

# SHMUEL SAN

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The Hebrew University of Jerusalem, Jerusalem 91905, Israel

## ACADEMIC APPOINTMENT

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<b>The Hebrew University of Jerusalem</b> Assistant Professor	2021 -
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## EDUCATION

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<b>New York University</b> PhD in Economics	2021
<b>The Hebrew University of Jerusalem</b> MA in Economics	2014
<b>Bar Ilan University</b> BS in Mathematics	2005

## PROFESSIONAL ACTIVITIES

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### Presentations (+ means scheduled)

**2022:** UCL<sup>+</sup>

**2021:** TAU (econ), Oslo, IIES, ZEW (social mobility workshop), EHS, RES, EBRD King's College London (migration workshop), Migration and Organizations Conference, IZA Migration Meeting, SOLE, IZA Labor Market Institutions Workshop, EALE, SIEP, EHA, Helsinki GSE, Immigration in OECD Countries Conference<sup>+</sup>

**2020:** NBER SI (DAE poster session), BIU (business), TAU (public policy), EGSC, NEUDC, Hebrew U (agriculture), EPFL, PhDEVS, Hebrew U (public policy), Hebrew U (econ), FSU, BGU, Haifa, TAU (business), EHA Israel, Econometric Society European Winter Meeting, Collegio Carlo Alberto (PhD workshop), IDC, BIU (econ), Hebrew U (business)

**2019:** SOLE

**2018:** AASLE (Seoul), EMCON (Northwestern), Warwick (PhD workshop)

**2017:** EHA (poster session), YES (Yale)

### Referee

*The Review of Economic Studies, The Review of Economics and Statistics, Journal of Economic Geography*

## HONORS, SCHOLARSHIPS, AND FELLOWSHIPS

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Etta Chiuri Prize, Italian Society of Public Economics (SIEP)	2021
NYU Dean's Dissertation Fellowship	2020-2021
Economic History Association Graduate Fellowship	2019
The Institute for Humane Studies Fellowship	2019-2021
Best Third-Year Paper Award, NYU	2018
Provost's Global Research Initiatives Fellowship, NYU Tel-Aviv	2018-2021
Exploratory Travel and Data Grant, Economic History Association	2018

MacCracken Fellowship, NYU	2015-2020
Rector's Award for Outstanding Students, The Hebrew University	2011-2012
Dean's Award for Outstanding Students, The Hebrew University	2011-2012
Merit Scholarship for MA Research Students, The Hebrew University	2011-2013

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## WORKING PAPERS

### **“Who Works Where and Why? Parental Networks and the Labor Market”**

Relying on identifying variation from the timing of job movements of parents' coworkers, I find that workers in Israel are three to four times more likely to find employment in firms where their parents have professional connections than in otherwise similar firms. I use the same variation to structurally estimate a two-sided matching model with search frictions and find that connections double the probability of meeting and increase by 35% the likelihood of being hired after meeting. The estimated willingness to pay for one additional meeting with a connected firm is 3.7% of the average wage. Connections matter for inequality; the wage gap between Arabs and Jews decreases by 12% when equalizing the groups' connections but increases by 56% when prohibiting the hiring of connected workers. These seemingly opposing results are explained by the fact that Arabs have connections to lower-paying firms but use their connections more extensively.

**“Labor Supply and Directed Technical Change: Evidence from the Abrogation of the Bracero Program in 1964”**. Conditionally accepted at *AEJ: Applied Economics*.

This paper studies the impact of labor supply on the creation of new technology, exploiting a large exogenous shock to the US agricultural labor supply caused by the termination of the Bracero agreements between the US and Mexico at the end of 1964. Using a text-search algorithm allocating patents to crops, I show a negative labor-supply shock induced a sharp increase in innovation in technologies related to more affected crops. The effect is stronger for technology related to labor-intensive production tasks. Farm-value dynamics indicate that, despite the positive technology reaction, the policy change was undesirable for farm owners.

### **“The Role of Firms in the Assimilation of Immigrants”** (with Jaime Arellano-Bover)

This paper studies the role of firms in immigrants' labor market assimilation. We do so in the context of a large and sudden international migration shock: the arrival of nearly 1 million former Soviet Union (FSU) Jews to Israel in the 1990s. We use newly available Israeli population employer-employee data with information on workers' place of birth and migration year. Over the course of 25 years since arrival to Israel, immigrants gradually entered higher-paying, larger, older, and less segregated firms. Gradual access to higher-paying firms explains a significant fraction of immigrants' labor market assimilation. Firm-specific pay premiums account for (i) 20%-32% of the immigrant-native salary differential in the first 20 years since arrival and (ii) 28% of the gap between immigrants' own salary 1 and 25 years since arrival. FSU immigrants, who were highly educated, surpass natives after 20 years in Israel in terms of their employers' pay premiums, size, and age. An implication of our findings is that a significant fraction of the immigrant-native wage gap, especially shortly after arrival, is due to labor market rents as opposed to workers' underlying productivity differences.

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## WORK IN PROGRESS

**“Discrimination and the Gender Gap in Wages”** (with Eric Gould and Maor Milgrom)

**“Social Networks and the Flow of Ideas: Evidence from Israeli Startups”**

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## MISCELLANEOUS

**Software:** C++, Python, R, Matlab, Stata

**Languages:** English (Fluent), Hebrew (Native)

**Birth Year:** 1986

**Citizenships:** Israel, Austria