

# Treatment Effect by Sex

Callaway–Sant'Anna ATT estimates

Effect on Log New Hire Earnings

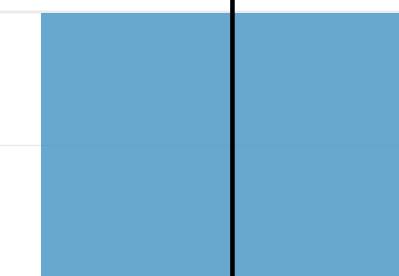
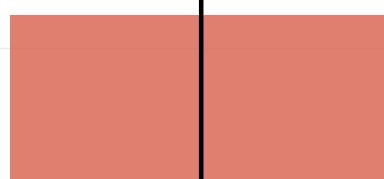
4.0%

2.0%

0.0%

Female

Male



Note: Error bars show 95% confidence intervals.  
Negative effects indicate wage decreases. Smaller effect for women → gender gap narrows.