

I am an applied microeconomist studying behavioral, labor, and gender economics questions with a particular focus on inequality issues. I use laboratory experiments (lab and online) and applied econometrics with secondary data to answer my research questions.

Research during my PhD: In my postdoc job market paper, **“Corrections and Collaborations in Group Work,”** I use quasi-laboratory experimental methods to study how people react to being corrected within a team and whether people dislike working together with someone who corrects them. This question is important because corrections among colleagues is an integral part of teamwork; pointing out a colleague’s mistake has the potential to improve team performance. However, people may take corrections as a personal criticism, and punish colleagues who corrected them. I find that people are more willing to collaborate with those who contributed more to the teamwork. However, after controlling for the contribution, people are significantly less willing to collaborate with a person who has corrected their actions. Women dislike being corrected both for their mistakes and for their right actions, while men mostly dislike being corrected only for their mistakes. High-ability men especially dislike being corrected for their mistakes, suggesting that their negative reactions are irrational. The gender of the person who made corrections does not matter. These findings have implications for organizational efficiency, gender differences in managerial practice, and in strategic behaviors.

In another paper, **“The Effect of Domestic Violence Tolerance on Household Well-being,”** I study the effect of domestic violence tolerance on women’s, men’s, and children’s well-being using the introduction of domestic violence decriminalization law in Russia introduced in 2016 as a laboratory. Using difference-in-differences with married as a treated group and unmarried as a control group with individual, year, age fixed effects, I find that the law reduced women’s and also men’s life satisfaction as well as increased women’s depression. While the analysis is still very preliminary, I will further examine the effect on alcohol consumption, other mental health measures, selection into marriage, selection of spouse, among others, to investigate the channels. While I cannot pin down the occurrence of domestic violence per se, I will provide a set of sanity checks to show that the effects are larger in households where men are considered to be more prone to commit domestic violence, such as low educated men, low-income households, unequal marriage, etc.

Yet in another paper, **“Do Competent Women Receive Unfavorable Treatment?,”** I study whether competent women receive unfavorable treatment than equally competent men. While literature finds that competent women are perceived as less likable, its direct effect on women’s careers is not well investigated. I design a laboratory experiment where I exogenously vary participants’ IQ levels (a measure of competence) and compare dictator game allocation to female and male participants with higher and lower IQ levels. I find that neither men nor women treat competent women less favorably; if anything, both men and women treat competent women slightly more favorably than equally competent men. The findings provide a piece of evidence that competent women may not necessarily receive unfavorable treatment, which may shed new light on hiring and promotion practices in labor markets.

Going forward: I am interested in continuing my work on gender inequality issues, but I am also interested in expanding my research to other inequality issues such as ethnic minorities, children, and poverty in developing and OECD countries. I am interested in expanding my methodological tools as well; I am especially eager to use field experiments and text analysis.