

NINA ROUSSILLE
nina_roussille@berkeley.edu
<https://ninaroussille.github.io/>

BUSINESS ADDRESS:

Department of Economics
530 Evans Hall, #3880
Berkeley, CA 94720-3880

DESIRED RESEARCH AND TEACHING FIELDS:

PRIMARY

Labor Economics
Public Economics

SECONDARY

Personnel Economics

FIELDS OF CONCENTRATION:

Labor Economics, Public Economics

DISSERTATION TITLE: "Essays in Labor Economics"

Expected Date of Completion:	May 2021
Principal Advisor:	Professor Patrick Kline
Other References:	Professors Hilary Hoynes and Gabriel Zucman

PRE-DOCTORAL STUDIES:

Polytechnique and Paris School of Economics
Université Paris Dauphine

DEGREE

M.A.
B.A.

DATE

2015
2012

FIELD

Economics
Economics

JOB MARKET PAPER:

• **The Central Role Of The Ask Gap In Gender Pay Inequality.**

Abstract: The gender ask gap measures the extent to which women ask for lower salaries than comparable men. This paper studies the role of the ask gap in generating wage inequality using novel big data from a tech company, Hired.com, an online recruitment platform for full time engineering jobs in the United States. To use the platform, job candidates must post an ask salary, stating how much they want to make in their next job. Firms then apply to candidates by offering them a bid salary that they are willing to pay. If the candidate is hired, a final salary is recorded. Analyzing data from 120,000 candidates and more than 500,000 bid offers, I find that, adjusting for resume characteristics, the ask gap is 3.3%, the bid gap is 2.4% and the gap in final offers is 1.8%. Remarkably, further controlling for the ask salary explains all of the gender gaps in bid and final salary. To estimate the market-level effects of an increase in women's ask, I exploit a sudden change in how candidates were prompted to provide their ask. For some candidates, in mid-2018, the answer box used to solicit the ask salary went from an empty field to a pre-filled entry with the median salary on the platform for a similar candidate. Using an interrupted time series design, I find that this change drove the ask gap and the bid gap to zero. In addition, women received the same number of bids before and after the change, suggesting they face little penalty for demanding wages comparable to men. *Media Coverage: Bloomberg*

WORK IN PROGRESS:

• **Biased Beliefs about Outside Options and Wage Inequality (with Simon Jäger, Benjamin Schoefer and Christopher Roth)**

Abstract: In this paper, we designed a survey, added to the Innovation Sample of the German Socio-Economic Panel, to examine how beliefs about outside options job opportunities in other firms affect workers' labor market behavior, specifically wage negotiations and mobility. Standard labor market models assume that workers and firms have full information about those outside options. This assumption is crucial yet untested. Our goal is to ask whether this type of friction can help explain the puzzling rise in wage dispersion, which is largely accounted for by increased divergence in firm-level wage policies. Drawing on a representative sample of the German population, we first measure respondents' beliefs about their outside options at other firms. We then provide a random subset of our respondents with information about wages paid to comparable workers at other firms. Using a unique combination of survey and administrative data, we then study how this information provision affects our respondents' on-the-job-search, their future wages, their likelihood of switching jobs, as well as their labor supply.

• **Heterogeneous job ladders (with Benjamin Scuderi)**

PRE-DOCTORAL RESEARCH:

• **Tax evasion and the Swiss Cheese Regulation**

Abstract: The 2005 Savings Tax Directive is the most far-ranging tax policy initiative to date in the attempt to curb tax evasion of European households in Switzerland. Under this program, tax evaders holding interest-yielding accounts in Switzerland have two choices: they can either report their accounts to the fiscal authorities of their resident countries or they can pay a tax upfront and keep their anonymity. While celebrated as a major breakthrough, my computations show that less than 20% of the European offshore wealth in Switzerland is either taxed or declared under the Directive in 2013. This paper presents an exhaustive analysis of the loopholes in the Directive, shedding light on the strategic behavior of evaders to avoid paying the upfront tax. While they remain fairly low, declarations of offshore wealth under the Directive have more than quadrupled over the period 2006-2013. This paper demonstrates that monetary incentives, such as tax amnesties in the evader's home country or the increase in the upfront tax in Switzerland, are the first drivers of declarations. Conversely, bilateral information exchange treaties that were praised as a way to "end bank secrecy" have by far the least effect on declarations. The policy implications of these findings are also discussed. *Media Coverage: Le Monde (In French)*

SEMINARS AND CONFERENCES :

2021	ASSA Annual Meetings, Discrimination and Fairness session (scheduled)
2020	NBER Summer Institute Labor Studies, 3rd IDSC of IZA/University of Luxembourg Workshop: Matching Workers and Jobs Online, UC Berkeley Labor Lunch Seminar, UC Berkeley Labor Seminar (scheduled), Paris School of Economics Applied Economics Seminar (scheduled)
2016:	Paris School of Economics Applied Economics Seminar

PROFESSIONAL EXPERIENCE:

RESEARCH:

Research assistant UC Berkeley: Prof. Gabriel Zucman (Fall 2019 and Fall 2020), Prof. David Card and Prof. Patrick Kline (Fall 2018), Prof. Benjamin Schoefer (Summer and Fall 2017)
Pre-doctoral fellow at the Lab for Economic Applications and Policy (Harvard University)for Prof. Raj Chetty and Prof. Stefanie Stantcheva, 2015-2016
Research internship at the OECD in Paris, Summer 2014

TEACHING:

Teaching Assistant, Department of Economics, U.C. Berkeley:
Econ 133: Global Inequality and Growth, UC Berkeley, Spring 2019 and Spring 2020
Econ 140: Economic statistics and Econometrics, UC Berkeley, Fall 2018

REFEREING: American Economic Review

FELLOWSHIPS AND AWARDS:

2020	Outstanding Graduate Student Instructor Award (awarded to top 10% of GSIs) , Institute for Research on Labor and Employment Dissertation Fellowship
2019	George Break Prize in Public Finance (awarded for outstanding performance in public finance field courses) + UC Berkeley Opportunity Lab, Labor science Grant +
2018	UC Berkeley Economics Department Fellowship
2017	Burch Center Fellowship
2016	UC Berkeley Economics Department Fellowship + Dean Summer Research Grant

OTHER INFORMATION:

Programming: Python, Stata
Languages: English (fluent), French (Native)
Citizenship: French