

# Emma van Inwegen

MIT Sloan School of Management, 1 Main Street, Cambridge, MA 02142, USA  
emmavani [at] mit [dot] edu

## Education

PhD Management Science, Massachusetts Institute of Technology	2019-
MS Management Research, Massachusetts Institute of Technology	2019-2022
BA Mathematics, Economics, University of Washington	2011-2015

## Research Interests

Labor economics, platform design, online labor markets

## Publications

“Minimum Wage Increases and Low-Wage Employment: Evidence from Seattle” (with Ekaterina Jardim, Mark Long, Robert Plotnick, Jacob Vigdor, Hilary Wething) 2022. *Published in American Economic Journal: Economic Policy*

- Media coverage: The Economist, FiveThirtyEight, Los Angeles Times, New York Times, New York Times (The Upshot), Seattle Times, Washington Post
- Presented at: NBER Summer Institute 2017, PAA Annual Meeting 2017, APPAM Fall Conference 2016, APPAM International Conference 2016

“Payroll, revenue, and labor demand effects of the minimum wage” (with Ekaterina Jardim) 2019. *Upjohn Institute of Employment Research Working Paper*. 19-298

- Presented at: ASSA Annual Meeting 2018, Transatlantic Doctoral Conference 2019

“Boundary Discontinuity Methods in the Presence of Policy Spillovers” (with Ekaterina Jardim, Mark Long, Robert Plotnick, Jacob Vigdor, Hilary Wething) 2022. *NBER Working Paper 30075*

## Research in Progress

The Minimum Wage on an Online Platform: Fewer Hires, Less Searching (with Apostolos Filippas and John Horton)

If and how to regulate online marketplaces is an open question important to both platform designers and policy makers. Using a large field experiment in an online labor market, we analyze the effects of a platform minimum wage. Workers were randomly assigned individual price floors which prevented treated workers from bidding hourly rates below their floor. Workers for whom the floor was likely binding—those historically bidding below the floor—suffered a decline in job-finding probability(30%), but higher wages conditional upon being hired(9%). Treated workers made lower earnings overall, but higher earnings conditional on working at least one hour on the platform. Despite a job being “worth more” if hired, affected workers lowered their search intensity. They did not move to the “uncovered sector”—jobs with a fixed price rather than an hourly wage, nor did they direct their search to better fitting jobs. They were also more likely to exit the platform. However, the experiment made the distribution of earnings for those who remained on the platform more equal—the gini coefficient based on earnings decreased during the experiment. After the conclusion of the experiment, the platform rolled out the \$3 per hour minimum wage platform wide, allowing us to observe the the employment outcomes and job search behavior in equilibrium.

Algorithmic Resume Polish: Experimental Evidence from an Online Labor Market (with Zanele Munyikwa and John Horton)

Employers are more likely to hire new labor market entrants if they have better written resumes. We show this with a field experiment in an online labor market, in which a treated group received algorithmic writing assistance. Treated workers experienced a 6% increase in probability of getting hired and an 8% increase in the number of jobs they worked over the experimental period, relative to the untreated control group. While we cannot reject the possibility of crowd out, we show that resume writing quality is something that employers care about. Although one might worry the assistance is taking away a signal of worker quality, we find no effects on employer satisfaction with hired workers, suggesting that resume writing quality is not a useful signal for worker quality.

More Choices or Help Choosing?: Experimental Evidence on Helping Firms Hire (with John Horton)

## Invited conferences

NBER Digitization Tutorial	2022
NBER Economics of Privacy Conference	2022

## Service

Conference on Digital Experimentation	2020, 2021
MIT Analytics Lab Mentor	2021
Served as referee for:	
• Management Science	
• ICIS	
• Journal of Public Economics	
• Economics of Education Review	

## Research Assistant Experience

RA to Dr. John Horton (MIT)	2018, 2020
RA to Dr. Jacob Vigdor (UW)	2015-2018

## Teaching Assistance Experience

15.575 Economics of Information and Information Technology (MIT)	Spring 2022
--	-------------

## Fellowships, Honours, and Awards

Zenon S. Zannetos Memorial Fellowship (MIT)	2020-2021
MIT Graduate Student Fellowship	2019-2020

## Additional Working Experience

Upwork, Economist & Market Design Consultant	2020
Evans School of Public Policy & Governance, Research Analyst	2015-2018
Provost's Advisory Committee for Students (UW), Chair	2014-2015
Associated Students of the University of Washington (UW), CFO	2013-2014

## Personal Details

Language: English (Native)  
Citizenship: USA