

ZACHARY KULOSZEWSKI

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Office Contact Information

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Education

University of Chicago , Ph.D. Economics	2021–2027 (<i>expected</i>)
Michigan State University , B.S. Economics, B.S. Statistics	2015–2019

References

Professor Marianne Bertrand University of Chicago Booth School of Business marianne.bertrand@chicagobooth.edu (773) 834-5943	Professor Erin M. Kelley University of Chicago Harris School of Public Policy erinmkelley@uchicago.edu (202) 894-1580
Professor Christina Brown University of Chicago Kenneth C. Griffin Department of Economics christinabrown@uchicago.edu (773) 702-8003	

Research and Teaching Fields

Primary:	Development Economics, Labor Economics
Secondary:	Energy and Environmental Economics, Behavioral Economics

Job Market Paper

The Labor Market between Firms: Labor Sharing in Urban Uganda

Abstract: In low-income countries, firms face persistent challenges in hiring, such as costly skill verification and volatile demand. I document an informal solution in which firms in manufacturing clusters subcontract from one another, a system I call “labor sharing”. Using novel surveys of over 500 firms and 1,000 workers in two manufacturing sectors in Uganda, I find that over 80% of surveyed firms participate, and that labor sharing effectively screens workers and provides state-contingent labor, allowing firms to flexibly meet demand shocks. Stated choice experiments show that firms value labor sharing at a 25% premium over other hiring channels, while workers value it similarly to other referrals. In a search and matching model with uncertainty over demand and worker quality, labor sharing increases total welfare by 7% relative to an economy without sharing, benefiting both firms and workers, but keeps some firms in the market. In counterfactual policy experiments, I show that labor sharing shapes the impact of skill policies. Certification concentrates skilled workers in lower-productivity firms that lend labor, while training lets higher-productivity borrowing firms expand their permanent workforce.

The Value of Informal Markets: Experimental Evidence on Household Electrification in Benin (with Jun Wong)

Abstract: Households often rely on informal markets in low-income settings, but their role in economic development remains debated. We document and study an informal market for electricity in Benin, where nearly half of electrified households buy electricity from neighbors rather than the national utility. The informal market offers lower connection fees but higher marginal prices than the utility, creating a price menu. We randomize connection fee and marginal price subsidies to over 4,000 households. Lower connection fees attract households with lower electricity demand. The experiment identifies an equilibrium model of electricity demand and supply. The informal market raises surplus by electrifying households with low electricity demand, but offering the price menu through the national utility would yield larger gains.

Reallocation under Rationing: Evidence from Electricity Outages in South Africa (with Rowan Clarke, Christopher Eaglin, and Jun Wong)

Abstract: Rationing policies are often designed with equity considerations in mind, yet whether equalizing exposure delivers equal economic impacts remains underexplored. We study electricity outages in South Africa, where rationing equalizes exposure across locations. Combining high frequency outage data with geocoded transactions from over 11,000 firms from 2021 to 2023, we show that equal exposure does not imply equal impact. Average sales remain unchanged, but outages induce reallocation: below-median firms lose roughly 11 percent of average revenue, while above-median firms gain 10 percent. We provide novel evidence that consumer substitution drives these effects and that advance notice amplifies disparities.

The Long-Run Legacy of Temporary Incentives: Experimental Evidence from Childhood Immunization (with Anne Karing and Juliette Finetti)

Abstract: We investigate the impact of incentives and their removal on parents' decisions to vaccinate subsequent children. We follow up with parents three years after exposure to a bracelet incentive for timely vaccination in Sierra Leone. Since only parents with a newborn at the time of the experiment were eligible for the incentive, we exploit within-clinic variation in exposure. First, we find that parents who received an incentive for an earlier child are 5 to 11% less likely to vaccinate their subsequent child on time compared to parents in the control group. There are no effects on vaccination rates by 15 months of age, suggesting that parents delay vaccination rather than abstaining altogether. Second, parents living in communities where incentives were implemented but who were ineligible for them exhibit no changes in vaccination behavior, ruling out changes in community norms or clinic as explanations. Third, incentives that were valued as signals of vaccination completion do not result in adverse effects after their removal. Our causal forest analysis suggests that parents with higher vaccination costs are most affected by these negative effects. Taken together, our findings suggest that experience of incentives can reduce parents' intrinsic motivation. These findings have important implications: while policy makers commonly focus on moving individuals to adopt a desirable behavior, we show that incentives may significantly impact the motivation of those already performing the desired action.

Work in Progress

Job Seekers' Beliefs and Labor Market Demand (with Erin M. Kelley, Gregory Lane, Harry Moroz, Mohit Negi, and Evelyn Vezza) *Registered Report Conditionally Accepted, Journal of Development Economics*

Abstract: Job seekers often face challenges in finding jobs that align with their skills and meet employer demands. To address this, we conduct a randomized controlled trial to evaluate whether artificial

intelligence can assist job seekers in two key ways: 1) gaining a clearer understanding of their own skills, and 2) identifying careers that align with their skills and labor market demand. This improved understanding should enable job seekers to make more informed decisions about training programs and career paths, resulting in better labor market outcomes – such as securing jobs more quickly, staying employed longer, and achieving greater job satisfaction.

Awards, Scholarships, and Grants

Becker Friedman Institute Development Economics Research Fund, \$25,000	2025
Energy Policy Institute at the University of Chicago	2025
Lloyd & Susanne Rudolph Field Research Award, CISSR, \$5,000	2025
Implementation Grant, J-PAL King Climate Action Initiative	2025
Implementation Grant, Weiss Fund for Development Economics, \$25,000	2025
Pilot Grant, J-PAL King Climate Action Initiative, \$22,760	2024
PhD Research Grant, CEPR-STEG, \$19,000	2024
Small Research Grant, International Growth Centre, \$33,000	2024
Pilot Grant, Weiss Fund for Development Economics, \$14,445	2023
Pilot Grant, Weiss Fund for Development Economics, \$15,000	2023
Proposal Development Grant, J-PAL King Climate Action Initiative, \$9,090	2023
Exploratory Travel Grant, UChicago Development Economics Research Fund, \$5,000	2023
Trustees' Award, awarded to the top graduating students at MSU	2019
Edward A. & Eleanor B. Carlin Award, for distinguished achievement in economics at MSU	2018

Teaching Experience

The University of Chicago

Elements of Economic Analysis I Honors (Undergraduate)	TA for Prof. Lima	Fall 2025
Behavioral Development Economics (Undergraduate)	TA for Prof. Karing	Spring 2024
Behavioral Development Economics (Ph.D.)	TA for Prof. Karing	Spring 2024
Behavioral Development Economics (Undergraduate)	TA for Prof. Karing	Winter 2023
Practicalities of Running Randomized Control Trials (Ph.D.)	TA for Prof. Glennerster	Fall 2023

Michigan State University

Introduction to Macroeconomics (Undergraduate)	TA for Prof. Goddeeris	Fall 2018
Introduction to Macroeconomics (Undergraduate)	TA for Prof. Amsler	Fall 2017

Research Experience and Other Employment

Research Consultant for the World Bank, Buenos Aires, Argentina	2025
Research Assistant for Prof. Rachel Glennerster, University of Chicago	2023
Research Assistant at the Development Innovation Lab, University of Chicago	2022 – 2023
Senior Research Analyst, Federal Reserve Bank of New York	2019 – 2021
Visiting Researcher, Economic Policy Research Institute, Cape Town	2019

Professional Experience

Organizer of Student Development Working Group, University of Chicago *2022 – 2024*

Scientific Committee, Midwest International Development Economics Conference *2024*

Conferences *University of Cape Town, ERSALDRU December Workshop*

Presentations *International Growth Centre, UChicago Development Lunch Workshop*

Refereeing Activity *Journal of Health Economics*

Other Writing

The labour market between firms: How sharing workers shapes hiring in Ugandan manufacturing, *The International Growth Centre*, Policy Brief

Economics of Informal Electricity Connections (with Jun Wong), *CEPR-STEG: Growth Research Program*, Policy Brief

Additional Information

Citizenship USA

Programming Skills R, Stata, L^AT_EX, Matlab, SAS

Languages English (Native), Spanish (B2)