

# 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

"Chasing Government Jobs: How Aggregate Labor Supply Responds to Public Sector Hiring Policy in India"

Abstract: Many countries allocate civil service jobs through a system of highly competitive exams. For example, in India, civil service exams regularly attract over a half a million applications, with an acceptance rate of less than 0.1%. This paper studies whether the intense competition for these jobs affects aggregate labor supply. To answer this question, I study how the labor market responded to a civil service hiring freeze in the state of Tamil Nadu. I find that unemployment and exam participation increased in response to the hiring freeze, suggesting that candidates responded by spending more time studying, not less. A decade after the hiring freeze was lifted, the cohorts that were most impacted also have lower earnings, suggesting that participation in the exam process did not build human capital. Finally, I provide evidence that candidates learn about the probability of selection through the process of making attempts, which may explain part of the response we observe. Together, these results indicate that public sector hiring policy has the potential to move the whole labor market.

## WORK IN PROGRESS

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

"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: 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: June 2021*