

Gursmeep (Rubina) Hundal

g-hundal.github.io | hundal@uchicago.edu

RESEARCH FIELDS Development Economics; Behavioral Economics; Labor Economics; Education

EDUCATION **University of Chicago** *Expected 2026*
PhD in Public Policy

Carnegie Mellon University *2018*
MS in Public Policy and Management; Data Analytics Track (*Distinction*)

REFERENCES **Anjali Adukia**
University of Chicago
adukia@uchicago.edu

Dan Black
University of Chicago
danblack@uchicago.edu

Alex Imas
University of Chicago
alex.imas@chicagobooth.edu

Joshua Dean
University of Chicago
joshua.dean@chicagobooth.edu

JOB MARKET PAPER 1 **Discrimination on a Mutable Trait: Labor-Market Penalties for Oral Appearance**
When information about productivity is incomplete, visible markers of poverty can act as biased signals that distort hiring and reduce allocative efficiency. I study one such marker, oral appearance, and its effect on early hiring decisions in urban India. Unlike other traits such as race or caste, oral appearance is mutable and therefore an equilibrium object: individuals choose whether to correct visible deficits based on perceived returns and on costs. Poor oral health is common, visible, and remediable, yet it shapes perceptions of traits that matter in the labor market such as confidence, diligence, and trustworthiness. Using two experiments that replicate the first screening stage of hiring, I show that oral appearance creates a distinct and fixable barrier to upward mobility. In the first, visibly poor teeth lower perceived confidence and predicted wages by about nine percent. In the second, a large-scale incentivized resume-rating experiment with hiring professionals from more than 800 firms, the same candidate with poor teeth is significantly less likely to be hired. This penalty is about two-thirds as large as removing a skill certificate. The effect is concentrated in customer-facing jobs and falls by roughly half once employers' incentivized forecasts of customer and coworker reactions are included, indicating that discrimination largely reflects anticipated third-party responses rather than beliefs about productivity alone. Together, these findings show that even small, treatable health deficits linked to low income can restrict access to jobs and that the decision to fix them is shaped by beliefs about their labor-market return. Policies that aim to promote mobility must therefore look beyond education and training to address appearance-related constraints that poverty itself creates.

JOB MARKET PAPER 2 **Learning by Doing (Work): Experimental Evidence from a School-Based Internship Program in India** (with Emma Zhang)

Many low-income youth grow up with little exposure to the world of work, leading to misinformed beliefs about education and employment. We evaluate a randomized school-based internship program in more than fifty public schools across Delhi that offered 80 hours of after-school work experience at neighborhood shops and service firms. Internship participation increased optimism about the returns to higher education and led students to form more realistic expectations about job-search frictions and low-skill earnings. Willingness to pay for career guidance rose by about 6–8 percent, though estimates are imprecise. Effects are driven largely by girls, who make up 70 percent of the sample and update their beliefs more strongly, consistent with larger initial constraints on exposure. The intervention improved labor-market information without changing aspirations or non-cognitive skills, reducing informational misallocation in education and career choices and aligning students' expectations more closely with labor-market realities to make the school-to-work transition more efficient.

Language of Violence: Persistence of Origin-Based Social Norms Among Migrant Couples (with Naira Kalra and Oyebola Okunogbe).

We examine how social norms embedded in place of origin shape intimate partner violence (IPV) among migrant couples in India. Using a novel classification of internal migrants based on mother tongue and language belts in the National Family Health Survey, we link historical IPV rates in origin regions to current experiences of migrant wives. A one percentage point increase in IPV prevalence at origin predicts a 0.4 percentage point rise in current IPV, even after rich controls and fixed effects. Mechanism analyses show that intergenerational beliefs, especially wives' acceptance of wife-beating formed from parental exposure, mediate the persistence of these norms. The results highlight the stickiness of cultural norms across migration and underscore how deeply rooted origin-based norms continue to shape household violence despite new social and institutional environments. [\[Working Paper\]](#)

Sibling Socialization and the Formation of Labor Force Norms in India (with Emma Zhang).

We study how sibling gender composition shapes labor market aspirations and job application behavior among low-income youth in India. Using data from public school alumni, we find that girls with older sisters are significantly more likely to apply for jobs, while those with older brothers apply less. These patterns persist even when controlling for parental expectations and socioeconomic background. Same-sex siblings appear to act as role models, whereas opposite-sex siblings reinforce traditional norms. The next phase, a large scale randomized trial with 5,000 students, is testing at scale whether structured information and social-learning interventions can recalibrate these norms within households. [\[Results\]](#)

Saving with Stocks: Should We Promote Opportunities for Gains or Assuage Worries Around Loss? (with Emma Zhang).

We explore how framing and gender interact in financial risk-taking in the US. Two experiments, one measuring preferences over gains and losses under ambiguity, and another randomizing a group-chat intervention, reveal that men and women differ not in preferences over gains but in aversion to losses. Traders exhibit higher sensitivity to gains than non-traders, while messages emphasizing loss avoidance increase willingness to invest among new investors. A larger follow-up will test whether "loss reassurance" or "gain celebration" framings are more effective at promoting stock market participation. [\[Results\]](#)

Aspirations and Inaction Among High-School Students in India (with Rajdev Brar).

At the end of Grade 10, students in India must choose a junior college and an academic stream (Science, Commerce, or Humanities), a decision that effectively determines which college degrees and majors remain available to them and shapes their long-run career trajectories. Despite these high stakes, many students approach this choice with limited knowledge of admissions requirements and future pathways. We implement a large-scale randomized controlled trial (RCT) spanning 200 government schools in India to examine whether encouraging active information search, rather than relying solely on direct provision of information, enables students to independently acquire admissions knowledge and make better-informed choices. We assess whether this approach improves students' understanding of educational options, increases the alignment of selected streams with their aspirations, and enhances the quality of academic decisions. *Data collection underway.*

Benchmarking Discrimination Methods: Comparing Correspondence and Incentivized Resume Rating on Common Support.

Correspondence studies have long been the benchmark for measuring hiring discrimination, while incentivized resume-rating (IRR) experiments capture employer expectations without deception. Kessler, Low, and Sullivan (2019) found little evidence of discrimination in IRR when employers were properly incentivized and information standardized, whereas correspondence studies (Bertrand and Mullainathan 2004) consistently detect it. This project offers the first within-context comparison of the two methods in the Indian labor market, pairing 7,000 real job applications with an IRR experiment involving 800 firms to test how measured bias differs between real callbacks and incentivized forecasts. *Data collection complete.*

PROJECTS IN DEVELOPMENT

Visa Vows: Migration, Marriage, and Cultural Remittances in India (with Mridul Joshi).

This project investigates how female-led educational migration from Punjab to Canada reshapes norms in marriage markets. We introduce the concept of *cultural remittances* as the transmission of ideas and status signals from migrants to non-migrants, and test whether migration substitutes for or amplifies traditional identity markers such as caste, skin tone, and dowry. Two experiments, a lab-in-the-field partner choice task in IELTS coaching centers and an online audit of matrimonial platforms, randomize migration and dowry cues in AI-generated profiles. The results will illuminate how cross-border mobility alters assortative matching and the behavioral foundations of gender and social hierarchies.

Does entrepreneurship curriculum create firm growth or perpetuate microenterprises? (with Emma Zhang).

We study whether school-based entrepreneurship curricula expand firm employment or mainly reproduce small self-employment. In India, we partner with local firms and public schools offering vocational coursework alongside regular academics. We randomize whether firms see vocational credentials when evaluating student applicants and track subsequent labor-market entry. The design identifies whether such curricula raise wage-job access or instead steer youth toward low-scale microenterprises.

RESEARCH GRANTS (As PI/Co-PI)

George E Richmond Foundation	2024
The Agency Fund	2024
The Scandinavian Consortium for Organizational Research	2023
Weiss Fund for Research in Development Economics	2022
Fama Miller Center for Research in Finance	2022
Mansueto Institute Urban Doctoral Fellowship and Grant	2022
Committee on Southern Asian Studies	2022, 2023, 2024, 2025
Development Economics Research Fund	2022, 2023
Becker Friedman Institute for Economics	2021, 2022, 2023

RESEARCH EXPERIENCE

World Bank Group , Washington, DC	2018 – 2023
Consultant, Development Research Group, and Development Impact Evaluation (DIME)	
GoodWeave International , Washington, DC	2022 – 2023
Research Consultant (<i>Pro Bono</i>)	
Carnegie Mellon University , Pittsburgh, PA	2016 – 2018
Research Assistant to Prof. Alfred Blumstein	
Organisation for Economic Co-operation and Development (OECD) , Pittsburgh, PA	2017 – 2018
Capstone Project Manager under Prof. Jonathan Caulkins	

AWARDS & FELLOWSHIPS

Committee on Education Fellowship, University of Chicago	2025
PhD Advance Internship Fellowship, University of Chicago	2024
Centre for Applied AI Machine Learning Institute	2022
Carnegie Mellon University Academic Scholarship	2016–2018
J. N. Tata Scholarship	2016
ETS TOEFL Scholarship	2016
One Young World Ambassador, Digital Development panelist	2015
Dean's Merit Award, NMIMS University	2014
Resolution Project Fellowship and Venture Grant	2013

TEACHING EXPERIENCE	University of Chicago Instructor, Math Camp for incoming graduate students Instructor, Mathematical Methods Preceptor, Undergraduate Thesis Advising Head TA, Math Camp TA, How to Change the World (Prof. Chris Blattman) TA, Crony Capitalism (Prof. Luigi Zingales) TA, Behavioral Experiments (Dr. Mareike Schomerus) TA, Behavioral Science and Policy (Prof. Kim Wolske) TA, Cost Benefit Analysis (Prof. Robert Kaestner) TA, Public Policy Analysis (Prof. Jim Leitzel)	2024 2022 & 2023 2023 2022 & 2023 2024 2024 2023 2022 & 2023 2022 2022
	Carnegie Mellon University TA, International Development (Prof. Silvia Borzutsky) TA, Research Writing (Prof. Kim Hyatt)	2018 2016 & 2017
PRESENTATIONS	Midwest Economics of Education Conference at Notre Dame Advances with Field Experiments Conference Association for Education Finance and Policy, EdDev Eastern Economic Association, New York BIG Difference Conference, University of British Columbia UNLEASH Innovation Lab, Shenzhen, China Innovation with Impact, Carnegie Mellon University National Center for Juvenile Justice, Pittsburgh, PA	2025 2025 2025 2023 2021 2019 2018 2018
PRE PHD RESEARCH	Quantitative Analysis of the Social Costs of Road Traffic Crashes Literature. Bougna, T., Hundal, G., & Taniform, P. (2022). <i>Accident Analysis & Prevention</i> , 165, 106282. Analysis of Intergenerational Income Mobility for Counties Within the United States Using Machine Learning. Tso, A., Hundal, G., & Mei, V. (2017). <i>The Heinz Journal</i> , 15(2). Long View of Recidivism: Exploring the Long-Term Recidivism Patterns Among First-Time Arrestees and Prison Releasees. Nakamura, K., Blumstein, A., & Hundal, G. <i>Working Paper</i> .	
PROFESSIONAL ACTIVITIES	Graduate Student Union Steward, University of Chicago Mentor, Women in Economics, University of Chicago Highland Ambassador, Carnegie Mellon University President, International Development Group, Carnegie Mellon University	2024 2022 2018 2018
REFEREEING	<i>American Educational Research Journal</i> .	
INDUSTRY EXPERIENCE	United Nations Development Programme , New York, NY Programme Associate Intern Barclays , Mumbai, India Senior Investment Banking Analyst Project Reach Foundation , Mumbai, India Co-Founder, nonprofit (undergraduate) Siemens Financial Services , Mumbai, India Management Trainee Edelweiss Securities Limited , Mumbai, India Intern	2017 2014 – 2016 2013 – 2016 2013 2012
LANGUAGES	English, Hindi, Panjabi	
CITIZENSHIP	Canadian Permanent Resident, Indian Citizen	