

Shantanu Khanna

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ACADEMIC APPOINTMENT

Aug 2022 - Northeastern University
Assistant Professor of Public Policy and Economics

AFFILIATIONS

Nov 2024 - Invited Researcher, J-PAL (Abdul Lateef Jameel Poverty Action Lab)
Jan 2024 - Research Fellow, GLO (Global Labor Organization)
May 2023 - Research Affiliate, IZA (Institute for the Study of Labor)
Mar 2023 - Fellow, Center for Emerging Markets, Northeastern University

EXTERNAL ENGAGEMENT

2026 - 2027 Community Development Research Advisory Council (CDRAC)
Federal Reserve Bank of Boston

EDUCATION

Ph.D. Economics (2022) University of California, Irvine
B.A., M.A., M.Phil. Economics (2012) University of Delhi

RESEARCH

Publications

2024 “An Indian Enigma? Labour Market Impacts of the World’s Largest Livelihoods Program”, with A. Deshpande and D. Walia, **Journal of Population Economics**
2023 “The Impacts of Opportunity Zones on Zone Residents”, with M. Freedman and D. Neumark, **Journal of Urban Economics: Insights**
2023 “Combining Rules and Discretion in Economic Development Policy: Evidence on the Impacts of the California Competes Tax Credit”, with M. Freedman and D. Neumark, **Journal of Public Economics**
2021 “Can Weak Ties Create Social Capital? Evidence from Self-Help Groups in Rural India”, with A. Deshpande, **World Development**
2021 “Gender Discrimination in Hiring: An Experimental Re-Examination of the Swedish Case”, with A. Ahmed and M. Granberg, **PLOS One**

- 2021 “Impact of the COVID-19 Crisis on MSMEs: Evidence from a Primary Firm Survey in India”, with U. Rathore, **Economic and Political Weekly**
- 2020 “Salary History Bans and Wage Bargaining: Experimental Evidence”, **Labour Economics**
- 2018 “Bad Karma or Discrimination? Male-Female Wage Gaps Among Salaried Workers In India”, with A. Deshpande and D. Goel, **World Development**
- 2016 “Decomposition analysis of earnings inequality in rural India: 2004 - 2012”, with D. Goel, and R. Morissette, **IZA Journal of Labor & Development**

In Progress

- 2025 “Shaping Minds: The Transformative Effects of Theater-Based Learning”, with Sara Constantino, Nishith Prakash, Ritam Chaurey, Raisa Sherif, and Abhiroop Mukhopadhyay, **Conditionally accepted** based on pre-results review, **Journal of Development Economics**
- 2025 “Firm Responses to State Hiring Subsidies: Regression Discontinuity Evidence from a Tax Credit Formula”, with B. Hyman, M. Freedman and D. Neumark, **Revise & Resubmit, Review of Economics and Statistics** (NBER Working Paper 30664)
- 2025 “The Effects of Artificial Intelligence on Labor Markets: Evidence from AI Subsidies”, with Mark Hellsten, Magnus Lodefalk and Yaroslav Yakymovych, **IZA Discussion Paper No. 18267**

GRANTS | FELLOWSHIPS | AWARDS

- 2024 J-PAL Learning for All Initiative, “Shaping Minds: The Transformative Effects of Theater-Based Learning” (Co-PI)
Award Amount: **\$104,605**
- 2023 Center for Emerging Markets (Northeastern University), “Shaping Minds: The Transformative Effects of Theater-Based Learning” (Co-PI)
Award Amount: **\$10,000**
- 2021-23 Ford Foundation Grant, “An Empirical Investigation of Child Labor in India” (Co-PI)
- 2020 Werner Fellowship, UC Irvine School of Social Sciences
- 2018-21 Economics Research Summer Fellowships, UC Irvine Department of Economics

PRESENTATIONS & INVITED SEMINARS

- 2026 World Bank (Washington DC, Jan 2026), Fordham University (New York, Feb 2026)
- 2025 Annual Conference on Economic Growth and Development (New Delhi, Dec 2025), Economic Science Association Behavioral Research in Economics Workshop (New Delhi, Dec 2025), National Tax Association (Boston, Nov 2025), Economic Science Association (Tucson, Oct 2025), Northeastern University (Boston, Sep 2025), O.P. Jindal Global University (Aug 2025), Indian Institute of Management (Bangalore, Aug 2025), Max Planck Institute (Munich, July 2025), University of Central Florida (Orlando, Apr 2025)
- 2024 Economic Science Association Behavioral Research in Economics Workshop (New Delhi, Dec 2024), New York University (Abu Dhabi, Dec 2024), North East Universities Development Consortium (Session Chair, Northeastern University, Nov 2024), Center for Emerging

Markets (Northeastern University, Nov 2024), Asian Economic Development Conference (Seoul National University, July 2024), Max Planck Institute (Tax Day Workshop, Munich, May 2024), Global Action for Policy Workshop (Northeastern University, March 2024)

2023 Behavioral Research in Economics Workshop Economic Science Association (Session Chair, Indian Institute of Technology, Mumbai, Dec 2023), National Tax Association (Denver, Nov 2023), Preview Day (Northeastern University, Oct 2023), American Economic Association Annual Meetings (New Orleans, Jan 2023)

SERVICE

Refereeing at Journals

American Economic Journal: Economic Policy, Journal of Development Economics (x5), Journal of Economic Behavior and Organization, World Development, Economics of Education Review (x2), Labour Economics (x4), Regional Science and Urban Economics, Contemporary Economic Policy, Journal of Economic Geography, Industrial Relations Journal, Oxford Development Studies, Economic Development Quarterly, Oxford Economic Papers, Review of Development Economics, Feminist Economics, Humanities and Social Science Communications, Empirical Economics, The Journal of Real Estate Finance and Economics, Journal of Quantitative Economics, Social Sciences and Humanities (x2), Applied Economics Letters, Asian Development Review, Indian Economic Review

Refereeing at Conferences

North East Universities Development Consortium (NEUDC, 2024)

ADVISING

PhD Students in Economics

Jae Wook Jung (Chair), Dayanara Diaz Vargas (Chair), Peiran Cheng (Committee Member)

PhD Students in Public Policy

Sebastian Ramirez (Chair), Kishan Narayan (Committee Member)

TEACHING

Northeastern University

Labor Economics (PhD), Statistical Analysis (Graduate), Economic Analysis for Policy (Graduate), Intermediate Microeconomics (Undergraduate)

University of California, Irvine (Teaching Assistant)

Intermediate Microeconomics, Probability and Statistics, Principles of Microeconomics, Principles of Macroeconomics, Managerial Economics

University of Delhi (Adjunct Assistant Professor of Economics)

Intermediate Microeconomics, Mathematical Methods, Statistical Methods for Economics, Economic Development and the Indian Economy, Introductory Microeconomics, Principles of Macroeconomics

EDITORIALS | BLOGS | REPORTS

- 2023 “A Hiring Incentive that Works: The California Competes Tax Credit”, with D. Neumark, B. Hyman and M. Freedman, **Public Policy Institute of California (PPIC) Report**
- 2021 “Out of the frying pan and into the fire: Effect of Covid-19 crisis on micro, small and medium enterprises (MSMEs) in India”, with U. Rathore, **State of Working India Report, Azim Premji University**
- 2020 “Covid-19 crisis and the health of small businesses: Findings from a primary survey”, with U. Rathore, **Ideas for India**
- 2017 “The decline of rural earnings inequality”, D. Goel, and R. Morissette, **Mint and Ideas for India**
- 2016 “Women and the Indian job market: Glass ceiling or sticky floor?”, with A. Deshpande and D. Goel, **Ideas for India**
- 2016 “An analysis of earnings inequality of paid workers in rural India from 2004/05 to 2011/12”, with D. Goel and R. Morissette, **NOPOOR Policy Brief**
- 2016 “Forget the “glass ceiling”—Indian women must worry about the “sticky floor” instead”, with A. Deshpande and D. Goel, **Quartz and Scroll**

MENTIONS OF RESEARCH (SELECTED)

- 2023 “Policies for Creating and Keeping Jobs in California”, **Public Policy Institute of California (PPIC) Report**
- 2022 “Self-help groups play a big role in the empowerment of women”, Supriya Sule, **Mint**
- 2021 “Opportunity Zones have had minor impact on labor markets so far”, Kadija Yilla and David Wessel, **Brookings Blog**
- 2020 “Covid crisis: India will not be ready for growth unless it addresses MSMEs problems”, Nirvikar Singh, **Financial Express**
- 2014 “Women bosses earn less than men in India”, **The Times of India**

CONSULTING EXPERIENCE

- 2015 The World Bank, New Delhi (Social Observatory), Short Term Consultant
- 2014–15 The World Bank, New Delhi (Global Practice on Health, Nutrition and Population), Short Term Consultant
- 2009–10 PricewaterhouseCoopers Pvt. Ltd., Consultant, Government Reforms and Infrastructure Development

SOFTWARE

Python, Stata, oTree

OTHER INFORMATION

Citizenship: India

Security Clearance: Special Sworn Status (U.S. Census Bureau)

Languages: English, Hindi

Updated February 2026