

Shantanu Khanna

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ACADEMIC APPOINTMENT

2022– Northeastern University
Assistant Professor of Public Policy and Economics

EDUCATION

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

RESEARCH

Publications

- 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**

Working Papers

- 2023 “An Indian Enigma? Labour Market Impacts of the World’s Largest Livelihoods Program”, with A. Deshpande and D. Walia, **GLO Discussion Paper No. 1311**
- 2022 “Firm Responses to State Hiring Subsidies: Regression Discontinuity Evidence from a Tax Credit Formula”, with B. Hyman, M. Freedman and D. Neumark, **NBER Working Paper 30664**

In Progress

“Open to all? Diversity Statements in Job Advertisements and Hiring Discrimination”, with Mark Granberg and Samantha Sinclair

“An Empirical Investigation of Child Labor in India”, with Udayan Rathore and Naveen Kumar

“Many Channels of Adjustment to a Higher Minimum Wage: Evidence from Restaurant Reviews”

TEACHING

Northeastern University

Labor Economics (PhD), Statistical Analysis (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

AFFILIATIONS

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

SERVICE

Referee

American Economic Journal: Economic Policy, Journal of Development Economics, Journal of Economic Behavior and Organization, World Development, Economics of Education Review, Labour Economics, Oxford Economic Papers, Review of Development Economics, Feminist Economics, Empirical Economics, The Journal of Real Estate Finance and Economics, Journal of Quantitative Economics, Asian Development Review, Indian Economic Review

GRANTS | FELLOWSHIPS | AWARDS

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

CONFERENCES

National Tax Association 2023, NBER Summer Institute 2023, BREW-ESA 2023 (Session Chair), American Economic Association (AEA/ASSA) Annual Meetings 2023

EDITORIALS | BLOGS | REPORTS

- 2024 “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 March 2024