

# Saigeetha Narasimhan

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## Education

Ph.D., Economics, University of Colorado-Boulder, May 2024 (exp)  
Advisors: Francisca Antman and Brian Cadena  
M.A., Economics, University of Colorado-Boulder, May 2020  
B.A., Economics and Mathematics, Rutgers University, January 2016

## Research Interests

Applied Microeconometrics, Labor Economics, Economics of Gender

## Working Papers

**JMP:** “What is the effect of Salary History Bans on the Employment Outcomes for Mothers?”

Abstract: This study examines the impact of Salary History Bans (SHBs) on the employment status of mothers in the United States. SHBs, which prohibit employers from using salary history during the hiring process, aim to address gender pay disparities and promote fairer hiring practices. Existing literature has demonstrated the effectiveness of SHBs in reducing the gender pay gap through increased wages for women. and this paper investigates this established finding on the employment rates of mothers. Using a pseudo-panel approach and data from the Current Population Survey, along with staggered implementation estimators developed by Callaway and Sant’Anna, I find that, on average, SHBs have little impact on mothers. However, the effects vary across subgroups, with the most significant impact observed for mothers with at least one child under 5, where SHBs increase the employment rate by 2.12 percentage points. The findings suggest that SHBs not only contribute to narrowing the gender pay gap but also positively influence the employment outcomes of mothers, particularly those with young children.

## Other Works in Progress

“The Relationship between Female Deity Temple Exposure and the Status of Women”  
- Studies the effect of exposure to goddesses on outcomes relating to intimate partner violence  
- Uses OLS methodology and district level data from the Indian National Family and Health Survey, along with novel data on temples and gender of temple deities which measure goddess “exposure”

## Teaching Experience

### Instructor of Record:

Intermediate Microeconomics

### Teaching Assistant:

Principles of Microeconomics

Principles of Macroeconomics

Intermediate Microeconomics

Introduction to Statistics with Computer Applications

## Presentations

Southern Economics Association  
IRES Annual Graduate Workshop

### **Previous Employment**

**Research Assistant**

*Supervised by Professor Francisca Antman*

August 2021 - Current

**Research Analyst**

*Ashenfelter and Ashmore*

March 2016 - June 2018

### **References:**

Francisca Antman: [francisca.antman@colorado.edu](mailto:francisca.antman@colorado.edu)

Brian Cadena: [brian.cadena@colorado.edu](mailto:brian.cadena@colorado.edu)

Terra McKinnish: [terra.mckinnish@colorado.edu](mailto:terra.mckinnish@colorado.edu)