

JENNIFER PECK

Department of Economics
Swarthmore College
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ACADEMIC POSITIONS

Associate Professor of Economics and Environmental Studies (with tenure) Swarthmore College	2022–present
Assistant Professor of Economics and Environmental Studies Swarthmore College	2014–2022
Visiting Scholar University of Pennsylvania Wharton School	2018-2019
Postdoctoral Research Fellow Evidence for Policy Design, Harvard Kennedy School	2013-2014
Postdoctoral Research Associate Center for Complex Engineering Systems, MIT	2013-2014

EDUCATION

Ph.D. in Economics, Massachusetts Institute of Technology Fields: Development Economics, Labor Economics Committee: Professors Michael Greenstone, Esther Duflo, and Christopher Knittel	2013
B.A. in Economics and Greek with Highest Honors, Swarthmore College	2006

RESEARCH AND TEACHING AREAS

Development Economics, Labor Economics, Environmental and Energy Economics

RESEARCH PAPERS

“Gender Norms, Integration Costs, and Missing Women in Firms,” with Conrad Miller and Mehmet Seflek. *AEA Papers & Proceedings*, 2022, 112 (forthcoming).

“Missing Women, Integration Costs, and Big Push Policies in the Saudi Labor Market,” with Conrad Miller and Mehmet Seflek. *American Economic Journal: Applied Economics*, 2022, 14(2).

“Do Foreign Gifts Buy Corporate Political Action? Evidence from the Saudi Crude Discount Program.” *The Energy Journal*, 2021, 42(3).

“Simulating COVID-19 in a University Environment,” with Philip Gressman. *Mathematical Biosciences*, 2020, 328.

“Can Hiring Quotas Work? The Effect of the Nitaqat Program on the Saudi Private Sector.” *American Economic Journal: Economic Policy*, 2017, 9(2).

“Organizational Economic or Cultural? Firm Side Barriers to Employing Women in Saudi Arabia,” with Claudia Eger, Thiemo Fetzer, and Saleh Alodayni (revision requested).

RESEARCH IN PROGRESS

“Evaluating Morocco’s *Idmaj* Program”, with Florencia Devoto.

“Mentorship and Rolemodeling, In and Out of the House: Evidence from High School Girls in Saudi Arabia”, with Alessandra González and Inmaculada Macias-Alonso.

“Employment Quota Effects on Saudi Firms: Dynamics, Adaptive Behavior and Outcomes”, with Daniela Muhaj and Can Soylu.

OTHER PUBLICATIONS

“Employment Quota Effects on Saudi Firms: Dynamics, Adaptive Behavior and Outcomes”, with Daniela Muhaj and Can Soylu. *Policy Research Brief*, Harvard Kennedy School, Center for International Development, 2021.

“What Enables Firms to Hire Women? Overcoming Integration Costs in Saudi Arabia”, *Commentary*, King Faisal Center for Research and Islamic Studies, 2019.

“Career Support and Mentoring for High-School Girls: Creating Networks of Opportunity”, with Alessandra González and Inmaculada Macias-Alonso. *Policy Insight*, Harvard Kennedy School, Evidence for Policy Design, 2019.

“If Women Receive More Childcare Support, Will They Work?”, with Patricia Cortes and Claudia Goldin. *Policy Insight*, Harvard Kennedy School, Evidence for Policy Design, 2018.

“Why are Firms So Resistant to Hiring Women?”, with Saleh Alodayni, Claudia Eger, and Thiemo Fetzter. *Policy Insight*, Harvard Kennedy School, Evidence for Policy Design, 2018.

“Increasing Female Employment by Investing in Up-Front Costs: The Critical Lesson in Nitaqat’s Success” (prepared by Alex Domash), with Conrad Miller and Mehmet Seflek. *Policy Insight*, Harvard Kennedy School, Evidence for Policy Design, 2017.

FELLOWSHIPS, GRANTS, AND AWARDS

J-PAL, HKS EPoD and PCNS: Morocco Employment Lab Research Grant 2021-2022
“Evaluating Morocco’s *Idmaj* Program: Exploratory Work” with Florencia Devoto

James A. Michener Faculty Fellowship, Swarthmore College 2018-2019

Pilot Grant: Harvard Kennedy School Saudi Labor Market Research RFP 2017-2019
“Exploring Fixed Costs in Female Hiring: The Role of Adjustment Costs and Cultural Barriers in Women’s Employment” with Claudia Eger, Thiemo Fetzter and Mehmet Seflek

Pilot Grant: Harvard Kennedy School Saudi Labor Market Research RFP 2017-2018
“Childcare as a Potential Barrier to Women’s Employment in Saudi Arabia” with Patricia Cortés and Claudia Goldin

Swarthmore College Faculty Research Grant 2016-2021

Research Grant: Harvard Kennedy School Saudi Labor Market Research RFP 2015-2017
“The Effects of Nitaqat on Aggregate Saudi and Expatriate Employment and Earnings” with Conrad Miller

Research Grant: Harvard Kennedy School Saudi Labor Market Research RFP 2015-2017
“Building Research Infrastructure for Saudi Labor Market Research” with Nada Eissa and Rema Hanna

Pilot Grant: Harvard Kennedy School Saudi Labor Market Research RFP “Accelerating Saudi Women’s Integration into the Labor Market” with Reem Al Saud, Marianne Bertrand, Patricia Cortés and Claudia Goldin	2015-2016
J-PAL Youth Initiative Project Development Grant “Professional and Job Search Skills Training for Young Women”	2014
Environmental Studies Faculty Development Grant, Swarthmore College	2014
George and Obie Shultz Research Support Grant, MIT Department of Economics	2011, 2012
Summer Study Grant, MIT Center for International Studies	2011
MIT Presidential Fellowship	2008
Adams Prize in Econometrics, Swarthmore College	2006
Phi Beta Kappa, Swarthmore College	2006

PROFESSIONAL ACTIVITIES

Faculty Fellow: Association for Analytic Learning about Islam and Muslim Societies

Referee: *American Economic Journal: Applied Economics, The Energy Journal, Journal of Economic Studies, Southern Economic Journal, Journal of Comparative Economics, Journal of Human Resources, Journal of Economic Behavior and Organization, Economica, Journal of Public Economics, Review of World Economics, Industrial and Labor Relations Review, PLOS One, Economic Development and Cultural Change, Quarterly Review of Economics and Finance, Palgrave Macmillan*

Member: American Economic Association (AEA).

Participant: CeMENT Mentoring Workshop, November 2015

Lecturer: J-PAL Randomized Evaluation Course: Islamic Development Bank, Jeddah, Saudi Arabia October 2015

Survey Reviewer: *Understanding the labor market in Saudi Arabia: Surveys of firms, Saudi nationals, and expatriate workers for the Ministry of Labor*, World Bank, 2015

INVITED PRESENTATIONS

- 2021 World Bank, MENA Chief Economist Seminar Series
Morocco Employment Lab Research Seminar
- 2020 Boston University, Global Development Policy Center Seminar
Organization Studies Summer Workshop
- 2019 King Faisal Center for Research and Islamic Studies: “Participating More: Labor Policy and Women’s Employment in Saudi Arabia”
Harvard, EPoD Policy Forum & Workshop
- 2018 International Monetary Fund Seminar: “How Labor Reforms Can Boost Jobs For Women in Saudi Arabia”
Stanford, SIEPR Seminar
Princeton, Association for Analytic Learning about Islam and Muslim Societies (AALIMS) Conference: “Political Economy of the Muslim World”
Harvard, Weatherhead Initiative on Gender Inequality Seminar
- 2017 Harvard Kennedy School, Growth Lab Seminar

- 2016 London School of Economics Middle East Centre Conference: “Political Economy of Labour Markets and Migration in the Gulf”
Harvard Kennedy School & HRDF Symposium: “Evidence-Based Policy Design for the Saudi Labor Market”
- 2015 Princeton, Association for Analytic Learning about Islam and Muslim Societies (AALIMS) Conference: “Islam and Human Capital”
Harvard Kennedy School & HRDF Workshop: “Policy-Research Engagement Project Launch”
Federal Reserve Bank of Philadelphia, Research Seminar
Jeddah Chamber of Commerce, CEFAS, French Ministry of Foreign Affairs Conference: “Migration, Saudization and Labour Markets in Saudi Arabia”
- 2014 Princeton, Association for Analytic Learning about Islam and Muslim Societies (AALIMS) Conference: “Political Economy of Muslim Societies”
University of Oxford, International Migration Institute Conference
- 2013 Harvard Kennedy School Workshop: “Evidence Based Policy Design for the Saudi Labor Market”
Ministry of Labor, Kingdom of Saudi Arabia, Research Seminar
King Saud University, Economics Department Seminar
Harvard University, Northeast Universities Development Consortium (NEUDC) Conference
MIT, Center for Energy and Environmental Policy Research, Conference
Rice University, Economics Department Seminar
University of Calgary, Economics Department Seminar
Swarthmore College, Economics Department Seminar
Federal Reserve Board of Governors, Research Seminar
University of Illinois at Urbana-Champaign, Economics Department Seminar
- 2012 University of Oxford, Oxford Centre for the Analysis of Resource Rich Economies (OxCarre), Research Seminar
Dartmouth College, Northeast Universities Development Consortium (NEUDC) Conference

TEACHING

Introduction to Economics, Swarthmore College	2014-2021
Environmental Economics, Swarthmore College	2014-2021
Environmental Policy and Economics, Swarthmore College	2015-2020
Environmental Economics Honors Seminar, Swarthmore College	2017-2021
Introduction to Environmental Studies, Swarthmore College	2018-2021
Directed Reading: UNFCCC COP, Swarthmore College	2017, 2019
Senior Thesis in Environmental Studies, Swarthmore College	2020

OTHER EXPERIENCE

Research Associate, MIT Center for Complex Engineering Systems and King Abdulaziz City for Science and Technology	2011-2012
Assistant Economist, Federal Reserve Bank of New York	2006-2008
Research Intern, Federal Reserve Bank of Boston	2005
Research Intern, Mathematica Policy Research	2004