

Saigeetha Narasimhan

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Economist with a PhD specializing in labor economics and applied microeconometrics, focused on causal inference and policy analysis. Expertise spans quantitative analysis, advanced econometric modeling, and programming in Python, Stata, and R. Passionate about addressing gender inequality in labor markets and assessing the impact of policy interventions. Equipped with 8 years of experience blending technical proficiency with strong communication, problem-solving, and creative thinking skills.

Education

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| 3.68/4.0 | PhD in Economics , <i>University of Colorado Boulder</i> Colorado, USA | 2018-24 |
| 3.11/4.0 | MA in Economics , <i>University of Colorado Boulder</i> Colorado, USA | 2018-20 |
| 3.58/4.0 | BA in Economics and Mathematics , <i>Rutgers University</i> New Brunswick, New Jersey | 2011-16 |

Doctoral Dissertation Title: Essays on the Economics of Labor and Gender

Achievements: Leslie Whittington Endowed Fellowship for Excellence in Economics | Rutgers SAS Honors Scholar

Research & Publications

Job Market Paper: What is the Effect of Salary History Bans on the Employment Outcomes of Mothers?

Abstract: This study examines the impact of state-level Salary History Bans (SHBs) on the labor supply of mothers in the United States. SHBs, which prohibit employers from using salary history during the hiring process, aim to address gender pay disparities and promote fairer hiring practices. Existing literature has demonstrated the effectiveness of SHBs in reducing the gender pay gap by increasing wages for women. This paper investigates the effect of these increased wages on three labor market outcomes that capture the labor supply of mothers: labor force participation rate, average weekly labor hours, and employment rates of mothers. Utilizing data from the Current Population Survey, a pseudo-panel approach, and staggered implementation estimators developed by Callaway and Sant'Anna, I find that SHBs have little impact on labor supply among mothers, overall. However, significant effects are observed for the subgroup of mothers with at least one child under five, where SHBs increase labor force participation rate by 2.44 percentage points, average weekly labor hours by 0.461 hours, and employment rates by 2.12 percentage points. These findings suggest that SHBs not only contribute to narrowing the gender pay gap, but also positively influence the employment outcomes of mothers with young children.

The effect of forced arbitration on wage and hour violations and enforcement

Abstract: This paper investigates 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 work 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.

The relationship between Female Deity Temple Exposure and Intimate Partner Violence

Abstract: This paper explores 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, even potentially exacerbating IPV.

Works In Progress

The Effect of Universal Prekindergarten in New York State on Maternal Labor Supply

- Studies the effect of New York state's Universal Pre-K Program on maternal employment
- Exploits staggered implementation of Pre-K Program across counties in New York

Professional Experience

Research Analyst, Ashenfelter & Ashmore | Princeton, NJ

Mar 2016 - Jun 2018

- Assisted economists in producing expert reports for litigation.
- Assisted in descriptive analysis and causal inference using statistical analysis software: Stata, R, SAS, and Python(Pandas, NumPy)
- Supported economists in developing economic theory and econometric methodology.
- Conducted analyses of Human Resources data to understand demographic composition of work forces at various firms.
- Developed work products and tools (including slides, maps, and interactive tables and graphs) for non-technical clients to understand models for economic analysis.

Research Assistant, CU Boulder Dept. of Economics | Supervised by Prof. Francisca Antman*Jun 2021 - Jan 2024*

- Built novel dataset using “Job Openings for Economists” job board advertisements for the last 50 years.
- Converted information in PDFs to text files using OCR.
- Used textual analysis to convert text files into database formats.
- Developed econometric methodology to understand evolution of demand for economists over last 50 years.
- Delegated tasks on an ad-hoc basis to undergraduate research assistants and supervised their work.

Teaching Assistant, University of Colorado Boulder | Boulder, CO*Aug 2018 - May 2024*

- Reviewed topics in Principles of Micro and Macroeconomics, Intermediate Microeconomics, and Stats with Computer Applications, meeting three to five times per week with an enrollment of 25 students, and tutored students one-on-one four hours per week.
- **Instructor of Record in Spring 2022:** In addition to above responsibilities, lectured in Intermediate Microeconomics, designed the course and examinations, and provided the students with oral and written feedback.

Skills

Programming	Python(Pandas, NumPy, Scikit-learn, Matplotlib), Java, Git, Tensorflow, Stata, R, Matlab
Quantitative	Economic Modeling, Time Series Analysis, Data Analysis, Data Visualization
Causal Inference	A/B testing, Controlled experiment, New Difference-in-Differences Methodology

Conferences & Invited Presentations

2023	What is the Effect of Salary History Bans on the Employment Outcomes of Mothers? , SEA	<i>New Orleans, LA</i>
2023	The relationship between Female Deity Temple Exposure and the Status of Women , IRES	<i>Orange, CA</i>
2022	What is the Effect of Salary History Bans on the Employment Status of Mothers? , SEA	<i>Fort Lauderdale, FL</i>

References

Professor Francisca Antman, CU Boulder Department of Economics**Email:** francisca.antman@colorado.edu**Phone:** 303.492.8872**Professor Brian Cadena, CU Boulder Department of Economics****Email:** brian.cadena@colorado.edu**Phone:** 303.492.7908**Professor Terra McKinnish, CU Boulder Department of Economics****Email:** terra.mckinnish@colorado.edu**Phone:** 303.492.6770