Kevin Lang*, *Boston University*; Raghav Malhotra, *University of Warwick*

Automation and Income Inequality in Europe

Jan Gromadzki*, *Institute for Structural Research (IBS)*; Jan Gromadzki*, *SGH Warsaw School of Economics*; Karina Doorley, *Economic and Social Research Institute (ESRI)*; Karina Doorley, *Trinity College Dublin*; Piotr Lewandowski, *Institute for Structural Research (IBS)*; Dora Tuda, *Economic and Social Research Institute (ESRI)*; Dora Tuda, *Trinity College Dublin*; Philippe Van Kerm, *Luxembourg Institute of Socio-Economic Research (LISER)*; Philippe Van Kerm, *University of Luxembourg*

024

Police to Recidivism

CHAIR: Andrew Jordan, *Wash U*

10:00 AM-12:00 PM — Hopper (2nd Floor)

The Effect of Field Training Officers on Police Use of Force

CarlyWill Sloan*, *United States Military Academy at West Point*; Matthew Ross, *Northeastern*; Chandon Adger, *Texas A&M University*

The Big House Far from Home: Spatial Distance and Criminal Recidivism

Anna Weber*, *United States Military Academy*

Relaxing Charging Restrictions in Narcotics Cases

Andrew Jordan*, *Washington University in St. Louis*

Release, Detain, or Surveil?

Roman Rivera*, *Columbia University*

P01

Poster Session

1:30 PM-3:00 PM — Wyeth Ballroom Foyer (2nd Floor)

Out for Good: Labor Market Effects of Transitory and Persistent Health Shocks

Johannes Koenig*, *DIW Berlin*; Mattis Beckmannshagen, *DIW Berlin*

Does Recreational Marijuana Pervasiveness Affect Academic Enrollment? Evidence from the U.S. Colleges

Ahmed Fatmaoui*, *University of Oklahoma*; Pallab Ghosh, *University of Oklahoma*

The Heterogeneous Value of Four- and Two-year College Choices

Alejandra Montoya*, *University of Maryland*

Same-Sex Couples and the Child Earnings Penalty

Barbara Downs, *U.S. Census Bureau*; Lucia Foster, *U.S. Census Bureau*; Rachel Nesbit, *U.S. Census Bureau*; Rachel Nesbit, *University of Maryland*; Danielle Sandler*, *U.S. Census Bureau*

The Impact of Public Policies on the Dynamics of School Enrollment and Dropout: Evidence from Canada

Bernard Fortin, *Université Laval*; Catherine Michaud-Leclerc*, *Université Laval*; Safa Ragued, *Université Laval*

The Importance of Working for Earnest: Firms' Reputation Network and Wage Dynamics

Francesco Del Prato*, *Paris School of Economics*

Changing Tracks: Human Capital Investment after Loss of Earning Ability

Pernille Plato Jørgensen*, *University of Copenhagen*; Anders Humlum, *University of Chicago*; Jakob Roland Munch, *University of Copenhagen*

Federal Student Loans, College Choice, and Student Welfare

Siddhartha Biswas*, *Federal Reserve Bank of Philadelphia*

The Impact of Childcare Subsidies on Secondary Earner Labor Force Outcomes

Cassandra Kirkland*, *University of Wisconsin - Madison*

Banning Women from STEM: The Case of Iran

Anna Baiardi*, *Erasmus University Rotterdam*; Julian Emami Namini, *Erasmus University Rotterdam*; Laura Hering, *Erasmus University Rotterdam*

Good or Bad News First? The Effect of Feedback Order on Motivation and Performance

Lavinia Kinne*, *ifo Institute Munich*

The Impact of Import Competition on Domestic Outsourcing in U.S. Manufacturing

Nayeon Lim*, *Boston University*

Deciding to Leave: The Brexit, EU Nurse Withdrawal, and Health Care Quality

Kai Fischer*, *Düsseldorf Institute for Competition Economics (DICE), Heinrich Heine University*

College Major Choices under the Rapid Growth of General Purpose Technology: A Study on AI

Wenjia Cao*, *Michigan State University*

Relative Income, the Breadwinner Norm, and Mental Health in Couples

Demid Getik*, *Lund University*

Wage and Employment Impact of Minimum Wage: Evidence from Lithuania

Linas Tarasonis*, *Bank of Lithuania*; Linas Tarasonis*, *Vilnius University*; Jose Garcia-Louzao, *Bank of Lithuania*

Firm Dynamics and Wages

Mario Canales*, *University of California, Los Angeles*

Recent Trends in Labour Supply Elasticities in Germany

Maximilian Bloemer*, *Humboldt University of Berlin*; Maximilian Bloemer*, *ifo Institute*

Minimum Wages and Productivity: The German Case

Mirja Haelbig*, *Halle Institute for Economic Research (IWH)*; Matthias Mertens, *Halle Institute for Economic Research (IWH)*; Steffen Mueller, *CESifo*;

Steffen Mueller, *Halle Institute for Economic Research (IWH)*; Steffen Mueller, *Magdeburg University*

Contracts as Amenities: Evidence from Canadian Collective Bargaining Agreements

Benjamin Arold*, *ETH Zurich*; Elliott Ash, *ETH Zurich*; W. Bentley MacLeod, *Columbia University*; Suresh Naidu, *Columbia University*

Policy Impacts in the Age of Trump: Evidence from DACA

Reem Zaiour*, *University of California, Davis*

Effect of U.S. and Canada Comparative Immigration Policies on Immigrant Inflows and Labor Market Outcomes in Canada

Li (Julia) Zhu*, *Norwegian School of Economics*

Immigration Enforcement and the Institutionalization of Elderly Americans

Abdulmohsen Almuhaissen*, *University of Connecticut*; Catalina Amuedo-Dorantes, *University of California, Merced*; Delia Furtado, *University of Connecticut*

Withheld from Working More? Withholding Taxes and Female Labor Supply

Jakob Wegmann*, *Bonn Graduate School of Economics*; Tim Bayer, *University of Gothenburg*; Lenard Simon, *Bonn Graduate School of Economics*

Entry Regulation and Employment

Davud Rostam-Afschar*, *University of Mannheim*; Maximiliane Unsorg, *University of Tübingen*

The Dynamics of Opt-In Incentives to Constant Eligibility Income-Testing: Evidence from a Cash Transfer Program

Marcelo Bergolo*, *IECON-UDELAR*; Guillermo Cruces, *CEDLAS-UNLP-U Nottingham*; Joan Vila, *IECON-UDELAR*

The Lavish, the Wealthy, and the Healthy: Effect of Housing Wealth on Health Outcomes and Behaviors

Qinli Fan*, *Cornell University*; Qiyao Zhou, *University of Maryland*

Technological Change and Racial Disparities

Vittoria Dicandia*, *Federal Reserve Bank of Cleveland*

Immigration Enforcement and Labor Supply: Hispanic Youth in Mixed-Status Families

Joaquin Rubalcaba, *University of North Carolina at Charlotte*; Jose Bucheli, *New Mexico State University*; Camila Morales*, *University of Texas at Dallas*

Dynamics of First-Time Patenting Firms

Oivind Nilsen*, *Norwegian School of Economics*; Arvid Raknerud, *Statistics Norway*

On the Road to Social Mobility? Affirmative Action and Major Choice

Fernanda Estevan, *Sao Paulo School of Economics - FGV*; Thomas Gall, *University of Southampton*; Louis-Philippe Morin*, *University of Ottawa*

025

The Relationship between Employment, Worker, and Firm

CHAIR: Joanna Venator, Boston College

3:00 PM-5:00 PM — Wyeth Ballroom (2nd Floor)

Employing the Unemployed of Marienthal: Evaluation of a Guaranteed Job Program

Maximilian Kasy, University of Oxford; Lukas Lehner, University of Oxford*

Do Workforce Development Programs Bridge the Skills Gap?

Eleanor Dillon, Microsoft Research NE; Lisa Kahn, IZA; Lisa Kahn, NBER; Lisa Kahn, University of Rochester; Joanna Venator, Boston College*

Signaling Worker's Quality: Lessons From a Certification Program in Colombia

Diego Salazar, National University of Singapore; M. Antonella Mancino, Wilfrid Laurier University; Leonardo Morales, Central Bank of Colombia*

Worker Mobility and Firm Productivity

Kerstin Holzheu, Sciences Po*

026

Children and Families

CHAIR: Jason Baron, Duke

3:00 PM-5:00 PM — Club Lounge (8th Floor)

Is There a Foster Care-To-Prison Pipeline? Evidence from Quasi-Randomly Assigned Investigators

Jason Baron, Duke University; Max Gross, Mathematica*

Complements to Work? Childcare Subsidies and Labor Supply

Yana Gallen, University of Chicago Harris School of Public Policy; Dmitri Koustas, University of Chicago Harris School of Public Policy*

Parental Death Penalty: Effects of Losing a Parent on Labor Market Outcomes and Gender Inequalities

Mathias Jensen, University of Oxford; Ning Zhang, University of Oxford*

Does the Delivery of Primary Health Care Improve Birth Outcomes? Evidence from the Rollout of Community Health Centers

Esra Kose, Bucknell University; Siobhan O'Keefe, Davidson College; Maria Rosales-Rueda, Rutgers University*

027

Racial Disparities

CHAIR: Ranae Jabri, National Bureau of Economic Research

3:00 PM-5:00 PM — Cassatt (8th Floor)

Racial Difference in the Child Penalty

Jiaqi Li, University of Warwick*

Does Poor Infant Health Widen Racial Disparities in Childhood and Adulthood?

Briana Ballis, University of California, Merced*

Measuring Intergenerational Exposure to the U.S. Justice System: Evidence from Longitudinal Links between Survey and Administrative Data

Keith Finlay, U.S. Census Bureau; Michael Mueller-Smith, University of Michigan; Brittany Street, University of Missouri*

Algorithmic Policing

Ranae Jabri, National Bureau of Economic Research*

028

Gender Gaps

CHAIR: Ashley Wong, Stanford University

3:00 PM-5:00 PM — Pollack (8th Floor)

Falling through the Glass Ceiling: The Gender Gap in Director Retention after Financial Restatements

Tim Liu, University of Utah; Sara Malik, University of Utah; Jordan Schoenfeld, University of Utah*

Undergraduate Gender Diversity and the Direction of Scientific Research

Francesca Truffa, Stanford Graduate School of Business; Ashley Wong, Stanford University*

U.S. Long-Term Earnings Outcomes by Sex, Race, Ethnicity, and Place of Birth

Kevin McKinney*, U.S. Census Bureau; John Abowd, U.S. Census Bureau; Hubert Janicki, U.S. Census Bureau

Marginalized and Overlooked? Minoritized Groups and the Adoption of New Scientific Ideas

Wei Cheng, East China University of Science and Technology; Bruce Weinberg*, Ohio State University, IZA, and NBER

029

School Choice and School Quality

CHAIR: Naomi Gershoni, Ben Gurion University of the Negev

3:00 PM-5:00 PM — Calder Room (8th Floor)

Free to Improve? The Impact of Free School Attendance in England

Marco Bertoni*, University of Padova; Gabriel Heller-Sahlgren, IFN; Olmo Silva, LSE

School Choice, Competition, and Aggregate School Quality

John Singleton, University of Rochester; Michael Gilraine*, New York University; Uros Petronijevic, York University

The Organizational Economics of School Chains

Lorenzo Neri*, IZA; Lorenzo Neri*, University of St Andrews; Elisabetta Pasini, Alma Economics; Olmo Silva, CEP; Olmo Silva, IZA; Olmo Silva, London School of Economics

The Effect of Public School Choice on Diversity and Outcomes in Primary Schools

Naomi Gershoni*, Ben Gurion University of the Negev; Naomi Gershoni*, IZA; Itay Attar, Ben Gurion University of the Negev; Danny Cohen-Zada, Ben Gurion University of the Negev

030

Education: Jobs and Later Success

CHAIR: Zachary Bleemer, Yale School of Management

3:00 PM-5:00 PM — Warhol Room (8th Floor)

Intergenerational Persistence in the Effects of Compulsory Schooling

Andrei Munteanu*, Université du Québec à Montréal; Titus Galama, University of Southern California; Kevin Thom, University of Wisconsin - Milwaukee

The Impact of Education on Jobs: A New Channel For Intergenerational Effects

Na'ama Shenhav*, Dartmouth College; Na'ama Shenhav*, Federal Reserve Bank of San Francisco

The Effect of Education on the Relationship between Genetics, Early-Life Disadvantages, and Later-Life SES

Silvia Barcellos*, USC; Leandro Carvalho, USC; Patrick Turley, USC

Human Capital Spillovers and Returns to Education

Hugo Reis*, Banco de Portugal; Hugo Reis*, Católica Lisbon SBE; Pedro Portugal, Banco de Portugal; Pedro Portugal, NOVA SBE; Paulo Guimarães, Banco de Portugal; Ana Rute Cardoso, Universidade de Lisboa, Instituto de Ciencias Sociais

031

Search Models/Market Power

CHAIR: Hilary Hoynes, University of California, Berkeley

3:00 PM-5:00 PM — Benton (8th Floor)

A Theory of Labor Markets with Allocative Wages

Andres Blanco, University of Michigan; Andres Drenik, University of Texas at Austin; Christian Moser*, Columbia University; Emilio Zaratiegui, Columbia University

Consumption Insurance and the Costs of Layoff

Morten Grindaker, Norges Bank; Morten Grindaker, Norwegian Business School BI; Andreas Kostøl, Arizona State University; Andreas Kostøl, IZA; Andreas Kostøl, NBER; Andreas Kostøl, Norges Bank; Matthew Merkle*, Arizona State University

Firm Dynamics with Labor Market Sorting

Andreas Gulyas*, University of Mannheim

032

Labor Market Shocks, Responses, and Consequences

CHAIR: Nirupama Rao, *University of Michigan*

3:00 PM-5:00 PM — O'Keefe (8th Floor)

Heterogeneous Responses of Productivity to Labor Market Reforms

Paolo Zacchia, *CERGE-EI*; Francesco Del Prato*, *Paris School of Economics*

Committing to Grow: Privatizations and Firm Dynamics in East Germany

Ufuk Akcigit, *University of Chicago*; Harun Alp, *Federal Reserve Board*; André Diekmann*, *Halle Institute for Economic Research (IWH)*; Nicolas Serrano-Velarde, *Bocconi University*

Worker Attributes, Aggregate Conditions and the Heterogeneous Impact of Adverse Labor Market Shocks

Susan Athey, *Stanford University*; Lisa Simon, *Revelio Labs*; Oskar Skans*, *Uppsala University*; Johan Vikström, *IFAU*; Yaroslav Yakymovych, *Uppsala University*

The Impact of Minimum Wage Increases on Small Firms: Evidence from Matched Employer-Employee Tax Returns

Nirupama Rao*, *University of Michigan*; Max Risch, *Carnegie Mellon University*

033

What Shifts Labor Supply?

CHAIR: Christine Braun, *University of Warwick*

3:00 PM-5:00 PM — Whistler Gallery A (2nd Floor)

Do Non-monetary Interventions Improve Staff Retention? Evidence from English NHS Hospitals

Melisa Sayli, *University of Surrey*; Giuseppe Moscelli*, *University of Surrey*; Jo Blanden, *University of Surrey*; Chris Bojke, *University of Leeds*; Marco Mello, *University of Surrey*

When Values Align: Corporate Philanthropy and Employee Turnover

Christoph Schiller*, *Arizona State University*; Anthony Rice, *Chinese University of Hong Kong*

Working from Home Around the World

Cevat Giray Aksoy, *European Bank for Reconstruction and Development, and King's College*; Jose Maria Barrero, *Instituto Tecnológico Autónomo de México*; Nicholas Bloom, *Stanford University*; Steven J. Davis, *University of Chicago Booth School of Business and Hoover Institution*; Mathias Dolls, *ifo Institute*; Pablo Zarate*, *Princeton University*

Measuring the Productivity of Working from Home

Christine Braun*, *University of Warwick*; Peter Rupert, *University of California, Santa Barbara*; Travis Cyronek, *bureau of labor statistics*

034

Entrepreneurship and Personnel

3:00 PM-5:00 PM — Whistler Gallery B (2nd Floor)

Incorporated Start-ups: Can Policies Induce Successful Entrepreneurship?

Anders Sørensen*, *Copenhagen Business School*; Kathryn Shaw, *Stanford University*

Are Managers Paid for Market Power?

Renjie Bao*, *Princeton University*; Jan De Loecker, *Katholieke Universiteit Leuven*; Jan Eeckhout, *Pompeu Fabra University*

Endogenous Career Mobility Within and Across Firms

Jed DeVaro*, *California State University, East Bay*; Oliver Guertler, *University of Cologne*; Antti Kauhanen, *ETLA Economic Research*

035

Unemployment Insurance, Labor, and Policies

CHAIR: Cynthia Doniger, *Federal Reserve Board*

3:00 PM-5:00 PM — Homer (2nd Floor)

The Evolution of Platform Gig Work: 2012-2020

Andrew Garin, *University of Illinois Urbana Champaign*; Dmitri Koustas*, *University of Chicago*; Emilie Jackson, *Michigan State University*

These Caps Spilleth Over: Equilibrium Effects of Unemployment Insurance

Cynthia Doniger*, *Federal Reserve Board*; Desmond Toohey, *University of Delaware*

Learning Beyond School for Adolescent Girls

Sabrin Beg, *University of Delaware*; Anne Fitzpatrick, *University of Massachusetts Boston*; Adrienne Lucas*, *University of Delaware*

Blame the Manager? Displacement Events and Job-Driven Scarring*

Daniela Scur*, *Cornell University*; Ian Schmutte, *University of Georgia*

036

Labor Policies

CHAIR: Maor Milgrom, *Hebrew University of Jerusalem*

3:00 PM-5:00 PM — Hopper (2nd Floor)

The Drivers of Minimum Wage Spillovers: Evidence from Chile

Maor Milgrom*, *The Hebrew University of Jerusalem*; Diego Verdugo, *Brown University*

Do Firms Value Court Enforceability of Noncompete Agreements? A Revealed Preference Approach

Takuya Hiraiwa, *University of Maryland*; Michael Lipsitz*, *Federal Trade Commission*; Evan Starr, *University of Maryland*

Effects of Access-to-Hours and Just-Cause Regulations on Labor Market Outcomes

Joseph Pickens*, *University of Minnesota*; Aaron Sojourner, *W.E. Upjohn Institute for Employment Research*

The Origins and Evolution of Occupational Licensing in the United States

Nicolas Carollo, *Board of Governors Federal Reserve Bank*; Jason Hicks*, *University of Victoria*; Andrew Karsch, *University of Minnesota*; Morris Kleiner, *University of Minnesota*

MEETING SATURDAY PROGRAM

SATURDAY, MAY 13

037

Children and Childcare

CHAIR: **Andres Hojman**, *Universidad Catolica Chile*

8:00 AM-9:30 AM — Wyeth Ballroom (2nd Floor)

Growing Up Over the Social Safety Net: The Effects of a Cash Transfer Program on the Transition to Adulthood

Matias Giacobasso*, *UCLA*

Child Health and Parental Responses to an Unconditional Cash Transfer at Birth

Alexandra de Gendre*, *The University of Melbourne*; Aurélie Meunier, *N/A*; John Lynch, *The University of Adelaide*; Rhiannon Pilkington, *The University of Adelaide*; Stefanie Schurer, *The University of Sydney*

The Timing of Shocks Across Childhood: Does It Matter?

Kjell G. Salvanes*, *Norwegian School of Economics*; Pedro Carneiro, *University College London*; Barton Willage, *University of Colorado Denver*; Alexander Willen, *Norwegian School of Economics*

038

Customer Discrimination

CHAIR: **Tali Regev**, *Reichman University (IDC)*

8:00 AM-9:30 AM — Club Lounge (8th Floor)

Biased Reputations: Using Cross-Listed Properties to Identify the Negative Effects of Race on Users' Reputations on Airbnb

Tali Regev*, *Reichman University (IDC)*; Tamar Kricheli-Katz, *Tel Aviv University*

Responding to Anticipated Bias: Evidence from Israeli Football Leagues

Noam Binstok, *Hebrew University*; Asaf Zussman*, *Hebrew University*

SES-Based Affirmative Action and Academic and Labor Market Outcomes: Evidence from UK's Contextualized Admissions

Sonkurt Sen*, *University of Bonn*

039

Gender and Sexual Orientation Discrimination

CHAIR: **Matthew Pecenco**, *Brown University*

8:00 AM-9:30 AM — Cassatt (8th Floor)

Discrimination Against Gay and Transgender People in Latin America: A Correspondence Study in the Rental Housing Market

Nicolás Abbate, *CEDLAS - Universidad Nacional de La Plata*; Inés Berniell, *CEDLAS - Universidad Nacional de La Plata*; Joaquín Coleff, *CEDLAS - Universidad Nacional de La Plata*; Luis Laguinde, *CEDLAS - Universidad Nacional de La Plata*; Margarita Machelett*, *Bank of Spain*; Mariana Marchionni, *CEDLAS - Universidad Nacional de La Plata*; Julián Pedrazzi, *CEDLAS - Universidad Nacional de La Plata*; María Florencia Pinto, *CEDLAS - Universidad Nacional de La Plata*

Customer Discrimination in the Workplace: Evidence from Online Sales

Erin Kelley, *World Bank*; Gregory Lane, *University of Chicago*; Matthew Pecenco*, *Brown University*; Edward Rubin, *University of Oregon*

Who Does the Talking Here? The Impact of Gender Composition on Team Interactions

David Hardt, *Friedrich-Alexander-Universität Erlangen-Nürnberg*; Lea Mayer*, *Friedrich-Alexander-Universität Erlangen-Nürnberg*; Johannes Rincke, *Friedrich-Alexander-Universität Erlangen-Nürnberg*

040

Families and Female Labor Markets

CHAIR: **Andrea Flores**, *EPGE Brazilian School of Economics and Finance*

8:00 AM-9:30 AM — Pollack (8th Floor)

The Effects of Reducing Unconditional Cash Transfers on Families in Israel

Naomi Gershoni, *Ben-Gurion University*; Rania Gihleb, *University of Pittsburgh*; Assaf Kott, *Brown University*; Hani Mansour*, *University of Colorado Denver*; Yannay Shanan, *Bar-Ilan University*

Are Cash Transfers Effective at Empowering Mothers? A Structural Evaluation of Mexico's "Oportunidades"

Andrea Flores*, *EPGE Brazilian School of Economics and Finance*

Cash Transfers and Fertility: From Short- to Long-run

Francisco Rodriguez-Roman*, *University of Cagliari*; Lidia Cruces, *Universidad Carlos III de Madrid*

041

Teachers and Outcomes

CHAIR: Elizabeth Cascio, *Dartmouth College*

8:00 AM-9:30 AM — *Calder Room (8th Floor)*

Legal Activism, State Policy, and Racial Inequality in Teacher Salaries and Educational Attainment in the Mid-Century American South

Elizabeth Cascio*, *Dartmouth College*; Ethan Lewis, *Dartmouth College*

Screening with Multitasking: Theory and Empirical Evidence from Teacher Tenure Reform

Michael Dinnerstein, *NBER*; Michael Dinnerstein, *University of Chicago*; Isaac Opper*, *RAND Corporation*

The Effect of High Dismissal Protection on Bureaucratic Turnover and Productivity

Ricardo Estrada*, *CAF—Development Bank of Latin America*; Maria Lombardi, *Universidad Di Tella*

042

Education: Academic Performance and School Outcomes

CHAIR: Timothy Halliday, *University of Hawaii at Manoa*

8:00 AM-9:30 AM — *Warhol Room (8th Floor)*

The Impact of Low-Income Priority Points on School Choice, Academic Performance. and School Satisfaction

Alexandra de Gendre*, *IZA Bonn*; Alexandra de Gendre*, *University of Melbourne*; Shushanik Margaryan, *Berlin School of Economics*; Shushanik Margaryan, *University of Potsdam*; Jose Montalbán, *SOFI*; Jose Montalbán, *Stockholm University*

VOG: Using Volcanic Eruptions to Estimate the Impact of Air Pollution on Student Learning Outcomes

Rachel Inafuku, *University of Hawaii at Manoa*; Timothy Halliday*, *University of Hawaii at Manoa*; Lester Lusher, *University of Hawaii at Manoa*; Aureo de Paula, *University College London*

Short and Long-Term Effects of Universal Preschool: Evidence from the Arab Population in Israel

Analia Schlosser*, *Tel Aviv University*; Elad Demalach, *Bank of Israel*; Elad Demalach, *Tel Aviv University*; Tatiana Baron, *Ben Gurion University*

043

Education: College and Wage Outcomes

CHAIR: Hugh Cassidy, *Kansas State University*

8:00 AM-9:30 AM — *Benton (8th Floor)*

Educational Choices and Mismatches in the Labor Market

Gyung-Mo Kim*, *Toulouse School of Economics*

The Role of Uncertainty in Education Mismatch

Shihang Hou*, *University of Oxford*

The Increasing Penalty to Occupation-Education Mismatch

Hugh Cassidy*, *Kansas State University*; Amanda Gaulke, *Kansas State University*

044

Hiring and Promotions

CHAIR: Michael Waldman,

8:00 AM-9:30 AM — *O'Keefe (8th Floor)*

What Is the Price for Opportunity? The Effects of Employer Learning on Worker Promotions and Turnover

Sean Wang*, *U.S. Census Bureau*

Business Cycles and Police Hires

Fernando Saltiel*, McGill University; Cody Tuttle, University of Texas-Austin

Accident-Induced Absence from Work and Job Ladders

Timea Laura Molnar*, Central European University; Aniko Biro, Centre for Economic and Regional Studies, Hungary; Marta Bisztray, Centre for Economic and Regional Studies, Hungary; Joao Galindo Da Fonseca, Universite de Montreal

045

Labor Supply and Health Professionals

CHAIR: Jason Hicks, University of Victoria

8:00 AM-9:30 AM — Whistler Gallery A (2nd Floor)

Occupational Licensing and the Healthcare Labor Market

Brian Phelan*, DePaul University; Marcus Dillender, Vanderbilt University; Anthony Lo Sasso, DePaul University; Michael Richards, Baylor University

Employee Demand for Skills Training: Experimental Evidence from Home Caregivers

Christopher Cronin*, University of Notre Dame; Ethan Lieber, University of Notre Dame

Persistence in Physicians' Location: Long-run Evidence from Loan Repayment Programs

Anomita Ghosh*, University of Illinois Urbana-Champaign

046

Immigrant Outcomes

CHAIR: Dan-Olof Rooth, Stockholm University

8:00 AM-9:30 AM — Whistler Gallery B (2nd Floor)

Immigration and the Economic Implications of Labor Market Networks: Evidence from Canada Using a General Equilibrium Search Model

Luke Rawling*, Queen's University

Background Matters, but not Whether Parents are Immigrants: Outcomes of Children Born in Denmark

Mathias Jensen*, University of Oxford; Alan Manning, London School of Economics

Immigrants' Return to Language Skills in the Labor Market: A New Experimental Approach

Dan-Olof Rooth*, Stockholm University; Magnus Carlsson, Linnaeus University; Stefan Eriksson, Uppsala University

047

Skill Demand and Educational Investments

CHAIR: Jed DeVaro, California State University, East Bay

8:00 AM-9:30 AM — Homer (2nd Floor)

Changing Tasks: Education Investments, Fields of Study, and the Transition from Youth to Adulthood

Patrick Bennett*, University of Liverpool; Kai Liu, University of Cambridge; Kjell Salvanes, Norwegian School of Economics

A Tale of Two Fields? Knowledge, Skill, and STEM Career Outcomes

Xuan Jiang, Jinan University; Joseph Staudt, U.S. Census Bureau; Bruce Weinberg*, IZA; Bruce Weinberg*, NBER; Bruce Weinberg*, The Ohio State University

Skills, Majors, and Jobs: Does Higher Education Respond?

Johnathan Conzelmann, University of North Carolina at Chapel Hill; Steven Hemelt*, University of North Carolina at Chapel Hill; Brad Hershbein, W.E. Upjohn Institute for Employment Research; Shawn Martin, Cornerstone Research; Andrew Simon, University of Chicago; Kevin Stange, University of Michigan

048

Labor Market Implications on Socially Disadvantaged Groups

CHAIR: Leah Lakdawala, Wake Forest University

8:00 AM-9:30 AM — Hopper (2nd Floor)

The Impact of Expanding Worker Rights to Informal Workers: Evidence from Child Labor Legislation

Leah Lakdawala*, Wake Forest University

The Labor Market Effects of Disability Hiring Quotas

Christiane Szerman*, Princeton University

The Labor Market Effects of Restricting Refugees' Employment Opportunities

Achim Ahrens*, ETH Zurich; Andreas Beerli, ETH Zurich; Dominik Hangartner, ETH Zurich; Selina Kurer, ETH Zurich; Michael Siegenthaler, ETH Zurich

049

Empirical Evidence on Labor-Leisure Tradeoffs

CHAIR: Ilaria D'Angelis, University of Massachusetts Boston

10:00 AM-12:00 PM — Club Lounge (8th Floor)

Work Hours Mismatch

Marta Lachowska, W.E. Upjohn Institute for Employment Research; Alexandre Mas, Princeton University and NBER; Raffaele Saggio, University of British Columbia and NBER; Stephen Woodbury*, Michigan State University

The Selection Effects of Part-Time Work: Experimental Evidence from a Large-Scale Recruitment Drive

Hyuncheol Kim, Hong Kong University of Science and Technology; Hyunseob Kim*, Federal Reserve Bank of Chicago; John Zhu, University of Kansas

Labor Supply and Entertainment Innovations: Evidence From the U.S. TV Rollout

Felix Koenig*, Carnegie Mellon University

The Underworked American? Explaining the Rise and Fall in Overtime Work

Ilaria D'Angelis*, University of Massachusetts Boston

050

New Results on Labor Policy Issues

CHAIR: Matthew Gudgeon, United States Military Academy

10:00 AM-12:00 PM — Cassatt (8th Floor)

The Effects of Combat Deployments on Veterans' Outcomes

Jesse Bruhn, Brown University; Kyle Greenberg, United States Military Academy; Matthew Gudgeon*, United States Military Academy; Evan Rose, University of Chicago; Yotam Shem-Tov, University of California, Los Angeles

The Hidden Effects of Algorithmic Recommendations

Alex Albright*, Federal Reserve Bank of Minneapolis

Tax Cuts, Firm Growth, and Worker Earnings: Evidence from Small Businesses in Canada

Terry Moon, University of British Columbia; Yige Duan*, University of British Columbia

The Effects of Free Housing on Health, Wellbeing, and Healthcare Utilization

Valentina Duque*, American University; Michael Gilraine, New York University; Diana Oquendo, University of Los Andes; Fabio Sanchez, University of Los Andes

051

Personnel

CHAIR: Christopher Stanton, Harvard Business School

10:00 AM-12:00 PM — Pollack (8th Floor)

Firms with Benefits? Non-Wage Compensation and Implications for Firms and Labor Markets

Paige Ouimet, University of North Carolina; Geoffrey Tate*, University of Maryland

What do External and Internal Corporate Social Responsibility do? Evidence from a Firm-level Field Experiment

Hugh Xiaolong Wu*, Washington University in St. Louis

Should Workplace Programs be Voluntary or Mandatory? Evidence from a Field Experiment on Mentorship

Jason Sandvik, University of Arizona; Richard Saouma, Michigan State; Nathan Seegert, University of Utah; Christopher Stanton*, Harvard Business School

Industry Wage Differentials: A Firm-Based Approach

Moises Yi*, U.S. Census Bureau; David Card, University of California, Berkeley; Jesse Rothstein, University of California, Berkeley

052

Immigration Policy Impacts on Local Labor Markets

CHAIR: Riley Wilson, Brigham Young University

10:00 AM-11:30 AM — Wyeth Ballroom (2nd Floor)

Dynamic Agglomeration Effects of Foreigners and Natives: The Role of Experience in High-Quality Sectors, Tasks, and Establishments

Duncan Roth*, *Institute for Employment Research (IAB)*; Annekatrin Niebuhr, *Institute for Employment Research (IAB)*; Annekatrin Niebuhr, *University of Kiel*; Jan Cornelius Peters, *Johann Heinrich von Thunen Institute*

Direct and Indirect Effects of Immigrant Legalization: Evidence from DACA

Riley Wilson*, *Brigham Young University*; Jimena Villanueva, *Brigham Young University*

The Impact of Refugee Immigration on Native Workers

Katia Gallegos Torres*, *ZEW Mannheim*; Katrin Sommerfeld, *ZEW Mannheim*

Can Tax Incentives Bring Brains Back? Returnees Tax Schemes and High-Skilled Migration in Italy

Giuseppe Ippedico*, *University of California, Davis*; Jacopo Bassetto, *Institute for Employment Research (IAB)*

053

Retirement, Pensions, and Social Security

CHAIR: Hanming Fang,

10:00 AM-12:00 PM — Calder Room (8th Floor)

The Effect of Removing Early Retirement on Mortality

Cristina Bellés-Obrero*, *University of Mannheim*; Sergi Jiménez-Martín, *Universitat Pompeu Fabra*; Han Ye, *University of Mannheim*

The Impact of Pension Income on Mortality: Evidence from Germany

Chiara Malavasi*, *University of Mannheim*; Chiara Malavasi*, *ZEW - Leibniz Centre for European Economic Research*; Han Ye, *IZA - Institute of Labor Economics*; Han Ye, *University of Mannheim*; Han Ye, *ZEW - Leibniz Centre for European Economic Research*

“Growing Pains” in China's Social Security System

Hanming Fang, *University of Pennsylvania*; Xincheng Qiu*, *University of Pennsylvania*; Yi Zhang, *Shanghai University of Finance and Economics*

Income, Employment and Health Risks of Older Workers

Siqi Wei*, *IE university*

054

Inside the Black Box of Intergenerational Mobility

10:00 AM-12:00 PM — Warhol Room (8th Floor)

Like Mother, Like Child? The Rise of Women's Intergenerational Income Persistence in Sweden and in the United States

Gunnar Branden, *Center for Epidemiology and Community Medicine*; Martin Nybom*, *IFAU and UCL*; Kelly Vosters, *University of North Carolina at Charlotte*

On the Estimation of Neighborhood Exposure Effects

Dinand Webbink*, *Erasmus School of Economics*

Why Do Workers from Low-Income Backgrounds Earn Less as Adults?

Md Shahadath Hossain*, *Binghamton University (SUNY)*; Eric Nielsen, *Federal Reserve Board of Governors*; David Slichter, *Binghamton University (SUNY)* and IZA

055

Crime: Speeding to Domestic Violence

CHAIR: Alessandra Fenizia, *The George Washington University*

10:00 AM-12:00 PM — Benton (8th Floor)

Deterrence or Backlash? Arrests and the Dynamics of Domestic Violence

Sofia Amaral, *Ifo Institute*; Gordon Dahl, *UC San Diego*; Victoria Endl-Geyer, *Ifo Institute*; Timo Hener*, *Aarhus University*; Helmut Rainer, *University of Munich*

Dynamic Relationships between Criminal Offending and Victimization

Christopher Erwin*, *Auckland University of Technology*

How Do People React to Income-based Fines? Evidence from Speeding Tickets Discontinuities

Martti Kaila*, *University of Helsinki*

Organized Crime and Economic Growth: Evidence from Municipalities Infiltrated by the Mafia

Alessandra Fenizia*, *The George Washington University*; Raffaele Saggio, *University of British Columbia*

056

Unemployment

CHAIR: Fabian Lange,

10:00 AM-12:00 PM — O'Keefe (8th Floor)

Search Intensity and Asset Prices

Ding Luo*, *City University of Hong Kong*; Jincheng Tong, *University of Toronto*

The False Illusion of Wage Cyclicalities

Ana Figueiredo*, *Erasmus School of Economics*; Ines Black, *Duke University*

Variable Pay and Risk Sharing between Firms and Workers

Jason Sockin*, *US Treasury*; Michael Sockin, *University of Texas at Austin*

Staggered Contracts and Unemployment during Recessions

Effrosyni Adamopoulou, *University of Mannheim*; Luis Diez-Catalan, *Banco Bilbao Vizcaya Argentaria*; Ernesto Villanueva*, *Banco de España/Bank of Spain*

057

Wage Determination

CHAIR: Lorenzo Lagos, *Brown University*

10:00 AM-12:00 PM — Whistler Gallery A (2nd Floor)

Labor Market Institutions and the Composition of Firm Compensation: Evidence from Brazilian Collective Bargaining

Lorenzo Lagos*, *Brown University*

Wage Growth Expectations of Firms and Employees

Lukas Buchheim, *Technical University Dortmund*; Sebastian Link*, *ifo Institute and Ludwig Maximilian University of Munich*; Sascha Möhrle, *ifo Institute and Ludwig Maximilian University of Munich*

Workers' Job Prospects and Young Firm Dynamics

Seula Kim*, *University of Maryland*

CEO Pay Disclosure and Wage Inequality within Firm

Agata Maida*, *University of Milan*; Vincenzo Pezoone, *Tilburg University*

058

Gender and Race

CHAIR: Jorgen Harris, *Occidental College*

10:00 AM-12:00 PM — Whistler Gallery B (2nd Floor)

Job Search and Matching by Race and Gender

Rebecca Lessem*, *Carnegie Mellon University*

Gender Diversity in Scholarship

Colleen Manchester*, *University of Minnesota*; Melanie Wasserman, *University of California, Los Angeles*

Hate in the Time of COVID-19: Racial Crimes against East Asians

Joel Carr, *University of Antwerp*; Joanna Clifton-Sprigg, *University of Bath*; Jonathan James, *University of Bath*; Suncica Vujic*, *University of Antwerp*

059

Discrimination in Hiring

CHAIR: Alan Benson, *Univ of Minnesota*

10:00 AM-12:00 PM — Homer (2nd Floor)

Discrimination in Hiring: Evidence from Retail Sales

Alan Benson*, *University of Minnesota*; Simon Board, *University of California, Los Angeles*; Moritz Meyer-ter-vehn, *University of California, Los Angeles*

Minimum Wages and Racial Differences in Hiring: Theory and Evidence from a Field Experiment

Alec Brandon, Johns Hopkins University; Justin Holz, Australia National University; Justin Holz, University of Chicago; Andrew Simon*, Australia National University; Andrew Simon*, University of Chicago; Haruka Uchida, University of Chicago

Lowering the Playing Field: Discrimination through Sequential Spillover Effects

Judd Kessler, The Wharton School of the University of Pennsylvania; Corinne Low, The Wharton School of the University of Pennsylvania; Xiaoyue Shan*, The Wharton School of the University of Pennsylvania

As Long as They Are Cheap: Experimental Evidence on the Demand for Migrant Workers

Mauro Caselli, University of Trento; Paolo Falco*, University of Copenhagen

060

Work, Childcare, and Gender

CHAIR: Claudia Olivetti,

10:00 AM-12:00 PM — Hopper (2nd Floor)

When Kids Grow Up: Women's Employment and Earnings Across the Family Cycle

Claudia Goldin, Harvard University; Sari Kerr*, Wellesley College; Claudia Olivetti, Dartmouth College

The Child Tax Credit over Time by Gender: Benefit Receipt and Poverty

Margaret Brehm, Oberlin College; Olga Malkova*, University of Kentucky

Who Pays for Childcare? Social Norms, Household Spending, and the Child and Dependent Care Credit

Timothy Bond*, IZA; Timothy Bond*, Purdue University; Danyang Zhang, University of Akron

Twitter and Crime: The Effect of Social Movements on Gender-Based Violence

Britta Rude*, ifo Institute; Ilpo Kauppinen, VATT; Michele Battisti, University of Glasgow

061

Children

CHAIR: Jorge Luis García, Clemson University

1:30 PM-3:30 PM — Wyeth Ballroom (2nd Floor)

Welfare Effects of Child Care Policies

Andres Hojman*, Universidad Catolica Chile; Jorge Rodriguez, Universidad de Los Andes Chile; David Bravo, Universidad Catolica Chile

Childcare and Parenting as Skill Determinants: Evidence from a Large-scale Trial of an Early-Childhood Education Program

Jorge Luis García*, Clemson University; William Dougan, Clemson University; Ilya Polovnikov, Clemson University

Universal Childcare, Fertility, and Parental Time Investments

Siha Lee*, McMaster University; Sitian Liu, Queen's University

Can Firms Reduce the Child Penalty? Consequences of a Mandated Increase in Firm Family-Friendliness

Pia Heckl, Vienna University of Economics and Business; Elisabeth Wurm*, Vienna University of Economics and Business

062

Racial Segregation and Implications

CHAIR: Bryan Stuart, Federal Reserve Bank of Philadelphia

1:30 PM-3:30 PM — Club Lounge (8th Floor)

Can a Hiring Credit Program Induce Job Creation for Vulnerable Workers? Evaluating the First Job Act in Colombia

Narae Lee*, George Mason University; Maurice Kugler, George Mason University

Minority Representation, Segregation, and Racial Sorting

Jiangnan Zeng*, University of Pittsburgh

Bank Competition and Entrepreneurial Gaps: Evidence from Bank Deregulation

Xiang Li*, Boston College

The Effects of Racial Segregation on Intergenerational Mobility: Evidence from Historical Railroad Placement

Eric Chyn, University of Texas at Austin; Kareem Haggag, University of California, Los Angeles; Bryan Stuart*, Federal Reserve Bank of Philadelphia

063

How Policy and Technology Affect Gender Equality

CHAIR: Nicole Fortin, University of British Columbia

1:30 PM-3:30 PM — Cassatt (8th Floor)

Closing the Gender Pay Gap in the US Federal Service: The Role of New Managers

Nicole Fortin, University of British Columbia; Mila Markevych, University of British Columbia; Marit Rehavi, University of British Columbia*

Designing Gender Equity: Evidence from Hiring Practices and Committees

Tatiana Mocanu, University College London*

Trickle-Down Effects of Affirmative Action: A Case Study in France

Jose De Sousa, Universite Paris Saclay; Muriel Niederle, Stanford University*

Robots and Women in Manufacturing

Izaskun Zuazu, Duisburg-Essen University*

064

Econometric Methods

CHAIR: Paul Diegert, Duke University

1:30 PM-3:30 PM — Pollack (8th Floor)

Estimating Individual Responses when Tomorrow Matters

Stéphane Bonhomme, University of Chicago; Angela Denis, Bank of Spain*

Heterogeneity, Uncertainty and Learning: A Semiparametric Identification Analysis

Jackson Bunting, Texas A&M University; Paul Diegert, Duke University; Arnaud Maurel, Duke University*

Examiner Designs with Multiple Treatments: Conviction, Incarceration, and Policy Effects

Sam Norris, University of British Columbia; Matthew Pecenco, Brown University; Vishal Kamat, Toulouse School of Economics*

Is the LATE Too Grande? A Diagnostic Test

M. Daniele Paserman, Boston University*

065

Families and Bargaining

CHAIR: Robert Pollak, Washington University in St. Louis

1:30 PM-3:30 PM — Calder Room (8th Floor)

Spousal Bargaining Power and Consumption of Married Couples in the United States: Evidence from Scanner Data

So Yoon Ahn, University of Illinois; Yu Kyung Koh, Columbia University*

Spousal Bargaining Power: Decoupling Gender Norms and Earning Status

Elliott Isaac, Tulane University*

Bargaining with Altruism

Robert Pollak, Washington University in St. Louis*

Commitment and the Dynamics of Household Labor Supply

Alexandros Theloudis, Tilburg University; Pierre-André Chiappori, Columbia University; J. Ignacio Giménez-Nadal, University of Zaragoza; José Alberto*

Molina, University of Zaragoza; Jorge Velilla, University of Zaragoza

066

Rethinking the Value of Colleges and Higher Education Expansion

CHAIR: Giulio Zanella, University of Bologna

1:30 PM-3:30 PM — Warhol Room (8th Floor)

Local Human Capital and Firm Creation: Evidence from the Massification of Higher Education in France

Elio Nimier-David, CREST (ENSAE-Ecole Polytechnique)*

College Education, Intelligence, and Disadvantage: Policy Lessons from the United Kingdom in 1960-2004

Andrea Ichino, European University Institute; Aldo Rustichini, University of Minnesota; Giulio Zanella, University of Bologna*

The Consumption Value of College

Yifan Gong*, *University of Nebraska-Lincoln*; Lance Lochner, *University of Western Ontario*; Todd Stinebrickner, *University of Western Ontario*; Ralph Stinebrickner, *Berea College*

More Than a Degree: China's College Expansion and the Marriage Market

Sai Luo, *Shanghai University of Finance and Economics*; Ming Fang*, *University of Maryland*

067

Education: Skill Formation

CHAIR: Steven Rivkin, *University of Illinois at Chicago*

1:30 PM-3:30 PM — Benton (8th Floor)

Using a Field Experiment to Understand Skill Formation During Adolescence

Haruka Uchida*, *University of Chicago*; Juanna Joensen, *University of Chicago*; John List, *University of Chicago*; Anya Samek, *Rady School of Management University of California, San Diego*

Patterns, Determinants, and Consequences of Ability Tracking: Evidence from Texas Public Schools

Kate Antonovics, *University of California, San Diego*; Sandra Black*, *Columbia University*; Julie Cullen, *University of California, San Diego*; Akiva Yonah Meiselman, *Research Improving People's Lives (RIPL)*

Middle School Principal Effects on Cognitive and Non-Cognitive Skill Development and Post-Secondary Schooling, Employment, and the Probabilities of Arrest and Incarceration

Eric Hanushek, *Stanford University*; Andrew Morgan, *University College London*; Steven Rivkin*, *University of Illinois at Chicago*; Steven Rivkin*, *University of Texas at Dallas*; Lauren Sartain, *University of North Carolina*; Jeffrey Schiman, *Georgia Southern University*; Ayman Shakeel, *University of Illinois at Chicago*

Distributional Impacts of Centralized School Choice

Jaewon Lee, *Yale University*; Suk Joon Son*, *University of Tokyo*

068

Education and Student Support

CHAIR: Nuria Rodriguez-Planas, *CUNY, Queens College*

1:30 PM-3:30 PM — O'Keefe (8th Floor)

The Effects of Transferring to a Higher-Quality College

Lois Miller*, *University of Wisconsin - Madison*

Signaling on the Labor Market: Evidence from College Scorecards

Roberto Mosquera*, *Universidad de las Americas*; Melissa Miranda, *Universidad de las Americas*

Keep Me In, Coach: The Short- and Long-Term Effects of Targeted Academic Coaching

Serena Canaan, *IZA*; Serena Canaan, *Simon Fraser University*; Stefanie Fischer*, *Monash University*; Pierre Mouganie, *Simon Fraser University*; Geoffrey Schnorr, *University of California, Los Angeles*

Emergency Relief Funds for Low-Income Students: Evidence from a CUNY Lottery-Based Grant

Nuria Rodriguez-Planas*, *CUNY, Queens College*

069

Firm Hiring and Differences Across Space

CHAIR: Weilong Zhang, *University of Cambridge*

1:30 PM-3:30 PM — Whistler Gallery A (2nd Floor)

Distributional Effects of Local Minimum Wage Hikes: A Spatial Job Search Approach

Petra Todd, *University of Pennsylvania*; Weilong Zhang*, *University of Cambridge*

Hiring Frictions and Firms' Growth

Thomas Le Barbanchon*, *Bocconi University*; Maddalena Ronchi, *Bocconi University*; Maddalena Ronchi, *IFS*; Julien Sauvagnat, *Bocconi University*

The Effect of Labor Market Competition on Firms, Workers, and Communities

Samuel Dodini*, *Norwegian School of Economics*; Katrine Løken, *Norwegian School of Economics*; Alexander Willén, *Norwegian School of Economics*

Spatial Wage Inequality within the Firm

070

Family and Health Shocks

CHAIR: Derek Neal,

1:30 PM-3:30 PM — Whistler Gallery B (2nd Floor)

Parent's Health, Aging, and the Labor Supply of Young Workers

Sara Casella*, *University of Pennsylvania*; Luca Mazzone, *International Monetary Fund*

Long-Run Impacts of In-Utero Ramadan Exposure: Evidence from Administrative Tax Records

Timotej Cejka*, *University of Chicago Booth School of Business*; Mazhar Waseem, *University of Manchester*

Long-Run Labor Market Outcomes of a Childhood Health Shock: High Socioeconomic Status Parents Can Mitigate the Impact

Tine Eriksen, *IZA*; Tine Eriksen, *VIVE - The Danish Center for Social Science Research*; Amanda Gaulke*, *IZA*; Amanda Gaulke*, *Kansas State University*;

Jannet Svensson, *Copenhagen University Hospital*; Niels Skipper, *Aarhus University*; Peter Thingholm, *Aarhus University*

071

Institutions and Immigration

CHAIR: Kanatip Winichakul, *Smith College*

1:30 PM-3:30 PM — Homer (2nd Floor)

Trusting Immigrants

Chan Yu*, *University of International Business and Economics*; Cevat Aksoy, *King's College London*; Cevat Aksoy, *King's College London & EBRD*; Barry Eichengreen, *University of California, Berkeley*; Anastasia Litia, *University of Macedonia*; Cem Ozguzel, *Organisation for Economic Co-operation and Development*

Mobile Internet Access and the Desire to Emigrate

Cevat Aksoy*, *King's College London & EBRD*

Resettlement Agency Resource Strain and Refugee Outcomes: Evidence from Catholic Sex Abuse Scandals

Pun Winichakul*, *Smith College*; Ning Zhang, *University of Oxford*; Neil Silveus, *University of Pittsburgh*

Does Foreign Aid Reduce Migration? Micro-Evidence from World Bank Projects

Andreas Fuchs, *Georg-August University Göttingen*; Andre Groeger*, *Universitat Autònoma de Barcelona*; Tobias Heidland, *Kiel Institute for the World Economy*; Lukas Wellner, *Georg-August University Göttingen*

072

Labor Market Power

CHAIR: Matt Knepper, *University of Georgia*

1:30 PM-3:30 PM — Hopper (2nd Floor)

Does Labor Market Concentration Decrease Wages? Evidence from a Retail Pharmacy Merger

Tomas Guanziroli*, *Pontifical Catholic University of Rio de Janeiro*

Strategic Wage Concealment and Labor Market Power

Matt Knepper*, *University of Georgia*; Leonard Goff, *University of Calgary*; Ian Schmutte, *University of Georgia*

Firm Expansion in Imperfect Labor Markets

Martin Friedrich*, *Institute for Employment Research (IAB)*; Uta Schönberg, *University College London*; Ines Helm, *Ludwig Maximilian University of Munich*

The Unequal Incidence of Payroll Taxes with Imperfect Competition: Theory and Evidence

Felipe Lobel*, *UC Berkeley*

073

Labor Demand

CHAIR: Samuel Young, *Census Bureau/Arizona State University*

4:00 PM-5:30 PM — Wyeth Ballroom (2nd Floor)

Unionization, Employer Opposition, and Establishment Closure

Samuel Young*, *U.S. Census Bureau/Arizona State University*; Sean Wang, *U.S. Census Bureau*

How do Firms Adjust Employment in Reaction to Shocks?

Enrichetta Giurickovic*, *Paris School of Economics*; David Margolis, *CNRS*; David Margolis, *IZA*; David Margolis, *Paris School of Economics*

The Effect of No-Poaching Restrictions on Worker Earnings in Franchised Industries

Marshall Steinbaum, *University of Utah*; Sergio Pinto, *University of Maryland, College Park*; Brian Callaci, *Open Markets Institute*; Matthew Gibson*, *Williams College*

074

Employee Training and Assistance

CHAIR: Jeff Smith,

4:00 PM-5:30 PM — Club Lounge (8th Floor)

Who Benefits from Job Training Programs? Evidence from a High-Dosage Program in Brazil

Daniel Da Mata, *Fundação Getulio Vargas*; Rodrigo Oliveira*, *United Nations University World Institute for Development Economics Research*; Diana Silva, *Federal University of Bahia*

The Direct and Indirect Effects of Online Job Search Advice

Steffen Altmann, *IZA Bonn*; Anita Glenny, *Aarhus University*; Robert Mahlstedt*, *University of Copenhagen*; Alexander Sebald, *Copenhagen Business School*

Fostering Soft Skills in Active Labor Market Programs: Evidence from a Large-Scale RCT

Yannay Shanan*, *Bar Ilan University*; Analia Schlosser, *Tel Aviv University*

075

Labor Supply: Job Search and Incarceration

CHAIR: Andrew Garin, *UIUC*

4:00 PM-5:30 PM — Cassatt (8th Floor)

Returns to Job Search: Experimental Evidence from a Matching Platform

Erica Field, *Duke University*; Robert Garlick*, *Duke University*; Nivedhitha Subramanian, *Bates College*; Kate Vyborny, *Duke University*

Unemployment Insurance and Worker Reallocation

Morten Grindaker*, *BI Norwegian Business School*

The Impact of Incarceration on Employment, Earnings, and Tax Filing

Andrew Garin*, *University of Illinois Urbana-Champaign*; Dmitri Koustas, *Chicago Harris School*; Carl McPherson, *University of California, Berkeley*; Samuel Norris, *University of British Columbia*; Matthew Pecenco, *Brown University*; Evan Rose, *University of Chicago*; Yotam Shem-Tov, *University of California, Los Angeles*; Jeffrey Weaver, *University of Southern California*

076

Working from Home and in Television

CHAIR: Alan Benson, *University of Minnesota*

4:00 PM-5:30 PM — Pollack (8th Floor)

How Do Managers Form Their Expectations About Working From Home? A Survey Experiment on the Perception of Productivity

Daniel Erdsiek*, *ZEW Mannheim*; Vincent Rost, *ZEW Mannheim*

The Effect of Working from Home on the Agglomeration Economies of Cities: Evidence from Advertised Wages

Sitian Liu*, *Queen's University*; Yichen Su, *Federal Reserve Bank of Dallas*

Television and the Labor Market: Evidence from Natural Experiments in West and East Germany

Manuel Hoffmann*, *Harvard University*; Sven Hartmann, *Trier University*; Adrian Chadi, *University of Konstanz*

077

Results for Wage Determination

CHAIR: Linh Tô, *Boston University*

4:00 PM-5:30 PM — Calder Room (8th Floor)

Negotiable Wage Posting

Bernhard Schmidpeter, *Johannes Kepler University Linz*; Linh Tô*, *Boston University*

How are Wages Determined? A Quasi-Experimental Test of Wage Determination Theories

Marcelo Carvalho, *Vancouver School of Economics (UBC)*; Joao Galindo da Fonseca*, *University of Montreal*; Rogerio Santarrosa, *INSPER Institute of Education and Research*

The Distributional Dynamics of Wages over the Business Cycle

Victor Saldarriaga*, *Paris School of Economics*

078

Peers, Stereotypes, and Gender

CHAIR: Hugh Xiaolong Wu, *Washington University*

4:00 PM-5:30 PM — Warhol Room (8th Floor)

Peers, Culture and Women's Job Search: Evidence from College Graduates

Federica Meluzzi*, *CREST (ENSAE, Institut Polytechnique de Paris)*

Gender Stereotypes and Grade Disclosure

Louis-Pierre Lepage*, *Stockholm University*; Xiaomeng Li, *University of Michigan*; Basit Zafar, *University of Michigan*

Hiding Money in the Old Boys' Club? A Gender Match between Employee and Supervisor Contributes to the Gender Pay Gap

Cansin Arslan*, *University of Exeter*; Oliver Hauser, *University of Exeter*

079

Families: Marriage and Babies

CHAIR: Emily Nix, *USC*

4:00 PM-5:30 PM — Benton (8th Floor)

The Dynamics of Abusive Relationships

Abi Adams-Prassl, *University of Oxford*; Kristiina Huttunen, *Aalto University*; Emily Nix*, *University of Southern California*; Ning Zhang, *University of Oxford*

Subsidizing Contraception: Effects on Take-up of Highly Effective Contraceptives and on Unintended Births

Sarah Rosenberg*, *Lund University*

Pregnancy Loss and Female Labor Market Outcomes

Priti Kalsi*, *Rochester Institute of Technology*; Maggie Liu, *U.S. Department of the Treasury*

080

Teachers and Peers

CHAIR: Jorge Rodríguez, *Universidad de los Andes*

4:00 PM-5:30 PM — O'Keefe (8th Floor)

Getting Teachers Back to School: Teacher Incentives and Student Outcomes

Patricio Araya, *Universidad de Chile*; Dante Contreras, *Universidad de Chile*; Jorge Rodríguez*, *Universidad de los Andes*; Paulina Sepúlveda, *Ministry of Education*

Licensure Tests and Teacher Supply

Alexis Orellana, *Boston University*; Marcus Winters*, *Boston University*

Stay-at-Home Peer Mothers and Gender Norms: Short-run Effects on Educational Outcomes

Bobby Chung*, *St Bonaventure University*; Liwen Chen, *East China Normal University*; Guangwha Wang, *Nanjing Audit University*

081

Business Dynamism and Employment Protections

CHAIR: Rosemary Kaiser, *Rutgers University*

4:00 PM-5:30 PM — Whistler Gallery A (2nd Floor)

Declining Business Dynamism and Worker Mobility

Carter Bryson*, *Boston College*

Internal and External Labor Markets and Declining Dynamism

Sadhika Bagga*, *University of Texas at Austin*

Alternative Work Arrangements: Business and Life Cycle Implications

082

Impacts of the Social Safety Net

CHAIR: Kristin Butcher, Federal Reserve Bank of Chicago

4:00 PM-5:30 PM — Whistler Gallery B (2nd Floor)

Parental Leave Policy Design: A Dynamic Analysis

Mary Ann Bronson*, Georgetown University; Deniz Sanin, University of South Carolina

Cash Welfare and Health Spending

Jeffrey Hicks*, University of Toronto

The Impact of State Paid Leave Laws on Firms and Establishments: Evidence from the First Three States

Kristin Butcher, Federal Reserve Bank of Chicago; Kristin Butcher, Wellesley College; Deniz Civril, Wellesley College; Sari Pekkala Kerr*, Wellesley College

083

Gender and the Workplace

CHAIR: Jung Ho Choi, Stanford University

4:00 PM-5:30 PM — Homer (2nd Floor)

Peer Effects and the Gender Gap in Corporate Leadership: Evidence from MBA Students

Menaka Hampole, Kellogg School of Management, Northwestern University; Francesca Truffa*, Stanford Graduate School of Business; Ashley Wong, Stanford University

Has the U.S. Patent and Trademark Office Become Gender Neutral?

Hadar Avivi*, University of California, Berkeley

Gender-Specific Information Lowers Worker Engagement in the Tech Industry, Less for Women Though

Jung Ho Choi*, Stanford University; Surya Lerokomos, Stanford University; Adina Sterling, Stanford University

084

Minimum Wages, Employment, and Wage Distributions

CHAIR: Nicolas Gavoille, Stockholm School of Economics

4:00 PM-5:30 PM — Hopper (2nd Floor)

The Minimum Wage and the Wage Distribution in Portugal

Carlos Oliveira*, Nova School of Business and Economics; Carlos Oliveira*, Paris School of Economics

What We Pay in the Shadow: Labor Tax Evasion, Minimum Wage Hike, and Employment

Nicolas Gavoille*, Stockholm School of Economics in Riga; Anna Zasova, Baltic International Centre for Economic Policy Studies

Minimum Wages and Employment Composition

Krista Ruffini*, Georgetown University; Ashvin Gandhi, University of California, Los Angeles

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