

**MARC WITTE**

<http://www.marcwitte.com/>  
marc.witte@economics.ox.ac.uk  
+44 (0)7707944243

**University of Oxford**

Placement Officer: Johannes Abeler johannes.abeler@economics.ox.ac.uk +44 (0)1865 281440  
Graduate Administrator: Julie Minns julie.minns@economics.ox.ac.uk +44 (0)1865 281162

**CONTACT INFORMATION**

Department of Economics, Manor Road, OX1 3UQ, Oxford, UK

**PERSONAL INFORMATION**

Date of birth: 21 November 1988; sex: male; citizenship: German.  
Languages: German (native), English (fluent), French (fluent), Spanish (intermediate), Amharic (basic).

**GRADUATE STUDIES**

University of Oxford October 2014 - expected 2018  
Doctor of Philosophy in Economics  
supervised by Professor Margaret Stevens and Dr Simon Quinn  
Thesis title: “*Essays on Urban Job Networks in Developing Countries*”  
Probationer Research Student in Economics October 2013 - September 2014  
MSc in Economics for Development, *distinction* October 2012 - July 2013

**UNDERGRADUATE STUDIES**

BSc Economics, *first class*, Humboldt-Universität zu Berlin October 2009 - August 2012  
Intermediate Examination Law, *second degree*, Humboldt-Universität zu Berlin October 2010 - August 2012

**REFERENCES**

|   |  |   |
|---|--|---|
| Professor Christopher Woodruff<br>Dept. of International Development<br>University of Oxford<br>christopher.woodruff@qeh.ox.ac.uk | Professor Marcel Fafchamps<br>Freeman Spogli Institute<br>Stanford University<br>fafchamp@stanford.edu | Dr Simon Quinn<br>Department of Economics<br>University of Oxford<br>simon.quinn@economics.ox.ac.uk |
|---|--|---|

**RESEARCH AREAS**

Development Economics; Labour Economics; Economics of Networks

**TEACHING EXPERIENCE**

2015/16 Economics of Developing Countries, teaching assistant and tutor, third year undergraduate course of the BA Philosophy, Politics and Economics, University of Oxford  
2015/16 Quantitative Methods, teaching assistant (STATA and mathematics preparation), MSc in Economics for Development, University of Oxford

## ACADEMIC PAPERS

“Job Referrals and Strategic Network Formation – Experimental Evidence from Urban Neighbourhoods in Ethiopia.” *(job market paper)*

**Best Paper Award, RES Symposium of Junior Researchers 2018;**

**Best Job Market Paper Award, 5th edition, Unicredit & Universities 2018**

*Abstract:* In this paper, I study the behavioural motivations underlying job referral decisions. In a field experiment in Addis Ababa, Ethiopia, I show that when choosing who to refer for a job, individuals trade off personal benefits and altruistic considerations, with important implications for the efficiency and equity of the referral process. Using complete data on urban social networks and generating a panel of real work and referral opportunities over multiple sessions, I first show that workers rely on reciprocity. This leads to both significant on-the-job productivity losses and persistence in the exclusion of less connected individuals. This dynamic reciprocity is reduced under incentivised referrals, where workers are paid according to the output of their referral, which makes them screen more productive workers. Second, I find that peripheral workers use job referrals strategically to enlarge their network: they are more likely to establish new and reciprocated links, with connections persisting after 18 months. I show that these findings are consistent with a network-based job referral model where individuals trade off social payoffs and altruistic considerations. My findings suggest that conventional job referrals through social networks can reinforce labour market inequalities and prevent less socially connected individuals from getting access to jobs. However, when given referral opportunities, these individuals can manage to escape exclusion even in the long-run. Policy-makers could exploit this and provide subsidised temporary jobs as linking opportunities, with the goal of alleviating long-term youth unemployment.

“Searching with Friends” (with Stefano Cario and Simon Franklin). *(submitted)*

*Abstract:* Do policy interventions disrupt social networks? We study how a job-search assistance intervention in Addis Ababa, Ethiopia, affects the job-search partners of programme participants. We find that the partners of treated participants reduce their job search efforts compared to the partners of untreated jobseekers. This is not because they receive more information about vacancies from their treated friends. On the contrary, we document less information sharing between job-search partners. We present suggestive evidence that this may be because cooperation in job search becomes harder when one jobseeker has access to more resources than the other.

“Do Youth Employment Programs Improve Labor Market Outcomes? A Quantitative Review” (with Jochen Kluge, Susana Puerto, David Robalino, Jose Manuel Romero, Friederike Rother, Jonathan Stöterau, and Felix Weidenkaff). *(forthcoming, World Development)*

*Abstract:* To assess whether labor market interventions have succeeded in improving young people’s labor market outcomes, this study quantitatively reviews 113 impact evaluations of youth employment programs worldwide. Of a total of 3,105 effect estimates we extract from these studies, one-third are positive significant. The unconditional average effect size across all programs is small, both for employment and earnings outcomes. In a meta-regression analysis, we find that (i) programs are more successful in middle- and low-income countries; (ii) the intervention type is less important than design and delivery; (iii) programs integrating multiple services are more successful; (iv) profiling of beneficiaries, individualized follow-up systems and incentives for services providers matter; and (vii) impacts are of larger magnitude in the long-term.

“Urban Job Search Networks Along a Spatial Dimension” *(draft available upon request)*

*Abstract:* This paper introduces a unique set of urban job network data for young unemployed residents of Addis Ababa, Ethiopia. I use these data to test the assumption that locally truncated networks are a reasonable approximation for the complete network structure. Comparing restricted neighbourhood contacts with the city-wide job contacts of a sample of job-seekers, I find that the unrestricted city-wide links display a higher degree of homophily in demographics than local links, but a lower degree of homophily on work-related and aspirational characteristics. This is in line with the intuition of a simple theoretical model on geographical link formation that I present.

## WORK IN PROGRESS

“Employment Effects of Promoting Technical and Vocational Education and Training in Vietnam” (with Jochen Kluge).

*(Best Practice Award (runner-up), PEGNet 2014 conference)*

*(draft available upon request)*

“Overcoming Gender-Biases in Social Network Elicitation”

(draft available upon request)

“Systematic review of the impact of mental health interventions on economic behaviours and welfare in people with mental illness, in low- and middle-income countries.” (with Johannes Haushofer, Crick Lund, Kate Orkin, Thandi Davies)

(draft available upon request)

## RELEVANT WORK EXPERIENCE

|           |  |
|-----------|--|
| 2016-2018 | Research Assistant for Professor Stefan Dercon and Professor Tanguy Bernard  |
| 2014-2015 | Research Manager for Professor Marcel Fafchamps, Dr Simon Quinn  |
| 2014-2016 | Short-Term Consultant, International Labour Organization, with Susana Puerto                                       |
| 2013-2014 | Short-Term Consultant, World Bank, with Dr. David Robalino   |
| 2012      | Visiting Economist, Rheinisch-Westfälisches Institut für Wirtschaftsforschung (RWI), invited by Prof. Jochen Kluge |
| 2008-2009 | German Compulsory Civil Service ( <i>Zivildienst</i> ) at GIZ in Kigali (Rwanda)                                   |

## GRANTS AND SCHOLARSHIPS

### Research grants

#### *Individual:*

2016-2018 International Growth Centre (IGC) (£41,244), for *Job Referrals and Strategic Network Formation – Experimental Evidence from Urban Neighbourhoods in Ethiopia*.

2018 CSAE student grant (£4,700) for *Overcoming Gender-Biases in Social Network Elicitation*

#### *With co-authors:*

2018 International Growth Centre (IGC) (£49,823), jointly with Lukas Hensel and Tsegay Gebrekidan Tekleselassie for *Formal Hiring Practices, Firms Growth, and Inclusive Labour Markets*. (Grant awarded, pending signature)

2017 Anonymous Donor (£81,000), jointly with Thandi Davis, Johannes Haushofer, Crick Lund, Kate Orkin for *Systematic review of the impact of mental health interventions on economic behaviours and welfare in people with mental illness, in low- and middle-income countries*.

### Scholarships and awards

2018 Best Job Market Paper Award, 5th edition, Unicredit & Universities, for job market paper

2018 Best Paper Award, RES Symposium of Junior Researchers, for job market paper

2018 Final-year departmental scholarship (Department of Economics)

2013-2017 Economic and Social Science Research Council Full Doctoral Studentship

2014 Best practice award, PEGNet conference (Lusaka, Zambia), 2nd place for research on TVET promotion in Vietnam

2012-2013 German Academic Exchange Service (DAAD): scholarship for graduate studies abroad

2011-2012 Deutschlandstipendium (Germany Scholarship): scholarship for undergraduate studies

## CONFERENCE AND SEMINAR PRESENTATIONS

2018 (*incl. forthcoming*) NEUDC (Cornell), ESWM (Naples), OxDEV (Oxford), World Bank Annual Conference on Africa (Stanford), SEEDEC (Wageningen), RES conference and Symposium of Junior Researchers (Sussex), European Economic Association (Cologne), Trans-Atlantic Doctoral Conference (LBS), Warwick PhD conference, German Development Economics and Policy Conference (Zürich), EBE Summer Meetings (Munich), GREThA (Bordeaux), GLAD conference (Göttingen), CSAE conference and workshop (Oxford).

2017 RES conference and Symposium of Junior Researchers (Bristol), SERC Annual Conference (LSE), Ethiopian Economics Association Conference (Addis Ababa), German Development Economics and Policy Conference (Göttingen), DIAL Conference on Development Economics (Paris Dauphine), CSAE conference and workshop (Oxford).

2016 NEUDC (MIT), PODER Summer School (Namur), RES Easter School (Essex), PEGNet conference (Kigali, Rwanda), CSAE conference (Oxford), CSAE workshop (Oxford), Economics PhD conference (Warwick), Annual PhD Workshop (East Anglia).

2015 CSAE conference (Oxford), IZA workshop (Bonn).

2014 CSAE conference (Oxford), PEGNet conference (Lusaka, Zambia).

## MISCELLANEOUS

**Software skills** Stata, Matlab, QGIS, L<sup>A</sup>T<sub>E</sub>X, R, UCINET.