UNIVERSITY OF CALIFORNIA, BERKELEY **PLACEMENT SERVICE**
Department of Economics: gradofc-econ@berkeley.edu
Haas School of Business: guo.xu@berkeley.edu

SILVIA BARBARESCHI

silvia_barbareschi@berkeley.edu
silviabarbareschi.com
Phone: +1 (341)2139241; Whatsapp: +39 3314454246

BUSINESS ADDRESS:
Haas School of Business
Berkeley, CA 94720-3880

RESEARCH AND TEACHING FIELDS:

PRIMARY
- Labor Economics
- Behavioral Economics
- Development Economics

SECONDARY
- Field Experiments
- Artificial Intelligence & Technology

EDUCATION	**DEGREE**	**DATE**
University of California, Berkeley Thesis: Essays in Technology, Labor, and Behavioral Economics Committee: Frederico Finan, Gautam Rao, Ernesto Dal Bó	Ph.D. in Business and Public Policy	2027 (expected)
Harvard Kennedy School	Visiting Research Fellow	2024
Bocconi University	M.Sc. in Economic and Social Sciences *Summa Cum Laude*	2018
Sapienza University of Rome	B.Sc. in Economics *Summa Cum Laude*	2015

WORKING PAPERS:

- Humans, Generative AI, and Disparities in Access to Employment (with A. Bozzi and F. Miserocchi) *(Job Market Paper)*

  How does delegating applicant screening to generative AI change who gets hired? We study an Italian job platform that screens applicants on behalf of 1,433 employers and, in 2025, moved screening from human reviewers to an LLM. We observe which candidates progress through each stage of the hiring process, from applications to shortlisting through a first round of screening, and finally the hiring decisions by the employer. We establish three results. First, human screeners discriminate: within the same vacancy, applicants with immigrant-sounding names are 27% less likely to be shortlisted than applicants who are otherwise identical on everything the screener observes on the platform. The penalty differs sharply and persistently across reviewers applying the same rubric, even for the same employer. Second, we compare human shortlisting decisions with AI evaluations of the same applications, holding constant the number of candidates. AI cuts the penalty by 63% and shrinks its dispersion across reviewers' applicant pools. Third, exploiting as good as random variation in the assignment of vacancies to different screening regimes, we provide causal evidence that shifting screening authority to AI, relative to reviewers who already see AI scores, closes the ethnic hiring gap and leads to faster shortlisting without reducing total hires or employer satisfaction. By contrast, the age penalty, which AI also removes at screening, reappears in employers' hiring decisions. AI screening can remove discrimination introduced by intermediaries, but not discrimination rooted in employers' own preferences.

- Call Me When You Get Home: Safety Technology and the Welfare Cost of Public Insecurity (with M. Ventura)

  Safety concerns in public spaces might constrain mobility, reduce well-being, and induce costly avoidance and private protection, particularly among women. We study whether access to real-time protection can relax these constraints. We conduct a multi-stage randomized experiment involving 3,572 university students in the United

Kingdom. Our design independently varies access to a real-time video-call protection feature in a mobile safety application, monetary incentives to adopt the application, and information about harassment prevalence. Among women, protection raises a summary index of perceived safety, low anxiety, and independent mobility by 0.27 standard deviations. This improvement is equivalent to narrowing the gender gap in the control group by 41 percent. Using GPS data, we find that protection induces a change in the mode of travel by women: the share of trips involving walking (as opposed to taxis or public transit) increase by 11 percent relative to the control group. Simply providing information on harassment prevalence instead backfires: it lowers the summary index by 0.19 standard deviations. Neither intervention generates gains among men. Finally, protection reduces anxiety among students who would adopt without a subsidy, whereas those induced to adopt through a subsidy respond more through mobility and changes in travel mode.

- Patriarchal Norms and the Willingness-to-Pay for Women's Freedom of Movement: Experimental Evidence from Rural Tanzania (with B. Montano)

  In patriarchal settings, men govern whether their wives travel, making male resource allocation the proximate determinant of female mobility. We ask whether increased awareness of gender-based violence (GBV) risk makes husbands more likely to invest in safe transport or to restrict travel altogether. We study this in rural Tanzania, where boda-boda motorcycle taxis are the primary mode of transport and GBV risk is salient. We formalize the theoretical ambiguity in a model that separates a safety preference margin—how much a husband values safe transport conditional on travel, from a mobility support margin—whether he funds the trip at all, and connects each to a distinct empirical estimate. Using a conjoint experiment and an incentivized willingness-to-pay elicitation embedded in a randomized field experiment with about N~1200 people across 34 villages, we find that GBV awareness leaves men's safety preferences unconditionally high while reducing their willingness to fund travel by 20%. Gatekeeping and genuine protective concern are not mutually exclusive.

WORK IN PROGRESS:

- Enhancing Workplace Safety and Inclusion for Immigrant Women: Evaluating the Impact of the Purple Point Program *(RCT ongoing)*
- Call Me When You Get Home: New Technologies and Safety in Public Spaces (Italy) (with C. Gressani, F. Perrini, P. Profeta and M. Ventura) *(RCT completed, draft in progress)*

PROFESSIONAL EXPERIENCE:

RESEARCH:

Research Specialist, University of Chicago (2019-2020)
Research with Professor L. Bursztyn.
Research Assistant, Bocconi University (2018-2019)
Research with Professor E. La Ferrara.
Research Assistant, Bocconi University (2018)
Research with Professor M. Carlana.
Research Assistant, IDS (2018)
Research with Professor M. Leone.
Research Assistant, Bocconi University (2017)
Research with Professor F. Vega-Redondo.
Research Intern, BRAC Uganda (2016)

TEACHING:

Teaching Assistant, Haas School of Business, UC Berkeley (2022-2024)
Data & Decisions; Instructor F. Trebbi. Teaching evaluations: average 6.3/7, median 7/7.
Teaching Assistant, Bocconi University (2018)
Econometrics; Instructor M. Marcellino.

GUEST LECTURES:

Research on AI and Public Policy, Goldman School of Public Policy, UC Berkeley (2026)
Doing Research in Gender and the Economy, Science & Technology Studies, UCL (2026)

MENTORING:

Mentor, LEAP-INSPIRE, Bocconi University (2025, 2026)
Project Mentor, UC Berkeley Data Discovery, CDSS (2023, 2024)
Research Supervisor, URAP, UC Berkeley (2024)
Research Mentor, RISE Research Mentorship Program (2025)

FELLOWSHIPS AND AWARDS:

2023	Women and Public Policy at Harvard Fellowship
2023	Williamson Fellowship
2022	Departmental Nomination, Microsoft Research Fellowship
2020-	UC Berkeley Graduate Scholarship
2015-2018	ISU Bocconi Scholarship
2016	Fondo Sostegno Giovani Scholarship
2014	Non-EU Mobility Scholarship

GRANTS

2026	Institute for Business Innovation, $5000
2025	Laboratory for Effective Anti-Poverty Policies (LEAP) (with M. Miserocchi), € 24000
2025	Haas Departmental Seed Grant, $30,000
2025	Berkeley Workplace Culture Initiative, $5000
2025	J-PAL European Social Inclusion Initiative, € 48,725.60
2024	Laboratory for Effective Anti-Poverty Policies (LEAP) Student Grant, € 5000
2023	Fisher Center for Business Analytics, $5000
2023	EGAL Research Grants Program $5000
2023	Hub for Equal Representation in the Economy (with M. Ventura), £ 6000
2023	Department of Economics, UC Berkeley, Grant, $9000
2023	Laboratory for Effective Anti-Poverty Policies (LEAP) Student Grant (with B. Montano), $5000
2022	University of Chicago Price Theory Grant
2022	Caltech Theory-based Experiments Summer Institute Grant

PRESENTATIONS:

2026	AI & Society Conference; All California Labor Conference; Advances with Field Experiments (AFE) Conference; OpenAI*; King's College London*; OEW Student Seminar; UC Berkeley Labor Lunch; UC Berkeley Behavioral Lunch
2025	OEW Student Seminar; UC Berkeley Labor Lunch; UC Berkeley Behavioral Lunch
2024	OEW Student Seminar; UC Berkeley Labor Lunch; UC Berkeley Behavioral Lunch
2023	OEW Student Seminar; LEAP Bocconi Workshop; Behavioral Lunch
2022	OEW Student Seminar; UC Berkeley Behavioral Lunch

**Presented by a coauthor.*

REFEREEING:

Econometrica

OTHER INFORMATION:

Professional Activities:	Organizer, Development and Political Economics Graduate Student Conference (2023-) Organizer, Business and Public Policy Student Lab (2023-) Student Affiliate, LEAP-INSPIRE, Bocconi University (2019-)
Industry & Non-Profit:	Chief Scientist, VIOLA WALK HOME (2022-) Member, DONNEXSTRADA (2021-)
Languages:	English (fluent), Italian, Spanish (B1), Portuguese (B2)
Citizenship:	Italian

REFERENCES:

Professor Frederico Finan
Haas School of Business and
Department of Economics
UC Berkeley
ffinan@berkeley.edu

Associate Professor Gautam Rao
Haas School of Business and
Department of Economics
UC Berkeley
grao@berkeley.edu

Professor Ernesto Dal Bó
Phillips Girgich Professor of
Business and Public Policy
Haas School of Business
UC Berkeley
edalbo@berkeley.edu