

**OFFICE CONTACT INFORMATION**

MIT Department of Economics  
77 Massachusetts Avenue, E52-301  
Cambridge, MA 02139  
[gsharma@mit.edu](mailto:gsharma@mit.edu)  
<https://economics.mit.edu/people/phd-students/garima-sharma>

**HOME CONTACT INFORMATION**

109 Windsor Street  
Cambridge, MA 02139  
Mobile: 617-335-4213

**MIT PLACEMENT OFFICER**

Professor Rob Townsend  
[rtownsen@mit.edu](mailto:rtownsen@mit.edu)  
617-452-3722

**MIT PLACEMENT ADMINISTRATOR**

Ms. Shannon May  
[shmay@mit.edu](mailto:shmay@mit.edu)  
617-324-5857

**DOCTORAL STUDIES** Massachusetts Institute of Technology (MIT)  
PhD, Economics, Expected completion June 2023  
DISSERTATION: “Essays on Development and Labor Economics”

**DISSERTATION COMMITTEE AND REFERENCES**

Professor Esther Duflo  
MIT Department of Economics  
77 Massachusetts Avenue, E52-544  
Cambridge, MA 02139  
617-258-7013  
[eduflo@mit.edu](mailto:eduflo@mit.edu)

Professor David Atkin  
MIT Department of Economics  
77 Massachusetts Avenue, E52-550  
Cambridge, MA 02139  
203-936-9367  
[atkin@mit.edu](mailto:atkin@mit.edu)

Professor David Autor  
MIT Department of Economics  
77 Massachusetts Avenue, E52-438  
Cambridge, MA 02139  
617-258-7698  
[dautor@mit.edu](mailto:dautor@mit.edu)

Professor Abhijit Banerjee  
MIT Department of Economics  
77 Massachusetts Avenue, E52-540  
Cambridge, MA 02139  
617-253-8855  
[banerjee@mit.edu](mailto:banerjee@mit.edu)

**PRIOR EDUCATION** Stanford University 2015  
Bachelor of Arts in Economics, with Honors & Distinction

**ACADEMIC POSITIONS** Princeton University, Industrial Relations Section 2023-2024  
Postdoctoral Research Associate

Northwestern University July 2024 -  
Assistant Professor of Economics

**CITIZENSHIP** India

**LANGUAGES** English (fluent), Hindi (native)

**FIELDS** Primary Fields: Development Economics, Labor Economics

# MIT Economics

GARIMA SHARMA

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<b>PRIOR POSITIONS</b>	Research Assistant, Precision Agriculture for Development, Ahmedabad India	2016-2017
	Research Assistant, Development Impact Evaluation Unit, World Bank, Washington DC	2015-2016

<b>FELLOWSHIPS, HONORS, AND AWARDS</b>	Jerry Hausman Graduate Dissertation Fellowship	2021
	George & Obie Shultz Fund Grant	2020, 2021
	Weiss Fund for Research in Development Economics	2018, 2019
	MIT Economics Graduate Fellowship	2017, 2018
	Firestone Medal for Excellence in Undergraduate Research	2015
	Michelle Zimbalist Rosaldo Prize in the Social Sciences (best B.A. or M.A. thesis on gender)	2015

**PROFESSIONAL ACTIVITIES**     **Refereeing:** *American Economic Review*, *American Economic Review: Insights*, *National Science Foundation*

**Presentations:**

The NBER Summer Institute, Labor Studies (2022)  
Society of Labor Economists Annual Meeting (2022)

**PUBLICATIONS**     **“Long-term Effects of the Targeting the Ultra Poor Program”** *American Economic Review: Insights*, December 2021.

This paper studies the long-run effects of a "big-push" program providing a large asset transfer to the poorest Indian households. In a randomized controlled trial that follows these households over ten years, we find positive effects on consumption (0.6 SD), food security (0.1 SD), income (0.3 SD), and health (0.2 SD). These effects grow for the first seven years following the transfer and persist until year ten. One main channel for persistence is that treated households take better advantage of opportunities to diversify into more lucrative wage employment, especially through migration.

**RESEARCH PAPERS**     **“Monopsony & Gender” (Job Market Paper)**

I investigate the role of labor market power in driving the gender wage gap in Brazil. Exploiting establishment-level demand shocks induced by the end of the Multi-Fiber Arrangement, I show that women are substantially less likely than men to separate from their employer following a wage cut. The implied gender difference in monopsony power generates an 18pp wage gap among equally productive workers, explaining half the observed gender wage gap. To study the source of monopsony by gender, I build and estimate a discrete choice model where employers have more monopsony power over women if (i) women strongly prefer their specific employer, all else equal (horizontal difference), or (ii) women have fewer good employers (vertical difference). Of the 18pp gender gap due to monopsony, I estimate 10pp as driven by women’s preference for a specific employer and 8pp by the concentration of good jobs for women in the textile industry. This concentration in turn reflects the concentration of amenities/disamenities across sectors rather than gender-specific comparative advantage. My findings demonstrate that although the textile industry provides women desirable jobs, this desirability confers

its employers with higher monopsony power. By contrast, desirable jobs for men are not similarly concentrated.

## **“Collective Bargaining for Women: How Unions Can Create Female-Friendly Jobs”**

(with Viola Corradini and Lorenzo Lagos)

Why aren't workplaces better designed for women? We show that changing the priorities of those who set workplace policies can create female-friendly jobs. Starting in 2015, Brazil's largest trade union federation made women central to its bargaining agenda. Neither establishments nor workers choose their union, permitting a difference-in-differences design to study causal effects. We find that “bargaining for women” increases female-centric amenities in collective bargaining agreements, which are then reflected in practice (e.g., more female managers, longer maternity leaves, longer job protection). These changes cause women to queue for jobs at treated establishments and separate from them less—both revealed preference measures of firm value. We find no evidence that these gains come at the expense of employment, workers' wages, or firm profits. Hence, prioritizing women's preferences in decision-making can lower within-firm gender inequality through more efficient bargaining.

## **“Depression and Loneliness Among the Elderly Poor”**

(with Abhijit Banerjee, Esther Duflo, Erin Grela, Madeline McKelway, Frank Schilbach, and Girija Vaidyanathan)

accepted at the *Journal of Economic Perspectives*

The mental health of the elderly in low- and middle-income countries (LMICs) is a largely neglected subject, both by policy and research. We combine data from the health and retirement family of surveys in seven LMICs (plus the US) to document that depressive symptoms among those aged 55 and above are more prevalent in those countries and increase sharply with age. Depressive symptoms in one survey wave are associated with a greater decline in functional abilities and higher probability of death in the next wave. Using data from a panel survey we conducted in Tamil Nadu with a focus on elderly living alone, we document that social isolation, poverty, and health challenges are three of the leading correlates of depression. We discuss potential policy interventions in these three domains, including some results from our randomized control trials in the Tamil Nadu sample.

## **“Impacts of Cognitive Behavioral Therapy and Cash Transfers on Depression and Impairment of Elderly Living Alone: A Randomized Trial in India”**

(with Abhijit Banerjee, Esther Duflo, Erin Grela, Madeline McKelway, Frank Schilbach, and Girija Vaidyanathan)

accepted at the *Annals of Internal Medicine*

## **RESEARCH IN PROGRESS**

## **“The Effects of Mandated Maternity Leave on Young Women's Labor Market Outcomes”**

(with Lisa Ho and Pulak Ghosh)

**“Collusion Among Employers in India”**

**“The Impact of Old Age Pensions on Elders’ Wellbeing: Evidence from India”**  
(with Abhijit Banerjee, Esther Duflo, Madeline McKelway, Frank Schilbach)