

Anne Ardila Brenøe

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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 <i>Department of Business Administration, University of Zurich</i>	Feb. 2025–
Larsson-Rosenquist Foundation (LRF) Assistant Professor in Economics <i>Department of Economics, University of Zurich</i> Research Director, LRF Center for Economics of Breastfeeding	2018–2025
Research Associate, Department of Economics, University of Zurich	Aug.–Oct. 2018
Research Associate, Institute of Labor Economics (IZA)	May–Jul. 2018

Academic Affiliations

Research Fellow, RFBerlin	2025–
Affiliated Researcher, LRF Center for Economics of Breastfeeding	2018–
IZA Research Fellow, Institute of Labor Economics	2017–
Associated Member, Center for Economic Behavior and Inequality (CEBI)	2018–
Research Affiliate, Jacobs Center for Productive Youth Development	2018–
Affiliate, Life Course Centre	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

- (Not) Thinking About the Future: Financial Information and Maternal Labor Supply, with Ana Costa-Ramón, Michaela Slotwinski, and Ursina Schaede, **Quarterly Journal of Economics**, published online January 20, 2026.
- Global Evidence on Children's Living Arrangements, with Melanie Wasserman, **AEA Papers and Proceedings**, 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**, 148: 104208, 2022.
- Continuous Gender Identity and Economics, with Lea Heursen, Eva Ranehill, and Roberto A. Weber, **AEA Papers and Proceedings**, 112: 573–77, 2022.
- No Evidence That Siblings' Gender Affects Personality Across Nine Countries, with Thomas Dudek, Jan Feld, and Julia M. Rohrer, **Psychological Science**, 33(9): 1574–1587, 2022.
- Brothers Increase Women's Gender Conformity, **Journal of Population Economics**, 35(4): 1859–1896, 2022.

Exposure to More Female Peers Widens the Gender Gap in STEM Participation, with Ulf Zölitz, **Journal of Labor Economics**, 38(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**, 31(2): 363–395, 2018.

Working Papers

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.

Correcting Norm Misperceptions About Fathers, with Victoria Baranov, Pietro Biroli, and Xiaoyue Shan.

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

Using Generative AI Well: AI Skill Training and School-to-Work Transitions, with Albert Thieme.

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

2026 CESifo Area Conference on Labor Economics (scheduled); Norwegian School of Economics (scheduled); University of Lucerne (scheduled); Jahrestagung Bildungsökonomischer Ausschuss; Swiss Education Network Workshop.

2025 Royal Holloway; Vienna University of Economics and Business; Advances with Field Experiments; Future Inequalities: Boys & Men in Focus; Innovations in Field and Survey Experiments.

- 2024** Field Days - Experiments Outside the Lab; Conference on Boys and Men; Workshop on Gender and Inequality - University of Warwick; Conference on Economics of Vocational Education and Training; Inequality and Education Policy Workshop, Bocconi University; University of Stockholm, SOFI; SNS; University of Uppsala; IAB; University of Bamberg.
- 2023** University of Copenhagen; CY Cergy Paris Université; INSEAD; SEHO Conference; EHB; University of Konstanz; Fudan University.
- 2022** Berlin Applied Micro Seminar; University of Bergen; VfS Annual Conference; EALE Conference; BSE Summer Forum Workshop on Children's Health, Well-being, and Human Capital Formation; SOLE Annual Conference; Workshop on Gender and Family Wellbeing; AEA Meetings.
- 2021** Philipps-Universität Marburg; University of Passau; University of Duisburg-Essen; Competence Centre on Microeconomic Evaluation of the European Commission.
- 2020** EEA (invited session); Ski and Labor Seminar; EALE-SOLE-AASLE Conference.
- 2019** Early Career Behavioral Economics Conference; The Importance of Early-Life Circumstances Workshop; EALE Conference; York University; Gender Workshop; University of St. Gallen; University of Lausanne; EUI Workshop; University of Groningen; KIDS Workshop; iHEA Conference.
- 2018** IZA World Labor Conference; ESPE; IZA Brownbag Seminar; SOLE Annual Conference; McMaster University; Copenhagen Education Network Workshop; Monash University; DIW Berlin; Hanken School of Economics; University of Zurich; University of Essex; University of Vienna; AEA Meetings.
- 2017** Centre for Applied Microeconometrics Workshop; AASLE Inaugural Conference; Melbourne Institute; University of Sydney; University of New South Wales; Danish Graduate Program in Economics Workshop; University of Southern Denmark; IZA; Aarhus University; Copenhagen Business School; IZA Workshop: The Economics of Education; University of Copenhagen, Department of Sociology; Lund University; International Workshop on Applied Economics of Education; Copenhagen Education Network Workshop; Workshop on Education, Skills, and Labor Market Outcomes; IZA Summer School in Labor Economics; Labor Lunch, University of California, Berkeley; Labor Lunch, University of California, Davis; Human Capital Research Group, University of California, Santa Barbara; AEFPP Annual Conference.
- 2016** Centre for Applied Microeconometrics Seminar, University of Copenhagen; Danish Graduate Program in Economics Workshop; Copenhagen Education Network Workshop; ESPE; Danish Academic Economists in North America Annual Conference; Labor Lunch, University of California, Santa Barbara; SOLE Annual Conference; Broom Center Seminar, University of California, Santa Barbara.
- 2015** CINCH Academy, University of Duisburg-Essen; The Danish National Centre for Social Research (SFI).
- 2014** Danish Graduate Program in Economics Workshop; IUSSP Seminar: Early-life Determinants of Late-life Employment, Ill Health and Early Death; EDGE Jamboree; Nordic Conference on Development Economics; Rethinking Barker, Essen Health Conference.

Refereeing

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, Review of Economic Studies, Economic Journal, Journal of the European Economic Association, Journal of Labor Economics, Journal of Political Economy Microeconomics, 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 & Organization, Journal of Population Economics, Economics Letters, Economics & Human Biology, International Journal of Health Economics and Management, Labour Economics, Economics of Education Review, Journal of Marriage and Family, Journal of the Japanese and International Economies, Scandinavian Journal of Economics, IFAU, Icelandic Research Fund, Open Research Area (ORA) for the Social Sciences.

Teaching Experience

Lecturer

Impact Evaluation for Business Economists (BA), University of Zurich	2026
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, 2026
Research Lab (BA), University of Zurich	2024
Introduction to Economic Inequality (BA), University of Zurich	2022, 2023, 2024
Intermediate Econometrics (BA), University of Zurich	2019–2024
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), German (advanced), Spanish (advanced).

Last updated March 2026