# Adam Gill

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*Updated: October 2025*

## CURRENT POSITION

**Uppsala University, Department of Economics** (Uppsala, Sweden) *2021 – Expected 2026*
**Ph.D. Candidate**
*Main Advisor:* Professor Lena Hensvik, Professor, Department of Economics, Uppsala University
*Secondary Advisor:* Professor Oskar Nordström Skans, Professor, Department of Economics, Uppsala University
*Affiliated with:* Uppsala Center for Labor Studies (UCLS), Lab$^2$, Swedish Reproducibility Network (SweRN)

## PREVIOUS EDUCATION

**University of Oxford, Department of Economics** (Oxford, UK) *January – June 2024*
Visiting Ph.D. Student
*Host:* Professor Barbara Petrongolo, Professor, Department of Economics, University of Oxford

**Stockholm School of Economics** (Stockholm, Sweden) *Graduated June 2021*
MSc in Economics with a specialization in Applied Economic Analysis; Data Analytics Track
Thesis: *Cyber-Speed and Scholastic Success: The Effect of Internet Inequality on Education during the COVID-19 Pandemic*

**Lafayette College** (Easton, Pennsylvania, USA) *Graduated May 2014*
B.A. in Economics, B.A. in History; Minor: Asian Studies

## RESEARCH FIELDS

*Primary field:* Labor Economics
*Secondary fields:* Urban Economics; Metascience

## JOB MARKET PAPER

Hire from Anywhere: Work-from-Home Offering and Firms' Labor Market Access


Geographic frictions constrain the efficiency of labor markets by limiting the access of firms to workers outside their local commuting zones. Work-from-home (WFH) arrangements have the potential to alleviate these frictions by expanding the effective reach of job vacancies. Using population-level data from Sweden that link vacancy postings, employer-employee matched registry data, and data on job search behavior, I examine how signaling WFH in job ads reshapes firms' labor market access. To determine WFH positions, I implement a generative AI–based text classification, distinguishing between hybrid and fully remote jobs. To explore geographic and quality effects, I leverage job seekers' search behavior to construct new measures of revealed commuting preferences and job seeker quality, based on the location and quality of their in-person applications. These approaches provide new tools for measuring non-wage amenities and labor market access using search behavior. I find that WFH vacancies attract significantly more applicants, particularly from geographically distant job seekers, with effects strongest for non-urban workplaces which face thinner local labor markets. While average applicant quality declines slightly, WFH vacancies attract stronger candidates at the top of the distribution, especially when the WFH signal is salient and informative. These results suggest that offering WFH can reduce geographic mismatch primarily by connecting isolated firms to a larger and higher-quality applicant pool.


## WORKING PAPERS

Gill, A., L. Hensvik, and O. N. Skans (2025). *Why Are Nordic Workers so Remote?: Potential Causes and (Some) Indirect Labor Market Consequences*. NBER Working Paper Series, No. 33581.


In this article, we show that working from home is much more prevalent in the Nordic countries than in the rest of Europe and we discuss potential causes and labor market consequences of this stylized fact. Likely contributing causes include a good technological infrastructure and comparatively widespread digital preparedness in the population. Recent research also suggests that trust is a crucial prerequisite for maintaining a spatial separation between supervisors and workers in marginal occupations. We show that survey measures of trust are extremely high in all Nordic countries, and that these measures correlate very strongly with work-from-home across countries and industries in Europe even controlling for a range of cross-country differences. Finally, we discuss potential spillover effects of increased hybrid work on the Nordic labor markets. We show

evidence suggesting that increased hybrid work has caused a relocation of the production of local service firms from business centers to high-work-from-home residential areas, without affecting average commuting distances of service workers.

Gill, A. and O. N. Skans (2024). *Trusted from Home: Managerial Beliefs and Workers' Spatial Autonomy*. IZA Discussion Papers Series, No. 17468.

A key difference between on-site and remote work is the reduction in direct managerial oversight when tasks are performed outside traditional office settings. We use survey data on manager trust—measured by the question "...do you think that most people would try to take advantage of you if they got the chance?"—and relate the answers to employees' work-from-home intensities. Our results show that the remote work intensity is higher in countries, regions, and regions-by-industries where managers have higher levels of trust. This association remains robust after controlling for other dimensions of societal trust and confounding factors such as occupation types, broadband access, and digital skills. Manager trust was strongly related to work-from-home levels before the pandemic, and the association became even stronger for occupations in the middle of the remote work distribution following the pandemic surge in work from home. Overall, our findings suggest that manager trust is a crucial prerequisite for high sustained levels of remote work.

Gill, A., L. Hensvik, and O. N. Skans (2024). *Work from Home, Eat near Home? The Reshaping Geography of Local Service Firms.*

The increase in the number of people working from home (WFH) not only has a direct effect on high WFH-potential industries, but also has more widespread impacts on the structure of cities and non-remote industries. In this paper, we investigate the effect of WFH on local service industries using Swedish administrative data and a difference-in-differences approach. We find evidence that restaurant production shifted towards more residential areas due to the increase in WFH and that this shift has persisted into the post-pandemic period, suggesting that there may be some longer-term spatial reorganization of cities. Restaurant workers are also impacted by these changes with workers employed at restaurants in more residential areas having increased earnings, likely driven by increased hours worked. We find no effects on employment or commuting distance suggesting no residential sorting by restaurant workers.

Charness, G., A. Dreber, D. Evans, A. Gill, and S. Toussaert (2023). *Open Science, Closed Peer Review?* [R&R at *Journal of the Economic Science Association*].

Open science initiatives have gained traction in recent years. However, open peer-review practices, i.e., reforms that (i) modify the identifiability of stakeholders and (ii) establish channels for the open communication of information between stakeholders, have seen very little adoption in economics. In this paper, we explore the feasibility and desirability of such reforms. We present insights derived from survey data documenting the attitudes of 802 experimental/behavioral economists, a conceptual framework, a literature review, and cross-disciplinary data on current journal practices. On (i), most respondents support preserving anonymity for referees, but views about anonymity for authors and associate editors are mixed. On (ii), most respondents are open to publishing anonymized referee reports, sharing reports between referees, and allowing authors to appeal editorial decisions. Active reviewers, editors, and respondents from the US/Canada are generally less open to transparency reforms.

Charness, G., A. Dreber, D. Evans, A. Gill, and S. Toussaert (2022). *Improving Peer Review in Economics: Stocktaking and Proposals*.

Peer review is central to the lives of researchers. We conduct a survey on improving peer review, to which we received over 1,400 responses from economists who made the effort to respond a not-so-short survey during a difficult time (COVID-19 pandemic). The survey is the bedrock of this article, which was written to (i) document the current state of peer review and (ii) investigate concrete steps towards improving it. We offer a snapshot of the recent submission and peer review activity of respondents, detailing the difficulties they report facing, and measuring their attitudes about the various component issues and the proposals suggested to address them. We hope that this report will provide fertile ground for the development and implementation of practical solutions for improving peer review in economics.

## PUBLISHED (PEER-REVIEWED) BOOK CHAPTERS

Gill, A., and O. N. Skans (2024). *Working from Home in the Nordic Region? More than a Remote Possibility*. In "Economic Policy beyond the Pandemic in the Nordic Countries" (Eds. L. Calmfors and N. S. Gassen), Ch. 7, pp. 230-271.

Working from home (WFH) is particularly prevalent in the Nordic countries. The likely causes of this include the Nordic countries' occupational structure, technological infrastructure, digital preparedness and high levels of trust between different agents. Working from home most often takes a hybrid form, in which remote working is combined with on-site activities. This compromise reduces commuting time while still allowing for face-to-face communication and coordination during parts of the working week. Although the findings from research on productivity effects are mixed, many employers may benefit from

introducing hybrid working because it may help them recruit and retain employees. Suitable arrangements are likely to be specific to each organisation, and policy makers should remain as neutral as possible in this process of transformation. Policy makers should monitor a number of possible indirect effects, including changes to city structures and the impact on inequality and workers' health.

## SELECTED WORKS IN PROGRESS

Cataloging the File Drawer: The Role of Project Registries in Understanding Publication Bias (with Sai Koneru)

## PROFESSIONAL SERVICE

**Reviewer activity:** Journal of Behavioral and Experimental Economics (JBEE); Advances in Methods and Practices in Psychological Sciences (AMPPS)

**Conference and Seminar Organization:** Uppsala Labor Group PhD Seminars (Spring 2025); Stockholm-Uppsala Doctoral Student Workshop in Economics (Fall 2023)

## TEACHING EXPERIENCE

**Uppsala University** (Uppsala, Sweden)
- **Machine Learning with Economic and Financial Applications** (Master's Level) *Guest Lecturer* — *Spring 2025*
- **Macroeconomics II** (PhD Level) *Teaching Assistant* — *Spring 2023*
- **Econometrics I** (PhD Level) *Teaching Assistant* — *Spring 2023*
- **Master's Thesis Course** (Master's Level) *Teaching Assistant* — *Fall 2022 & Spring 2023*
- **Macroeconomic Theory** (Master's Level) *Teaching Assistant* — *Fall 2022*

**Stockholm School of Economics** (Stockholm, Sweden)
- **International Economics** (Bachelor's Level) *Teaching Assistant* — *Fall 2020*

**Certifications:** Uppsala University Academic Teacher Training Course (December 2024); TEFL English Language Teaching Certification (August 2015)

## OTHER RELEVANT EXPERIENCE

**Stockholm School of Economics** (Stockholm, Sweden)
- **Economics Research Assistant** — *Fall 2019 – Summer 2021*

**Tokyo Board of Education through JET Program** (Tokyo, Japan)
- **JET English Language Teacher** (High School) — *July 2014 – July 2019*

## STIPENDS & AWARDS

**Jan Wallander and Tom Hedelius Foundation**
- Hedelius Scholarship for doctoral studies abroad, 360,000 SEK (∼36,000 USD) — *2022*

**Lafayette College**
- Marquis Scholarship, half-tuition scholarship — *2010 – 2014*

## CONFERENCE PRESENTATIONS

**Upcoming:** European Winter Meeting of the Econometric Society (EWMES2025) [*Nicosia, Cyprus*]

**2025:** Uppsala Center for Labor Studies (UCLS) Spring Meeting [*Uppsala, Sweden*]; Uppsala Urban Lab [*Uppsala, Sweden*]; Nordic Summer Institute in Labor Economics [*Uppsala, Sweden*]; FLAME – IWH Senior Workshop on Future Labor Markets [*Halle, Germany*]; Sixth World Labor Conference [*Toronto, Canada*]; Wages, Employment and Inequality (WEI) III Workshop [*Helsinki, Finland*]; Meeting of the European Economics Association (EEA) [*Bordeaux, France*]

**2024:** Essex PhD Conference in Applied Economics [*Colchester, UK*]; Scotland and Northern England (SaNE) Conference in Applied Microeconomics [*Crieff, UK*]; Almedalsveckan [*Visby, Sweden*]; Annual Conference of the European Society for Population Economics (ESPE) [*Rotterdam, Netherlands*]; Meeting of the European Economics Association (EEA-ESEM) [*Rotterdam, Netherlands*]; European Association of Labour Economists (EALE) Conference [*Bergen, Norway*]; Nordic Meeting in Urban Economics [*Stockholm, Sweden*]; Swedish Conference in Economics [*Lund, Sweden*]; Uppsala Center for Labor

Studies (UCLS) PhD Workshop [*Uppsala, Sweden*]

**2023:** Economic Science Association (ESA) World Meeting [*Lyon, France*]; SWECOV Workshop [*Stockholm, Sweden*]; Stockholm-Uppsala Doctoral Student Workshop in Economics [*Uppsala, Sweden*]; NBER Conference: The Work-From-Home Shock to Labor Markets [*Cambridge, MA, USA*]; Open Science Uppsala Seminar [*Uppsala, Sweden*]

**2022:** Uppsala Center for Labor Studies (UCLS) PhD Workshop [*Uppsala, Sweden*]

## SKILLS

**Computer Skills:** R, Python, Stata, LaTeX, MATLAB

**Languages:** English (Native)

## OTHER ACADEMIC ASSOCIATIONS

Uppsala Economics Association (2022-2023) – Deputy Chair
Uppsala University Ph.D. Association (2021-2025) – Working Environment Group Representative / Board Member
Swedish Reproducibility Network (SweRN) (2021-Present) – Local Node Leader
The Student Association at the Stockholm School of Economics: Education Committee (2020-2021) – Class Representative