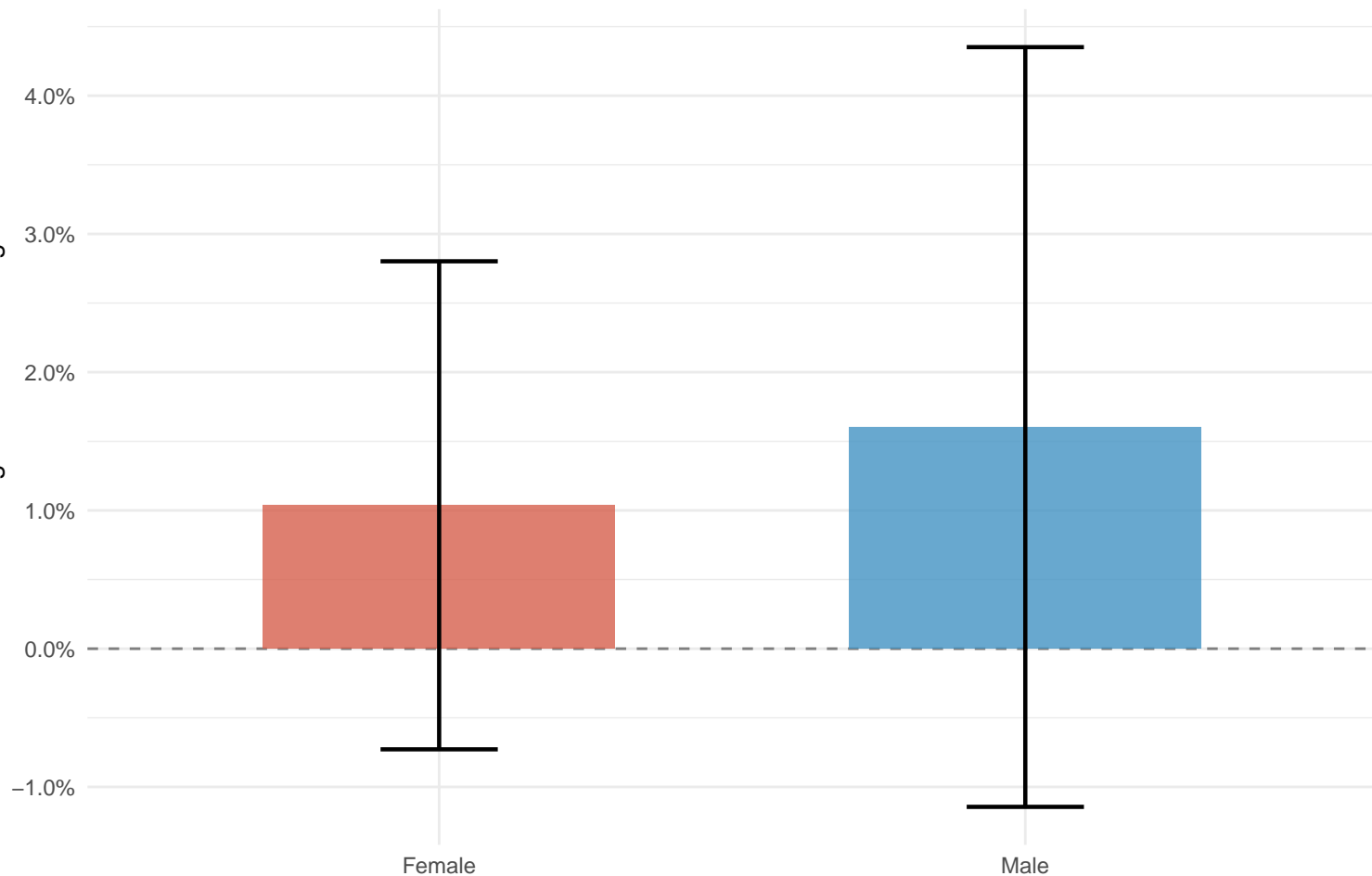


Treatment Effect by Sex

Callaway–Sant'Anna ATT estimates

Effect on Log New Hire Earnings



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