

Research Statement

I am an applied microeconomist. My research interests encompass a broad area of topics in labor economics and the economics of gender. Currently, my work focuses on maternal labor supply, labor market discrimination, and intimate partner violence. I have additional working projects under development in these fields.

My job market paper evaluates the effects of Salary History Ban (SHB) policies – which prohibit employers from inquiring about job candidates' salary histories – on maternal labor supply. While previous studies have shown that SHBs reduce the gender pay gap by increasing wages for women, I evaluate how these higher wages affect labor force participation and employment among mothers. Utilizing a pseudo-panel constructed from Current Population Survey data, I apply the Callaway and Sant'Anna (2021) difference-in-differences estimator for staggered policy rollouts. My findings indicate that SHBs increase labor force participation and employment among mothers with young children, largely through increased part-time employment. These results highlight the potential of SHBs as cost-effective policy interventions that expand economic opportunities for women by promoting workforce engagement of mothers. This contributes to broader social equity by supporting mothers in balancing work and family responsibilities.

My research agenda is largely in this area, and I have plans to develop projects in this field for the future. A lot of my interests relate to the labor supply behavior of women, with an emphasis on the behavior of partnered women and mothers. I am very interested in the Added Worker Effect, or the phenomenon where at-home mothers increase their labor supply in response to their husband's unemployment as a form of insurance. I have a project under development which exploits the exogenous nature of a legislative episode in New Jersey, wherein unemployment insurance benefits duration was doubled for a short while. I would like to explore the effect of the UI benefits extension on the labor supply behavior of wives and understand whether unemployment insurance is a substitute for wives' labor supply. In another project, I aim to investigate a county-by-county rollout of universal pre-kindergarten in the state of New York on the effect of maternal labor supply using the Callaway and Sant'Anna estimator.

I am broadly interested in labor market behaviors, as well. In a co-authored working paper with Lauren Schechter, entitled "The role of state-level wage and hour protections under weakened federal enforcement," we investigate the impact of the Supreme Court decision in *EPIC Systems v. Lewis* on the incidence of wage theft, specifically focusing on overtime violations. The 2018 ruling mandated individual arbitration for wage and hour disputes, potentially undermining collective legal recourse at the federal level and thus deterring employees from reporting violations. Utilizing data from the Current Population Survey's Outgoing Rotation Group/Earner Study, we examine differential changes in overtime work and apparent underpayment for overtime across states with varying strengths of administrative enforcement mechanisms. By imputing weekly earnings based on reported hours and wages, and identifying discrepancies indicative of underpayment, we identify instances of overtime violations. Our analysis, employing two-way fixed effects and event study methodologies, finds no significant differential impact of the *EPIC* decision between strong and weak enforcement states. Robustness checks excluding states without codified overtime

statutes confirm these findings. This study contributes to the wage theft literature by developing a novel measure of overtime underpayment and leveraging unique state-level enforcement variation.

Another focus of my research agenda is on female health outcomes, specifically intimate partner violence. Motivated by an anti-domestic violence campaign in India which shows images of Hindu goddesses with signs of having endured physical abuse, I authored a working paper entitled “The Relationship between Female Deity Temple Exposure and the Status of Women.” In this paper, I explore the historical roots of attitudes towards women by analyzing the relationship between intimate partner violence (IPV) and historical exposure to female deity temples in the South Indian state of Tamil Nadu. Using hand-collected data on historical temples, this study constructs a district-level measure of exposure to goddess temples. Employing a conditional on observables methodology and individual-level IPV data from the National Family and Health Survey, this paper investigates whether historical exposure to female deities correlates with current IPV incidence. The results suggest a counterintuitive association: higher exposure to female-deity temples is associated with increased IPV. This suggests a complex relationship between religious beliefs and gender norms, where cultural reverence for goddesses might not translate into respect for women, potentially exacerbating IPV.

In a co-authored project (with my colleague from graduate school, Yan Zhan) under development, I have the chance to expand on this area of my research agenda. We explore the effect of Green Card processing time periods in the United States on the effects of intimate partner violence (IPV). Wives of many working, male immigrants are in the United States as dependents and are not authorized to work until they and their husbands achieve a permanent residency status (Green Card). The longer the time of financial dependence on their husbands, and the longer financial burdens on the household, the more opportunity for intimate partner violence. We plan to exploit differences in processing times for applications of immigrants from India and immigrants from China to understand how longer periods of financial dependence and hardship can affect IPV.

My work in these fields and topics allows me to exploit rapidly evolving methodology at the frontier of applied econometrics. I leverage my willingness to collect data and embrace new methodology to contribute to topics in labor economics and the economics of gender.