

Christiane Szerman

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Office Contact Information

Department of Economics and Industrial Relations Section
Princeton University
Julis Romo Rabinowitz Building
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Education

Ph.D. in Economics, Princeton University, 2017 – 2023 (Expected)
M.A. in Economics, Princeton University, 2019
M.A. in Economics, Getulio Vargas Foundation (EPGE-FGV), 2015
B.A. in Economics, Pontifical Catholic University of Rio de Janeiro (PUC-Rio), 2012
Visiting Student, Sciences Po Paris, 2010

References

Professor Alexandre Mas Department of Economics Princeton University 609-258-4040 amas@princeton.edu	Professor Thomas Fujiwara Department of Economics Princeton University 609-258-6993 fujiwara@princeton.edu	Professor Ellora Derenoncourt Department of Economics Princeton University 310-989-0719 ellorad@princeton.edu
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Fields

PRIMARY Labor, Development, and Public Economics.
SECONDARY Industrial Relations, Inequality, Public Policy, and Regulations.

Job Market Paper

1. “[The Labor Market Effects of Disability Hiring Quotas.](#)”

People with disabilities are underemployed across the world. With the goal of increasing their representation, more than 100 countries have established quota regulations requiring firms to hire people with disabilities. This paper studies the implications of enforcing modest disability hiring quotas for workers and firms. Using the introduction of a reform in Brazil that enhanced enforcement of a new hiring quota regulation, my market-level analysis finds that people with disabilities in local labor markets more

exposed to the reform experienced larger increases in employment and earnings. To explore the margins along which firms respond to the quota scheme, I leverage variation in enforcement across firms. This analysis reveals three key adjustment margins. First, firms tend to comply with the quota by hiring workers with disabilities into low-paying, less skilled jobs. Second, consistent with statistical discrimination, workers with disabilities hired prior to the quota experience reduced wage growth and promotion rates. Third, the quota does not come at a cost to workers without disabilities in terms of wages or employment, or to firms in terms of closure. Using the compliance decision of firms to the quota, I estimate that the marginal worker with disabilities hired under the quota has a marginal revenue product close to their wage. Through the lens of a model of enforcement of hiring quotas with imperfect compliance, I show that the policy generates aggregate welfare gains. My findings demonstrate that, in labor markets under imperfect competition, mandating modest increases in employment for the disadvantaged can promote redistribution and improve welfare.

Publications (Including Forthcoming)

2. “[The Employee Costs of Corporate Debarment in Public Procurement.](#)” *American Economic Journal: Applied Economics*, Forthcoming.
3. “[Centralized College Admissions and Student Composition.](#)” (with Cecilia Machado), *Economics of Education Review*, Volume 85, December 2021.

Working Papers

4. “[Development via Administrative Redistricting.](#)” (with Ricardo Dahis)
5. “[The Long Term Effects of Cash Transfers to Disadvantaged Youth.](#)” (with Cecilia Machado and Valdemar Pinho Neto)

Selected Works in Progress

6. “[The G.I. Bill and Black-White Wealth Disparities.](#)” (with Lukas Althoff)
7. “Corruption and Firm Productivity.”
8. “Tapping Untapped Talent: Firms Meet Hidden Workers.”

Awards, Fellowships & Grants

NBER Pre-Doctoral Fellowship in Retirement and Disability Policy Research	2022 – 2023
The Clarence J. Hicks Memorial Fellowship in Industrial Relations	2022 – 2023
Development Grant, JPAL Jobs and Opportunity Initiative	2022 – 2023
Research Grant, Program for Research on Inequality	2021 - 2022
The Prize Fellowship in the Social Sciences (×2)	2020 - 2022
Marimar and Cristina Torres Prize for Best Third Year Paper, Princeton University	2020
Robert W. Ballantine Graduate Scholarship	2018 – 2019

Overdeck Education Innovation Fund	<i>2018</i>
Princeton University Graduate Fellowship	<i>2017 – 2023</i>
CAPES Fellowship for Master’s Studies in Economics	<i>2013 – 2014</i>
CAPES Fellowship for undergraduate studies	<i>2009 – 2012</i>
Outstanding Academic Performance Scholarship (full tuition), PUC-Rio	<i>2008 – 2012</i>
Ranked first in the admission exams, PUC-Rio	<i>2008</i>

Teaching Experience

Economics and Ethics, Princeton University	<i>Spring 2020</i>
Teaching Assistant for Professor Thomas Leonard	
Introduction to Microeconomics, Princeton University	<i>Fall 2019</i>
Teaching Assistant for Professor Henry Farber	
Teaching Assistant, Econometrics (MBA), EPGE-FGV	<i>Spring 2017</i>
Teaching Assistant, Microeconomic Theory (x2), PUC-Rio	<i>2011 & 2012</i>
Teaching Assistant, Introduction to Macroeconomics, PUC-Rio	<i>2009</i>
Teaching Assistant, Linear Algebra (Department of Mathematics), PUC-Rio	<i>2009</i>
Teaching Assistant, Introduction to Microeconomics, PUC-Rio	<i>2009</i>

Professional Experience

Short-Term Consultant, Social Protection & Labor, World Bank Group	<i>2016 – 2017</i>
Research Assistant, Climate Policy Initiative (CPI)	<i>2011 – 2012 & 2015 – 2017</i>
Research Assistant for Professor Francisco Costa, EPGE-FGV	<i>2014 – 2015</i>
Short-Term Consultant, Macro & Fiscal, World Bank Group	<i>2014</i>

Professional Activities

Conferences and Presentations

2022: Princeton, Berkeley-Princeton: Racial and Ethnic Disparities in the Labor Market
2021: Princeton, Society of Labor Economists (SOLE)
2020: Princeton, Brazilian Society of Econometrics Meeting
2019: Princeton

Refereeing

Economics of Education Review, Review of Economics of the Household, Young Economist Symposium

Additional Information

Languages: English (Fluent), Portuguese (Fluent), French (Basic), Spanish (Basic)

Citizenship: Brazil, Poland

Services: Secretary for the Graduate College Housing Committee at Princeton University;
First-year Graduate Student Mentor; ReMatch Graduate Mentor