

FLAVIO HAFNER

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UNIVERSITAT POMPEU FABRA

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Personal Information

Citizenship: Swiss

Undergraduate Studies

Bachelor of Arts in Economics, **University of St. Gallen** (Switzerland), 2013

Graduate Studies

PhD Candidate in Economics, **Universitat Pompeu Fabra**, Barcelona, Spain 2015 to present

Thesis Title: “Essays in Labor Economics”

Expected Completion Date: July 2020

Visiting PhD student, **University College London**, London, UK, 2017

M.Res in Economics, **Universitat Pompeu Fabra**, Barcelona, Spain, 2015

M.Sc in Economics, **Barcelona GSE**, Barcelona, Spain, 2014

Teaching and Research Fields

Primary field: Labor Economics

Secondary fields: Urban Economics, Applied Microeconomics

Teaching Experience

Fall, 2016	<i>Research Methods (PhD)</i> , TA for Prof. Hogarth <i>Human Resources I</i> , TA for Prof. Barrenechea (in Spanish)
Fall, 2015	<i>Research Methods (PhD)</i> , TA for Prof. Hogarth <i>Introduction to Microeconomics</i> , TA for Prof. León (in Spanish) <i>Data Analysis</i> , TA for Prof. García-Fontes (in Spanish)
Winter, 2015	<i>Introduction to Game Theory</i> , TA for Prof. Calsamiglia <i>Microeconomics II (Graduate)</i> , TA for Prof. de Martí
Fall, 2014	<i>Data Analysis, UPF</i> , TA for Prof. García-Fontes (in Spanish) <i>Introduction to Microeconomics</i> , TA for Prof. León (in Spanish)

Research Experience and Other Employment

2013	Citi Private Bank, Geneva, Summer Analyst
2012	UBS, Zurich, Intern in Economic Research
2009-2013	Vimentis, Switzerland, Writer & Member of the Board
2008-2009	Swiss Armed Forces, Switzerland, Platoon Commander

Professional Activities

Conferences

2019	GEP/CEPR Postgraduate Conference Nottingham, Munich Young Economists Meeting, European Association of Labor Economists (EALE)
2018	Mannheim Conference on Migration, Asian and Australasian Society of Labour Economics

Honors, Scholarships, and Fellowships

2019	Best Paper Prize “Labor Supply Shocks and the Organization and Performance of Firms”, GEP/CEPR Postgraduate Conference, University of Nottingham
2018-2020	Predoc Fellowship, Spanish Ministry of Education
2017	DocMobility Fellowship, Swiss National Science Foundation
2014-2016	UPF Teaching Assistant Scholarship

Languages

Human	German (native), English, French, Spanish
Computer	R, Python, Stata, Bash

Research Papers

“*Labor Market Competition, Wages and Worker Mobility*” ([Job Market Paper](#))

In monopsonistic labor markets better outside options may raise workers' wages and employment. I study how the labor market reacts to better outside options in a natural experiment where French border-commuters gained access to the Swiss labor market where wages were 60% higher. I use a difference-in-differences design to study the effects of the market integration on French border labor markets. I find asymmetric effects across skill groups. New commuters are highly skilled, but wages of remaining high-skill workers do not change. Instead, wages rise for low-skill workers by 1.8%. Low-skill employment increases in the short run. The point estimates on wages and employment quantitatively reject a CES production function. I find no evidence that workers become more productive. Instead the evidence supports models of the labor market with search frictions where the labor market integration makes the supply to French firms more elastic. First, wages rise more at more productive firms. Second,

employment expands only in the tradable sector where firms have less price-setting power in the product market. Several indicators suggest that low-skill workers supply their labor less elastically than high-skill workers. This implies less scope for wage increases for high-skill workers. The findings suggest that removing barriers to labor mobility can increase both wages and employment through lower monopsony power.

Research in Progress

“Labor Supply Shocks and the Organization and Performance of Firms”

I study how worker replacement frictions affect firms in the long-run. French and Swiss labor markets along the border were integrated in 1998. Attracted by higher wages, primarily highly educated workers accepted new jobs in Switzerland. Using distance from Switzerland as an instrument for the outflow of workers, I find that incumbent plants reduce their scale of operation in response to the supply shock: both employment and value-added shrink after the labor market integration. Firms reduce their demand for low-skill workers and hire fewer of them while not separating more from them. The effects are concentrated among plants that rely heavily on occupation-specific knowledge. Further evidence suggests that these firms also hire more experienced workers which is consistent with a reduction in the span of control of the remaining higher-skilled employees.