

# 2025

## FINAL PROGRAM



**AASLE**  **SOLE** **EALE**  
ASIAN & AUSTRALASIAN SOCIETY OF LABOUR ECONOMICS SOCIETY OF LABOR ECONOMISTS EUROPEAN ASSOCIATION OF LABOUR ECONOMISTS

**SIXTH WORLD LABOR CONFERENCE**

**TORONTO, ONTARIO JUNE 27-29**

## WELCOME

Welcome to the Sixth World Labor Conference, the first to include the Asian and Australasian Society of Labour Economists (AASLE) alongside the Society of Labor Economists (SOLE) and the European Association of Labour Economists (EALE). And welcome to Canada! We have a lively program lined up over two-and-a-half days. It includes more than 100 regular sessions, nine invited sessions and two poster sessions, which together encompass nearly 500 papers on all aspects of labor (or labour, if you are so inclined) economics. We offer special thanks to the organizations who sponsored three of our invited sessions: The Arnold Foundation, Amazon, and the C.D. Howe Institute. The conference also features four plenary addresses: Chinhui Juhn giving the SOLE Presidential Address, David Green giving the SOLE Rees Lecture, Magne Mogstad giving the EALE Smith Lecture, and Xin Meng giving the AASLE Bob Gregory Lecture. We anticipate a most excellent and productive conference!

Jeffrey Smith, President-Elect and Program Organizer

Thank you to our Sponsors.





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# MEETING PROGRAM SUMMARY

**FRIDAY, JUNE 27**

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## **7:00 AM — 8:00 AM**

Continental Breakfast — *Frontenac Ballroom*

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## **7:00 AM — 5:00 PM**

Registration Open — *Coatroom (Frontenac Foyer)*

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## **8:00 AM — 9:30 AM**

**001** Mentoring Session (Flash Talks) — *Queens Quay 1*

**002** Effects of Early Life Conditions — *Queens Quay 2*

**003** Discrimination in Academia — *Bay*

**004** Gender Earnings Gap — *Wellington*

**005** Fertility and Female Labor Supply — *Yonge*

**006** Human Capital Dynamics — *Pier 2*

**007** Instability and its Impact on Learning — *Pier 3*

**008** Pre-Market Specialization — *Marine*

**009** Trade and the Labor Market — *Regatta*

**010** Taxes, Subsidies, and Labor Supply — *Dockside 1*

**011** Preferences, Taxes, and Labor Supply — *Dockside 2*

**012** Entrepreneurship and Innovation — *Dockside 3*

**013** Regional Labor Markets — *Dockside 4*

**014** Social Mobility, Location and Trends — *Dockside 5*

**015** Job Search and Employer-Employee Negotiation — *Dockside 6*

**016** Market Power and Technology/Firm Dynamics — *Dockside 9*

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## **9:45 AM — 11:00 AM**

**INV-1** Invited Session: "Oh Canada!" (Sponsored by C.D. Howe Institute) — *Frontenac Ballroom*

**INV-2** SOLE Invited Session: Skills and Labor Market Implications — *Metropolitan Center*

**11:15 AM — 12:00 PM**

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**P01/1** Poster Session 1 (Part 1) — *Metropolitan East*

**12:00 PM — 1:30 PM**

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Lunch and Rees Lecture "Respect: Empirical Labour Economics and Distributive Justice" by David Green — *Metropolitan Ballroom*

**1:30 PM — 2:15 PM**

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**P01/2** Poster Session 1 (Part 2) w/Dessert — *Metropolitan East*

**2:30 PM — 4:00 PM**

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**017** Gender Gap in Innovation and Entrepreneurship — *Dockside 9*

**018** Marriage Search and Matching — *Dockside 6*

**019** Friction in the Labor Market — *Dockside 5*

**020** Students and Teachers — *Dockside 4*

**021** Financial Aid — *Dockside 3*

**022** SOLE Mentor/Mentees Meeting (Invite Only) — *Dockside 2*

**023** Local Labor Markets — *Dockside 1*

**024** Workplace Dynamics and Productivity — *Regatta*

**025** Economic Shocks and Labor Supply — *Marine*

**026** Leadership and Management — *Pier 3*

**027** Higher Education — *Pier 2*

**028** Migration and Migration Policies — *Yonge*

**029** Social Mobility, Occupations and Skills — *Wellington*

**030** Court Actors and Case Outcomes — *Bay*

**031** Unemployment Insurance and Job Retention Policies — *Queens Quay 2*

**032** Search — *Queens Quay 1*

**4:15 PM — 5:30 PM**

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**033** Child Development and Education — *Queens Quay 1*

- 034** Labor Market Discrimination in the Nordics — *Queens Quay 2*
- 035** Perceived Discrimination and Well-being — *Bay*
- 036** Cost of Motherhood — *Wellington*
- 037** Empowering Women — *Yonge*
- 038** Econometrics and Methods 1 — *Pier 2*
- 039** Divorce — *Pier 3*
- 040** The Role of Information in Education Choices — *Marine*
- 041** Environment, Health, and Labor Markets — *Regatta*
- 042** Working Conditions and Health — *Dockside 1*
- 043** Determinants of Job Search Behavior — *Dockside 2*
- 044** Minimum Wage, Minimum Age, and Maximum Hours Policies — *Dockside 3*
- 045** Worker Mobility and Labor Markets — *Dockside 4*
- 046** Genetics and Intergenerational Transmission — *Dockside 5*
- 047** Determinants of Criminal Behavior — *Dockside 6*
- 048** Wage Determination: Unions and Amenities — *Dockside 9*

#### **5:45 PM — 6:30 PM**

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Presentations and Awards Ceremony — *Frontenac Ballroom*

#### **6:30 PM — 7:30 PM**

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Presidential Address (SOLE) — *Frontenac Ballroom*

#### **7:30 PM — 9:30 PM**

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Welcome Cocktail Reception — *Frontenac Ballroom Foyer*

## SATURDAY, JUNE 28

#### **7:00 AM — 8:00 AM**

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Continental Breakfast — *Frontenac Ballroom*

#### **7:00 AM — 5:00 PM**

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Registration Open — *Coatroom (Frontenac Foyer)*

#### **8:00 AM — 9:30 AM**

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- 049** Fertility — *Queens Quay 1*

**050** Gender Discrimination and Stereotypes — *Queens Quay 2*

**051** Bargaining at Home and at Work — *Bay*

**052** Non-Wage Amenities — *Wellington*

**053** Peer Effects - Diversity — *Yonge*

**054** Human Capital — *Pier 2*

**055** Disadvantage in Education — *Pier 3*

**056** Teachers and Education Choices — *Marine*

**057** Health Outcomes — *Regatta*

**058** Impacts of Immigration in Developed Nations — *Dockside 1*

**059** Immigration and Political Economy — *Dockside 2*

**060** Firms — *Dockside 3*

**061** Active Labor Market Policies and Retraining — *Dockside 4*

**062** Social Assistance — *Dockside 5*

**063** Inequality and Shocks — *Dockside 6*

**064** Market Power and Policy — *Dockside 9*

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**9:45 AM — 11:00 AM**

**INV-4** Invited Session: Labor Economics and Crime (Sponsored by The Arnold Foundation) — *Frontenac Ballroom*

**INV-5** SOLE Invited Session: Education — *Metropolitan Center*

**INV-6** EALE Invited Session: Labor Shortages and Mismatch — *Regatta*

**11:15 AM — 12:00 PM**

**P02/1** Poster Session 2 (Part 1) — *Metropolitan East*

**12:00 PM — 1:30 PM**

Lunch and Smith Lecture (EALE) "The Negative Income Tax Experiment 50 Years Later: What can We Learn by Accounting for Attrition?" by Magne Mogstad, The University of Chicago — *Metropolitan Ballroom*

**1:30 PM — 2:15 PM**

**P02/2** Poster Session 2 (Part 2) w/Dessert — *Metropolitan East*

**2:30 PM — 4:00 PM**

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- 065** Child Development — *Queens Quay 1*
- 066** Gender Diversity — *Queens Quay 2*
- 067** Econometrics and Methods 2 — *Bay*
- 068** Childcare and Parenting — *Wellington*
- 069** Gender Inequality and Employment — *Yonge*
- 070** Careers, Occupation and Wages — *Pier 2*
- 071** Randomized Controlled Trials on Learning — *Pier 3*
- 072** Teaching: Methods, Curriculum, and Outcomes — *Marine*
- 073** Cognitive Skills — *Regatta*
- 074** Markets and Human Capital — *Dockside 1*
- 075** Job loss, Career Costs, and Health — *Dockside 2*
- 076** Impacts of Immigration in Developing Nations — *Dockside 3*
- 077** Mass Layoffs and Worker Earnings — *Dockside 4*
- 078** Gender and Labor Market Policies — *Dockside 5*
- 079** Public Sector and Policy Impacts — *Dockside 6*
- 080** Automation and New Skills — *Dockside 9*

#### **4:15 PM — 5:45 PM**

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- 081** Evaluating Early Childhood Programs and Policies — *Queens Quay 1*
- 082** Revisiting Classic Topics on U.S. Racial Inequality — *Queens Quay 2*
- 083** Gender Norms — *Bay*
- 084** Gender in the Labor Market — *Wellington*
- 085** Female Labor Supply — *Yonge*
- 086** Networks in Labor — *Pier 2*
- 087** Competition, Incentives, and Preferences in Education — *Pier 3*
- 088** Location and Learning — *Marine*
- 089** Healthcare Provider Behavior — *Regatta*
- 090** Integration, Assimilation, and the Second Generation — *Dockside 1*
- 091** Labor Market Reforms, Firms, and Formality — *Dockside 2*
- 092** Immigration and Local Labor Markets — *Dockside 3*

- 093** Matching, Training and Labor Market Adjustment — *Dockside 4*
- 094** Labor Markets and Contracts — *Dockside 5*
- 095** Violent Crime — *Dockside 6*
- 096** Job Search: Expectations, Reallocation, and Spillovers — *Dockside 9*

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**6:00 PM — 7:00 PM**

AASLE Bob Gregory Lecture: "China's Experience: Labour Supply Flexibility and the Demographics Dividend Myth" by Xin Meng — *Frontenac Ballroom*

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**7:00 PM — 9:00 PM**

Cocktail Reception — *Frontenac Ballroom Foyer*

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**SUNDAY, JUNE 29**

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**8:00 AM — 9:00 AM**

Continental Breakfast — *Frontenac Ballroom*

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**8:00 AM — 10:00 AM**

Registration Open — *Coatroom (Frontenac Foyer)*

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**9:00 AM — 10:15 AM**

**INV-7** Invited Session: Methods (Sponsored by Amazon) — *Frontenac Ballroom*

**INV-8** EEALE Invited Session: Unions — *Metropolitan Center*

**INV-9** AASLE Invited Session: Fertility and Marriage — *Regatta*

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**10:30 AM — 12:00 PM**

**097** Investments in Skill Formation — *Queens Quay 1*

**098** Gender-Based Violence and Harassment — *Queens Quay 2*

**099** Public Policies and Gender Gaps — *Bay*

**100** Job Search and Hiring — *Wellington*

**101** School Quality — *Yonge*

**102** Labor Market Outcomes — *Pier 2*

- 103** Student Loans and Higher Education Finance — *Pier 3*
- 104** Addiction and Crime — *Marine*
- 105** Immigration Past and Present — *Regatta*
- 106** Labor Demand — *Dockside 1*
- 107** Intended and Unintended Consequences of Policy Enforcement — *Dockside 2*
- 108** Parenthood and Female Labor Supply — *Dockside 3*
- 109** Retirement Savings — *Dockside 4*
- 110** Firms, Wage Growth and Rent Sharing — *Dockside 5*
- 111** Spillovers on Criminal Behavior — *Dockside 6*
- 112** Market Power: Foundations/Monopsony — *Dockside 9*

# Join us in 2026

Submissions Open August 2025



# SOLE

SOCIETY OF LABOR ECONOMISTS



**FRIDAY, JUNE 27**

## **001 Mentoring Session (Flash Talks)**

*CHAIR: Jesse Rothstein, University of California, Berkeley*

*CHAIR: Amanda Pallais, Harvard Un*

**8:00 AM-9:30 AM — Queens Quay 1**

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### **Can You Mind My Kids?: Vacancy Rates and Waitlists in the Child Care Market**

*Jessica Brown\*, University of South Carolina; Danna Thomas, University of South Carolina*

### **The Labor Market Consequences of North-to-South Migration**

*Daniel Osuna Gomez\*, Banco de Mexico*

### **Understanding the Timing and Dynamics of the Employment Gender Gap Around Childbirth**

*Andrea Albanese, LISER; Adrian Nieto Castro\*, Lund University; Konstantinos Tatsiramos, University of Luxembourg*

### **The Ties that Bind: Occupational Licensing and Family Migration**

*Kihwan Bae\*, West Virginia University; Edward Timmons, West Virginia University*

### **Should I Stay, or Should I Go? Strategic Responses to Improve College Admission Chances**

*Carolina Concha-Arriagada\*, Columbia University, Teachers College*

### **Timing Moral Hazard under Deductibles in Health Insurance**

*Vera Zabrodina\*, UC Berkeley*

## **002 Effects of Early Life Conditions**

*CHAIR: J Peter Nilsson, IIES*

**8:00 AM-9:30 AM — Queens Quay 2**

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### **From Womb to Workforce: Exploring Early Origins of Earnings Inequality Using Tax Data**

*Tim Cejka\*, UC Berkeley; Mazhar Waseem, University of Manchester*

### **The Effects of Sanitation on Infant Health: Evidence from Brazil**

*Pedro Oliveira\*, Sao Paulo School of Economics; Daniel Da Mata, Sao Paulo School of Economics; Fernanda Batolla, FGV Cities*

### **Long-Term, Pre-Conception Exposure to Local Violence and Infant Health**

*Eunsik Chang, Mississippi State University; Sandra Orozco-Aleman, Mississippi State University; Maria Padilla-Romo\*, University of Tennessee*

### **Prenatal Conditions and Midlife Mental Health: Evidence from an Alcohol Policy Experiment**

*Peter Nilsson\*, Stockholm University; Evelina Linnros, Stockholm University*

## **003 Discrimination in Academia**

*CHAIR: Marlene Koffi, University of Toronto*

**8:00 AM-9:30 AM — Bay**

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### **Judging the Paper by Its Cover: Affiliation Bias in Conference Admissions**

*Giacomo Gallegati\*, Collegio Carlo Alberto; Luca Favero, University of Essex; Agueda Solis Alonso, Collegio Carlo Alberto; Enrique Carreras, Collegio Carlo Alberto*

### **Black Neighbors Matter: Officer Neighborhoods and Racial Differences in Policing**

*Gerard Domenech-Arumi\*, Vanderbilt University*

### **The Color of Ideas: Racial Dynamics and Citations in Economics**

*Marlene Koffi\*, University of Toronto*

## 004 Gender Earnings Gap

CHAIR: Bernd Fitzenberger, *Institute for Employment Research*

8:00 AM-9:30 AM — *Wellington*

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### Sorting, Bargaining or Both? How Firms Shape the Lifecycle Gender Earnings Gap across the Distribution of Test Scores

Silvia Griselda\*, *E61 Institute/Bocconi University*

### Hiring and the Dynamics of the Gender Gap

Hannah Illing\*, *University of Bonn*; Hanna Schwank, *University of Bonn*; Linh Tô, *Boston University*

### Selectivity-Corrected Wage Distributions and the Evolution of the German Gender Wage Gap

Martin Biewen, *University of Tübingen*; Pascal Erhardt, *University of Tübingen*; Bernd Fitzenberger\*, *Institute for Employment Research*; Miriam Sturm, *University of Tübingen*

## 005 Fertility and Female Labor Supply

CHAIR: Zitong Wang, *The Chinese University of Hong Kong*

8:00 AM-9:30 AM — *Yonge*

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### Bureaucratic Incentives and Effectiveness of the One Child Policy in China

Hongbin Li, *Stanford University*; Lingsheng Meng\*, *Stanford University*; Grant Miller, *Stanford University*; Hanmo Yang, *Stanford University*

### Post-Roe Planning: The Effect of Dobbs v. Jackson on Contraceptive and Sterilization Choices

Yana Gallen, *University of Chicago Harris School of Public Policy*; Daisy Lu\*, *University of Chicago Harris School of Public Policy*

### The Power of Tubal Sterilization: Permanent Contraception, Fertility, and Female Labor Supply

Rachel Fung\*, *University of Missouri*

### Property Division Law and Fertility: Evidence from China

Ang Sun, *Renmin University of China*; Emma Zang, *Yale University*; Xi Yang, *North Texas University*; Xiang Wang, *Renmin University of China*; Zitong Wang\*, *The Chinese University of Hong Kong*

## 006 Human Capital Dynamics

CHAIR: Ludger Woessmann, *LMU and ifo Munich*

8:00 AM-9:30 AM — *Pier 2*

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### Teacher Quality in High School using Course Grades: A Dynamic Factor Model in Sparsely Matched Data

Samuel Barker\*, *University of North Carolina at Chapel Hill*

### The Microdynamics of Early Childhood Learning

James Heckman, *University of Chicago*; Jin Zhou\*, *City University of Hong Kong*

### Child Development, Parental Investments, and Social Capital

Qianqiao Ye\*, *Xiamen University*

### Age and Cognitive Skills: Use It or Lose It

Eric A. Hanushek, *Hoover Institution, Stanford University*; Lavinia Kinne, *DIW Berlin*; Frauke Witthöft, *ifo Institute at the University of Munich*; Ludger Woessmann\*, *LMU and ifo Munich*

## 007 Instability and its Impact on Learning

CHAIR: David Jaume, *Bank of Mexico*

8:00 AM-9:30 AM — *Pier 3*

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### Violence at School

Josefa Aguirre\*, *Pontificia Universidad Católica*; Roman Andrés Zarate, *University of Toronto*; Fernanda Ramirez-Espinoza, *Pontificia Universidad Católica*

### Heat, Adaptation, and Academic Inequality

Mika Akasaka, *Kobe University*; Hitoshi Shigeoka\*, *University of Tokyo*

### Climate Change and Learning Loss: Evidence from Wildfire School Closures in California

Yifeng Luo\*, *Shenzhen University*; Ying Xu, *University of Chicago*

### Growing Up in Crises: The Long-term Effects of Adverse Family Shocks

David Jaume\*, *Bank of Mexico*; Barton Willage, *University of Delaware*; Alexander Willén, *Norwegian School of Economics*



## 008 Pre-Market Specialization

CHAIR: Scott Imberman, *Michigan State University*

8:00 AM-9:30 AM — *Marine*

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### Decomposing Trends in the Gender Gap for Highly Educated Workers

Ling Zhong\*, *Cheung Kong Graduate School of Business*; Joseph Altonji, *Yale University*; John Eric Humphries, *Yale University*; Yagmur Yuksel, *Zelus Analytics*

### Correcting Beliefs about Job Opportunities and Wages: A Field Experiment on Education Choices

Bart de Koning\*, *Cornell University*; Robert Dur, *Erasmus University*; Didier Fouarge, *Maastricht University*

### Changing Minds: The Impacts of College Majors on Political Attitudes

Yoav Goldstein\*, *Tel Aviv University*; Matan Kolerman, *Hebrew University*

### Gender and Racial Earnings Differences: Major Choices, Returns, and Welfare Consequences

Scott Imberman\*, *Michigan State University*; Michael Lovenheim, *Cornell University*; Patrick Masey, *Michigan State University*; Kevin Stange, *University of Michigan*

## 009 Trade and the Labor Market

CHAIR: Juan Munoz Morales, *CNRS, IÉSEG, LEM*

8:00 AM-9:30 AM — *Regatta*

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### The Effect of Trade on Skill Requirements: Evidence from Job Postings

Fabrizio Colella\*, *USI Lugano*

### R&D Employment and Transmission in Trade and MNE Networks: Evidence from a R&D Tax Reform

Jakob Munch, *University of Copenhagen*; Björn Arnarson\*, *University of Copenhagen*

### Hire from Anywhere: Work-from-Home Offering and Firms' Labor Market Access

Adam Gill\*, *Uppsala University*

### Complements or Substitutes? Labor Market Effects of Foreign Inputs in Developing Economies

Juan Munoz Morales\*, *CNRS, IÉSEG, LEM*

## 010 Taxes, Subsidies, and Labor Supply

CHAIR: Eva Vivalt, *University of Toronto*

8:00 AM-9:30 AM — *Dockside 1*

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### Labor Market Effects of the Tax Cuts and Jobs Act

Anil Kumar\*, *University of Iowa*

### Public Pensions, Retirement, and Earlier-in-Life Labor Supply: Evidence from Ecuador

Diego Vera Cossio\*, *Inter-American Development Bank*

### The Effect of Unemployment Benefit Supplements: Evidence from the Lost Wages Assistance Program

TJ Hedin\*, *UCLA*

### The Employment Effects of a Guaranteed Income: Experimental Evidence from Two U.S. States

Eva Vivalt\*, *University of Toronto*; Elizabeth Rhodes, *OpenResearch*; Alexander Bartik, *UIUC*; David Broockman, *UC Berkeley*; Patrick Krause, *OpenResearch*; Sarah Miller, *University of Michigan*

## 011 Preferences, Taxes, and Labor Supply

CHAIR: Clemens Hetschko, *University of Leeds*

8:00 AM-9:30 AM — *Dockside 2*

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### Wages, Taxes, and Labor Supply Elasticities: The Role of Social Preferences

Janjala Chirakijja, *Monash University*; Pinchuan Ong\*, *National University of Singapore*

### Disentangling Gender Norms and Tax Incentives: Analyzing the Introduction of Joint Income Taxation for Same-Sex Couples

Elena Herold\*, *ifo Institut & LMU Munich*; Leonie Koch, *LMU Munich*; Carina Neisser, *University of Cologne*

### Not All Leisure is Created Equal: Income-Induced Constraints on the Enjoyment of Leisure

Leila Gautham, *University of Leeds*; Clemens Hetschko\*, *University of Leeds*; Peter Howley, *University of Leeds*

## 012 Entrepreneurship and Innovation

CHAIR: Attila Gyetvai, Bank of Portugal

8:00 AM-9:30 AM — Dockside 3

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### What Makes a Good Entrepreneur?

Emma Lappi\*, Aarhus University; José Mata, Copenhagen Business School; Luis Cabral, New York University

### The Effect of Policy on Entrepreneurship: Evidence from the Universe of U.S. Startups

Robert Fairlie, University of California-Los Angeles; Frank Fossen, University of Nevada, Reno; Andrew Johnston, University of California-Merced; Ke Lyu\*, University of Nevada, Reno

### An Experiment on Creativity in Virtual Teams

Christian Grund, RWTH Aachen University; Christine Harbring, RWTH Aachen University; Lisa Klinkenberg\*, RWTH Aachen University

### The Role of Human Capital Specificity in Entrepreneurship

Attila Gyetvai\*, Bank of Portugal; Eugene Tan, University of Toronto, Rotman School of Management

## 013 Regional Labor Markets

CHAIR: David Dorn, University of Zurich

8:00 AM-9:30 AM — Dockside 4

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### Neighborhood Engineering: Effect of Place-Based Policies, Labeling and Stigmatization

Yajna Govind\*, Copenhagen Business School; Jack Melbourne, Bocconi University; Sara Signorelli, CREST, Ecole Polytechnique; Edith Zink, University of Copenhagen

### Diffusion of Economic Shocks in the Labor Market: Evidence from a Mining Boom and Bust

Gabriel Rodríguez-Puello\*, Jönköping University; Jonna Rickardsson, Jönköping University

### Geography and Opportunity: Evidence from the Orphan Trains

Scott Abrahams\*, Louisiana State University; Daniel Keniston, Louisiana State University

### Help for the Heartland? The Employment and Electoral Effects of the Trump Tariffs in the United States

David Autor, MIT; Anne Beck, World Bank; David Dorn\*, University of Zurich; Gordon Hanson, Harvard University

## 014 Social Mobility, Location and Trends

CHAIR: Matthew Staiger, Opportunity Insights, Harvard University

8:00 AM-9:30 AM — Dockside 5

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### Changes in Educational Mobility in the United States over the Twentieth Century

Martha Bailey, University of California-Los Angeles; A. R. Shariq Mohammed, Northeastern University; Paul Mohnen\*, Federal Reserve Bank of Atlanta

### Neighborhood Change and Local Economic Activity

Lorenzo Neri\*, University of St Andrews; Hector Blanco, Rutgers University

### Examining the Exams: Intergenerational Mobility in Joseon Korea

Sangyoon Park, Hong Kong Univ of Science and Technology; Rita Zihe Wang\*, National Univ of Singapore

### Creating High-Opportunity Neighborhoods: Evidence from the HOPE VI Program

Raj Chetty, Harvard University; Rebecca Diamond, Stanford University; Larry Katz, Harvard University; Matthew Staiger\*, Opportunity Insights, Harvard University; Laura Tach, Cornell University

## 015 Job Search and Employer-Employee Negotiation

CHAIR: Richard Mansfield, University of Colorado - Boulder

8:00 AM-9:30 AM — Dockside 6

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### Reservation Wages Revisited: Empirics with the Canonical Model

Steven Davis, Hoover Institution; Pawel Krolkowski\*, Federal Reserve Bank of Cleveland

### Wage Bargaining and Wage Posting Firms

Kerstin Holzheu\*, Sciences Po; Jean-Marc Robin, Sciences Po

## **Wage Information and Applicant Selection**

Mara Balgova\*, *Bank of England*; Lukas Hensel, *Peking University*; Tsegay Tekleselassie, *Wellesley College*; Marc Witte, *VU Amsterdam*

## **Between-Establishment Mobility within Firms by U.S. Workers: Scope, Prevalence, and Effects on Worker Earnings**

Richard Mansfield\*, *University of Colorado - Boulder*; Jeronimo Carballo, *University of Colorado Boulder*; Charles Pfander, *Brattle Group*

## **016 Market Power and Technology/Firm Dynamics**

CHAIR: Roberto Pinheiro, *Federal Reserve Bank of Cleveland*

**8:00 AM-9:30 AM — Dockside 9**

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### **Large Firms, High Concentration, High Wages**

Guillaume Nevo\*, *Uppsala University*

### **Identifying Labor Market Power: A Quasi-Experimental Approach**

Joao G da Fonseca\*, *University of Montreal*; Rogerio Santarrosa, *Inspira*

### **Labor Market Tightness and Hiring Outcomes: Evidence from Job Application Data**

Lennart Ziegler\*, *University of Vienna*

### **Replacing Labor with Capital: Evidence from Aggregate Mobility Shocks**

Bharadwaj Kannan, *Colorado State University*; Roberto Pinheiro\*, *Federal Reserve Bank of Cleveland*; Harry Turtle, *Colorado State University*

## **INV-1 Invited Session: "Oh Canada!" (Sponsored by C.D. Howe Institute)**

CHAIR: Tammy Schirle, *Wilfred Laurier University*

**9:45 AM-11:00 AM — Frontenac Ballroom**

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### **Investing in Mothers? The Long-Run Impact of a Universal Childcare Program on Maternal Work and Income**

Michael Baker\*, *University of Toronto*

### **New Evidence on Skill Growth and Wages from the Canadian Longitudinal International Study of Adults (LISA)**

Audra Bowlus\*, *University of Western Ontario*

### **Labor Force Transitions in Canada and the United States**

Fabian Lange\*, *McGill University*

## **INV-2 SOLE Invited Session: Skills and Labor Market Implications**

CHAIR: Joanna Venator, *Boston College*

**9:45 AM-11:00 AM — Metropolitan Center**

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

Johnathan Conzelmann, *Denison University*; Steven Hemelt, *University of North Carolina at Chapel Hill*; Shawn Martin, *Cornerstone Research*; Andrew Simon, *University of Virginia*; Kevin Stange\*, *University of Michigan*

### **Do Workforce Development Programs Bridge the Skills Gap?"**

Lisa Kahn\*, *University of Rochester*; Eleanor Dillon, *Microsoft Research New England*; Joanna Venator, *Boston College*; Michael Dalton, *U.S. Bureau of Labor Statistics*

### **The Power of Proximity to Coworkers: Training for Tomorrow or Productivity Today?**

Amanda Pallais\*, *Harvard University*; Natalia Emanuel, *New York Fed*; Emma Harrington, *University of Virginia*

## **INV-3**

## **AASLE Invited Session: Gender and Work in Developing Country Labor Markets**

CHAIR: Gustavo Bobonis, *University of Toronto*

**9:45 AM-11:00 AM — Regatta**

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### **Foreign Manufacturing Jobs and Women: Impacts on Work, Marriage, and Childbirth**

Brian McCaig\*, *Wilfrid Laurier University*; Nina Pavcnik, *Dartmouth College*; Natalia Drozdoff, *Yale University*

### **Does Education Make Women Work? Labor Market Impacts of Free Primary Schooling in Africa**

Taryn Dinkelman, *University of Notre Dame*

### **Gender-Specific Transportation Costs and Female Time Use: Evidence from India's Pink Slip Program**

Sheetal Sekhri, *University of Virginia*

## P01/1 - Poster Session 1 (Part 1)

11:15 AM-12:00 PM — *Metropolitan East*

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### Effects of Parental Death on Youth Outcomes

**Moira Daly**, *Copenhagen Business School*; **Mathias Fjællegaard Jensen**, *University of Oxford*; **Ning Zhang**, *The Chinese University of Hong Kong*; **Yunbin Zhang\***, *The Chinese University of Hong Kong*

### A Library in the Palm of your Hand? A Randomized Reading Intervention with Low-Income Children

**Shushan Margaryan**, *University of Potsdam, BSoE & IZA*; **Silke Anger**, *IAB*; **Thomas Siedler\***, *University of Potsdam*; **Agata Galkiewicz**, *University of Potsdam & IAB*; **Frauke Peter**, *DZHW*; **Bernhard Christoph**, *IAB*; **Malte Sandner**, *TH Nürnberg*

### The Effects of Reduced Educational Opportunities on Labor Market Outcomes

**Safoura Moeeni\***, *University of Manitoba*; **Feng Wei**, *Shandong University*

### The Power to Discriminate

**Samuel Dodini\***, *Federal Reserve Bank of Dallas*; **Alexander Willen**, *Norwegian School of Economics*

### Increasing Support in Adulthood for Parents Maltreated as a Child: the Effects of Early-Childhood Nurse Home Visiting

**Ilse van der Voort\***, *Erasmus University Rotterdam*

### School Choice, Teacher Access, and Student Outcomes

**Yuzhi Yao\***, *Boston College*

### Family Preferences and Horizontal Differentiation in Urban School Choice Markets

**Shwetha Raghuraman\***, *Aarhus University*

### Captured by Conflict: Examining the Consequences of War on the Board

**Maria Cubel**, *City University London*; **Julia Engel**, *Kiel University*; **Patrick Nüß\***, *Halle Institute for Economic Research*; **Santiago Sanchez-Pages**, *King's College London*

### The Impact of Eliminating Waiting Times for Psychological Support

**Bastien Michel**, *Nantes University*; **Søren Albeck Nielsen\***, *Aarhus University*; **Morten Hesse**, *Aarhus University*; **Kristine Rømer Thomsen**, *Aarhus University*; **Marianne Simonsen**, *Aarhus University*

### "Out Like a Flash": Consequences of Effective Child Labor Bans

**Cameron Ricciardi\***, *Princeton University*

### The Heterogeneous Effects of Active Labour Market Policies in Switzerland

**Federica Mascolo\***, *University of St. Gallen*; **Michael Lechner**, *University of St. Gallen*; **Nora Bearth**, *University of St. Gallen*; **Fabain Muny**, *University of St. Gallen*; **Jana Mareckova**, *University of St. Gallen*

### Reintegrating Older Long-Term Unemployed Workers: The Impact of Temporary Job Guarantees

**Pia Heckl\***, *ifo Institute, LMU Munich*; **Alexander Ahammer**, *Johannes Kepler University Linz*; **Martin Halla**, *Vienna University of Economics and Business*; **Rudolf Winter-Ebmer**, *Johannes Kepler University Linz*

### How Scary is the Risk of Automation? Evidence from a Large Scale Survey Experiment

**Christian Gschwendt\***, *University of Bern*; **Maria A. Cattaneo**, *SKBF*; **Stefan C. Wolter**, *University of Bern*

### Productivity Uncertainty and Hiring Decisions: Risk Preferences and (Inaccurate) Statistical Discrimination in NHL Drafts

**Chengyuan Hua\***, *West Virginia University*; **Brad Humphreys**, *West Virginia University*

### Industrial Relations and Working from Home in Germany during the COVID-19 Pandemic

**Laszlo Goerke\***, *IAAEU, Trier University*; **Markus Grabka**, *DIW*; **Viola Hilbert**, *DIW*; **Yue Huang**, *IAAEU, Trier University*

### Refugee Exposure and Political Polarisation: Poland During the Russia-Ukraine War

**Joanna Clifton-Sprigg**, *University of Bath*; **Ines Homburg**, *University of Antwerp*; **Suncica Vujic\***, *University of Antwerp*

### Willingness to Pay for Future Pensions in the United Kingdom: A Discrete Choice Experiment

**Nick Deschacht**, *KU Leuven*; **Inés Guillemyn\***, *University of Antwerp*; **Sunčica Vujić**, *University of Antwerp*

### Unemployment Insurance when the Wealth Distribution Matters

**Hernán Ruffo\***, *Universidad Torcuato Di Tella*; **Facundo Piguillem**, *IEEF*; **Nicholas Trachter**, *Federal Reserve Bank of Richmond*

### The Costs of Job Displacement and the Demand for Industry-Specific Human Capital

**Maor Milgrom\***, *The Hebrew University of Jerusalem*

### **Willingness to Pay for Workplace Amenities**

Felix Koenig\*, Carnegie Mellon University; Massimo Anelli, Bocconi University

### **Not Quite Universal Childcare: Evidence on how the Demand and Supply Side Initially Respond to a Shortage of Subsidized Spaces in Childcare**

Weili Ding\*, Queen's University; Steven Lehrer, Queen's University; Mike Kottelenberg, Huron University College

### **Misguided Job Search**

Malte Rattenborg\*, University of Copenhagen

### **The Wage of Temporary Agency Workers**

Sara Signorelli\*, CREST - Ecole Polytechnique; Pierre Cahuc, SciencesPo Paris; Antonin Bergeaud, HEC; Clément Malgouyres, CREST - CNRS; Thomas Zuber, Banque de France

### **Automation Threat and Labor Market Power**

Tsenguunjav Byambasuren\*, Cornell University

### **Raising Grievances to the State: The Political Economic Effects of Anti-Corruption Crackdowns on Labor Activism in China**

Huiyi Chen\*, James Madison University

### **Nothing Really Matters: Evaluating Demand-Side Moderators of Age Discrimination in Hiring**

Axana Dalle\*, Ghent University; Louis Lippens, Ghent University; Stijn Baert, Ghent University

### **Us Yesterday, Them Today: Recalling Emigration History Can Change Attitudes Towards Immigrants**

Alexandra Baier, Free University of Bozen-Bolzano; Elie Murard, University of Trento; Steven Stillman\*, Free University of Bozen-Bolzano; Sara Tonini, University of Alicante

### **Employment Protection and the Direction of Technology Adoption**

Andrea Manera, IMF; Martina Uccioli\*, University of Nottingham

### **Systemic Discrimination in Firing**

Jan Kabátek, University of Melbourne; Sacha Kapoor, Erasmus University Rotterdam; Sander Kraaij\*, University of Cologne; Dinand Webbink, Erasmus University Rotterdam

### **Unemployment, Inactivity, and Hiring Chances: A Systematic Review and Meta-Analysis**

Liam D'hert\*, Ghent University; Stijn Baert, Ghent University; Louis Lippens, Ghent University

### **Age Discrimination, Apprenticeship Training and Hiring: Evidence from a Scenario Experiment**

Axana Dalle\*, Ghent University; Toon Wybo, Ghent University; Stijn Baert, Ghent University; Dieter Verhaest, Ghent University

### **The Israel-Hamas conflict and discrimination in French Higher Education**

Denis Anne, Université Gustave Eiffel; Sylvain Chareyron, Université Paris-Est Créteil; Berlanda FILS-AIME\*, Université Gustave Eiffel; Yannick L'Horty, Université Gustave Eiffel

### **The Effect of Urban Rail Transit Access on the Social Integration of Ethnic Minorities: The Case of Exogamy**

Andreas Diemer, Stockholm University; Orsa Kekezi\*, Stockholm University; Carina Mood, Stockholm University; Jan Jonsson, Oxford University

### **Tax Sheltering Cost Among High-Income Taxpayers: Evidence from an Australian Tax Policy Change**

Arezou Zaresani\*, University of Sydney; Miguel Olivo Villabrille, Australian National University; Robert Breunig, Australian National University

### **Heterogeneous Impacts of Trade Shocks on Workers**

Patrick Arni\*, University of Bristol & ZHAW; Peter Egger, ETH Zurich; Katharina Erhardt, University of Dusseldorf; Matthias Gubler, Swiss National Bank; Philip Sauré, University of Mainz

### **Life-cycle Effects of Income-Driven Repayment on Credit Outcomes, Future Student Loan Borrowing and Labor Market Outcomes**

Laura Boisten, University of Wisconsin Madison; Annemarie Schweinert\*, University of Wisconsin Madison; Dalie Jimenez, University of California - Irvine

## 017 Gender Gap in Innovation and Entrepreneurship

CHAIR: Simon Janssen, *Institute for Employment Research (IAB)*

2:30 PM-4:00 PM — Dockside 9

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### Minding Your Business or Your Child? Motherhood and the Entrepreneurship Gap

Valentina Rutigliano\*, *UBC*

### Are Parents an Obstacle to Gender-Atypical Occupational Choices?

Thea Zöllner\*, *University of Bern*; Stefan C. Wolter, *University of Bern*

### A Survey Selection Correction Using Nonrandom Follow-up with an Application to the Gender Entrepreneurship Gap

Clint Harris\*, *University of Wisconsin-Madison*; Jon Eckhardt, *University of Wisconsin-Madison*; Brent Goldfarb, *University of Maryland*

### The Careers of Women Inventors

Mimosa Distefano, *London School of Economics*; Klea Ibrahimi, *Central European University*; Simon Janssen\*, *Institute for Employment Research*; Alice Kügler, *Central European University*; Linh Tô, *Boston University*

## 018 Marriage Search and Matching

CHAIR: Olga Malkova, *University of California, Irvine*

2:30 PM-4:00 PM — Dockside 6

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### Marriage and Divorce under Labor Market Uncertainty

Christian Holzner, *Hochschule München*; Bastian Schulz\*, *Aarhus University*

### The Integration Penalty: Impact of 9/11 on the Muslim Marriage Market

Shadi Farahzadi\*, *University of Liverpool*

### Culture and Fertility: How Religion Mediates the Response to Maternity Benefits

Elizabeth Brainerd, *Brandeis University*; Olga Malkova\*, *University of California, Irvine*

## 019 Friction in the Labor Market

CHAIR: Irina Merkurieva, *University of St. Andrews*

2:30 PM-4:00 PM — Dockside 5

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### Improving Job Search

Helene Benghalem, *University of Lausanne*; Cherubini Mauro, *University of Lausanne*; Doriana Tinello, *University of Geneva*; Matthias Kliegel, *University of Geneva*; Rafael Lalive\*, *University of Lausanne*; Michele Pellizzari, *University of Geneva*; Sascha Zuber, *University of Geneva*

### Matching Through Search Channels

Benjamin Lochner\*, *IAB and FAU*; Leo Kaas, *Goethe University Frankfurt*; Carlos Carrillo-Tudela, *University of Essex*

### Job Ladder and Dynamic Monopsony in Production Networks

Toshiaki Komatsu\*, *University College London*; Emmanuel Dhyne, *National Bank of Belgium*

### Search Frictions in the Market for Chief Executives

Loran Chollete, *Welch College of Business and Technology*; Irina Merkurieva\*, *University of St Andrews*

## 020 Students and Teachers

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

2:30 PM-4:00 PM — Dockside 4

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### The Racial Gap in Friendships Among High-Achieving Students

Weonhyeok Chung\*, *Korea Institute for International Economic Policy*; Jeonghyeok Kim, *University of Houston*

### Social Network Formation and Exam Fraud: A Friend in Need is a Friend Indeed

Tam Mai\*, *Norwegian University of Science and Technology & Columbia University*

### Estimating Context-Independent Treatment Effects in Education Experiments

Steve Lehrer\*, *Queen's University*; Weili Ding, *Queen's University*

### The Geography of Educational Opportunity: Teacher Quality

Benjamin Feigenberg, *University of Illinois, Chicago*; Eric Hanushek, *Stanford University*; Samuel Mosley, *University of Illinois, Chicago*; Steven Rivkin\*, *University of Illinois, Chicago*



## 021 Financial Aid

CHAIR: Ben Waltmann, *Institute for Fiscal Studies*

2:30 PM-4:00 PM — Dockside 3

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### Stimulating Savings: The Unanticipated Effects of the Canada Learning Bond

William Arbour\*, *Université de Montréal*; Laetitia Renée, *Université de Montréal*; Fernando Saltiel, *McGill University*

### Income-Driven Student Loan Repayment Plans and Moral Hazard in Career Choices

Chao Fu, *University of Wisconsin Madison*; Xiaomeng Li\*, *University of Michigan*; Basit Zafar, *University of Michigan*

### To Grant or Not to Grant? Lessons in Human Capital Investment from German Student Finance

Barbara Boelmann, *University of Cologne*; Carl Gergs\*, *University College London*; Frauke Peter, *DZHW*; Heike Spangenberg, *DZHW*

### Money for Nothing? Short- and Long-run Effects of Paying Disadvantaged Teenagers to go to School

Jack Britton, *University of York*; Ben Waltmann\*, *Institute for Fiscal Studie*

## 022 SOLE Mentor/Mentees Meeting (Invite Only)

CHAIR: Jesse Rothstein, *University of California, Berkeley*

CHAIR: Sandra Black, *Columbia University*

2:30 PM-4:00 PM — Dockside 2

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### SOLE Mentor and Mentees Meeting

## 023 Local Labor Markets

CHAIR: Gueyon Kim, *University of California, Santa Cruz*

2:30 PM-4:00 PM — Dockside 1

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### Labor Market Adjustments to E-Commerce

Camila Steffens\*, *ZEW Mannheim and Universidad Carlos III de Madrid*

### Directed Technical Change: Evidence from U.S. Rural Electrification

Martin Fiszbein, *BU*; Jeanne Lafortune, *Pontificia Universidad Católica de Chile*; Josefa Lavandero, *Deloitte*; Ethan Lewis, *Dartmouth College*; Jose Tessada\*, *Pontificia Universidad Católica de Chile*

### Consequences of Geographic Shifts by Remote Worker Relocation Programs

Hoyoung Yoo\*, *University of Illinois Urbana-Champaign*

### Measuring and Predicting "New Work" in the United States: The Role of Local Factors and Global Shocks

Gueyon Kim\*, *University of California, Santa Cruz*; Cassandra Merritt, *University of California, Davis*; Giovanni Peri, *University of California, Davis*

## 024 Workplace Dynamics and Productivity

CHAIR: Evgenia Dechter, *UNSW*

2:30 PM-4:00 PM — Regatta

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### Dinner at Your Door: How Delivery Platforms Affect Workers and Firms

Pascuel Plotkin\*, *University of British Columbia*

### Workload, Time Use and Efficiency

Erina Ytsma\*, *Carnegie Mellon University*; Austin Sudbury, *Carnegie Mellon University*

### Which Managers Matter? Top and Frontline Leadership in Public Emergency Services

Enrico Miglino\*, *Bank of Italy*

### Measuring Remote Productivity

Evgenia Dechter\*, *UNSW*; Gonzalo Castex, *UNSW*

## 025 Economic Shocks and Labor Supply

CHAIR: Lindsay Jacobs, *University of Wisconsin–Madison*

2:30 PM-4:00 PM — Marine

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### Peer Health Shocks and Labor Supply

Joshua Martin\*, *Vanderbilt University*

## Gendered Impacts of Privatization: A Life Cycle Perspective from China

Yuli Xu, *University of California, San Diego*; Sharon Xuejing Zuo\*, *Fudan University*

## End of the Road? Autonomous Vehicles and Displacement Risk

Danial Salman\*, *Foster School of Business, University of Washington*

## Social Security Reform: Impacts Across Occupations

Lindsay Jacobs\*, *University of Wisconsin–Madison*

## 026 Leadership and Management

CHAIR: Jan Zabochnik, *Queen's University*

2:30 PM-4:00 PM — Pier 3

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### People Management Skills, Senior Leadership Skills and the Peter Principle

Hideo Owan\*, *Waseda University*; Yoko Asuyama, *IDE-JETRO*

### Don't Let Your Fruits Rot: An Experimental Investigation of Leadership Training in a Grocery Store

Hammad Shaikh\*, *University of Stavanger*; Mari Rege, *University of Stavanger*; Simone Haeckl, *University of Stavanger*

### Internal Promotion or External Hire? Staffing Management Positions When Employees Have a Seat in the Boardroom

Aleksandra Gregorič, *Copenhagen Business School*; Takao Kato, *Colgate University*; Casper Larsen\*, *Copenhagen Business School*

### Asymmetric Learning and the CEO Labor Market

Michael Waldman, *Cornell University*; Jan Zabochnik\*, *Queen's University*

## 027 Higher Education

CHAIR: Lois Miller, *University of South Carolina*

2:30 PM-4:00 PM — Pier 2

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### University Fees, Subsidies and Field of Study

Jan Kabatek\*, *The University of Melbourne*

### Higher Education Expansion and Firms' Organizational Structure

Antonio Martins Neto\*, *World Bank*

### Who Scars the Easiest? College Quality and the Effects of Graduating into a Recession

Lois Miller\*, *University of South Carolina*; Garrett Anstreicher, *University of Nebraska – Lincoln*

## 028

## Migration and Migration Policies

CHAIR: Ben Zou, *Purdue University*

2:30 PM-4:00 PM — Yonge

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### Geographical Mobility as a Bridge to Opportunity: Evidence from the Spanish Military Service

Gabriel Faccini\*, *Royal Holloway*; Ignacio Gonzalez, *American University*; Julio Caceres-Delpiano, *Carlos III*; Antoni De Moragas, *CUNEF*

### Dynamic Individuals, Static Neighborhoods: Migration, Earnings Changes, and Concentrated Poverty

Andrew Garin\*, *Carnegie Mellon University, Heinz College*; Ethan Jenkins, *University of Notre Dame*; Evan Mast, *University of Notre Dame*; Bryan Stuart, *Federal Reserve Bank of Philadelphia*

### Immigration and Native Health: Evidence from 1920s U.S. Immigration Policy

Patrick Szurkowski\*, *University of Pittsburgh*

### Migration Restrictions and the Migrant-Native Wage Gap: The Roles of Wage Setting and Sorting

Ben Zou\*, *Purdue University*; Naijia Guo, *University of Hong Kong*; Li Zhang, *University College London*; Rongjie Zhang, *Tsinghua University*

## 029 Social Mobility, Occupations and Skills

CHAIR: Eric Gould, *Hebrew University*

2:30 PM-4:00 PM — Wellington

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### Where Do STEM Graduates Stem From? The Intergenerational Transmission of Comparative Skill Advantages

Eric Hanushek, *Hoover Institution, Stanford University*; Babs Jacobs, *Research Centre for Education and the Labour Market (ROA) at Maastricht University*; Guido Schwerdt, *University of Konstanz*; Rolf van der Velden, *Research Centre for Education and the Labour Market (ROA) at Maastricht University*; Stan Vermeulen, *utch Inspectorate of Education and Research Centre for Education*; Simon Wiederhold\*, *Halle Institute for Economic Research (IWH)*

## Occupational Choice and Social Mobility

Samuel Solomon\*, *Yale University*

## Multidimensional Human Capital and Wage Dynamics: Importance of Cognitive, Manual, and Interpersonal Skills

Soojeong Jung\*, *University of Wisconsin-Madison*

## The Return to College, Marriage, and Intergenerational Mobility

Eric Gould\*, *Hebrew University*

## 030 Court Actors and Case Outcomes

CHAIR: Emily Leslie, *Brigham Young University*

2:30 PM-4:00 PM — Bay

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### Balancing the Scales of Justice

Camilla Adams\*, *Brown University*

### Early Predictors of Racial Disparities in Criminal Justice Involvement

Derek Neal\*, *University of Chicago*; Andrew Jordan, *Washington University*

### The "Scarlet E": Effects of Public Eviction Records on Low-Income Households

John Eric Humphries, *Yale University*; Hsi-Ling Liao, *University of Chicago*; Alison Lodermeier\*, *U.S. Census Bureau*; Grace Ortuzar, *University of Notre Dame*; Stephen Stapleton, *University of Chicago*; Winnie van Dijk, *Yale University*

### The Effect of Legal Representation in Traffic Court

Lars Lefgren, *Brigham Young University*; Emily Leslie\*, *Brigham Young University*; Alexandre Mas, *University of California, Berkeley*

## 031 Unemployment Insurance and Job Retention Policies

CHAIR: Till von Wachter, *UCLA*

2:30 PM-4:00 PM — Queens Quay 2

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### The Effect of Unemployment Insurance Eligibility in Equilibrium

David Wiczer\*, *Atlanta Fed*; Ben Griffy, *University at Albany*; Ying Chao, *University of Wisconsin, Oshkosh*

### Disincentive Effects of Unemployment Insurance Benefits

Andreas Hornstein, *Federal Reserve Bank of Richmond*; Marios Karabarbounis, *Federal Reserve Bank of Richmond*; André Kurmann, *Drexel University*; Etienne Lalé\*, *York University*; Lien Ta, *Drexel University*

### The Welfare Implications of Job Retention Schemes

John Bluedorn, *IMF*; Jorge Mondragon Minero, *IMF*; Ippei Shibata, *IMF*; Marina Tavares\*, *IMF*

### Short-Time Compensation in the United States and California from 2000 to 2022: A Descriptive Analysis of Program Incidence and Worker Outcomes

Till von Wachter\*, *University of California Los Angeles*; Gustavo Rodriguez, *University of California Los Angeles*; Kara Segal, *University of California Los Angeles*

## 032 Search

CHAIR: Sydnee Caldwell, *UC Berkeley*

2:30 PM-4:00 PM — Queens Quay 1

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### Directing Job Search in Practice: Mandating Pay Information in Job Ads

Samuel Skoda\*, *University of Oslo*

### Identification and Estimation of Continuous-Time Job Search Models with Preference Shocks

Peter Arcidiacono, *Duke University*; Attila Gyetvai\*, *Bank of Portugal*; Arnaud Maurel, *Duke University and TSE*; Ekaterina Jardim, *Amazon*

### Search Costs, Outside Options, and On-the-Job Search

Armando Miano\*, *University of Naples Federico II*

### Firm Pay and Worker Search

Sydnee Caldwell\*, *UC Berkeley*; Ingrid Haeghele, *LMU*; Joerg Heining, *IAB*

### 033 Child Development and Education

CHAIR: Daniel Tannenbaum, *University of Nebraska-Lincoln*

4:15 PM-5:30 PM — *Queens Quay 1*

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#### Moving for Good: Educational Gains from Leaving Violence Behind

Maria Padilla-Romo\*, *University of Tennessee*; Cecilia Peluffo, *University of Florida*

#### Neighborhood Impacts on STEM Choice

Jeonghyeok Kim\*, *University of Houston*

#### The Effects of Eviction on Children

Rob Collinson, *Notre Dame*; Deniz Dutz, *University of Chicago*; John Eric Humphries, *Yale University*; Nick Mader, *NORC*; Daniel Tannenbaum\*, *University of Nebraska-Lincoln*; Winnie van Dijk, *Yale University*

### 034 Labor Market Discrimination in the Nordics

CHAIR: Mathias Jensen, *University of Oxford*

4:15 PM-5:30 PM — *Queens Quay 2*

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#### The Role of Legal Gender Change in Labor Market Outcomes: A Sibling-Based Comparison of Transgender Individuals

Erwan Dujeancourt\*, *Stockholm University*

#### Equity and Efficiency in Anti-Discrimination Policy: Evidence from an Anonymous Hiring Pilot

Tuomo Virkola\*, *VATT Institute for Economic Research, Helsinki GSE*; Sanni Kiviholma, *University of Jyväskylä*; Ohto Kanninen, *Labour Institute for Economic Research, University of Helsinki*

#### Intergenerational Mobility by Same-Sex and Different-Sex Attraction

Fane Groes, *Copenhagen Business School*; Mathias Jensen\*, *University of Oxford*; Morten Thomsen, *University of Oxford*

### 035 Perceived Discrimination and Well-being

CHAIR: Stefanie Schurer, *University of Sydney*

4:15 PM-5:30 PM — *Bay*

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#### The COVID-19 Pandemic and Well-Being of Asians in the United States

Kyuhun Choi, *Ohio Legislative Service Commission*; Ying Shi, *Syracuse University*; Maria Zhu\*, *Syracuse University*

#### Attention Cost of Unfair Treatment

Daniel Banko-Ferran\*, *University of Pittsburgh*

#### Breaking the Great Australian Silence: Forced Removal Eroded Trust and Created Ongoing Distress among the Stolen Generations and Their Children

Stefanie Schurer\*, *University of Sydney*; Aidan Farmer, *University of Sydney*; Maneka Jayasinghe, *Charles Darwin University*; Francis Mitrou, *Telethon Kids Institute*; Rick Shaw, *Deloitte*

### 036 Cost of Motherhood

CHAIR: Kristy Buzard, *Syracuse University*

4:15 PM-5:30 PM — *Wellington*

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#### Who You Gonna Call? Gender Inequality in External Demands for Parental Involvement

Kristy Buzard\*, *Syracuse University*; Laura Gee, *Tufts University*; Olga Stoddard, *Brigham Young University*

#### Flexibility for Both Parents: Remote Work and the Evolution of Child Penalties

Dana Scott\*, *Yale University*; Elin Sundberg, *Uppsala University*

#### Social Ties and First Child's Birth: A Motherhood Network Penalty

Iris Laugier\*, *Université Laval*

### 037 Empowering Women

CHAIR: Hiroko Okudaira, *Doshisha University*

4:15 PM-5:30 PM — *Yonge*

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#### Are Female Bosses a Path to Equality? Evidence of Their Incidence on Gender Gaps

Rodrigo Ceni\*, *Universidad de la República*; Estefanía Galván, *Universidad de la Republica*; Cecilia Parada, *Universidad de la Republica*; Agustina Romero, *Universidad de la Republica*

## **Empowered Mothers, Empowered Generations: The Impact of Women's Economic Rights**

Esther Arenas-Arroyo, *Vienna University of Economics and Business*; Elisabeth Wurm\*, *Central European University*

## **Minimum Wage and Inequality among Women in Japan**

Yuko Mori, *Tsuda University*; Hiroko Okudaira\*, *Doshisha University*

## **038 Econometrics and Methods 1**

CHAIR: John Abowd, *Cornell University*

4:15 PM-5:30 PM — Pier 2

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### **Life-Cycle Bias Correction and Intergenerational Association in Crime**

Luke Chu\*, *Victoria University of Wellington*; Lorena Di Bono, *Victoria University of Wellington*

### **Nonparametric Evidence of Nonlinear Effects Using Instrumental Variables**

Nicholas Li\*, *George Washington University*; Ben Williams, *George Washington University*

### **A Simulated Reconstruction-Reidentification Attack on the 2010 U.S. Census: Full Technical Report**

John Abowd\*, *Cornell University*; Tamara Adams, *Census Bureau*; Rober Ashmead, *NORC*; David Darais, *Galois*; Sourya Dey, *Galois*; Simson Garfinkel, *Basis Technology Corp.*; Nathan Goldschlag, *Census Bureau*; Daniel Kifer, *Penn State*; Philip Leclerc, *Census Bureau*; Ethan Lew, *Galois*; Scott Moore, *Galois*; Rolando Rodriguez, *Census Bureau*; Ramy Tadros, *Galois (when paper was written)*; Lars Vilhuber, *Cornell University*

## **039 Divorce**

CHAIR: Stella Canessa, *LMU Munich, ifo Institute*

4:15 PM-5:30 PM — Pier 3

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### **When the Going Gets Tough: The Impact of Health Shocks on Divorce**

Daniela Vuri, *University of Rome Tor Vergata*; Anna Sanz de Galdeano, *University of Alicante*; Javier Adrian Artero\*, *University of Alicante*

### **Breaking Silence: How Intimate Partner Violence And Reporting Shape Later Life Outcomes**

Harrison Chang\*, *University of Toronto*; Shiau-Fang Chao, *National Taiwan University*; Kuan-Ming Chen, *National Taiwan University*; Ming-Jen Lin, *National Taiwan University*

### **Life After Divorce: Effects of Joint Custody on Parents and Children**

Stella Canessa\*, *ifo Institute, LMU Munich*; Gordon Dahl, *UC San Diego*; Anna Hasselqvist, *ifo Institute, LMU Munich*; Costas Meghir, *Yale University*; Helmut Rainer, *ifo Institute, LMU Munich*; Susan Niknami, *SOFI, Stockholm University*; Marten Palme, *Stockholm University*; Olof Rosenqvist, *IFAU, Uppsala University*; Pengpeng Xiao, *Duke University*

## **040 The Role of Information in Education Choices**

CHAIR: Simon Woodcock, *Simon Fraser University*

4:15 PM-5:30 PM — Marine

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### **Feedback and Performance in Higher Education**

Eirin Mølland\*, *School of Business and Law, University of Agder*; Trygve Kastberg Nilssen, *School of Business and Law, University of Agder*; Kjetil Andersson, *School of Business and Law, University of Agder*

### **Tertiary Education Completion and Financial Aid Assistance: Evidence from an Information Experiment**

Veronica Rattini\*, *University of Bologna*; Luca Bonacini, *University of Bologna*; Giuseppe Pignataro, *University of Bologna*

### **Sorting, Peer Effects and School Effectiveness in Private and Public Schools**

Simon Woodcock\*, *Simon Fraser University*; Jane Friesen, *Simon Fraser University*; Ricardo Cohn, *Amazon*

## **041 Environment, Health, and Labor Markets**

CHAIR: Marcus Dillender, *Vanderbilt University*

4:15 PM-5:30 PM — Regatta

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### **Breaking the Early Bell: Lessons from the First Statewide Mandate on School Start Times**

Jialu Dou\*, *University of Pittsburgh*; Rania Gihleb, *University of Pittsburgh*; Osea Giuntella, *University of Pittsburgh*

### **The Demographic Impact of Weather Disasters: Evidence from Extreme Rainfall Exposure in Rural China**

Jinci Liu, *IIES, Stockholm University*; Wenjie Tian\*, *University of Ottawa*; Kang Zhou, *Zhejiang University*

### **Air Pollution, Wildfire Smoke, and Worker Health**

Marika Cabral, *University of Texas*; Marcus Dillender\*, *Vanderbilt University*

## 042 Working Conditions and Health

CHAIR: Jonathan Cohn, University of Texas at Austin

4:15 PM-5:30 PM — Dockside 1

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### Mafia Penetration and Worker Health

Francesco Principe\*, University of Bergamo

### The Decline of U.S. Workplace Injuries, Improvements in Safety, and Changes in Occupational Composition

Jonathan Cohn\*, University of Texas at Austin; Malcolm Wardlaw, University of Georgia

## 043 Determinants of Job Search Behavior

CHAIR: Ewa Galecka-Burdziak, SGH Warsaw School of Economics

4:15 PM-5:30 PM — Dockside 2

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### Unemployment Insurance Monthly Benefits, Pay Frequency, and Claimants' Job Search Behavior

Guangli Zhang\*, Washington University in St. Louis

### Macroeconomic Sentiments and Job Search Behaviour

Anushka Mitra\*, Federal Reserve Board

### Moral Hazard among the Employed: Evidence from Regression Discontinuity

Jonas Jessen, WZB; IAB and IZA; Robin Jessen, RWI and IZA; Andrew C. Johnston, University of California, Merced; NBER; IZA; and J-PAL; Ewa Galecka-Burdziak\*, SGH Warsaw School of Economics and Life Course Centre, Australia

## 044 Minimum Wage, Minimum Age, and Maximum Hours Policies

CHAIR: Pauline Carry, Princeton University

4:15 PM-5:30 PM — Dockside 3

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### The Asymmetric Effect of Wage Floors: A Natural Experiment with a Rising and Falling Minimum Wage

Emiliano Huet-Vaughn, Pomona College; Jon Piqueras\*, Bocconi University

### Revisiting the Workweek Reduction Debate: Lessons from France's 35-Hour Policy

Pauline Carry\*, Princeton University; Claire Montialoux, Sciences Po; Elio Nimier-David, Cornell University; Alexandra Roulet, INSEAD; Nina Roussille, MIT

## 045 Worker Mobility and Labor Markets

CHAIR: Elio Nimier-David, Cornell University

4:15 PM-5:30 PM — Dockside 4

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### Disruptive Effects of Natural Disasters: The 1906 San Francisco Fire

Hanna Schwank\*, University of Bonn

### Firm Relocation and Spatial Wage Disparities

Pauline Carry, Princeton University; Benny Kleinman, Stanford University; Elio Nimier-David\*, Cornell University

## 046 Genetics and Intergenerational Transmission

CHAIR: Weilong Zhang, University of Cambridge

4:15 PM-5:30 PM — Dockside 5

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### A Chip Off The Old Block? Genetics and The Intergenerational Transmission of Socioeconomic Status

Sjoerd van Alten\*, Vrije Universiteit Amsterdam; Leandro Carvalho, University of Southern California; Marina Aguiar Palma, Vrije Universiteit Amsterdam; Silvia Barcellos, University of Southern California; Titus Galama, Vrije Universiteit Amsterdam

### On the Origins of Socioeconomic Inequalities: Evidence from Twin Families

Paul Bingley\*, VIVE; Lorenzo Cappellari, Università Cattolica del Sacro Cuore; Konstantinos Tatsiramos, University of Luxembourg

### Genetic Endowments and Lifetime Earnings: Understanding the Mechanisms

Uta Bolt, University of Bristol; Eric French, University of Cambridge; Varun Warriar, University of Cambridge; Qianyu Yang, University of Cambridge; Weilong Zhang\*, University of Cambridge



## 047 Determinants of Criminal Behavior

CHAIR: **Matthew Lindquist**, *Stockholm University*

**4:15 PM-5:30 PM — Dockside 6**

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### Positive Incentives: The Income Effect and the Optimal Regulation of Crime

**William Macleod\***, *Yale University*; **Roman Rivera**, *Princeton University*

### Spillovers in Criminal Networks: Evidence from Co-Offender Deaths

**Matthew Lindquist\***, *Stockholm University*; **Eleonora Patacchini**, *Cornell University*; **Michael Vlassopoulos**, *University of Southampton*; **Yves Zenou**, *Monash University*

## 048 Wage Determination: Unions and Amenities

CHAIR: **Oskar Skans**, *Uppsala University*

**4:15 PM-5:30 PM — Dockside 9**

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### Union-Specific Rents and Inequality

**Lorenzo Lagos\***, *Brown University*; **Ellora Derenoncourt**, *Princeton University*; **Francois Gerard**, *UCL*; **Claire Montialoux**, *Sciences Po*

### Job Amenities & Earnings Inequality

**Alex Bell\***, *Georgia State University*

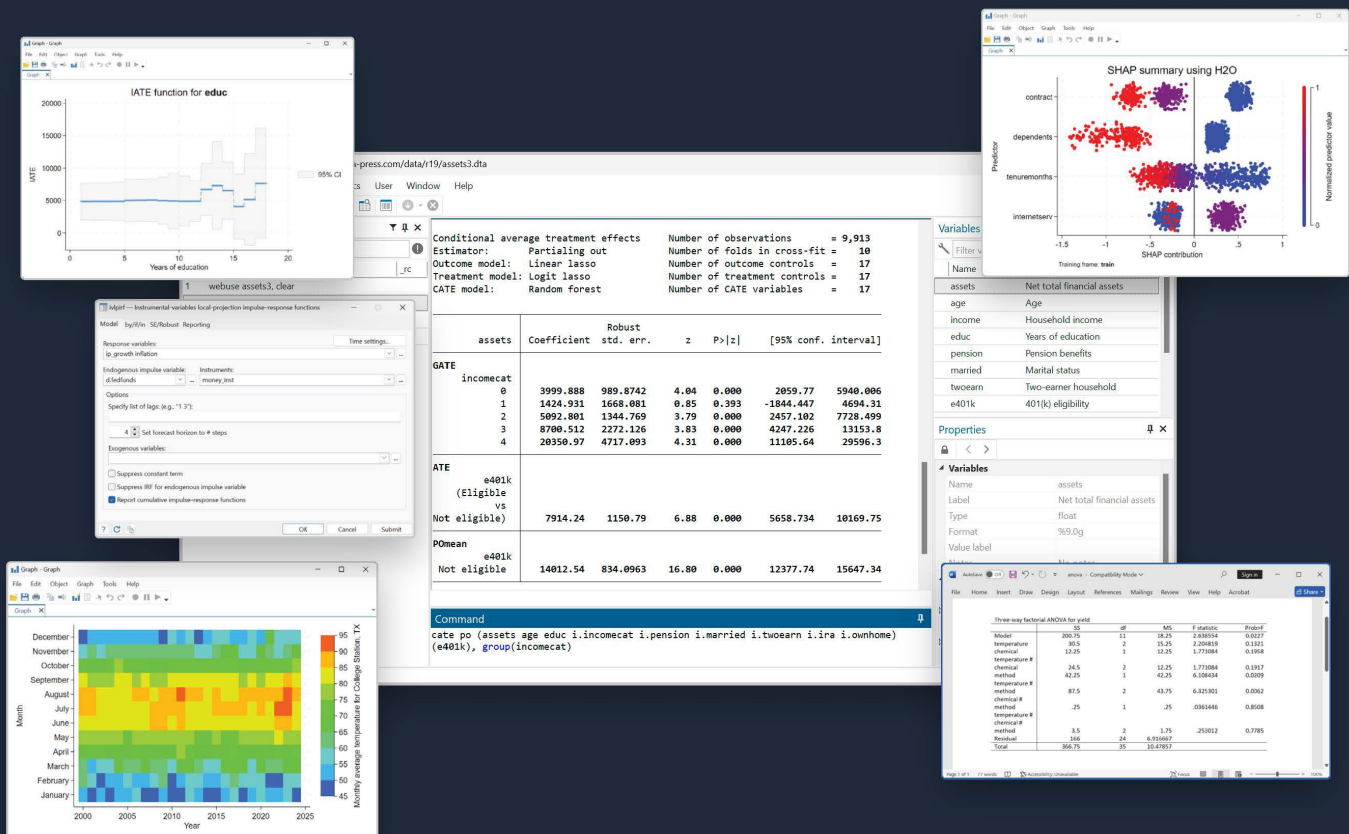
### Firm Productivity and Attractiveness: Evidence from Online Job Search Data

**Ricard Grebol Jiménez**, *Uppsala University*; **Lena Hensvik**, *Uppsala University*; **Thomas Le Barbanchon**, *Bocconi University*; **Oskar Nordström Skans\***, *Uppsala University*

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## **049 Fertility**

CHAIR: **Chen Chen**, *Brandeis University*

**8:00 AM-9:30 AM — Queens Quay 1**

### **Quantification of Gender Preferences and Counterfactual Simulation of Sex-Selective Technology**

**Yichu Li\***, *Binghamton University*

### **Parenthood, Multidimensional Skill Dynamics, and Gender Inequality in the Labor Market**

**Zhuoli Chen\***, *University of Wisconsin-Madison*

### **Long-Run Impacts of Fertility Restriction Policy on China's Gender Gap in Career Advancement**

**Chen Chen\***, *Brandeis University*

## **050 Gender Discrimination and Stereotypes**

CHAIR: **Amanda Chuan**, *Michigan State University*

**8:00 AM-9:30 AM — Queens Quay 2**

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### **Anticipated Gender Discrimination and College Major Choice**

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

### **Discrimination and Access to Capital: A Field Experiment in Ethiopia**

**Shanthi Manian**, *NA*; **Ketki Sheth\***, *University of Tennessee*; **Shibiru Ayalew**, *Adama Science and Technology University*

### **The Role of Flexible Wage Components in Gender Wage Differences**

**István Boza**, *CERS*; **Balázs Reizer\***, *CERS*

### **Diversity Statements Can Activate Stereotype Threat: Evidence from a Natural Field Experiment**

**Amanda Chuan\***, *Michigan State University*; **Andrew Johnson**, *Michigan State University*

## **051 Bargaining at Home and at Work**

CHAIR: **Helmut Rainer**, *LMU Munich, ifo Institute*

**8:00 AM-9:30 AM — Bay**

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### **Compensation vs. Reinforcement: Experimental Identification of Parental Aversion to Inequality in Offspring**

**Felipe Barrera-Osorio**, *Vanderbilt University*; **Leonardo Bonilla-Mejía**, *Banco de la República de Colombia*; **Matias Busso**, *Inter-American Development Bank*; **Sebastian Galiani**, *University of Maryland*; **Hyunjae Jay Kang\***, *Kyoto University*; **Juan Munoz**, *IESEG School of Management*; **Juan Pantano**, *University of Arizona*

### **Gender, Negotiation and Employer Demand**

**Ratchanon Chotiputsilp**, *Erasmus University Rotterdam*; **TaeHo Kim**, *University of Toronto*; **Clementine Van Effenterre\***, *University of Toronto*

### **Bargaining over Severance: Evidence from Employment Protection Reform in Lithuania**

**Linas Tarasonis\***, *Lietuvos bankas*; **Joanna Tyrowicz**, *University of Regensburg*

### **Free Primary Education, Fertility, and Women's Empowerment: Evidence from Sub-Saharan Africa**

**Matthew Collins**, *University of Galway*; **Eleonora Guarnieri**, *University of Bristol*; **Helmut Rainer\***, *LMU Munich, ifo Institute*

## **052 Non-Wage Amenities**

CHAIR: **Aloysius Siow**, *University of Toronto*

**8:00 AM-9:30 AM — Wellington**

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### **The Death of Distance in Hiring**

**Maria Balgova\***, *Bank of England*

### **The Role of Job Benefits in Job Search: Evidence from a Large-Scale Online Field Experiment**

**Andreas Gulyas\***, *University of Mannheim*; **Michael Siegenthaler**, *ETH Zürich*; **Stefano Fiorin**, *Bocconi*; **Mahsa Khoshnama**, *Princeton*; **Andreas Beerli**, *ETH Zürich*; **Daniel Kopp**, *ETH Zürich*

## Pay Transparency and Mental Health

Daniela Scur\*, *Cornell University*; Morten Bennedsen, *Copenhagen University*; Elena Simintzi, *UNC*; Margarita Tsoutsoura, *Washington University in St. Louis*; Daniel Wolfenzon, *Columbia Business School*

## What do Managers do?

Abdelrahman Amer, *University of Toronto*; Kevin Lim, *University of Toronto*; Aloysius Siow\*, *University of Toronto*

## 053 Peer Effects - Diversity

CHAIR: Claudio Schilter, *University of Bern*

8:00 AM-9:30 AM — *Yonge*

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### Affirmative Action and Racial Integration

Zachary Bleemer\*, *Princeton University*; Gerald Jaynes, *Yale University*

## The Effects of High School Curriculum Standards Reform: Evidence from Texas

Andrew Smith\*, *UW – Madison*

## In the Shadow of Brothers: Unintended Impacts of a School Entry Policy on Migrant Girls

Anna Hasselqvist\*, *ifo Institute, LMU Munich*

## Competitive Peers: The Way to Higher Paying Jobs?

Claudio Schilter\*, *University of Bern*; Samuel Luethi, *Swiss Coordination Centre for Research in Education*; Stefan Wolter, *University of Bern*

## 054 Human Capital

CHAIR: Nadim Elayan Balague, *Banco Central de Chile*

8:00 AM-9:30 AM — *Pier 2*

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### Characterizing Returns to STEM: Evidence on Marginal and Policy-Relevant Treatment Effects

Aderonke Osikominu, *University of Hohenheim, IAB, CEPR, CESifo, IZA*; Gregor Pfeifer, *The University of Sydney, CESifo, IZA*; Tim Ruberg\*, *University of Hohenheim*

## Nonstandard Education Careers and Inequality.

Moritz Mendel\*, *Aalto University*

## How Occupation-Specific Are Former Apprentices' Skills?

Nick Manuel\*, *Saint Mary's University*

## Strategic or Scarred? Disparities in College Enrollment and Dropout Response to Macroeconomic Conditions

Nadim Elayan Balague\*, *Banco Central de Chile*

## 055 Disadvantage in Education

CHAIR: Kevin Stange, *University of Michigan-Ann Arbor*

8:00 AM-9:30 AM — *Pier 3*

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### Grade Repetition and Household Responses in a Low Income Setting

Tahir Andrabi, *Pomona College*; Ethan Matlin, *Harvard University*; Gabrielle Vasey\*, *Concordia University*

## Online Tutoring, School Performance, and Labor Market Transitions: Evidence from a Randomized Controlled Trial

Silke Anger\*, *IAB*; Bernhard Christoph, *IAB*; Agata Galkiewicz, *University of Potsdam*; Shushanik Margaryan, *University of Potsdam*; Malte Sandner, *Technische Hochschule Nürnberg*; Thomas Siedler, *University of Potsdam*

## Discrimination in Grading? Evidence on Teachers' Evaluation Bias towards Minority Students

Julia Bredtmann\*, *RWI - Leibniz Institute for Economic Research*; Sebastian Otten, *University of Duisburg-Essen*; Christina Vonnahme, *RWI - Leibniz Institute for Economic Research*

## Enrollment and Attainment Effects of an Early First-Dollar Categorical Need-Based Aid Program

Kelcie Gerson, *University of Michigan-Ann Arbor*; Katherine Michelsmore, *University of Michigan-Ann Arbor*; Nathan Sotherland, *University of Michigan-Ann Arbor*; Kevin Stange\*, *University of Michigan-Ann Arbor*; Marissa Thompson, *Columbia University*

## 056 Teachers and Education Choices

CHAIR: Evan Riehl, Cornell University

8:00 AM-9:30 AM — Marine

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### Does Work-Based Learning Facilitate the School to Work Transition?

Martino Bernardi, *Fondazione Agnelli*; Marco Bertoni, *University of Padua*; Giorgio Brunello, *University of Padua*; Clementina Crocè\*, *University of Padua*; Lorenzo Rocco, *University of Padua*

### How Do Parents Affect The College Education Choices of Their Children?

Shihang Hou\*, *Institute for Employment Research*; Adrian Lerche, *Institute for Employment Research*; Malte Sandner, *Nuremberg Institute of Technology*

### Early Exposure to Technology and College Major Choice

Garrett Anstreicher, *University of Nebraska- Lincoln*; Edoardo Bella, *Boston College*; Joanna Venator\*, *Boston College*

### Should States Allow For-profit Companies to Train Teachers? Evidence from Texas

Christa Deneault, *Federal Trade Commission*; Evan Riehl\*, *Cornell University*

## 057 Health Outcomes

CHAIR: Michal Myck, *Centre for Economic Analysis, CenEA*

8:00 AM-9:30 AM — Regatta

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### Long-term and Multi-generational Impacts of Skilled Birth Attendance

Meiping (Aggie) Sun\*, *Fordham University*; Yiyang Yang, *Fordham University*

### Building Health across Generations: Childbirth, Childcare and Maternal Health

Mara Barschkett, *University of Bonn*; Laia Bosque-Mercader\*, *Universitat de Barcelona*

### Good and Bad Influences: Key Players in Adolescents' Smoking Behavior

Sepehr Ekbatabi, *Tehran Institute for Advanced Studies*; Kasra Lak\*, *University of Georgia*

### The Time Cost of a Disability

Daniel Hamermesh, *University of Texas at Austin*; Michal Myck\*, *University of Texas at Austin*

## 058 Impacts of Immigration in Developed Nations

CHAIR: Thomas Cornelissen, *University of Essex*

8:00 AM-9:30 AM — Dockside 1

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### Competition, Mobility and Immigration

Sam Gyetvay\*, *The Ohio State University*; Sekou Keita, *IAB*

### Worker Heterogeneity and Immigration Policy Inefficiencies

Caitlin Hegarty\*, *Williams College*; Mishita Mehra, *University of Richmond*

### Immigrants' Legalization and Firms: Evidence from the 2007 European Union Enlargement

Vittoria Dicandia\*, *Federal Reserve Bank of Cleveland*; Silvia Vannutelli, *Northwestern University*

### Labor Market Tightness and the Effects of Immigration

Thomas Cornelissen\*, *University of Essex*

## 059 Immigration and Political Economy

CHAIR: Albrecht Glitz, *Universitat Pompeu Fabra*

8:00 AM-9:30 AM — Dockside 2

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### Terrorism, Media Attitudes Towards Migration and Votes: Evidence from France

Ahmed Tritah\*, *University of Poitiers, Mines Paris PSL, UMG-P-ABS*; Daniel Mirza, *University of Tours*; Mamadou Sacko, *University of Orléans*; Matthieu Picault, *University of Orléans*

### Incursion of Ethnic Diversity: The Effect of Immigration on Public Goods Provision in the United States

Jaerim Choi, *Yonsei University*; Yujeong Lee\*, *Yonsei University*

## From Tweets to Ballots: Refugee Inflows and Natives' Reactions

Olivier Marie\*, *Erasmus School of Economics*; Paul Bose, *University of Rome, Tor Vergata*; Renske Stans, *Netherlands Court of Audit*

## Immigration, Inequality and Income Taxes

Albrecht Glitz\*, *Universitat Pompeu Fabra*; Mirjam Bächli, *HEC University of Lausanne*

## 060 Firms

CHAIR: Astrid Kunze, *Norwegian School of Economics*

8:00 AM-9:30 AM — Dockside 3

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### Firm-Level Effects of Reductions in Working Hours

Kentaro Asai\*, *Vienna University of Economics and Business*; Alessandro Tondini, *FBK - IRVAPP*; Marta Lopez, *The University Carlos III of Madrid*

### Payroll Taxes, Incidence and Input Choices of Firms

Youssef Benzarti, *University of California, Santa Barbara*; Jarkko Harju\*, *Tampere University*; Sami Jysmä, *Labore*

### Race, Gender, and Employee Turnover: Evidence from Mergers and Acquisitions

Rui Dai, *Wharton Research Data Services*; Chinese University of Hong Kong (Shenzhen) and Shenzhen Finance Institute.; Tingting Liu, *University of Tennessee*; Cong (Roman) Wang\*, *Texas Tech University*

### Parental Leave from the Firm's Perspective

Astrid Kunze\*, *Norwegian School of Economics*; Gozde Coeckcioglu, *Ozyegin University*; Marco Francesconi, *University of Essex*

## 061 Active Labor Market Policies and Retraining

CHAIR: Gustavo Bobonis, *University of Toronto*

8:00 AM-9:30 AM — Dockside 4

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### Selection into Short-Time Work and the Program's Employment and Windfall Effects: Evidence from Germany

Christian Kagerl\*, *Institute for Employment Research*

### How Retractable are AI-Exposed Workers?

Benjamin Hyman\*, *Federal Reserve Bank of New York*; Benjamin Lahey, *New York University*; Karen Ni, *Harvard Kennedy School*; Laura Pilossoph, *Duke*

### Job Search Assistance for Older Unemployed in the Digital Era: Evidence from a Large Scale RCT

Ari Kutai, *Tel Aviv University and Bank of Israel*; Itay Saporta-Eksten, *Tel Aviv University*; Analia Schlosser\*, *Tel Aviv University*

### A Helping Hand Goes a Long Way: Long-Term Effects of Counselling and Support to Workfare Program Participants

Gustavo Bobonis\*, *University of Toronto*

## 062 Social Assistance

CHAIR: Bruce Meyer, *University of Chicago*

8:00 AM-9:30 AM — Dockside 5

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### The Effects of Field Office Closures on Social Assistance Take-up and Targeting

Jeffrey Hicks\*, *University of Toronto*

### Multiple Safety Net Program Participation: Incidence and Impacts from Reducing Administrative Burdens

Neil Cholli\*, *Cornell University*; Derek Wu, *University of Virginia*

### Private vs. Public: Firm Responses to New State Entitlement Programs

Stefan Pichler, *University of Groningen*; Catherine Maclean, *George Mason University*; Nicolas Ziebarth\*, *ZEW Mannheim*

### Poverty Since 1995 in Combined Survey and Administrative Data

Bruce Meyer\*, *University of Chicago*; Derek Wu, *University of Virginia*

## 063 Inequality and Shocks

CHAIR: Victor Hernandez Martinez, *Federal Reserve Bank of Cleveland*

8:00 AM-9:30 AM — Dockside 6

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### The Global Distribution of Human and Nonhuman Wealth

Olle Hammar\*, *Linnaeus University*; Daniel Waldenström, *Research Institute of Industrial Economics (IFN)*



## Heterogeneous Preferences and the Insurance Effect of Income Redistribution

Fumihiko Suga\*, *Kyushu University*; Tomohide Mineyama, *International Monetary Fund*

## Wage Progression and Cohort Inequality

Christian Dustmann, *University College London*; Eric Klemm\*, *University College London*; Takahiro Toriyabe, *Hitotsubashi University*

## Fighting Income Inequality with International Trade

Victor Hernandez Martinez\*, *Federal Reserve Bank of Cleveland*; Nicholas Kozeniauskas, *Bank of Portugal*; Roman Merga, *IMF*

## 064 Market Power and Policy

CHAIR: Ferran Elias, *Universitat de Girona*

8:00 AM-9:30 AM — Dockside 9

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### Public Works Program, Labor Supply, and Monopsony

Tsenguunjav Byambasuren\*, *Cornell University*; Nancy Chau, *Cornell University*; Vidhya Soundararajan, *Centre for Advanced Financial Research and Learning*

### Collective Bargaining Networks, Rent-sharing, and the Propagation of Shocks

Santiago Hermo\*, *Monash University*

### Automation, Firm Size and Skill Groups

Julian Tiedtke\*, *Sant'Anna School of Advanced Studies*

### The Extension of Collective Agreements in Fissured Workplaces: The Case of Temp Agency Workers

Ferran Elias\*, *Universitat de Girona*; José Ignacio Silva, *Universitat de Girona*

## INV-4 Invited Session: Labor Economics and Crime (Sponsored by The Arnold Foundation)

CHAIR: Derek Neal, *University of Chicago*

9:45 AM-11:00 AM — Frontenac Ballroom

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### Prison Break: The Causal Impact of Replacing Short Incarceration with Fines

Andrea Ghisletta\*, *University of Basel*

### Prison Rehabilitation Programs, Recidivism, and Labor Market Outcomes

Maddalena Totarelli\*, *University of Amsterdam*

### Are “Bad” Cops Better Police? The Trade-off Between Officer Aggression and Public Safety

Roman Rivera\*, *Princeton University*

## INV-5

### SOLE Invited Session: Education

CHAIR: Jeffrey Smith, *University of Wisconsin-Madison*

9:45 AM-11:00 AM — Metropolitan Center

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### Measuring Systematic Gaps in Teacher Judgement: A New Approach

Richard Murphy\*, *University of Texas at Austin*; Gill Wyness, *University College London*; Macmillan Lindsey, *University College London*; Oliver Cassagneau-Francis, *University College London*

### Non-linear Peer Effects with Functional Covariates and Conditionally Random Assignments

Minseon Park\*, *University of Michigan*; Mariana Laverde, *Boston College*; Sukjoon Son, *University of Tokyo*

### State Merit Aid and the Supply Curve of Higher Education

Sam Glick, *U.S. Census Bureau*; KEN TROSKE\*, *University of Kentucky*

## INV-6 EALE Invited Session: Labor Shortages and Mismatch

CHAIR: Paola Monti, *Rodolfo Debenedetti Foundation*

9:45 AM-11:00 AM — Regatta

### College Premia and Gender Wage Gaps: The Role of Vertical Mismatch

Pedro Gomes, *Birkbeck University of London*

### Aging Population and Technology Adoption

Daniele Angelini

## **All Hands on Deck! Do Structural Trends Affect Labour Shortages and Mismatch?**

Luca Marcolin, *Organisation for Economic Co-operation and Development*

## **Nonparametric Estimation of Matching Efficiency and Mismatch in Labor Markets via Public Employment Security Offices in Japan, 1972-2024**

Suguru Otani, *University of Tokyo*

**P02/1**

### **Poster Session 2 (Part 1)**

**11:15 AM-12:00 PM — Metropolitan East**

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#### **Racial Discrimination in the Labour Market of English Football Managers**

Sam Hoey\*, *University of Liverpool*; Thomas Peeters, *Erasmus University Rotterdam*; Stefan Szymanski, *University of Michigan*

#### **Ethnic Differences in the Employment Cost of Drink-Driving Convictions**

Kabir Dasgupta, *Federal Reserve Board of Governors*; Marco Francesconi\*, *University of Essex*; Jonathan James, *University of Bath*; Alexander Plum, *Auckland University of Technology*

#### **The Effect of a Foreign Accent in Hiring Discrimination**

Elisa Taveras Pena\*, *University of Texas Rio Grande Valley*; Ozlem Tonguc, *Binghamton University*; Maria Zhu, *Syracuse University*; Nicola Miller, *Binghamton University*

#### **The Racial Mortality Gap and Unemployment Insurance during the Covid Pandemic**

John Earle\*, *George Mason University*; Sungbin Park, *George Mason University*

#### **Small Pictures, Big Biases: the Adverse Effect of an Airbnb Anti-Discrimination Policy**

Carlotta Montorsi\*, *University of Turin*; Julio Garbers, *Luxembourg Institute of Socio-Economic Research*

#### **When Time Windows Widen: Gendered Career Trajectories and Unintended Competition in China's Science Funding Reforms**

Lanfeng Deng\*, *South China Normal University*; Feng Hu, *University of Science and Technology Beijing*; Xuan Jiang, *Jinan University*; Haoqian Zou, *Georgia Institute of Technology*

#### **Preference Heterogeneity versus Economic Incentives: What Determines the Choice to Give Care?**

Yu Kyung Koh\*, *McGill University*; Daniel Barczyk, *McGill University*; Matthias Kredler, *Universidad Carlos III de Madrid*

#### **Booms, Busts, and the PhD Pipeline: The Career Impacts of Science Funding Volatility**

Gerald Marschke\*, *SUNY Albany and NBER*; Max Mayca, *SUNY Albany*

#### **The Long Term Effects of Winning an ERC Grant**

Corinna Ghiirelli, *Bank of Spain*; Enkelejda Havari\*, *IESEG School of Management*; Elena Meroni, *European Commission, Joint Research Centre*; Stefano Verzillo, *European Commission, Joint Research Centre*

#### **Computer-Assisted Learning in the Real World: How Khan Academy Influences Student Math Learning**

Philip Oreopoulos\*, *University of Toronto*; Taryn Eames, *University of Toronto*; Emma Brunskill, *Stanford University*

#### **The Effect of University Grade Inflation on Graduate Outcomes**

Judith Delaney\*, *University of Bath*; Matthew Collins, *University of Galway*; Therese Nilson, *Lund University*

#### **The Effects of Subsidized Transit on the Unemployed Youth: A Regression Discontinuity Design**

Leda Inga\*, *CERDI*

#### **Should We Let Employers Decide Who Can Return to Work After Being Sick? Lessons From Belgium's Reintegration Trajectories**

Marina Ligato\*, *Université libre de Bruxelles*; Ilan Tojerow, *Université libre de Bruxelles*; Sébastien Fontenay, *Universitat Pompeu Fabra*

#### **The Interaction between Minimum Wages and Collective Bargaining: Explaining Wage Spillovers**

Marc Rüdavets, *University of Helsinki*; Ferran Elias\*, *University of Girona*

#### **Short-Time Work during the COVID-19 Pandemic: Individual Level Evidence**

Max Kunaschk\*, *IAB*; Thomas Kruppe, *IAB*

## **Supported Work Leads to Lasting Labor Market Success Among TANF Recipients**

Tania Barham, *University of Colorado*; Brian Cadena, *University of Colorado*; Lauren Schechter\*, *University of Notre Dame*

## **Housing Wealth and Female Labor Supply: New Evidence from Geographically-linked Microdata**

Xi Yang\*, *University of North Texas*

## **Firm Productivity Shocks, Workers Earnings and the Extensive Margin**

Ana Sofia Leon\*, *Universidad Diego Portales*; Matias Tapia, *Central Bank of Chile*

## **Specialists And Generalists In Adaptive Organizations**

Kohei Takahashi\*, *Waseda University*

## **Intergenerational Congestion and Spatial Labour Market Outcomes**

Gabriele Guaitoli\*, *INSEAD*; Roberto Pancrazi, *Warwick University*; Damiano Raimondo, *Warwick University*

## **The Effect of Public Sector Relocations on Regional Development in Germany**

Dimitria Freitas\*, *TUD Dresden University of Technology*

## **The Distribution of Income and Consumption and the Role of Transfers Using Linked Data**

Aaron Hong, *University of Chicago*; Bruce Meyer\*, *University of Chicago*; Connacher Murphy, *University of Chicago*; James Sullivan, *Notre Dame University*; Derek Wu, *University of Virginia*

## **How Much Do Workers Benefit from Labor Unions? Evidence from Union Formation Elections**

Jonathan Kowarski\*, *UCLA*; David Wasser, *Center for Economic Studies at the U.S. Census Bureau*

## **Identification of Treatment Effects Heterogeneity Using Prognostic Variables**

Young Ahn\*, *University of Pennsylvania*

## **Firm Pay Premia and On-The-Job Search: Evidence From Linked Survey and Administrative Data**

Dominik Wehr\*, *Stockholm School of Economics*

## **The Effects of Individual Debt Relief on Health**

Jonas Maibom, *Aarhus University*; Alexander Hilslof\*, *Aarhus University*; Gustaf Bruze, *Karolinska*

## **Inflation and Human Capital Investment Decisions**

Nuria Rodriguez-Planas\*, *CUNY, Queens College & The Graduate Center*; Kerstin Westergren, *Gothenburg University*

## **Old and Connected versus Young and Creative: Networks and the Diffusion of New Scientific Ideas**

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

## **A Quantitative Theory of Domestic Outsourcing: The Role of Wage-Proportional Staffing Fees**

Rosemary Kaiser\*, *Rutgers University*

## **065 Child Development**

CHAIR: Janet Currie, *Princeton University*

**2:30 PM-4:00 PM — Queens Quay 1**

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### **Parental Labour Market Instability and Children's Mental Health During the COVID-19 Pandemic**

Sarah Cattan, *NESTA*; Christine Farquharson\*, *Institute for Fiscal Studies*; Sonya Krutikova, *University of Manchester*; Andrew McKendrick, *Institute for Fiscal Studies*; Almudena Sevilla, *London School of Economics*

### **Parenting Decisions and Child Skill Development**

August Bruno\*, *University of North Carolina at Chapel Hill*

### **School-Entry Regulations and Bullying: How Institutions Shape Victimization Risks**

Hiroaki Mori, *Senshu University*; Yuki Onozuka\*, *Otaru University of Commerce*; Yuuki Takahashi, *Hitotsubashi University*

### **School Milestones Impact on Child Mental Health in Taiwan**

Janet Currie\*, *Princeton University*; Kuan-Ming Chen, *National Taiwan University*; Hui Ding, *Fudan University*; Wei-Lun Lo, *University of Rochester*

## 066 Gender Diversity

CHAIR: Bruce Weinberg, *Ohio State University, IZA, and NBER*

2:30 PM-4:00 PM — *Queens Quay 2*

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### Does Artificial Intelligence Help or Hurt Gender Diversity? Evidence from Two Field Experiments on Recruitment in Tech

Mallory Avery\*, *Monash University*; Andreas Leibbrandt, *Monash University*; Joseph Vecchi, *University of Gothenburg*

### The Effects of Gender Integration on Men: Evidence from the U.S. Military

Kyle Greenberg, *West Point*; Melanie Wasserman, *UCLA*; Anna Weber\*, *West Point*

### Gender Diversity Improves Academic Performance

Xiaoyue Shan\*, *National University of Singapore*

### Better Together? Faculty, Gender Match, and Credit in Science

Aiday Sikhova, *The Ohio State University, Texas Tech University*; Enrico Berkes, *University of Maryland, Baltimore County*; Bruce Weinberg\*, *The Ohio State University*

## 067 Econometrics and Methods 2

CHAIR: Pauline Leung, *Cornell University*

2:30 PM-4:00 PM — *Bay*

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### Difference-in-Differences with Multiple Treatments

Lin-Tung Tsai\*, *Stanford University*

### Machine Learning for Treatment Effect Heterogeneity: Recovering Partial Effects

Dor Leventer\*, *Tel Aviv University*; Itay Saporta-Eksten, *Tel Aviv University, CEPR and IZA*; Analia Schlosser, *Tel Aviv University, CEPR, CESifo, and IZA*; Michael Knaus, *University of Tübingen*; Elad Guttman, *Google*

### Generalized Weighting Estimators

Taylor Evan\*, *University of Arizona*; Bryant Stuart, *Federal Reserve Bank of Philadelphia*

### Super-Compliers

Matthew Comey, *Joint Committee on Taxation*; Amanda Eng, *Internal Revenue Service*; Pauline Leung\*, *Cornell University*; Zhuan Pei, *Cornell University*

## 068 Childcare and Parenting

CHAIR: Jennifer Graves, *Universidad Autonoma de Madrid*

2:30 PM-4:00 PM — *Wellington*

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### Caring Dads? Universal Childcare, Paternity Leave and Fathers' Involvement

Mathias Huebener, *Federal Institute for Population Research (BiB)*; Malin Mahlbacher\*, *Federal Institute for Population Research (BiB)*; Sophia Schmitz, *Federal Institute for Population Research (BiB)*

### A Welfare Analysis of Universal Childcare: Lessons From a Canadian Reform

Sébastien Montpetit\*, *University of Warwick*; Luisa Carrer, *ESCP Business School*; Pierre-Loup Beauregard, *University of British Columbia*

### Daycare Subsidies for Particularly Young Children: Impacts on Maternal Labor Market and Fertility Outcomes

Jennifer Graves\*, *Universidad Autonoma de Madrid*; Joaquin Artes, *Universidad Complutense de Madrid*; Irene Gomez, *Universidad Autonoma de Madrid*

## 069 Gender Inequality and Employment

CHAIR: Jose Casco, *The Bank of Mexico*

2:30 PM-4:00 PM — *Yonge*

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### Richer, but Not Happier? How Promotions Affect Couples' Relations

Rita Ginja, *University of Bergen*; Lea Nassal\*, *Warwick University*; Sonia Bhalotra, *Warwick University*

### Should I Care or Should I Work? Multigenerational Effects of Long-Term Care

Chiara Malavasi\*, *University of Mannheim and ZEW*; Katja Kaufmann, *University of Bayreuth*

### Twenty-Five Hours in a Day: On Job Flexibility and the Intrahousehold Allocation of Time and Money

Iris Kesternich, *Universität Hamburg*; Frederic Vermeulen, *KU Leuven*; Alexander Wintzéus\*, *KU Leuven*

### Non-Contributory Pension Programs and Intra-Household Inequality

Jose Casco\*, *The Bank of Mexico*

## 070 Careers, Occupation and Wages

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

**2:30 PM-4:00 PM — Pier 2**

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### Unscrambling Careers: Occupational Mobility in the United States

**Saman Darougheh\***, *Danmarks Nationalbank*; **Ludo Visschers**, *Universidad Carlos III de Madrid*; **Carlos Carillo Tudela**, *Essex University*

### Educational Attainment, Field of Study and Labor Market Outcomes

**Ciprian Domnisoru\***, *Aalto University*; **Arnaud Maurel**, *Duke University*; **Andrew Shephard**, *University of Pennsylvania*; **Pengpeng Xiao**, *Duke University*

### Path Dependence in the Labor Market: The Long-run Effects of Early Career Occupational Experience

**Jesse Bruhn**, *Brown University*; **Jacob Fabian**, *Brown University*; **Luke Gallagher**, *West Point*; **Matthew Gudgeon\***, *Tufts University*; **Adam Isen**, *Johns Hopkins University*; **Aaron Phipps**, *West Point*

### Fissured Firms and Worker Outcomes

**Matias Cortes\***, *York University*; **Diego Dabed**, *Utrecht University*; **Ana Oliveira**, *Utrecht University*; **Anna Salomons**, *Tilburg University & Utrecht University*

## 071 Randomized Controlled Trials on Learning

CHAIR: **Philip Oreopoulos**, *University of Toronto*

**2:30 PM-4:00 PM — Pier 3**

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### Improving Student Learning through Adaptive Learning Platforms: Experimental Evidence from the Dominican Republic

**Carolina Lopez\***, *World Bank*; **Astrid Pineda**, *Columbia University*

### Improving Preschool Services: Experimental Evidence on a Technology-Aided Intervention in India

**Ajinkya Keskar\***, *Binghamton University*; **Mauricio Romero**, *ITAM*; **Abhijeet Singh**, *Stockholm School of Economics*; **Karthik Muralidharan**, *UCSD*

### Teaching Teachers to Use Computer Assisted Learning Effectively: Experimental and Quasi-Experimental Evidence

**Philip Oreopoulos\***, *University of Toronto*; **Chloe Gibbs**, *University of Notre Dame*; **Michael Jensen**, *University of Notre Dame*; **Joseph Price**, *Brigham Young University*

## 072 Teaching: Methods, Curriculum, and Outcomes

CHAIR: **Laura Giuliano**, *University of California, Santa Cruz*

**2:30 PM-4:00 PM — Marine**

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### Teacher Instruction, Classroom Composition, and Student Achievement

**Andrea Salvati\***, *University of Geneva*

### "STEMification" of High School Curriculum: Education and Labor Market Impacts of Additional STEM Classes

**Rachel Moore\***, *Princeton*

### With Honors. University Honors Programs and Graduates' Careers

**Luca Favero\***, *University of Essex and Collegio Carlo Alberto*; **Ilaria Malisan**, *Bocconi university and Collegio Carlo Alberto*

### Targeted Acceleration in Middle School Math: Impacts on College Entry, Degree Completion, and STEM

**David Card**, *University of California, Berkeley*; **Laura Giuliano\***, *University of California, Santa Cruz*

## 073 Cognitive Skills

CHAIR: **Agueda Solis Alonso**, *University of Turin and Collegio Carlo Alberto*

**2:30 PM-4:00 PM — Regatta**

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### Unlocking Potential: The Impact of Dyslexia Diagnosis and Support on Educational Outcomes and Well-being

**Kristoffer Ibsen\***, *Aarhus University*; **Søren Nielsen**, *Aarhus University*

### Cognitive Endurance, Talent Selection, and the Labor Market Returns to Human Capital

**German Reyes\***, *Middlebury College*

### Relaxed Education and Mental Health

**Yu Bai**, *Tohoku University*; **Yanjun Lee**, *Tohoku University*; **Xinyan Liu**, *University of Tokyo*; **Ryuichi Tanaka\***, *University of Tokyo*

### Smart or Hard Working? Understanding the Effects of Academic Distinctions on Early Careers

**Agueda Solis Alonso\***, *University of Turin and Collegio Carlo Alberto*

## 074 Markets and Human Capital

CHAIR: Didier Fouarge, ROA, Maastricht University

2:30 PM-4:00 PM — Dockside 1

### Disappearing Stepping Stones: Technological Change and Career Paths

Daniil Kashkarov\*, Universidad Carlos III de Madrid; Valentin Artemev, CERGE-EI, Prague

### Worker Mobility, Knowledge Diffusion, and Non-Compete Contracts

Jingnan Liu\*, Massachusetts Institute of Technology

### Market Concentration, Labor Quality, and Efficiency: Evidence from Barriers in the Real Estate Industry

Jeanna Kenney\*, University of Alabama

### Informal On-the-Job Training and Turnover

Didier Fouarge\*, ROA, Maastricht University; Carolin Linckh, BIBB; Samuel Muehlemann, LMU Munich

## 075 Job loss, Career Costs, and Health

CHAIR: Cinzia Rienzo, University of Brighton

2:30 PM-4:00 PM — Dockside 2

### The Private Costs of Living with HIV in the Netherlands

Andrei Tuiu\*, University of Amsterdam; Wendy Janssens, Vrije Universiteit Amsterdam; Menno Pradhan, University of Amsterdam; Marc van der Valk, Amsterdam Medical Centre; Esmée Zwiers, University of Amsterdam

### Stretched Too Thin? The Gender Effect of Partner's Stroke on Labor, Caregiving, and Wellbeing Outcomes in Japan

Akifumi Kusano\*, Waseda University; Haruko Noguchi, Waseda University; Yiche Shen, Kanagawa University of Human Services

### Political Consequences of Adverse Labor Market Shocks: Evidence from Mass Layoffs

Pietro Leone Geuna\*, Paris School of Economics; Maximilian Doerfler, Paris School of Economics

S

### Job Insecurity, Furlough and Mental Health During the Pandemic in the United Kingdom

Cinzia Rienzo\*, University of Brighton

## 076 Impacts of Immigration in Developing Nations

CHAIR: Ahmet Gulek, MIT

2:30 PM-4:00 PM — Dockside 3

### Skilled Immigration and Firm-level Upgrading as Exports Boosters in a Developing Country

Carlo Lombardo\*, Cornell University

### Formal Effects of Informal Labor and Work Permits: Evidence from Venezuelan Refugees in Colombia

Dany Bahar, Brown University; Isabel Di Tella\*, MIT; Ahmet Gulek, MIT

### Effects of Immigrants on Non-host Regions: Evidence from the Syrian Refugees in Turkey

Ahmet Gulek\*, MIT; Tishara Garg, MIT

## 077 Mass Layoffs and Worker Earnings

CHAIR: David Margolis, Paris School of Economics

2:30 PM-4:00 PM — Dockside 4

### Start-up Expansions and Worker Outcomes: Evidence from Korea

Jungmin Lee\*, Seoul National University; Terry Moon, University of British Columbia; Soomi Na, Korea Small Business Institute

### The Incidence of Mass Layoff Events: Evidence from Brazil

Karl Schulze\*, Yale University; Sharada Dharmasankar, MIT

### The Scarring Effects of Firm Shutdowns on Workers' Wages: A Distributional Perspective

Johannes Seebauer\*, DIW Berlin; Matteo Targa, Roma Tre University; Johannes König, Federal Ministry of Finance; Maximilian Longmuir, City University of New York

### Who Gets to Stay? How Mass Layoffs Reshape Firms' Skills Structure

David Margolis\*, Paris School of Economics; Jaime Montana, Universidade Católica Portuguesa

## 078 Gender and Labor Market Policies

CHAIR: Jessica Pan, *National University of Singapore*

2:30 PM-4:00 PM — Dockside 5

### Beyond Clock: Labor Market Effects of Lifting Gender-Specific Hours Restrictions

Price Fishback, *University of Arizona*; Chris Vickers\*, *Auburn University*; Yiyu Xing, *University of California - Los Angeles*; Nicolas Ziebarth, *University of Missouri*

### When Parents Work from Home

Pascal Achar, *CREST*; Michele Belot\*, *CORNELL UNIV*; Arnaud Chevalier, *Royal Holloway University*

### Pay Transparency, Wage Setting and Worker Sorting

Aspasia Bizopoulou, *VATT*; Elias Einio, *VATT*; Tuomo Virkola\*, *VATT*

### Understanding the Barriers to Paternity Leave Taking: Evidence from Japan

Patricia Cortes, *Boston University*; Marianne Bertrand, *University of Chicago*; Jessica Pan\*, *National University of Singapore*; Hitoshi Shigeoka, *University of Tokyo*; Masa Yakasaki, *Tohoku University*

## 079 Public Sector and Policy Impacts

CHAIR: Katherine Kwok, *University of Wisconsin-Madison*

2:30 PM-4:00 PM — Dockside 6

### Gender Equity in the U.S. Civil Service: Evidence from the Classification Act of 1923

Ellen Anderson\*, *UC Davis*; Socorro Martinez, *UC Davis*

### Temporary Shocks, Lasting Impact: Gender Diversity in Tokyo's Workforce Post-WWII.

Keitaro Ninomiya\*, *University of Illinois at Urbana Champaign*; Yuya Aikawa, *Doshisha-University*

### Role of Police Officer Teams on Arrests, Stops, and Use of Force

Katherine Kwok\*, *University of Wisconsin-Madison*

## 080 Automation and New Skills

CHAIR: Massimo Anelli, *Bocconi University*

2:30 PM-4:00 PM — Dockside 9

### The Risk of Automation and Occupational Choice

Gonzalo Castex, *The University of New South Wales*; Evgenia Dechter\*, *The University of New South Wales*; Emma Chow, *The University of New South Wales*

### Expertise at Work: New Technologies, New Skills, and Worker Impacts

Căcilia Lipowski\*, *ifo institute*; Anna Salomons, *Utrecht University*; Ulrich Zierahn-Weilage, *Utrecht University*

### Skill Use in Jobs: The Role of Education and Technology

Costas Cavouridis, *University of Warwick*; Cesar Garro-Marin\*, *University of Edinburgh*; Kevin Lang, *Boston University*; Raghav Malhotra, *University of Leicester*

### Robots Replacing Trade Unions: Novel Data and Evidence from Western Europe

Paolo Agnolin, *Bocconi University*; Massimo Anelli\*, *Bocconi University*; Italo Colantone, *Bocconi University*; Piero Stanig, *Bocconi*

## 081 Evaluating Early Childhood Programs and Policies

CHAIR: Jorge Rodriguez, *Universidad de los Andes, Chile*

4:15 PM-5:45 PM — Queens Quay 1

### Scale Up of an Influential Early Childhood Education Program

Andres Hojman, *Pontificia Universidad Católica de Chile*; Juan Pantano\*, *Hong Kong University*; Chanwool Kim, *University of Chicago*

### Starting Together, Diverging Later? Gender Differences in Universal Pre-K's Long-Term Effects

Assaf Kott\*, *Ben-Gurion University*

### Maternal Labor Supply, Children's Cognitive Development, and Welfare Effects of Child Care Policies

David Bravo, *Universidad Católica de Chile*; Andres Hojman, *Universidad Católica de Chile*; Jorge Rodriguez\*, *Universidad de los Andes, Chile*

## 082 Revisiting Classic Topics on U.S. Racial Inequality

CHAIR: Alexander Bartik, UIUC

4:15 PM-5:45 PM — Queens Quay 2

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### Is Affirmative Action in Employment Still Effective in the 21st Century?

Noriko Amano-Patino\*, University of Cambridge; Zara Contractor, Middlebury College

### Re-assessing the Spatial Mismatch Hypothesis

David Card, UC Berkeley; Jesse Rothstein, UC Berkeley; Moises Yi\*, U.S. Census Bureau

### Power of the Pulpit: The Effect of Martin Luther King, Jr.'s Speeches on the Civil Rights Movement

Erick Gong\*, Middlebury College

### Minority Under-Representation in Apprenticeships: Demand and Supply-Side Explanations

Alexander Bartik\*, University of Illinois at Urbana-Champaign; Marianne Bertrand, University of Chicago - Booth School of Business; Bryan Stuart, Federal Reserve Bank of Philadelphia

## 083 Gender Norms

CHAIR: Alan Benson, University of Minnesota

4:15 PM-5:45 PM — Bay

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### Do Social Norms Mediate the Impact of Child Care on Maternal Labour Supply?

Kourtney Koebel\*, INSEAD; Elizabeth Dhuey, University of Toronto

### Intergenerational Transmission of Working Behaviour: Preferences or Gender Role Identity?

Cecilia Parada\*, University, Universidad de la República; Martina Querejeta, University, Universidad de la República

### Chess, Gender, Tournament Dynamics

Julia Engel\*, Kiel University

### When do Women Present Themselves as Leaders?

Alan Benson\*, University of Minnesota

## 084 Gender in the Labor Market

CHAIR: Peter Kuhn, UC Santa Barbara

4:15 PM-5:45 PM — Wellington

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### Gender Differences in Screening on Online Platforms

Pierre Deschamps\*, SOFI; Dylan Glover, INSEAD; Guillaume Chapelle, Cergy; Morgane Laouenan, Sorbonne; Xavier Lambin, ESSEC

### How Selectivity Shapes Selection

Claudio Schilter\*, University of Bern

### Automation and Gender: Implications for Occupational Segregation and the Gender Skill Gap

Jessica Pan, National University of Singapore; Patricia Cortes\*, Boston University; Ying Feng, National University of Singapore; Nicolas Guida-Johnson, Pontificia Universidad Javeriana

### Measuring Bias in Job Recommender Systems: Auditing the Algorithms

Shuo Zhang, Northeastern University; Peter Kuhn\*, UC Santa Barbara

## 085 Female Labor Supply

CHAIR: Anna Raute, Queen Mary University of London

4:15 PM-5:45 PM — Yonge

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### Marriage and Misallocation: Evidence from 70 Years of U.S. History

Jay Euijung Lee\*, Stockholm University

### Female Labor Force Participation and Intergenerational Mobility

Jorgen Modalsli\*, Oslo Business School at Oslo Metropolitan University; Claudia Olivetti, Dartmouth College; Daniele Paserman, Boston University; Laura Salisbury, York University



## Couples' Remote Work Arrangements and Labor Supply

Sabrina Pablonia, *U.S. Bureau of Labor Statistics*; Victoria Vernon\*, *SUNY Empire*

## Family-Friendly Workplace Policies

Julián Costas-Fernández, *University of Surrey*; Sebastian Findeisen, *University of Konstanz*; Anna Raute\*, *Queen Mary University of London*; Uta Schönberg, *University of Hong Kong*

## 086 Networks in Labor

CHAIR: Daiji Kawaguchi, *University of Tokyo*

4:15 PM-5:45 PM — Pier 2

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### It's Who You Used to Know: Professional Networks, Heterogeneity and Inequality

Sébastien Willis\*, *Uppsala University*

### Knowledge Spillovers from Cross Border Commuters: Evidence from a Natural Experiment

Emil Simonsen\*, *University of Copenhagen*; Jakob Roland Munch, *University of Copenhagen*; Björn Thor Arnarson, *University of Copenhagen*; Morten Olsen, *University of Copenhagen*

### Workplace Connections and Migration: Evidence from German Reunification

Alexandra Spitz-Oener\*, *Humboldt University Berlin*; Jan Nimczik, *ESMT*; Michelle Hansch, *Humboldt University Berlin*

### CEO Age and Technology Adoption: Network Externalities in the Propagation of Electronic Commerce

Daiji Kawaguchi\*, *University of Tokyo*

## 087 Competition, Incentives, and Preferences in Education

CHAIR: Kelly Foley, *University of Saskatchewan*

4:15 PM-5:45 PM — Pier 3

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### Do For-Profit Colleges Expand Access to Higher Education? Evidence from Campus Closures

Ryan Haygood\*, *Yale University*

### Student Demand and the Supply of College Courses

Jacob Light\*, *Hoover Institution*

### Navigating Competitive Pressures: School Responses to Competition and the Distributional Effects on Student Achievement

Ying Xu\*, *The University of Chicago*

### Short- and Long-Run Effects of High-Stakes Tests

Kelly Foley\*, *University of Saskatchewan*; Maggie E.C. Jones, *Emory University*

## 088 Location and Learning

CHAIR: Elad DeMalach, *Bank of Israel*

4:15 PM-5:45 PM — Marine

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### Integrated vs. Separated Schooling for Refugee Children: Long-Term Effects on Education and Assimilation

Caterina Pavese, *ifo Institut - Leibniz-Institut fuer Wirtschaftsforschung an der Universitaet Muenchen e.V.*; Simon ter Meulen\*, *ifo Institut - Leibniz-Institut fuer Wirtschaftsforschung an der Universitaet Muenchen e.V.*; Ludger Woessmann, *ifo Institut - Leibniz-Institut fuer Wirtschaftsforschung an der Universitaet Muenchen e.V.*

### How Much do Neighbourhoods and Schools Matter? Evidence from British Columbia

Bryce Balanuik\*, *University of Toronto*

### Breaking Down Barriers: The Effect of High School Access on Disadvantaged Communities

Elad DeMalach\*, *Bank of Israel*

## 089 Healthcare Provider Behavior

CHAIR: Xuan Zhang, *Singapore Management University*

4:15 PM-5:45 PM — Regatta

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### Gender Disparities in Heart Disease: Individual and Provider Behavior

Franziska Valder\*, *University of Copenhagen*

## Does Hospital Capacity Affect Physicians' Treatment Pattern?

Yingqian Tang\*, *Waseda University*; Haruko Noguchi, *Waseda University*

## Heterogeneous Responses to Changes in Physicians' Financial Incentives: The Role of Expertise, Connection, and Rank of Patients

Jiaowei Gong, *T.H. Chan School of Public Health, Harvard University*; Chuanchuan Zhang, *Zhejiang University*; Xuan Zhang\*, *Singapore Management University*

## 090 Integration, Assimilation, and the Second Generation

CHAIR: Elizabeth Cascio, *Dartmouth College*

4:15 PM-5:45 PM — Dockside 1

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### Lifting Barriers to Skill Transferability: Immigrant Integration Through Occupational Recognition

Malte Sandner\*, *TH Nürnberg*; Silke Anger, *Institute for Employment Research*; Jacopo Bassetto, *University of Milan*

### How do Migrants and Natives Search for Jobs?

Marion Brouard, *Institut Polytechnique Paris*; Thomas Lebarbanchon, *Bocconi*; Lena Hensvik\*, *Uppsala University*; Roland Rathelot, *Institut Polytechnique Paris*

### Uneven Rules: The Struggle for Refugee Family Reunification

Katia Gallegos Torres\*, *IAB Nuremberg*; Andreas Steinmayr, *University of Innsbruck*; Valentin Wett, *University of Innsbruck*

### The Intergenerational Effects of Permanent Legal Status

Elizabeth Cascio\*, *Dartmouth College*; Paul Cornell, *Dartmouth College*; Ethan Lewis, *Dartmouth College*

## 091 Labor Market Reforms, Firms, and Formality

CHAIR: Alejandro Estefan, *University of Notre Dame*

4:15 PM-5:45 PM — Dockside 2

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### Outsourcing, Employment and Wages: Evidence from a Policy Reform in Mexico

Jose Casco\*, *The Bank of Mexico*

### Effects of Mandatory Job Postings on Labor Market Outcomes

Alberto Marcato\*, *USI Lugano*; Fabrizio Colella, *USI Lugano*; Rafael Lalive, *University of Lausanne*

### Organized Labor Versus Robots: Evidence from Micro Data

Sebastian Findeisen, *University of Konstanz*; Wolfgang Dauth, *IAB*; Oliver Schlenker\*, *University of Konstanz & ZEW Mannheim*

### Outsourcing Policy and Worker Outcomes: Causal Evidence from a Mexican Ban

Alejandro Estefan\*, *University of Notre Dame*; Joseph Kaboski, *University of Notre Dame*; Roberto Gerhard, *Secretaría del Trabajo y Previsión Social*; Illenin Kondo, *Federal Reserve Bank of Minneapolis*; Wei Qian, *Haverford College*

## 092 Immigration and Local Labor Markets

CHAIR: Katrine Loken, *Norwegian School of Economics*

4:15 PM-5:45 PM — Dockside 3

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### Is the Gig Economy a Stepping Stone for Refugees? Evidence from Administrative Data

Felix Degenhardt, *Uni Potsdam*; Jan Sebastian Nimczik\*, *ESMT Berlin*

### Immigration Shocks, Workforce Composition and Organization Performance: The Impact of Brexit on NHS Hospital Quality.

Henrique Castro-Pires, *University of Miami*; Kai Fisher, *Dusseldorf Institute for Competition Economics*; Marco Mello, *University of Aberdeen*; Giuseppe Moscelli\*, *University of Surrey*

### Geographic Labor Mobility and Statutory Minimum Wages

Alexander Moog\*, *Johannes Gutenberg University Mainz*

### Labor Market Competition and Its Effect on Firms and Local Communities

Katrine Loken\*, *Norwegian School of Economics*; Alexander Willen, *Norwegian School of Economics*; Sam Dodini, *Federal Reserve Bank of Dallas*

## 093 Matching, Training and Labor Market Adjustment

CHAIR: **Matías Tapia**, *Central Bank of Chile*

4:15 PM-5:45 PM — Dockside 4

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### Training in Late Careers: A Structural Approach

**Teresa Backhaus\***, *University of Bonn*

### An Empirical Framework for Matching with Imperfect Competition

**Mons Chan**, *Queen's University*; **Kory Kroft**, *University of Toronto*; **Elena Mattana\***, *Aarhus University*; **Ismael Mourifie**, *WUSTL*

### Labor Market Dynamics and the Distributional Impact of Price Changes

**Yannick Reichlin\***, *Bocconi University*

### Human Capital Heterogeneity and Sectoral Allocations

**Matías Tapia\***, *Central Bank of Chile*

## 094 Labor Markets and Contracts

CHAIR: **Pamela Giustinelli**, *Bocconi University*

4:15 PM-5:45 PM — Dockside 5

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### Firm Productivity and the Internal-Versus-External Hiring Decision

**Ricardo Alonso**, *London School of Economics*; **Jed DeVaro\***, *California State University, East Bay*; **Antti Kauhanen**, *ETLA*; **Nelli Valmari**, *Aalto University*

### Asymmetric Information in Labor Contracts: Evidence from an Online Experiment

**Daniel Herbst\***, *University of Arizona*

### Vertical Communication and Workplace Productivity: Insights from Wearable Sensor Data and Leadership Training Interventions

**Kentaro Nakajima\***, *Hitotsubashi University*; **Tsuyoshi Tsuru**, *Hitotsubashi University*; **Katsuhito Uehara**, *University of Shizuoka*

### The Coherence Side of Rationality: Theory and Evidence from Firm Plans

**Pamela Giustinelli\***, *Bocconi University*

## 095 Violent Crime

CHAIR: **Monica Beeder**, *University of Southampton*

4:15 PM-5:45 PM — Dockside 6

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### Crime at Your Doorstep: Gender-Specific Effects on University Student Performance

**Daniel Montolio\***, *University of Barcelona*; **Pere Taberner**, *University of Barcelona*

### School or Crime: A Teenager's Choice

**Andrea Franco\***, *University of Wisconsin - Madison*

### Student Trauma: The Effect of Shootings on College Student Mental Health

**Klara Kinnl\***, *WU Vienna*

### Throwing Gasoline on Cocaine Production: The Effect of a Supply Shock on Violence

**Monica Beeder\***, *University of Southampton*

## 096 Job Search: Expectations, Reallocation, and Spillovers

CHAIR: **Qiwei He**, *University of Edinburgh*

4:15 PM-5:45 PM — Dockside 9

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### How Peers' Unemployment affect Subjective Unemployment Expectations and (Self-)Insurance Choices

**Ida Hartmann\***, *CEBI, University of Copenhagen*

### Soft Skills, Unemployment and Job Search

**Johanna Roth\***, *Sciences Po*; **Maria Guadalupe**, *Insead*; **Alexandra Roulet**, *Insead*

### Updating about Yourself by Learning about the Market: The Dynamics of Beliefs and Expectations in Job Search

**Qiwei He\***, *University of Edinburgh*; **Philipp Kircher**, *Cornell University*

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## SUNDAY, JUNE 29

### **INV-7 Invited Session: Methods (Sponsored by Amazon)**

CHAIR: TBD

9:00 AM-10:15 AM — *Frontenac Ballroom*

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#### **Horowitz-Manski-Lee Bounds with Multi-Layered Sample Selection**

Ismael Mourifie, *Washington University in St. Louis*; Kory Kroft\*, *University of Toronto*; Atom Vayalinkal, *University of Toronto*

#### **A New Test of (log) Additive Separability**

Isaac Sorkin\*, *Stanford University*; Lucas Warwar, *Stanford University*

### **INV-8 EEALE Invited Session: Unions**

CHAIR: Kjell Salvanes, *Norwegian School of Economics*

9:00 AM-10:15 AM — *Metropolitan Center*

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#### **Pay Transparency and the Efficacy of Collective Bargaining**

Nina Roussille, *Massachusetts Institute of Technology*

#### **Why Do Union Jobs Pay More**

Thomas Lemieux, *University of British Columbia*

#### **Behavior and Unions**

Alexander Willen, *Norwegian School of Economics*

### **INV-9 AASLE Invited Session: Fertility and Marriage**

CHAIR: Jessica Pan, *National University of Singapore*

9:00 AM-10:15 AM — *Regatta*

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#### **Childbirth and Welfare Inequality: The Role of Bargaining Power and Intrahousehold Allocation**

Naijia Guo, *The University of Hong Kong*; Anning Xie\*, *The Chinese University of Hong Kong*

#### **Trapped in Purgatory? An Analysis of Marital Separation in the Shadow of the Law**

Paula Calvo, *Arizona State University*; Murat Iyigun, *University of Colorado-Boulder*; Jeanne Lafortune\*, *Pontificia Universidad Catolica de Chile*

#### **Did the Modern Mortgage Set the Stage for the U.S. Baby Boom?**

Lisa Dettling, *Federal Reserve Board*

### **097 Investments in Skill Formation**

CHAIR: Margherita Fort, *University of Bologna*

10:30 AM-12:00 PM — *Queens Quay 1*

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#### **Gender Differences in the Genetics of Skill Formation**

Mikkel Houmark\*, *Aarhus University*; Victor Ronda, *Uber Technologies*

#### **Birth Order, Gender and Parental Investments in South Korea**

Min-Jung Kim\*, *University of Hawaii at Manoa*

#### **Promoting Parental Time-Investments in Preschool Children through a Mindful Parenting Program**

Maria Bigoni, *University of Bologna*; Margherita Fort\*, *University of Bologna*; Chiara Monfardini, *University of Bologna*; Daniela Iorio, *University of Bologna*; Stefania Bortolotti, *University of Bologna*; Annalisa Guarini, *University of Bologna*; Chiara Suttora, *University of Bologna*; Alessandra Sansavini, *University of Bologna*

### **098 Gender-Based Violence and Harassment**

CHAIR: Cristina Bellés-Obrero, *Universitat de Barcelona*

10:30 AM-12:00 PM — *Queens Quay 2*

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#### **The Impact of Female Representation on Gender-Based Violence: Evidence from Anti-Violence Shelters**

Pasquale Giacobbe, *University of Calabria*; Andrea Mosca, *University of Bergamo*; Patrizia Ordine, *University of Calabria*; Giuseppe Rose\*, *University of Calabria*

#### **Overstretched: Financial Distress and Intimate Partner Violence in the United States**

Olivia Masi\*, *EUI and Bocconi*; Chiara Santantonio, *University of Bath*

## **The Woman in the Arena: Evidence of Nonsexual Harassment on a Male-dominated Field**

Thiago de Lucena\*, *San Diego State University*

## **Social Pensions and Intimate Partner Violence against Older Women**

Cristina Bellés-Obrero\*, *Universitat de Barcelona*; Giulia La Mattina, *University of South Florida*; Han Ye, *University of Mannheim*

## **099 Public Policies and Gender Gaps**

CHAIR: Hiromi Hara, *Meiji University*

10:30 AM-12:00 PM — *Bay*

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### **Can Public Policies Break the Gender Mold? Evidence from Paternity Leave Reforms**

Sébastien Fontenay\*, *Universitat Pompeu Fabra*; Libertad Gonzalez, *Universitat Pompeu Fabra*

### **Health Womanpower: The Role of Federal Policy in Women's Entry into Medicine**

Thomas Helgerman\*, *University of Minnesota*

### **Feigning Fairness: The Loss from a Voluntary Gender Quota in Public Service**

Jiawei Lyu\*, *University of Pittsburgh*

### **How the Equal Employment Opportunity Law Had Different Effects in the Short Term and Long Term in Japan**

Hiromi Hara\*, *Meiji University*; Daiji Kawaguchi, *University of Tokyo*

## **100 Job Search and Hiring**

CHAIR: Rafael Lalive, *University of Lausanne*

10:30 AM-12:00 PM — *Wellington*

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### **Personal Connections and Hiring Decisions in the Public Sector**

Tatiana Mocanu\*, *Columbia University*; Eleonora Patacchini, *Cornell University*

### **Signals, Interviews, and Hiring: Statistical Discrimination in Labor Market Equilibrium**

Ryan Michaels\*, *Federal Reserve Bank of Philadelphia*; Piero Gottardi, *Essex*; Benjamin Lester, *Federal Reserve Bank of Philadelphia*; Ronald Wolthoff, *University of Toronto*

### **Interviews**

Elliott Ash, *ETH Zurich*; Soumitra Shukla, *Federal Reserve Board of Governors*; Jason Sockin\*, *Cornell University*

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Mirjam Baechli, *University of Lausanne*; Rafael Lalive\*, *University of Lausanne*; Michele Pellizzari, *University of Geneva*

## **101 School Quality**

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### **The Impact of the Publication of School Test Scores on Housing Markets: Evidence from Japan**

Nobuhiko Nakazawa\*, *Hitotsubashi University*; Shinya Inukai, *The Research Institute of Economy, Trade and Industry*

### **Beyond Test Scores: Does Public Information on School Satisfaction and Violence Levels Affect Parental School Choice?**

Genia Rachkovski\*, *Tel Aviv University*

### **High School Admissions Policies in Equilibrium**

Zach Weingarten\*, *University of Pennsylvania*; Sherrie Cheng, *University of Pennsylvania*

### **Labor Supply, Learning Time, and the Efficiency of School Spending: Evidence from School Finance Reforms**

John Klopfer\*, *The University of Hong Kong*

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### Monetary Returns to Upper-Secondary Schooling, the Evolution of Unobserved Heterogeneity, and Implications for Employer Learning

Matthias Westphal\*, *University of Hagen*; Anna Krumme, *University of Hagen*

### More than Sheepskin: A Natural Experiment on College and Earnings

Timothy Justicz, *United States Army*; Aaron Phipps\*, *West Point*; Joseph Price, *Brigham Young University*

### Was Your Degree Worth It? Heterogenous Returns to College Majors and Skill Mismatch

Lorenzo Navarini\*, *University of Vienna*; Dieter Verhaest, *KU Leuven*

### Is There a Community College Penalty for Completing a Bachelor's Degree?

Donna Ginther\*, *University of Kansas*; William Duncan, *University of Kansas*; Patricia Oslund, *University of Kansas*

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CHAIR: Peter Hinrichs, *W.E. Upjohn Institute for Employment Research*

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Claire Celerier\*, *University of Toronto*; Boris Vallee, *Harvard Business School*; Alexey Vasilenko, *Vanderbilt University*

### Performance Incentives in Education: The Role of Goal Mismatch

Pol Campos-Mercade, *Lund University*; Erik Wengstroem, *Lund University*; Petra Thiemann\*, *Lund University*

### To Enroll or Not to Enroll in University: The Role of Government Regulation and Universities in a Context of Income Contingent Loans and Variable Tuition Rates

Katherine Cuff, *McMaster University*; Ana Gamarra Rondinel, *University of Melbourne*; A. Abigail Payne\*, *University of Melbourne*

### State Appropriations and Employment at Higher Education Institutions

Peter Hinrichs\*, *W.E. Upjohn Institute for Employment Research*

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### Self-Control and Problematic Gambling

Deborah Cobb-Clark AO\*, *University of Sydney*; Sally Gainsbury, *University of Sydney*; Robert Heirene, *University of Sydney*; Nicholas Mizen, *University of Sydney*; Agnieszka Tymula, *University of Sydney*

### Effect of Syringe Exchange Programs on Crime: Evidence from Pittsburgh, PA

Haylee Sipos\*, *SUNY University at Buffalo*

### The Opioid Crisis and the Location of Work: Evidence from Online Job Profile Data

Bokyoung Kim, *University of Connecticut*; Minseog Kim, *University of Texas at Austin*; Geunyoung Park\*, *National University of Singapore*

### "A Danger to Self and Others": The Health and Criminal Consequences of Involuntary Hospitalization

Natalia Emanuel\*, *New York Fed*; Valentin Bolotnyy, *Hoover Institution*; Pim Welle, *Allegheny County DHS*

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CHAIR: Giacomo De Giorgi, *University of Geneva*

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### Ethnic Neighborhoods and Assimilation: Evidence from Full Count Historical Census Data

Nathan Schiff, *Shanghai University of Finance and Economics*; Sai Luo\*, *Shanghai University of Finance and Economics*; Tianran Dai, *Shanghai University of Finance and Economics*

### Farming, Non-Farm Enterprises, and Migration Under Incomplete Markets

Giacomo De Giorgi\*, *University of Geneva*; salvatore difalco, *University of Geneva*; davide pietrobon, *Lund university*

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### Labor Demand

CHAIR: Conrad Miller, University of California, Berkeley

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#### Time is of the Essence: Experimental Evidence on The Effects of Job Application Timing

Sai Zhang\*, University of Southern California

#### Measuring Labor Market Competition at the Firm Level

Daniela De la Parra\*, UNC; Stephen Glaeser, UNC

#### Skill Demands in the Age of AI: Evidence from Continental Europe

Najada Feimi, Luxembourg Institute of Socio-Economic Research (LISER); Christina Gathmann, Luxembourg Institute of Socio-Economic Research (LISER); Terry Gregory\*, Luxembourg Institute of Socio-Economic Research (LISER); David Marguerit, Luxembourg Institute of Socio-Economic Research (LISER)

#### Job Sorting and the Labor Market Effects of a Criminal Record

Conrad Miller\*, University of California, Berkeley; Randi Hjalmarsson, University of Gothenburg; Louis-Pierre Lepage, Stockholm University; Matthew Lindquist, Stockholm University

## 107 Intended and Unintended Consequences of Policy Enforcement

CHAIR: Matthew Johnson, Duke University

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#### Penalties in the Safety Net: Effects of Work Requirement Enforcement on Program Participation and Labor Supply

Katherine Richard\*, University of Michigan; Lea Bart, University of Michigan

#### Impacts of Entitlement Reductions on Return to Work and Subsequent Health

Jonas Maibom, Aarhus University; Lars Skipper, Aarhus University; Peter Thingholm\*, Aarhus University

#### Labor Market Consequences of Pay Equity Laws

Md Moshi Ul Alam\*, Clark University; Steven Lehrer, Queen's University; Nuno Pereira, University of Porto

#### Complaint-Driven Regulation and Working Conditions: Evidence from Immigration Enforcement

Matthew Johnson\*, Duke University; Amanda Grittner, Thumbtack

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CHAIR: hanna wang, Universitat Autònoma de Barcelona, Barcelona School of Economics

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#### The Persistent Cost of Parenthood in the United States: Evidence from Large-Scale Administrative Data

Martha Bailey, UCLA; Deniz Gorgulu, UCLA; Brenden Timpe\*, University of Nebraska-Lincoln

#### Does Earlier Return to Work Help Mothers' Career? Evidence Via the Substitution Effect of Parental Leave

Timea Laura Molnar\*, Central European University; Aniko Biro, HUN-REN Centre for Economic and Regional Studies (Hungary); Lili Mark, Central European University; Zsigmond Palvolgyi, University of Michigan

#### A Free Lunch? How Changing Childcare Defaults Increases Parental Labor Supply

Justus Bamert\*, ETH Zurich

#### Job Search and Mobility Over the Life-Cycle: Implications for the Child Penalty

Hanna Wang\*, Universitat Autònoma de Barcelona; Minji Bang, University of Cambridge

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Qquillaccori García López\*, Norwegian School of Economics



## **Retention or Regressivity? The Empirical Effects of 401(k) Vesting Schedules**

Guillermo Carranza \*, *Yale University*; Aaron Goodman, *Vanguard*

## **Do Pensions Enhance Worker Effort and Selection? Evidence from Public Schools**

Michael Bates\*, *UC Riverside*; Andrew Johnston, *UC Merced*

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CHAIR: Ines Helm, *JKU Linz*

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Afroza Alam\*, *Halle Institute for Economic Research*; André Diegmann, *Halle Institute for Economic Research (IWH)*, *Institute for Employment Research (IAB)*, *ZEW – Leibniz Centre for European Economic Research*

### **The Effect of Branching Deregulation on Finance Wage Premium**

Ahmet Ali Taşkın\*, *Institute for Employment Research (IAB)*; Firat Yaman, *Ofcom*

### **Job Tenure and Rent Sharing**

Matthew Merkle\*, *Arizona State University*

### **Workplace Heterogeneity in Wage Growth**

Diego Battiston, *University of Edinburgh*; Martin Friedrich, *Institute for Employment Research*; Ines Helm\*, *JKU Linz*

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CHAIR: Jose De Sousa, *University Paris Pantheon-Assas*

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David Jinkins, *Copenhagen Business School*; Elira Kuka, *George Washington University*; Claudio Labanca\*, *Monash University*

### **The Effects of Education on Corruption: Evidence from Vietnam's University Expansion**

Edmund Malesky, *Duke University*; Martin Mattsson, *National University of Singapore*; Khoa Vu, *Charles River Associates*; Liaoliang Zhang\*, *National University of Singapore*

### **Deliver Us from Crime? Online Platforms, Gig Jobs, and Offending**

Oliver Marie, *Rotterdam Erasmus U., CEPR*; Jose De Sousa\*, *University Paris Pantheon-Assas*; Ines Picard, *CREST*; Grazia Cerere, *IMT-BS Paris*; Hugo Allouard, *ESSEC*

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CHAIR: Jonathan Créchet, *University of Ottawa*

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Leonardo Peñaloza-Pacheco\*, *Cornell University*

### **Monopsony Power and Poverty: The Consequences of Walmart Supercenter Openings**

Lukas Lehner\*, *University of Edinburgh*

### **The Wage Elasticity of Recruitment**

Boris Hirsch, *Leuphana University of Lüneburg*; Elke J. Jahn, *Institute for Employment Research*; Alan Manning, *London School of Economics and Centre for Economic Performance*; Michael Oberfichtner\*, *Institute for Employment Research*

### **Life-cycle Worker Flows and Cross-country Differences in Aggregate Employment**

Jonathan Créchet\*, *University of Ottawa*; Etienne Lalé, *York University*; Linas Tarasonis, *Bank of Lithuania*

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