

# Kunal Mangal

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## ACADEMIC POSITIONS

Visiting Fellow, Centre for Sustainable Employment at Azim Premji University 2021-  
*Supported by the Weiss Fund Postdoctoral Fellowship*

## EDUCATION

Ph.D. in Public Policy, Harvard University 2021  
*Dissertation: "Essays in the Economics of Public Sector Recruitment in India"*  
*Fields: Labor Economics, Development Economics*

B.A in Economics, Mathematics, and International Studies, University of Arizona 2012  
*Honors: Summa Cum Laude, Phi Beta Kappa*

## WORKING PAPERS

"How Much is a Civil Service Job in India Worth?"

Abstract: Government jobs in India are valuable, not just because they pay relatively higher wages, but also because they provide many valuable amenities, such as lifetime tenure, access to bribes, and prestige. Does the value of these amenities compete with the nominal wage itself? I use the observed search behavior of candidates preparing for highly structured competitive exams for government jobs to infer a lower bound on the total value of a government job, including amenities. Based on a sample of 120 male candidates preparing for state-level civil service exams in Pune, Maharashtra, I estimate a total value of at least 425,000 INR per month. This estimate implies that the amenity value of a government job is at least 81% of total compensation. The high amenity value is not driven by misinformed beliefs about the nominal wage, nor by a high value placed on the process of studying itself. I conclude with a discussion of the implications of these findings for policy and the questions it raises for future research.

## WORK IN PROGRESS

"Competitive Exams for Government Jobs and the Labor Supply of College Graduates in India"

"The Underrepresentation of Women in Competitive Careers: Evidence from the Indian Civil Services"  
with Niharika Singh

"What Can Online Vacancies Tell Us About Labor Market Conditions in Lower-Income Countries?  
Evidence from India" with Niharika Singh and Justin Bloesch

## PUBLICATIONS

The following articles are non-peer-reviewed pieces written in commemoration of the *Review of Economics and Statistics* 100<sup>th</sup> anniversary:

Khwaja, Asim I., and Kunal Mangal. "Review of Economics and Statistics over the Past 100 Years: A Counting Exercise." *Review of Economics and Statistics* 100, no. 2 (2018a): i-v.

Khwaja, Asim I., and Kunal Mangal. "Review of Economics and Statistics over the Past 100 Years: Authorship." *Review of Economics and Statistics* 100, no. 3 (2018b): i-v.

Khwaja, Asim I., and Kunal Mangal. "Review of Economics and Statistics over the Past 100 Years: Content." *Review of Economics and Statistics* 100, no. 4 (2018c): i-vi.

Khwaja, Asim I., and Kunal Mangal. "Review of Economics and Statistics over the Past 100 Years: Content Explorer." *Review of Economics and Statistics* 101, no. 1 (2019): i-iii.

## **GRANTS**

G2LM LIC Special Call on COVID-19 (\$19,360)	2020
Harvard GSAS Professional Development Grant (\$2,500)	2020
Weiss Fund for Development Economics (\$4,376)	2017
Harvard South Asia Institute Winter Session Grant (\$1,000)	2016

## **PROFESSIONAL ACTIVITY**

Affiliations: American Economic Association

Presentations: PacDev (2022); Canadian Economic Association (2021); Society of Labor Economics (2021); University of Arizona, AREC Department (2020); NEUDC (2020)

## **RESEARCH EXPERIENCE AND OTHER EMPLOYMENT**

Evidence for Policy Design, Research Fellow	2013-2015
Centre for Microfinance, Research Associate	2012-2013

## **PERSONAL INFORMATION**

Citizenship: USA, Overseas Citizen of India (OCI)

Languages: English (native), Hindi (conversational), Spanish (conversational)

*Last Updated: April 2022*