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ACADEMIC POSITIONS

Associate Professor for Business Economics

Chair of Business Economics with a focus on Personnel Economics
and Economics of (Vocational) Education

Department of Business Administration, University of Zurich

Feb. 2025-

Larsson-Rosenquist Foundation (LRF) Assistant Professor in Economics

Department of Economics, University of Zurich

2018-2025

Research Associate, Department of Economics, University of Zurich

Aug.-Oct. 2018

Research Associate, Institute of Labor Economics (IZA)

May-July 2018

ACADEMIC AFFILIATIONS

Research director of the LRF Center for Economics of Breastfeeding

2018-2025

IZA research fellow, Institute of Labor Economics

2017-

External member of Center for Economic Behavior and Inequality

2018-

Research affiliate of the Jacobs Center for Productive Youth Development

2018-

Life Course research affiliate

2018-

EDUCATION

Ph.D. in Economics, University of Copenhagen

2018

M.Sc. in Economics, University of Copenhagen

2014

M.Sc. in Economic Demography, Lund University

2013

B.Sc. in Economics, University of Copenhagen

2012

PUBLICATIONS

Global Evidence on Children's Living Arrangements, with Melanie Wasserman, **AEA Papers and Proceedings**, vol. 115: 226–31, 2025

Is Parental Leave Costly for Firms and Coworkers?, with Serena Canaan, Nikolaj Harmon, and Heather Royer, **Journal of Labor Economics**, 42(4), 1135-1174, 2024

Parenting Values and the Intergenerational Transmission of Time Preferences, with Thomas Epper, **European Economic Review**, Vol. 148, 2022

Continuous Gender Identity and Economics, with Lea Heursen, Eva Ranehill, and Roberto A. Weber, **AEA Papers and Proceedings**, Vol. 112: 573-77, 2022

No Evidence that Siblings' Gender Affects Personality Across Nine Countries, with Jan Feld, Thomas Dudek, and Julia Rohrer, **Psychological Science**, No. 9: 1574-1587, 2022

Brothers Increase Women's Gender Conformity, **Journal of Population Economics**, 1–38, 2021

Exposure to More Female Peers Widens the Gender Gap in STEM Participation, with Ulf Zölitz, **Journal of Labor Economics**, Vol. 38, No. 4: 1009-1054, 2020

Gender Gaps in the Effects of Childhood Family Environment: Do They Persist into Adulthood?, with Shelly Lundberg, **European Economic Review**, 109:42–62, 2018

Birth Order and Health of Newborns: What Can We Learn from Danish Registry Data?, with Ramona Molitor, **Journal of Population Economics**, Vol. 31: 363–395, 2018

WORKING PAPERS

(Not) thinking about the future: maternal labor force participation, with Ana Costa-Ramon, Ursina Schaede, and Michaela Slotwinski, conditionally accepted at **Quarterly Journal of Economics**

How Do Firms Respond to Parental Leave Absences?, with Ursa Krenk, Andreas Steinhauer, and Josef Zweimüller

Gender Identity and Economic Decision Making, with Zeynep Eyibak, Lea Heursen, Eva Ranehill, and Roberto Weber

Causal Effects of Breastfeeding Promotion on Child Health: Understanding the Role of Nutrition, with Jenna Stearns and Richard Martin

Parents' perceptions of occupational fit, with Daphne Rutnam

WORK IN PROGRESS

Math skills, perceptions of fit, and occupational choice, with Melanie Wasserman

Encouraging hands-on job experimentation among teenagers, with Alexia Delfino, Claudio Schilter, and Stefan Wolter

Backlash from Gender Equality, with Michela Carlana, Stefan Wolter, and Thea Zöllner

Father involvement and family well-being, with Victoria Baranov, Pietro Biroli, and Xiaoyue Shan

Men in Care Jobs, with Natalie Irmert, Louisa Roos, and Daphne Rutnam

GRANTS

Swiss National Science Foundation Project Funding, co-PI (with Ana Costa-Ramon), CHF 590,000, 2023–2027: *(Not) Thinking About the Future: Financial Awareness and Maternal Labor Force Participation*

Foundation for Research in Science and the Humanities at UZH, PI, CHF 30,000, 2023–2026: *Encouraging experimentation through apprenticeships*

Foundation for Research in Science and the Humanities at UZH, co-PI (with Josef Zweimüller), CHF 15,000, 2023: *Firm adjustments to worker absence: evidence from five family policy regimes*

UZH startup grant, co-PI (with Ana Costa-Ramon), CHF 50,000, 2023–2024: *Family Life Study*

Foundation for Research in Science and the Humanities at UZH, co-PI (with Ana Costa-Ramon), CHF 30,000, 2021–2024: *Paternity leave and female labor force participation in Switzerland*

Swiss National Science Foundation Project Funding, co-PI (with Ernst Fehr), CHF 802,000, 2020–2024: *Behavioral Interventions to Improve Breastfeeding Rates*

University Research Priority Program *Equality of Opportunity*, UZH, project leader, 2021–2024

University Research Priority Program *Human Reproduction Reloaded*, UZH, project leader, 2021–2024

**PRESENTATIONS
&
SEMINARS**

2025: Royal Holloway, UK (planned); University of Vienna, Austria (planned); Advances with Field Experiments, USA; Future Inequalities: Boys & Men in Focus, Sweden; Innovations in Field and Survey Experiments, Germany.

2024: Field Days - Experiments Outside the Lab, Amsterdam; Conference on Boys and Men, Switzerland; Workshop on Gender and Inequality - University of Warwick, UK; Conference on Economics of Vocational Education and Training, Switzerland; Inequality and Education Policy workshop, Bocconi University, Italy; University of Stockholm, SOFI, Sweden; Center for Business and Policy Studies, (SNS), Sweden; University of Uppsala, Sweden; IAB, Germany; University of Bamberg, Germany.

2023: University of Copenhagen, Denmark; CY Cergy Paris Université, France; INSEAD, France; Society of Economics of the Household conference, Denmark; Eidgenössische Hochschule für Berufsbildung (EHB), Switzerland; University of Konstanz, Germany; Fudan University, China.

2022: Berlin Applied Micro Seminar, Germany; University of Bergen, Norway; Verein für Socialpolitik annual conference, Switzerland; European Association of Labor Economics conference, Italy; BSE Summer Forum Workshop on Children's Health, Well-being, and Human Capital Formation, Spain; Annual Conference in Society of Labor Economics, USA; Workshop on Gender and Family Wellbeing, Sweden; AEA Meetings.

2021: Philipps-Universität Marburg, Germany; University of Passau, Germany; University Duisburg-Essen, Germany; Competence Centre on Microeconomic Evaluation of the European Commission, Italy .

2020: European Economic Association (invited session); Ski and Labor Seminar, Switzerland; EALE-SOLE-AASLE conference.

2019: Early Career Behavioral Economics conference, USA; The importance of early-life circumstances workshop, Denmark; European Association of Labor Economics conference, Sweden; York University, UK; Gender workshop, Sweden; University of St. Gallen, Switzerland; University of Lausanne, Switzerland; EUI Workshop, Italy; University of Groningen, the Netherlands; KIDS workshop, Denmark; iHEA conference, Switzerland.

2018: IZA World Labor Conference, Germany; European Society of Population Economics, Belgium; IZA Brownbag Seminar, Germany; Annual Conference in Society of Labor Economics, Canada; McMaster University, Canada; Copenhagen Education Network Workshop, Sweden; Monash University, Australia; DIW Berlin, Germany; Hanken School of Economics, Finland; University of Zurich, Switzerland; University of Essex, UK; University of Vienna, Austria; AEA Meetings, USA.

2017: Centre for Applied Microeconometrics Workshop, Denmark; Asian and Australasian Society of Labour Economics Inaugural Conference, Australia; Melbourne Institute, Australia; University of Sydney, Australia; University of New South Wales, Australia; Danish Graduate Program in Economics Workshop, Denmark; University of Southern Denmark, Denmark; IZA, Germany; Aarhus University, Denmark; Copenhagen Business School, Denmark; IZA Workshop: The Economics of Education, Germany; University of Copenhagen, Department of Sociology, Denmark; Lund University, Sweden; International Workshop on Applied Economics of Education, Italy; Copenhagen Education Network Workshop, Denmark; Workshop on Education, Skills, and Labor Market Outcomes, Norway; IZA Summer School in Labor Economics, Germany; Labor Lunch, University of California, Berkeley, USA; Labor Lunch, University of California, Davis, USA; Human Capital Research Group, University of California, Santa Barbara, USA; Association for Education Finance and Policy Annual Conference, USA; Copenhagen Education Network Workshop, Denmark.

2016: Centre for Applied Microeconometrics Seminar, University of Copenhagen; Danish Graduate Program in Economics Workshop, Denmark; Copenhagen Education Network Workshop, Denmark; ESPE, Germany; Danish Academic Economists in North America Annual Conference, Denmark; Labor Lunch, University of California, Santa Barbara, USA; Annual Conference in Society of Labor Economics, USA; Broom Center Seminar, University of California, Santa Barbara, USA.

2015: CINCH Academy, University of Duisburg-Essen, Germany; The Danish National Centre for Social Research (SFI), Denmark.

2014: Danish Graduate Program in Economics Workshop, Denmark; IUSSP seminar: Early-life Determinants of Late-life Employment, Ill Health and Early Death, Sweden; European Doctoral Group in Economics Jamboree, Denmark; Nordic Conference on Development Economics, Finland; Rethinking Barker, Essen Health Conference, Germany.

REFeree SERVICE

Quarterly Journal of Economics, American Economic Review, Management Science, American Economic Review: Insights, American Economic Journal: Applied Economics, American Economic Journal: Economic Policy, Review of Economics and Statistics, Economic Journal, Journal of European Economic Association, Journal of Labor Economics, Proceedings of the National Academy of Sciences (PNAS), Journal of Health Economics, Journal of Public Economics, Journal of Human Resources, Review of Development Economics, European Economic Review, Journal of Economic Behavior and Organization, Journal of Population Economics, Economic Letters, Journal of Economics and Human Biology, Labour Economics, Economics of Education Review, Journal of Marriage and Family, Journal of The Japanese and International Economies, Scandinavian Journal of Economics.

TEACHING EXPERIENCE

Lecturer

Personnel Economics (MA), University of Zurich, 2025
BWL3 part on Personnel Economics (BA), University of Zurich, 2025
Applied microeconomics research in practice (PhD seminar), 2025
Research Lab (BA), University of Zurich, 2024
Introduction to Economic Inequality (BA), University of Zurich, 2022, 2023, 2024
Intermediate Econometrics (BA), University of Zurich, 2019, 2020, 2021, 2022, 2023, 2024
Pioneering Economics (BA), University of Zurich, 2022

Teaching Assistant

Economic Principles, University of Copenhagen, 2014
Economics of Education, University of Copenhagen, 2014

LANGUAGE SKILLS

Danish (Native), English (Fluent), Spanish (Advanced), German (Advanced)

Last updated September 2025