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RESEARCH INTERESTS

Labor Economics, Applied Micro, Spatial Economics

EDUCATION

PhD in Economics, **University of Toronto** 2020 - 2026 (Expected)

Committee: Kory Kroft (supervisor), Ismael Mourifié, Nathaniel Baum-Snow

B.Sc. in Economics & Mathematics, **University of Toronto** 2016 - 2020

RESEARCH

Monopsony in Space: Commuting Costs & Labor Market Power (Job Market Paper)

Decoding Gender Bias in Interviews (Draft Complete)

with Ashley C. Craig and Clémentine Van Effenterre

The Role of Production Hierarchies in Coordinating Specialization (In Progress)

with Kevin Lim and Aloysius Siow

Protectionist Tariffs with Third Country Effects (In Progress)

with Mahmood Haddara and Daniel Trefler

RESEARCH AWARDS AND GRANTS

University of Toronto Doctoral Fellowship 2020 - 2025

University of Toronto Excellence Award 2020

Nanda Choudhry Prize in Economics 2017-18

CONFERENCE AND SEMINAR PRESENTATIONS

IZA Workshop: Matching Workers and Jobs Online 2023

Advances with Field Experiments (AFE) 2023

Columbia Management, Analytics, and Data Conference (MAD) 2024

PROFESSIONAL EXPERIENCE

Teaching Assistant: University of Toronto	2020–2026
<ul style="list-style-type: none">• <i>Intermediate & Advanced Undergraduate:</i> Intermediate Micro, Market Design, Economics of Careers & Inequality• <i>PhD Level:</i> Quantitative Macro, Microeconomic Theory	

Research Assistant: University of Toronto	2021–2024
<ul style="list-style-type: none">• <i>Prof. Kory Kroft:</i> Empirical analysis of subcontracting’s effect on firm organization; Theoretical derivations for labor market models with market power.• <i>Prof. Peter Morrow:</i> Quantitative labor market model simulations in MATLAB; Model design & theoretical derivations.	

REFeree SERVICE

American Economic Journal: Economic Policy
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LANGUAGES

Language: Arabic (native), English (fluent)
Programming: Stata, R, MATLAB, Julia, Python, L ^A T _E X

REFERENCES

Kory Kroft	Ismael Mourifié	Nathaniel Baum-Snow
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Abstracts

Monopsony in Space: Commuting Costs & Labor Market Power

(Job Market Paper)

Around 40% of employees in Canada work within 5 km of their place of residence, indicating that workers' set of suitable employers are limited by high commuting costs. I leverage a subway expansion in Vancouver to show that workers who gained subway access experienced an increase in earnings by 1.5%, and conditional on switching jobs traveled farther to their new employer. I build and identify a two-sided labor market matching model featuring wage-posting, *explicit* commuting costs, and residential choice. I allow labor markets to be porous and use commuting flows to identify indifference curves between earnings and commuting. Model simulations show that estimated treatment effects from the expansion are driven by a reallocation of workers to more productive firms. Using a model-based concentration index I show that labor market concentration dropped by 10-35% in treated areas. Finally, I use the model to show that the distribution of firms across space explains 15% of the spatial variation in wage markdowns within cities. These results demonstrate the ability of the model to analyze the relationship between commuting costs, labor market power, and worker-firm matching at granular geographic levels.

Decoding Gender Bias in Interviews

with Ashley C. Craig and Clémentine Van Effenterre

Performance evaluation in interviews is an important part of hiring decisions. We combine experiments, administrative data and video analysis to understand what drives gender bias during in-person evaluations in the technology industry. Leveraging 60,000 mock interviews on a platform for software engineers, we find that average ratings for code quality are 12 percent of a standard deviation lower for women. We use two field experiments to study what drives these gaps. Our first experiment shows that providing evaluators with automated performance measures does not reduce gender gaps. Our second experiment compares blind to non-blind evaluations without video interaction: There is no gender gap in either case. These results rule out traditional models of discrimination. Instead, we show that gender gaps widen with extended personal interaction, and are larger for evaluators from regions where implicit association test scores are higher. Video analysis of the interviews further shows that female candidates are more likely to apologize; and interviewers show more dismissive behavior toward women, which is linked to lower ratings. Our findings on the critical role of personal interactions provide a potential reason why correspondence studies often fail to detect gender bias.

The Role of Production Hierarchies in Coordinating Specialization

with Kevin Lim and Aloysius Siow

This paper investigates how firms allocate employees with different skills in its hierarchy, and the consequences on within firm inequality. Since Ricardo, economists have recognized the gains from specialization and the division of labor. In order to take advantage of such specialization, the firm has to produce many task outputs and aggregate them into different final products. Each firm has to decide which tasks to do, who to hire to do them and to coordinate the production and aggregation of these different task outputs. Building on Chandler (1993), this paper provides an analytic framework which shows who does what in the organization which, in the end, produces different task outputs to be aggregated into different final products. The two level hierarchy, consisting of a supervisor and their subordinates, is the building block of this organizational perspective. Complex hierarchies are obtained by concatenating multiple two level hierarchies. Transfer pricing provides a mechanism to coordinate each

two level hierarchy to produce its efficient level of task output. The CEO chooses tasks and executive managers to do those tasks. Given the CEO choices, each executive manager chooses other tasks and subordinates to do those, and so on. The choice of tasks by the CEO affects the productivity of executive managers and propagate further down the chain of command. In this way, strategic and communicational skills of higher level managers have large productivity effects on the firm than the skills of lower level managers, explaining why the growth of managerial earnings increase with the level of the hierarchy.

Worker Protectionism with Third Country Responses

with Mahmood Haddara and Daniel Trefler

It is well known that import competition can have strong negative effects on domestic workers. Shielding workers from these shocks is among the primary stated objectives of tariffs. In practice, however, tariffs often fail to increase domestic production. For example, the 2018 US tariffs on China benefited countries such as Thailand and Vietnam far more than domestic producers. These “third country effects” cannot be explained by workhorse trade models. We build on recent methodological advancements to assess the effect of bilateral tariff changes on sectoral employment while incorporating third country effects. Our framework combines flexible substitution patterns with an otherwise standard model of labor market frictions. The effects of tariffs in this environment are heterogeneous across workers and products, providing a rich laboratory for counterfactual analyses. We use our model to quantify the efficacy of tariffs in protecting domestic workers and reversing job losses from free trade.

Last Updated: September 25, 2025