

ACEA 2024, 50th Anniversary
Saint Mary's University, Halifax; Oct. 25-27

Friday, October 25th

Registration 9:00 -10:00 Sobey Lobby -SB255

Welcome Words 10:00-10:30

Plenary Session: Keynote Address 10:30-12:00 SB 255

Professor Kitt Carpenter, Professor of Economics, Vanderbilt University

Transgender and Nonbinary Economic Outcomes: New Data, New Evidence

Lunch 12:00-1:30 12:00-1:30 Sobey Lobby -SB255

Lunchtime DEI Mentoring 12:00-1:30 L281

Plenary Session: Industry Panel 1:30-3:00 SB 255

Long-term care for seniors: Some best practices and public policy.

Panellists: Benjamin Nycum (Nycum Associates); Andrew Holland (Grandview Manor); Paula Langille (Government of Nova Scotia)

Moderated by Patrick Brannon (Atlantic Economic Council)

Coffee Break 3:00-3:30 Sobey Lobby -SB255

1. Work in the Pandemic and Post-Pandemic Era: Effects on Geographic and Gender Wage Disparities

George Jia (Chair) yjia@upei.ca

Abstract: The COVID-19 pandemic accelerated the adoption of remote work, which remains a key feature of the labour market in Canada. This shift has reduced geographic and other barriers to higher-paying jobs, enabling workers from lower-cost regions to access opportunities previously out of reach. Using an event study research design, this paper examines earnings, employment growth, and gender wage gap across Canadian industries with varying remote work opportunities. Results indicate that industries more suited to remote work experienced faster post-pandemic growth in smaller provinces, and remote work arrangements contributed to a modest narrowing of the gender wage gap.

2. Determinants and Effects of Remote Work Arrangements: Extending the Technology-Organization-Environment Framework to Atlantic Canada

Fang, Tony tfang@mun.ca

Co-authors:

John Hartley, Memorial University of Newfoundland; Graham King, Memorial University of Newfoundland; Hui Ming, Sichuan Agricultural University

Abstract: Remote work arrangements are powerful examples of organizational capability for digital technology adoption. This study uses data from a representative survey of Atlantic Canadian employers to assess the determinants of remote work and the effects of remote work arrangements on firm performance. The survey captures employer-reported assessments of the effect of remote work, among other variables. Urban firms, technologically advanced firms, and those in certain highly skilled industries were most likely to adopt remote work practices during the COVID-19 pandemic. For the average firm that increased its share of remote workers during the pandemic, remote work was associated with increased organizational productivity, employee performance, and new product/service innovation. The main downside was increased management complexity. Variation was seen along industry lines.

3. Building Indigenous labour market outcomes in Newfoundland & Labrador: a qualitative study of barriers to Indigenous recruitment and retention in construction

Gambin, Lynn lynn.gambin@mun.ca

Abstract: Indigenous workers accounted for 5.3% of employment in construction in Canada in 2023 but just 3.7% of total employment. This is true in NL, too, where Indigenous workers accounted for around 9% of construction employment. While Indigenous people may seem ‘overrepresented’ in construction, concerns remain regarding job quality and longer-term outcomes in the sector for Indigenous people. Previous research has identified numerous barriers to entry, retention and progression of Indigenous people in labour markets, including in construction. This paper reports on qualitative interviews with stakeholders (including representatives of the construction industry, unions, and Indigenous communities), construction employers, and individual Indigenous construction workers in NL. The aim is to elucidate the challenges facing Indigenous people in the province with respect to labour market outcomes in construction and to identify potential actions for improving the situation. Addressing various individual and systemic obstacles may help close gaps between Indigenous and non-Indigenous workers. In addition, from an economic perspective, improving the availability of qualified workers could mitigate construction skill shortages and should improve the Province’s ability to realise the benefits of resource development

and major infrastructure projects, especially those in Labrador. The study identifies numerous barriers to entry and security in construction for Indigenous people, including information problems, discrimination, geographical mismatch, and intergenerational trauma. Importantly, the paper highlights the significance of intersectionality of factors for members of Indigenous communities who encounter numerous challenges, and combinations of these, beyond those experienced by non-Indigenous workers in the sector.

4. Federal jobs' cut and unemployment: Evidence from Canada

Henri Le Jouan henri.le-jouan.1@ulaval.ca

Abstract: Leveraging detailed Canadian survey data (Labor Force Survey) this paper is the first to analyze the effect of the 2012 budget cut in federal jobs in Canada on the individuals' employment status, differentiating same-sex and different-sex couples. More precisely, using a difference-in-differences methodology, controlling for time and individual fixed effects, restricting the sample to respondents who are in couples (married or common law) and who declared having worked at least one month in the public sector in 2012, preliminary results suggest that the individuals in females' couples faced a significant decrease in employment in 2012. The estimate is confirmed by an event study, even if the limited panel structure of the data (LFS respondents stay at most 6 months in the survey) prevent me from evaluating medium and long-term effects. In addition, I find that this decrease is of similar magnitude when restricting the sample to female individuals and I don't find any effect for individuals in males' couples. Restricting the sample to females' couples and ordering them by the total labor income of the couples, descriptive statistics shows that over the years 2012-2013-2014, the first two quartiles underwent a noticeable decrease in total labor income compared to the previous period, suggesting an increase in inequality between females' couples. The fact that individuals in female's couple are more likely to work in temporary positions and in the public sector could be a potential explanation. At this stage, I do not argue about a causal link between the 2012 jobs' cut and the findings.

1. Bank Credit Supply and the Unemployment Rate

Cory E Langlais (Chair) colanglais@mta.ca

Abstract: There is a strong negative relationship between US bank credit and the unemployment rate since the mid 1980s. In this paper I ask: Is there a causal connection between changes in the supply of bank credit and the observed fluctuations of the unemployment rate? If so, what are the transmission mechanisms governing such a relationship? To answer these questions, I proceed down two paths. First, I use a bank credit supply measure estimated by Bassett et al. (2014) to document the effect that bank credit supply shocks have on the unemployment rate in a VAR model. The results suggest that a one percent contraction in the supply of bank credit leads to a 0.3 percentage point increase in the unemployment rate. Moreover, bank credit supply shocks account for about 30% of the volatility in the unemployment rate. Second, I rationalize these results by incorporating a banking sector into an otherwise standard DSGE model with labour search frictions and nominal rigidities. Unlike standard banking models—which restrict banks to intermediaries of preaccumulated loanable funds—this paper allows banks to finance loans through deposit (i.e., money) creation as described in McLeay et al. (2014) and Bundesbank (2017). Matched firms must obtain a bank loan to purchase their inputs before production. When banks contract credit, there is less funds for firms to purchase their capital and labour inputs and the cost of borrowing rises. This lowers the firms' benefit of matching thereby lowering the benefits of posting a vacancy. As a result, less vacancies are posted and labour market tightness falls. In both empirical and model settings, a contraction in bank credit supply leads to a typical recession: GDP, investment and labour market tightness fall while the cost of external finance and the unemployment rate rise.

2. Monetary Policy Surprises and Central Bank Communication in Canada

Matt Soosalu MattSoosalu@cmail.carleton.ca

Abstract: This paper examines the potential confounding effects within a narrow window of monetary policy surprises in Canada. The empirical work follows two stages. I first test for non-monetary effects across all policy announcements. I apply several tests from the literature, finding no evidence of an information effect and limited evidence of a response to news effect. I then split policy announcements into two types: with and without a Monetary Policy Report (MPR). The split is natural when testing these effects for two reasons. First, the policy announcements with an MPR occur late in the month, changing the economic news set closest to each announcement. Second, the Bank of Canada Staff Forecast, a proxy for internal information and beliefs, is only consistently made for announcements with an MPR. Once accounting for this split, the information effect—tested by regressing the monetary policy surprises on Staff Forecasts—occurs only for announcements with an MPR. By contrast, the response to news effect—measured by regressing the monetary policy surprise on economic news before the policy announcement—occurs for both types of announcements. Furthermore, economic releases closer to the policy announcement have the largest impact, and the response to news effect dominates an information effect for both announcement types. Lastly, I place these empirical findings in a model of incomplete information in order to contextualize my results.

3. Predicting Recessions with the Yield Curve A Historical Perspective

Patrick Coe PatrickCoe@cunet.carleton.ca

Abstract: Rudebush and Williams (2009) refer to the enduring power of the yield curve to predict recessions, and in particular its ability to outperform professional forecasters in U.S. data from the late 1960s until just before the Global Financial Crisis. Coe and Vahey (2024) confirm that the yield curve continues to perform well in data up to 2023, but report that measures of financial conditions also contain information about future recessions. This

paper takes a historical perspective and explores the yield curve's ability to predict U.S. recessions back to the 1860s. This is of interest as it spans a number of different policy regimes, starting with the classical gold standard of the late nineteenth century. Preliminary results suggest that the ability of the yield curve to predict future recessions is time dependent. In particular the strongest evidence comes from the data from 1970 onwards. In historical data, the strongest evidence comes from samples which contain the Great Depression. This paper uses credit spreads as a measure of financial conditions and finds that they also contain information useful for predicting future recessions. In this case, the strongest evidence comes from the immediate post-war period and from the Great Moderation.

4. Ageing, Migration, and External Imbalances: A Macroeconomic Approach

James Wabenga Yango james.wabenga-yango.1@ulaval.ca

Co-author: Kevin Moran, Universite Laval

Abstract: This paper develops a two-country macroeconomic model to study the economic impacts of demographic phenomena like population ageing, reduced population growth, increased longevity, and international migration. The model builds on the close-economy contribution of Gertler (1999). In each country of the model world economy, young and old households cohabit while entry, retirement, and exit (death) are calibrated to match average population growth rates, retirement ages, and lifetime expectancy. The model can accommodate various demographic hypotheses (differentiated population growth rates across countries, international migration from developing countries to their developed counterparts, etc.) and economic ones (divergences in productivity growth across countries, imperfect worldwide financial integration, etc.). It is thus the ideal tool to compute the quantitative implications (on macroeconomic aggregates, current accounts, and the fiscal health of governments) of policy choices of important demographic phenomena. The model's capabilities are demonstrated by conducting a series of simulations or scenarios. Specifically, we explore the quantitative long-term, short-term, and medium-term macroeconomic effects of population aging, international migration, and productivity on external balances in the global North compared to the South. Our findings reiterate the key points: differential demographics are the driving forces behind improvements in savings and the root cause of disparities in external balances. Demographic shocks, for instance, result in a trade balance deficit and negative net foreign position in the North. Differentials in productivity, meanwhile, determine the relative investment across regions. The model's results suggest that in the long term, the aging economy (the North) grapples with a trade balance deficit, high savings, a favorable net foreign assets position, and a current account balance surplus.

5. The changing nature of technology shocks

Chris Gunn ChrisGunn@cunet.carleton.ca

Co-authors: Thomas Lubik (Federal Reserve Bank of Richmond).

Abstract: We document changes to the pattern of technology shocks and their propagation in post-war U.S. data. Using an agnostic identification procedure, we show that the dominant shock driving total factor productivity (TFP) is akin to a diffusion or news shock and that shock transmission has changed over time. Specifically, the behavior of hours worked is notably different before and after the 1980s. In addition, the importance of technology shocks as a major driver of aggregate fluctuations has increased over time. They play a dominant role in the second subsample, but much less so in the first. We build a rich structural model to explain these new facts. Using impulse-response matching, we find that a change in the stance of monetary policy and the nature of intangible capital accumulation both played dominant roles in accounting for the differences in TFP shock propagation.

1. Sexual Orientation and Risk Taking: An Experimental Approach

Jason Dean (Chair) jdean26@uwo.ca

Co-authors:

Maryam Dilmaghani, Saint Mary's University; Min Hu, University of British Columbia-Okanagan Campus

Abstract: The gender differences in risk aversion are often used to partly explain the differences in labour market attainment of men and women. While sexual orientation-related gaps in labour market attainment are consistently observed, little is known about the role played by differences in risk aversion in generating these gaps. In the present study, we implement the standard investment game in a sample of more than 500 heterosexual and non-heterosexual (inclusive of asexual, bisexual, gay, lesbian, and “other”) participants. The results show that lesbians, on average, take the highest level of risk among non-heterosexuals, almost aligning with heterosexual men (the least risk-averse group). Gay men and bisexuals, on average, are found to be the most risk-averse among non-heterosexuals, and are statistically significantly no different from heterosexual women. Priming the participants on the gender differences in risk taking to create a “stereotype threat” environment does not alter the patterns. The implications are discussed.

2. Weather Induced Mood and Risk Taking among the Chess Elite

Hui Xiao Hui.Xiao@smu.ca

Co-author: Maryam Dilmaghani, Saint Mary's University

Abstract: Arguably, elite chess players are the quintessential rational thinkers. Yet, this paper provides evidence that mood fluctuations affect their behaviour in official chess tournaments, consequential for their careers. The observed behavioural change most sensibly reflects a shift in latent risk preferences. Our data comprise a large sample of super-elite chess games, sanctioned by the World Chess Federation, linked to comprehensive weather data in the tournament sites on the day of the game. The weather-induced mood fluctuations are captured by deseasonalized sky cloud coverage, and risk taking is operationalized by the likelihood of draws. Our data indicate that risk taking is higher (lower) during better (worse) moods induced by sunny (overcast) days. Given the exceptional skill level of chess players in our sample, these results strongly suggest that expertise and acting in a professional capacity do not obviate the pervasive influence of mood on human decision-making under uncertainty.

3. Effect of Racism from Crowd on the Performance of MLB Players

MD ABU NAYEEM SADI MDABUNAYEEM.SADI@smu.ca

Abstract: This study explores the impact of racial dynamics on player performance in Major League Baseball (MLB) during the COVID-19 pandemic. Historically, baseball has reflected America's racial evolution, from exclusionary practices to modern multiculturalism, yet racial abuse in stadiums remains a persistent issue. Utilizing the natural experiment created by the pandemic, where games were played without fans, this research compares the performance of minority and white players across the 2018-2022 seasons. Findings reveal a complex dynamic: minority pitchers, particularly Black and Hispanic, showed improved performance during the pandemic, while minority batters exhibited a decline. This study contributes to the understanding of racial pressures in professional sports, highlighting the nuanced ways in which race can influence athletic performance under varying social conditions.

4. Strengthening between-group analyses with additional methods: a replication study

Stephanie Thomas Stephanie.Thomas@smu.ca

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Abstract: In response to the replication crisis, multiple sources offer recommendations to extend the methodological toolkit employed in the analysis of data. Following this literature, we replicate the statistical analyses of a set of published studies that report findings from simple between-group comparisons and extend the set of reported metrics. We find that the added metrics in some cases serve to strengthen the inference originally drawn from the data. In other cases, the additional metrics suggest that the conclusions drawn may be less robust than they appear, and potentially less likely to be replicable. Hence, we conclude that extending the statistical methodologies used might have decisive consequences on the conclusions drawn. To facilitate usage and encourage discussion of the additional methods we provide all coding used in the paper as well as an interactive website for basic comparisons.

Saturday, Oct. 26; Parallel Sessions - Session 2 A: Environment/Sustainability - Time: 8:30-10:00; Location: L281

1. EV Sales, Policy Incentives and Spatial Spillovers Evidence from the US Regional EV Markets

Hui Xiao (Chair) Hui.Xiao@smu.ca

Co-author: Prabhleen Kaur

Abstract: Electric vehicles (EVs) could reduce carbon emissions and reliance on fossil fuels. This study explores the factors affecting EV adoption, including policy incentives. Our findings reveal the significance of the spatial spillover effects across states where one state's economic and political environment also affect EV sales in neighboring states. While economic dynamics, such as the cross-price elasticity of demand, indicate an EV sales increase when gasoline costs rise, the regulatory measures for the EV market tend to lower EV sales. A comprehensive charging infrastructure emerges as vital for the EV uptake. This paper contributes to the literature by highlighting that state incentives or pro-EV policies are particularly important for EV adoptions, which provides practical strategies for politicians, industry stakeholders, and urban planners to promote EV adoptions.

2. Circular Economy (CE) a Development Strategy for Achieving Sustainability in the Agri-food System: Opportunities and Challenges for the Province of Newfoundland and Labrador (NL), Canada

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Co-author: Dr. Gabriela Sabau

Abstract: A very new and recent strategy of achieving sustainability as well as to ensure food security and social justice in the agri-food system is to implement the concept of Circular Economy (CE), which is based on the 3R principles such as reducing, recycling, and reusing. CE in the form of compost and green energy could be a solution to attain sustainable food security and strengthen the local economy. The aim of this paper is to propose the CE practice as a business model and a development strategy for achieving sustainability at micro, meso and macro levels in NL's agri-food system. After reviewing some case study and collecting primary data the study found that, the AD system can ensure resiliency in Newfoundland's agri-food system and maintaining sustainability by diminishing fossil fuel energy consumption. The suggested framework of CE practice is self sufficient to meet the energy needs for the nearby connected farms, tourists lodge, proposed secondary dairy processing unit and nearby town. Besides, these farms will be able to meet the crop nutrients i.e., organic compost requirement by producing the digestate using food and agricultural wastes (on farm and off farm). Although producing energy is in the hands of provincial government but increasing government incentives in this sector could be a strategy to overcome the challenges.

3. Traditional Indigenous foodways and retail subsidies: Evidence from the Northwest Territories Community Survey and Nutrition North Canada

Bela Georgiev bela.georgiev@torontomu.ca

Co-author: Nicholas Li

Abstract: Traditional foods (often referred to as "country foods") play a critical role in Indigenous culture, nutrition, food sovereignty and food security. Policies that prioritize store-bought food are often viewed as undermining these foods. We provide evidence that one such policy does not appear to negatively impact traditional foods and if anything increases their consumption. Our analysis uses community surveys conducted over several decades in the Northwest Territories that measure the relative importance of harvested versus store-bought meat in consumption and the share of the population engaged in hunting/fishing activity. Using a difference-in-difference methodology, we show that two transitions associated with the Nutrition North Canada subsidy program – the transition from Food Mail to Nutrition North in 2011-2012 and the expansion of eligibility to new communities in 2016 – had a zero or positive impact on these outcomes. We use price and quantity data from several sources to provide evidence on

mechanisms and find support for a standard economic interpretation – traditional foods appear to have a high enough income elasticity and low enough substitutability with store-bought food that they are gross complements rather than substitutes for this population.

4. Agroecology: the science and art of building sustainable agri-food systems on small-scale highly integrated farms. A case study from Costa Rica

Reza, Mohammad Selim msr780@mun.ca

Co-authors: Naznin Sultana, Selene Murillo Vega, Gabriela Sabau

Abstract: The process of change taking place in most of the countries' agricultural and food systems has seen a revival of alternative forms of farming (agro-ecological, organic, regenerative, conservation, agro-forestry, holistic), all aiming both to replace the environmentally destructive practices of conventional agriculture and to produce real, nutritious food while also securing the livelihood of farmers. In Costa Rica, a Central American country well known for its rich biodiversity, this process of change has brought to the fore a specific form of farming. Called integral farming, this takes place on highly diversified and integrated small or medium scale farms which display “a mosaic of production systems and sub-systems with diverse biological components and multiple ecological interactions which is designed to be less dependent on external production inputs and energy and can secure a greater ecological and economic stability for the farm and for the farmer’s family”. This case study describes the process of transition of a small-scale farm located in Sarapiquí of Costa Rica from conventional farming into a carefully integrated, resilient and self-sustaining agro-socio-ecological organic system, and uses empirical data and the FAO’s Tool for Agroecology Performance Evaluation (TAPE) to document its ecological, social and economic sustainability transition. The Characterization of Agroecological Transitions (CAET) provides a description of the current status of the level of agroecological transition of the El Guarumo Integral farm based on 10 agroecological elements (namely diversity, synergies, efficiency, recycling, resilience, culture and food traditions, co-creation of knowledge, human and social values, circular and solidarity economy, and responsible governance), relevant indices and descriptive scales. Empirical data was collected both from previous case-studies research and from interviews with the farm owner and workers on the farm. Results show that this farm is strong in efficiency, culture and food tradition, co-creation and sharing of knowledge and responsible governance, with scores of 100 for each of the four elements. The farm is not so strong on synergies and recycling (less than 90%) but strong enough on diversity, resilience, circular and solidarity economy and human and social values (>91% but <100%), to give an average score of 94.16% of the 10 agroecological elements. The score shows an advanced level of transition to agroecology of the farm. While the farm’s score is high, the farm has encountered specific challenges, namely lack of consistent financial support from the government or the banking system, lack of consistent policies to secure market security and cumbersome and costly procedures for product and processes certification, as well as lack of awareness about the benefits and advantages of this sustainable farming system. The study underlines the role of policy in sustaining existing innovative agents and advancing sustainability transitions. Also, the study makes the case that more transdisciplinary research as well as comparative studies between conventional and agroecological farming are needed to bring good evidence and move more agrifood systems towards sustainability.

1. Frailty in Canada, 2001 to 2021

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Co-authors: Douglas Andrews, PhD, Adjunct Professor in the Department of Statistics and Actuarial Science, University of Waterloo
Karen Khalil El Hajj, PhD Candidate, School of Public Health, University of Waterloo
Giovana Apicella, PhD, Department of Economics and Statistics, University of Udine.

Abstract: Risks related to population ageing pose several challenges to governments, policymakers, and financial institutions, who need to wisely rethink long-term products, healthcare, and pension systems, to ensure their sustainability. Long-term-care (LTC) services were shown to be sorely inadequate to deal with the COVID 19 pandemic and the availability of beds for those in need continues to be a policy issue in many provinces with long waiting lists often in the news. Many factors drive whether a person needs LTC services including health, demographic and socio-economic characteristics; their relationship with LTC need is interconnected, complex, and diverse (Garner et al., 2018; Tate et al., 2022). However, the literature points out that frailty is closely linked to the likelihood of needing LTC (Cegri et al., 2020; Chen et al., 2019; Milte et al., 2022; Theou et al., 2018). Fortunately, methodologies for estimating frailty indices are available in the literature (Searle et al., 2008; Gilmour & Ramage-Morin, 2021). This descriptive study takes the proposed indices to the Canadian Community Health Survey (CCHS) data following Gilmour & Ramage-Morin (2021) and others to examine the possibility of providing consistently measured estimates of frailty from population health survey data over time (2001 to 2021) by age and sex. The estimates will provide a basis for actuarial studies which will examine the need for LTC over the next several decades.

2. Parental investment, child's gender and skill gaps

Anastasiia Suvorova asuvorov@stfx.ca

Abstract: Female-favourable gender gaps in multiple measures of academic achievement, among children and young adults, have increased over recent years. These disparities have been linked to deficits in boys' literacy, which manifest early in childhood and accumulate over time. I investigate the impact of parental time investment decisions on the widening of literacy gaps between boys and girls. I estimate a model of the mother's time investment and child skill accumulation, allowing for gender differences in the literacy production function, initial endowments, and parental preferences for children's human capital. My analysis centers on the development of skills in children aged 6 to 15 as observed in the Longitudinal Study of Australian Children. I document that mothers tend to allocate more time to their daughters, and although my point estimates suggest that these differences in maternal time investment are mainly explained by the mother's preferences for literacy between boys and girls, these estimates are not statistically significant. Overall, my findings suggest that the role of mothers' aggregate time investments in the expansion of literacy deficits may be limited, and this expansion is driven by productivity differences unrelated to aggregate time investment.

3. Give & Take? Child Benefits & Prices in Northern Canada

Nicholas Li nicholas.li@torontomu.ca

Co-authors: Angela Daley (University of Maine), Barry Watson (Acadia University)

Abstract: Cost of living is comparatively high in Northern Canada, which is a remote and sparsely populated region served by retail oligopolies (40 percent of communities feature a monopoly, while the rest feature a duopoly). Government transfers constitute a large share of household income in

Northern communities, and child benefits are particularly important, with these programs having expanded in recent years (Universal Child Care Benefit in 2015 and Canada Child Benefit in 2016). We assess the extent to which increased child benefits are “captured” by retailers via higher prices. Using the Longitudinal Administrative Database and community-level data on prices and food shipments from Nutrition North Canada (2012-2019), we find that expanded child benefits are associated with higher prices, with an elasticity of 0.027. And, while not statistically significant, the quantity response is comparatively large, with an increase of 22 grams per extra dollar of child benefits versus 3.6 grams per extra dollar of total income. These results suggest that expanded child benefits coincide with an increase in food demand, leading retailers to raise prices. The conjecture that Northern communities are not pure “price-takers” is supported by our tests for heterogeneity, where the price and quantity effects are driven by monopoly communities.

4. School Disruptions, Parental Employment and Earnings: Evidence from Canada

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Co-authors: Casey Warman, Department of Economics, Dalhousie University and National Bureau of Economic Research
Marie Connolly, Department of Economics, Université du Québec à Montréal

Abstract: We investigate how COVID-19 school disruptions affected parents’ labour market outcomes in Canada using experimental methods. Our study not only examines school closures and reopenings but also accounts for other COVID-19 policies that might affect labour supply and labour market outcomes, providing a comprehensive understanding of the pandemic’s multifaceted impact on the labour market. In addition to examining the effects on both the intensive and extensive margins, we explore various other impacts, including the use of government support programs such as the Canada Emergency Response Benefit (CERB), Canada Recovery Benefit (CRB), and Employment Insurance (EI). We also assess the influence of school disruptions on earnings utilizing longitudinal administrative data. Further, we investigate the effect of labour market disruptions on the type of occupation held. Finally, we analyse the family dynamics, focusing on how households navigate trade-offs between work and investing in their child’s education during school disruptions.

1. Assessing Culturally-Responsive Pedagogy in Economics

James Sawler (Chair) James.Sawler@msvu.ca

Abstract: With the percentage of bachelor's and doctorate degrees in economics awarded to woman and visible minorities substantially lower than in other subjects (including STEM), economics is one of the least diverse academic disciplines. Among the potential explanations for this lack of diversity is that minority students may not believe economics to be culturally relevant to their interests and towards the economic problems facing their communities. Culturally-responsive pedagogy refers to instruction that motivates students by adapting to the mix of ethnicity, class, gender, region, religion, and family that contributes to their cultural identity. This presentation describes an initiative of the ACEA's Diversity, Equity, and Inclusion Committee to assess minority students' perceptions of the cultural relevance of their economics instruction, and to evaluate whether these perceptions are linked to their desire to pursue further study in economics. We hope to incorporate insights from this research to make recommendations on how economics instruction can be altered to attract a more diverse group of students and, ultimately, contribute to a more diverse profession.

2. Impact of maternal education on children's nutritional status and early childhood development: An instrumental variable approach

Moriam Khanam Moriam.Khanam@dal.ca

3. Return to an Extra Year of High School: Evidence from Newfoundland and Labrador

Sergei Filiasov filiastos@mcmaster.ca

Abstract: In 1983-84 the province of Newfoundland and Labrador increased the number of years of high school from 11 to 12 without substantially changing the core academic curriculum while introducing new (pre-)vocational courses. We leverage this large-scale exogenous variation to estimate returns to years of schooling in the presence of general equilibrium effects. First, using the 2001 Canadian Census, we demonstrate that this change increased the number of completed years of secondary school by around 0.5-0.6 for both sexes. Employing a fuzzy comparative regression discontinuity (CRD) design and accounting for anticipation, we estimate that when the treated are in their early thirties, the return to an additional year of schooling is around 10% of employment income. This effect translates to increased wealth as measured by their average dwelling value. In addition, the effects seem to persist into the affected group's early fifties. We suggest two channels that could drive the observed return. First, an additional year of schooling substantially raises migration out of the province, especially for males. Second, it changes the occupational structure with females switching to higher-paying occupations. However, we do not find strong evidence that the reform impacted post-secondary education outcomes. We argue that the introduction of new (pre-)vocational courses plays a key role in the observed responses. Finally, we discuss the implications of the unique economic context of Newfoundland on the interpretation of the results.

4. Scientific Talent Leaks Out of Funding Gaps

Bitsy Perlman elisabeth.perlman@census.gov

Co-authors: Wei Yang Tham - (soon to be University of Toronto) Harvard Business School & Laboratory for Innovation Science at Harvard, Joseph Staudt - U.S. Census Bureau, Stephanie D. Cheng - Edgeworth Economics

Abstract: We study how delays in NIH grant funding affect the career outcomes of research personnel. Using comprehensive earnings and tax records linked to university transaction data along with a difference-in-differences design, we find that a funding interruption of more than 30 days has a substantial effect on job placements for personnel who work in labs with a single NIH R01 research grant, including a 3 percentage point (40%) increase in the probability of not working in the US. Incorporating information from the full 2020 Decennial Census and data on publications, we find that about half of those induced into nonemployment appear to permanently leave the US and are 90% less likely to publish in a given year, with

even larger impacts for trainees (postdocs and graduate students). Among personnel who continue to work in the US, we find that interrupted personnel earn 20% less than their continuously-funded peers, with the largest declines concentrated among trainees and other non-faculty personnel (such as staff and undergraduates). Overall, funding delays account for about 5% of US nonemployment in our data, indicating that they have a meaningful effect on the scientific labor force at the national level.

Plenary Session: Graham Lecture 10:30-12:00 SB 255
Professor Philip Oreopoulos, Professor of Economics, University of Toronto
Personalized Support at Scale

Lunch 12:00-1:30 12:00-1:30 Sobey Lobby -SB255

Lunchtime ACEA Exec. Meeting 12:00-1:30 PDR

Saturday, Oct. 26; Parallel Sessions - Session 3 A: International Economics - Time: 1:30-3:00; Location: L281

1. US vs. China: A Comparative Analysis of Their Influence on Emerging Stock Markets

Murshed Chowdhury (Chair) mchowdh1@unb.ca

Co-author: Dinesh Gajurel- University of New Brunswick

Abstract: In light of the growing interest from both the U.S. and China in the emerging economies of Southeast Asia, this study seeks to explore the connection between macroeconomic factors and the stock market indices (both aggregate and sectoral) of the ASEAN-5 nations, namely Singapore, Thailand, the Philippines, Indonesia, and Malaysia. It also analyzes how fluctuations in macroeconomic variables in the U.S. and China impact the stock market indices of these ASEAN-5 economies. We utilize monthly data from 2000 to 2022 and apply the Non-Linear Auto Regressive Distributive Lag (NARDL) model. Our macro variables include interest rates, exchange rates, money supply, and the industrial production index. For the equity market, we include the aggregate composite index and eight sectoral indices: financial, industrials, energy, real estate, health care, consumer discretionary, consumer staples, and technology. Our findings indicate the relationships between macroeconomic variables and stock markets at the country level. However, we observe significant asymmetry in explaining the relationship between the stock indices and macro variables during economic expansion and contraction. Our findings also reflect the asymmetry in the said relationship during the Great Recession and COVID-19 period. We observe that the stock market indices of ASEAN-5 countries exhibit a higher degree of integration with the U.S. economy compared to the Chinese economy. This underscores that, despite China's growing influence in the ASEAN region, historical data suggests that the U.S. has played a more pivotal role in the region.

2. Recruiting at the intensive and extensive margins by exporters: Implications for labor demand concentration and labor market matching

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Abstract: In the years leading up to Slovenia's entry into the EU, Slovenian firms experienced large reductions in tariffs with their main trading partners, the EU member countries. We exploit variation in exports due to these changes in tariffs to assess differences in recruiting of new and incumbent exporters. Data on the flow of all job vacancies and new hires in Slovenia during the five years leading up to Slovenia's EU entry reveal that exporters created on average 30% of all vacancies annually despite representing 6% of all firms and 13% of all recruiting firms. While an average exporter was more likely to create a vacancy and make a hire than an average non-exporter, it was the incumbent exporters who created a larger number of vacancies and made a larger number of hires. Firms that changed their export status created more vacancies and made more new hires in the year leading up to the start of their exports. These differences in vacancy creation and hiring at the intensive and extensive margins of recruiting had aggregate labor market implications. We document a more concentrated labor demand and evidence of improved matching in labor markets with a larger presence of exporters. We also find that, compared to other firms, incumbent exporters screened job applicants more intensely, offered higher wages, and offered more dispersed wages for otherwise similar jobs

3. Effects of Public Debt Structure and Financial Sector Development on Inclusive Development in sub-Saharan Africa

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Emmanuel K. Yiridoe- Department of Business and Social Sciences, Faculty of Agriculture, Dalhousie University.

Abstract: This study applied quantile regression estimation methods to investigate the effect of public debt structure and financial sector development on inclusive development in sub-Saharan Africa (SSA). The analysis is based on panel data (2000 – 2022) for 41 sub-Saharan African countries. A more human-centred and comprehensive Multidimensional Inclusiveness Index (MDI) was used as a proxy for inclusive development. Total public debt was disaggregated into, domestic debt, and external debt, while the financial development index was used as a measure of financial sector development. The results indicate that, for the SSA sub-region, the separate effects of total public debt and financial development hamper inclusive development in the 25th, 50th, and 75th quantiles. Domestic debt and external debt both had significant negative coefficients in the 25th, 50th, and 75th quantiles, suggesting that domestic debt and external debt retard inclusive development efforts in the SSA countries considered. Domestic debt and financial development interaction term had a positive effect on inclusive development. Similarly, external debt and financial development interaction term had a positive effect on inclusive development in the sub-region. The study contributes to the growing evidence that more public debt accumulation hampers inclusive development. We recommend that borrowed funds be invested in more productive sectors (e.g., financial sector) in the SSA sub-region to minimise poverty-induced (within-country) inequalities and promote more inclusive development.

4. Impact of home Remittances on Economic Growth in South Asia: A Panel Data Analysis

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Co-author: s: Professor Ather Akbari- Saint Mary's University, Halifax

Abstract: This study analyzes the effects of home remittances on economic growth in South Asia. Data on Bangladesh, India, Pakistan, and Sri Lanka were organized in a panel form from period 2002- 2021. Findings suggest home remittances have a positive but limited impact on economic growth in Bangladesh and India while more on Sri Lanka. A negative impact was found in case of Pakistan suggesting a large income effect on Pakistani Labor supply. The study also found a moderating role of institutional quality, particularly rule of law and control of corruption.

Saturday, Oct. 26; Parallel Sessions - Session 3 B: Atlantic Canada/Immigration- Time: 1:30-3:00; Location: L283

1. Social life on campus and job-education matching for international students: Some evidence from Atlantic Canada

Ather Akbari (Chair) ather.akbari@smu.ca

Abstract: Attraction and retention of international students is an important goal of Canadian immigration policy to address shortages of skilled labour that have occurred due to an aging population affecting different regions of Canada differently. International students are fluent in one or both official languages and are familiar with the Canadian culture. Having obtained their education in Canada, they do not face the barrier of credential recognition that those arriving as permanent residents face. Past studies have shown that about 70 percent of international students would like to stay in Canada upon completion of their studies. However, do they find jobs that match their field of study? Working in one's field of study is important for better productivity at the workplace leading to a rewarding and successful career which in turn is essential for the country's economic growth. The probability of finding employment in one's field of study could be dependent on many factors. One such factor is the social interactions one experiences on campus. Greater social interaction helps develop communication skills, networking and professional skills, all necessary to land a suitable job after studies. In this study, we use a survey-based data of international students who attended a post-secondary institution during 2017-2024 in Atlantic Canada, a region most affected by aging population, to study how their social experiences acquired during their study period factor in the probability of obtaining a job in their field of study.

2. Migration Selectivity in the Post-Graduation Mobility of International Students: A Decomposition Approach

Liam McCann Liam.McCann@smu.ca

Co-authors: Dr. Fariba Solati- St. Thomas University, Dr. Murshed Chowdhury- University of New Brunswick

Abstract: Certain subsets of the population consistently demonstrate elevated levels of internal mobility, leading to overrepresentation in interregional migration flows. Despite the empirical reality of so-called migration differentials, the selective mechanisms underlying them have attracted little interest from researchers and remain largely unexplained. Using longitudinal data on university graduates in Atlantic Canada from 2009-2019, derived from the Postsecondary Student Information System (PSIS), this study explores the selective mechanisms contributing to international students' high levels of interregional outmigration from Atlantic Canada after graduation, compared to their domestic counterparts. The migration decision-making process for each group is modelled using probit estimation, and non-linear decomposition techniques are employed to partition the migration differential. The differential is decomposed into a composition effect, resulting from group differences in the distribution of socioeconomic characteristics, and a structural effect, reflecting group differences in the migration decision-making process. These components are then analyzed further to estimate the relative importance of characteristics such as income, education, and industry of employment in explaining the differential. Results suggest that group differences in socioeconomic composition explain most of the interregional migration differential between international and domestic students in Atlantic Canada, while differences in the underlying decision-making process also play an important role, especially with respect to education level. This research has direct policy implications for provincial responses to outmigration and human capital flight, specifically in the Atlantic Canadian context.

3. Financial Concerns and Household Food Waste Reduction Behaviour in Nova Scotia, Canada

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Co-authors: Emmanuel Yiridoe: Dalhousie University, Faculty of Agriculture, Department of Business and Social Science, Ji Lu: Dalhousie University, Faculty of Agriculture, Department of Business and Social Science

Abstract: Food waste is a global problem, with households contributing the most waste along the food supply chain. Currently, the increasing cost of food is raising concerns for many Nova Scotia (N.S.) households, affecting their decisions regarding food purchasing, consumption, and waste. This study aimed to investigate how financial concerns influence household food waste behaviour. The data from an online survey of 750 Nova Scotia households were analyzed in a structural equation model (SEM). The results showed that, on average, N.S. households waste 12.1% of their food. In line with the theory of planned behaviour, the respondents' attitude towards food waste, their moral norms, and perceived behavioural control significantly predicted the respondents' intention to reduce food waste, which in turn is a strong predictor of food waste. Regarding financial concerns, N.S. households who reported difficulties affording food showed a greater intention to reduce food waste. However, the financially challenged households ironically reported a higher percentage of food wasted than less challenged families. The path analysis using SEM suggests that elevated financial concerns are associated with a tendency to buy in bulk and high price sensitivity in food purchases. These shopping habits may cause households to buy food they do not necessarily need, which may contribute to a higher level of food waste. This study enhances our understanding of the influence of financial concerns and psychosocial factors on household food waste behaviour and provides insights into strategies for reducing household food waste.

4. Determinants of Housing Prices in Nova Scotia: Evidence from Housing Sales (2010 - 2024)

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Co-author: Dr. Wimal Rankaduwa- Saint Mary's University, Halifax

Abstract: This study examines factors that affected house prices in Nova Scotia, using DatazONE's parcel sales history and residential dwelling characteristics datasets, covering the period from July 2nd, 2010, to April 29th, 2024. Hedonic price theory is applied to house sale prices for the Halifax, Cape Breton, Kings, and Queens regional municipalities in Nova Scotia, and the data is analyzed using the Ordinary Least Squares regression technique (OLS) and the Heteroscedasticity-Consistent standard errors to correct for heteroscedasticity. The analysis reveals that property age, size, number of bathrooms, presence of a garage, and inclusion of multiple parcels of land generally exhibit the expected positive impacts on house prices. Number of bedrooms and the presence of a finished basement, however, unexpectedly exert a negative influence. While the number of living units in a property is not a significant determinant of housing prices in the province. Residential property prices in Nova Scotia are also shown to vary across the municipalities that the study examines. The average prices of houses in Cape Breton, Kings, and Queens regional municipalities were lower than those in the Halifax Regional Municipality (HRM). Furthermore, prices in the Halifax have been rising with faster growth in more recent times. Additionally, there is no significant variation in the average house prices of Halifax residential properties over year quarters. House prices in Cape Breton, Kings, and Queens were also revealed to be higher during earlier years compared to recent years, especially when their prices are compared to Halifax house prices in the earlier periods. Furthermore, the price of houses in specific municipalities are shown to vary across quarters. Lastly, the impact of property age is revealed to vary across regions and time periods.

Saturday, Oct. 26; Parallel Sessions - Session 3 C: Natural Resources/Environment; Time: 1:30-3:00; Location: L297

1. The Impact of Financial Markets on the Environment

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Co-author: Marc Henri N'guessan, Université Clermont Auvergne

Abstract: The article examines the complex relationship between financial markets and environmental sustainability, focusing on how financial market performance affects greenhouse gas (GHG) emissions. Analyzing data from 43 countries with developed financial markets and significant CO2 emissions between 1990 and 2018, the study finds that increased financial market returns generally lead to higher GHG emissions, particularly in G20 and high-income countries. This is due to the associated rise in economic and industrial activity, which is often carbon-intensive. Conversely, the impact is less pronounced in non-G20 and middle-income nations, reflecting different economic structures. The study also highlights that financial market volatility exacerbates GHG emissions, especially in countries lacking strict environmental regulations, as economic uncertainty pushes policymakers towards short-term, environmentally detrimental solutions.

Crucially, the analysis shows that carbon taxes effectively mitigate the impact of financial markets on emissions. The article recommends several policy actions: strengthening environmental regulations, especially carbon taxes; promoting sustainable financial practices in developing countries; decoupling economic growth from emissions in high-income nations; and fostering international cooperation to help lower-income countries adopt effective environmental policies.

2. ENVIRONMENTAL POLLUTION AND ECONOMIC GROWTH IN CHINA

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Co-author: Yixin Zhao

Abstract: The rapid economic growth in China has greatly impacted its environment and people's quality of life across China in the past four decades. In this paper, we use a panel data set of 31 Chinese provinces from 2004 to 2017 and recent econometric models to estimate the relationship between environmental pollution (as measured by industrial sulfur dioxide emissions) and economic growth while controlling for four other variables. Our main findings are: (i) China's economic growth impacts its environmental pollution through a decreasing, rather than the more commonly known inverted U-shaped relationship; and (ii) environmental pollution in one province is directly associated with the environmental pollution in its neighboring provinces. Based on these results, we recommend that government increase investments in high value-added, renewable, and low-carbon industries and encourage cooperation between neighboring provincial governments to ensure stable and sustainable economic growth while protecting the environment.

3. An Economic Analysis of Wildfires: A Case Study of British Columbia

Kevin Wainwright Kevin.Wainwright@ufv.ca

Abstract: In the past several years there has been a significant increase in wildfires across Canada, particularly in the western provinces. Not only has the frequency of wildfires grown, but the magnitude and duration of many of these fires. Since 2017, there has been an exponential growth related costs including property damage, lost revenues from the forest sector and direct expenditures of government on wildfire fighting. In 2023 the BC government budgeted \$200 million for wildfire suppression whereas the actual costs climbed to over \$1 billion. While climate change has played a significant role in the increase in wildfires, there are several factors that have contributed the impact of wildfires. First, forestry practices over the past 50 years has led to a more homogeneous forest that translates into larger, faster moving wildfires. Second, the trend to remote work combined with high urban housing prices as seen an increase in both the number and value of homes in higher-risk areas. Third, wildfire suppression

management has been highly centralized, leading to asymmetries of information and inefficient allocation of resources. The wildfire problem is a case of poorly delineated property rights that has led to a divergence between private and social costs. This paper presents an economic analysis of wildfires, using British Columbia as a case study. Finally, the paper reviews current policies and offers recommendations for policy alternatives.

4. The Conundrum of Capital Gains

Robert Cairns, Prof. robert.cairns@mcgill.ca

Abstract: There is disagreement among economists who study capital gains about whether they should be considered to be income. The present paper diverges from their analyses in observing that all capital costs in an investment project are sunk and must be repaid from the forward net cash flows of the project. The properties of sunk costs are developed under certainty and uncertainty to highlight considerations of attributing income. Experience with capital gains on land and some natural resources further informs the distinctions. The correct, economic treatment of capital gains is a subtle, dynamic problem. A conclusion is that standard accounting has finessed the problem, both for periodic reporting of results and for taxation.

5. Gasoline price effects on gasoline consumption in Canada

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Abstract: TBA

Saturday, Oct. 26; Parallel Sessions - Session 4 A: Public Economics - Time: 3:30-5:00; Location: L281

1. Are Populists Worried about their Children's Futures? Intergenerational Economic Insecurity and U.S. Voting Behavior

Barry Watson (Chair) barry.watson@acadiau.ca

Co-authors: Barry Watson- Acadia University, Lars Osberg- Dalhousie University, Stephen Law- Mount Allison University.

Abstract: Could faster inclusive growth solve the American political alienation problem? We examine the importance of relative intergenerational income mobility for political attitudes and feelings toward marginalized groups, using the US Opportunity Atlas. Findings suggest that an erosion of 'white privilege' has led to intergenerational rank mobility being highest among Asians and lowest among Whites. Further, positive rank mobility is observed by most Blacks, Latinxs, and Asians, but intergenerational rank mobility for Whites tends to be negative. When merged with the 2016 American National Election Study, results show that among US-born White males, a lack of state-level mobility is associated with more interest in authoritarianism, more support for Trump, and reduced feelings toward Blacks, Latinxs, and Asians - this is particularly true for those of working age and/or a middle-class income. These results are also apparent in states where at least one racialized group experiences a state-level increase in intergenerational rank that exceeds their national average; however, results are tempered when Whites also experience a rise that exceeds their national average. Based on political affiliation, the impact of rank immobility among US-born Whites is driven by Democrats, along with those who reside in states with above-average growth. This is also the case for those living in the so-called 'blue wall' states, and states with above-average levels of unemployment insurance generosity. Consequently, we argue that, given changes in relative income rankings will produce precisely as many losers as winners, inclusive growth worsens the political alienation problem, fostering increased interest in populist ideals.

2. Public Funding on Canadian Charities: A study examining Pro-Life and Pro-Choice groups

Alan Chan Alan.Chan@crandallu.ca

Co-authors: Alan Chan- Crandall University, David Murrell- University of New Brunswick (Fredericton), Don Moore- Crandall University

Abstract: Many charitable organizations receive public funding. There are guidelines on eligibility, but the selection process may not be very transparent. In the present study, we look at Canada Revenue Agency Data in 2022/2023 and examine the distribution of funds made to various pro-life and pro-choice groups. The underlying objectives of these two charitable advocacy groups are opposite, yet, both groups are directly and indirectly receiving support from the government. This could signal inefficient use of public resources. This paper has broken down the source of revenue and expenditure of these groups, in terms of advocacy and pregnancy. We found significant differences in their financial patterns.

3. The Complementarity of Campaign Contributions and Charitable Donations

Hickey, Ross ross.hickey@ubc.ca

Abstract: Are charitable donations substitutes or complements for campaign contributions? To answer this question, I look at 50 Canadian federal byelections. Using an event study research design I estimate that a byelection increases campaign contributions within a riding by 32% and charitable donations by 21%. To examine whether it is the electoral event itself or the campaign contributions that affect charitable donations, I use an instrumental variables estimator where the byelection is the excluded instrument. Estimates are less precise but indicate that the elasticity of charitable giving with respect to campaign contributions is about 2. Taken together this evidence suggests that campaign contributions and charitable donations are complements.

4. Does Balanced Budget Legislation Make a Difference? Evidence from Canadian Provinces, 1982-2022

Knee, Allison Marie amknee@mun.ca

Co-author: Dr. Kam Hon Chu- Memorial University of Newfoundland and Labrador.

Abstract: Growing provincial and federal debt is a long-standing concern for Canadians. Balanced budget legislation (BBL) is an institutional setting intended to help alleviate problems associated with high debt levels by promoting fiscal discipline and sustainability, acting as a commitment to reducing debt levels. This study utilizes difference-in-differences methods to empirically estimate the causal impact of BBL on the debt-to-GDP ratios of Canadian provinces over the sampling period 1982-2022. It examines the quasi-experiment of the introduction of the first balanced budget legislation in Canada by Alberta and New Brunswick in 1993, as well as the subsequent adoptions of the legislation by other Canadian provinces. Both homogeneous and heterogeneous difference-in-differences methods were used to examine the impact of these legislations over time. An event study framework is also utilized in this research. The findings show some evidence in support of the adoption of BBL and they are not only highly relevant to the debate in the literature regarding the effectiveness of fiscal rules but also present policy implications for the provinces, especially Newfoundland & Labrador and PEI, the only two remaining provinces without the legislation. Taking steps toward heightened fiscal responsibility and sustainability through the adoption of such legislation would be well situated within post-pandemic economic recovery plans.

5. Comparative Analysis of Cannabis Retailers in Canada: Government Versus Private

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Co-author: Dr. Jason Childs- University of Regina.

Abstract: This study analyzes cannabis retail pricing by comparing government-operated and private retailers across eight Canadian provinces. Focusing on four private-market provinces (Saskatchewan, Manitoba, Ontario, and Alberta) and four government-controlled provinces (Nova Scotia, New Brunswick, Prince Edward Island, and Quebec), the research examines mean, median, variance, density, and product variety to evaluate pricing structures in each retail model. We find that there are four main size offerings (3.5g, 7g, 14g, and 28g). When aggregated into similar sizes government offers a lower mean but we find no statistically significant difference in mean prices between market structures. Private retailers generally offer a lower minimum and higher maximum giving more variance to prices. Higher density is observed in private retailers. Private retailers also offer more variety but the average offer per store is usually lower than government. Both markets offer statistically significant decreases in price per gram as package size increases. Effectiveness of legalized cannabis is going to be determined by the ability to stop overconsumption of new cannabis consumers and to flip illicit consumers to the legal market.

Saturday, Oct. 26; Parallel Sessions - Session 4 B: Economics, Diversity, Wellbeing- Time: 3:30-5:00; Location: L283

1. Modelling organizations' responses to employee disclosure at work: An organizational economics approach

Daniel Keays (Chair) daniel.keays@gmail.com

Abstract: Employee disclosure refers to the process of revealing personal information about oneself with others in a workplace setting. This type of disclosure also greatly influences organizational culture, policies, and workplace interactions. Modelling such disclosure scenarios using an organizational economics approach addresses communication challenges faced by businesses dealing with the respective disclosure(s). Further, it allows for uncovering the most effective ways to communicate disclosure procedures and policies to employees and employers. This, in turn, will lead to a) improved corporate training practices for employee disclosure in business communication settings, and b) increased overall productivity measures for organizational members.

2. Retirement Bliss or Regret? Unraveling the Impact of Retirement on Life Satisfaction

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Co-authors: Dr. Ida Ferrara- York University, Toronto, Dr. Sadia M. Malik- York University, Toronto.

Abstract: Retirement marks a significant life transition that embodies both anticipation and uncertainty, impacting individuals' well-being and life satisfaction. While some embrace retirement as an opportunity for leisure and personal fulfillment, others struggle with the loss of work-related identity and routine. Understanding how retirement influences quality of life is crucial for informed decision-making and policy development. Our study, utilizing a rich longitudinal dataset of Canadian residents aged 45 to 85 years, aims to fill gaps in existing research by examining various dimensions of retirement and their effects on life satisfaction. Through rigorous empirical analyses accounting for potential endogeneity, we find that retirement, whether partial or complete, consistently enhances well-being. However, the transition into complete retirement from no or partial retirement, and whether retirement is voluntary or involuntary, significantly impacts life satisfaction. Specifically, only the transition into complete retirement from no retirement and only voluntary retirement contribute to greater life satisfaction. While life satisfaction generally increases with age, we observe a nuanced effect of retirement duration, suggesting a prolonged period of positive benefits before any dissipation. Furthermore, our analysis uncovers impact heterogeneity based on gender, education, and reasons for retiring, with males and less educated individuals experiencing larger increases in life satisfaction, and push-type reasons (i.e., circumstances) countering the positive effects of pull-type reasons (i.e., incentives). Our findings underscore the importance of considering diverse aspects of retirement in shaping post-employment experiences and highlight the need for tailored interventions to optimize outcomes.

3. How Stress and Feedback Affect Stress

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Co-authors: Steven Shead (PhD student at Curtin University, Australia), Professor Robert Durand (Curtin University, Australia), Assistant Professor Stephanie Thomas (Saint Mary's University, Canada)

Abstract: We present a protocol that extends the design outlined in Shead et al. (2021). Our main goal is to examine how performance-based feedback and exogenously induced stress influence individuals' confidence levels when making financial investment decisions. Participants are presented with a price series and required to construct a prediction interval, which is then used to assess individual confidence levels using the theoretical concept of miscalibrated confidence. Additionally, we want to better understand the relationship between performance-based feedback and individual confidence levels in financial decisions. Specifically, we explore the link between the dopamine system and self-efficacy, investigating

how this may alter individual confidence levels. We review existing literature on how positive and negative feedback affects self-efficacy and examine how this relationship changes when individuals are subjected to stress. We propose an experiment with one treatment that isolates the impact that performance-based feedback has on individual confidence levels. An additional treatment will examine the combined effect of an exogenous stressor and performance-based feedback on confidence levels. The exogenous stressor we use is the Cold Pressor Arm Wrap, a variation of the well-known Cold Pressor Test. We have modified the experimental design of Shead et al. (2021) to incorporate and analyse performance-based feedback. After participants construct their prediction interval, participants in the feedback rounds will receive information on the outcome of their decision.

4. Canada's Francophone Economy

Pierre-Marcel Desjardins pierre-marcel.desjardins@umoncton.ca

Abstract: Canada is an officially bilingual country. Papers have been presented on the benefits of bilingualism (e.g. Christofides and Swidinsky, 2010, Desjardins and Campbell, 2019, Fry and Lowell, 2003, The Conference Board of Canada, 2018). This paper objective is different from previous papers. Its primary objective is to illustrate the benefits to Canada of having a significant francophone speaking labour force. It presents an overview of the francophone elements of the Canadian economy. It offers a socio-economic profile of francophones (as defined as the capacity to speak French). It also highlights to opportunities for Canada of having an important francophone labour force. These advantages are diverse, including attracting immigrants, attracting international students, attracting tourists. It also has a section describing the significance of international trade with francophone speaking countries. The country's trade with francophone speaking countries is not only greater than the simple demographic weight would generate, but these countries are forecasted to experience an increase of its share of world population, particularly in French-speaking Africa.

Saturday, Oct. 26; Parallel Sessions - Session 4 C: Gender and Sexual Orientation - Time: 3:30-5-00; Location: L297

1. Obesity and Labour Earning by Sexual Orientation: Evidence from the Canadian Community Health Survey

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Co-authors: Maryam Dilmaghani- Saint Mary's University, Halifax, Vurain Tabvuma- Saint Mary's University, Halifax.

Abstract: Using the Canadian Community Health Survey (CCHS) of 2015 to 2018, we examine how the incidence of obesity associates with labour earnings of sexual minorities, in comparison with heterosexuals. While previous research has shown that obesity can negatively affect income due to discrimination, health-related productivity losses, and internalized social stigma, there is limited understanding of how these effects differ among sexual minorities, who may experience additional layers of discrimination and adherence to social norms. In particular, previous literature indicates that gay men may be face greater pressure to be physically fit than heterosexual men while the opposite is held for lesbians. However, our analysis reveals that sexual minorities with obesity face a more significant income penalty compared to their heterosexual counterparts. This income disparity is particularly substantial for lesbian and bisexual women. These findings underscore the pervasive influence of sex-based differences regarding body pressures and its influence on labour market outcome. They further demonstrate the need for targeted policies and interventions to address the specific challenges faced by sexual minorities.

2. Over-education of Sexual Minorities and the Impact on Labour Market Outcomes in Canada

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Co-author: Maryam Dilmaghani- Saint Mary's University, Halifax.

Abstract: Despite strong reasons to anticipate differences, disparities in over-education related to sexual orientation have not been adequately examined in the existing scholarship. To fill this gap, this paper utilizes confidential data from the 2021 Canadian Censuses to document the incidence of over-education among sexual minorities in same-sex couples, in comparison to heterosexuals, and to estimate the associated wage consequences. Over-education and under-education are defined based on how an individual's educational attainment compares to the mode within their occupation, measured at the 2-digit, 3-digit, and 4-digit levels of disaggregation. The findings indicate that sexual minorities, particularly those in male-male couples, are approximately 5% to 10% more likely to be over-educated compared to their heterosexual counterparts. Specifically, men in same-sex couples face wage penalties due to over-education, whereas women in same-sex couples do not experience such penalties when compared to similarly situated heterosexuals. When controlling for the horizontal match between education and occupation, intended to distinguish between "apparently" overeducated individuals and genuinely overeducated ones, the observed patterns remain largely unchanged. The presence of these disparities suggests that they may be driven by a complex interplay of factors, including individual preferences, occupational segregation, and potentially discrimination. This paper concludes by discussing the implications of these findings for labor market and education policy.

3. Economic Gains and Exploitation of Female Bodies: The Case of Hentai Anime Industry in Japan

Ameri Suzuki hnxcd@stu.ca

Co-author: Dr. Fariba Solati- St. Thomas University

Abstract: The production and consumption of Japanese hentai anime, often characterised by paedophilic elements, have significantly contributed to Japan's economic growth in recent years. However, the lack of regulation in this industry has led to negative externalities, particularly affecting the well-being of women and girls. This study explores the market failures associated with the sexual exploitation of young women for economic gain,

using hentai as a case of profit maximisation at the expense of vulnerable populations. The research aims to assess the impact of this harmful yet profitable genre on the well-being and status of women and girls while also investigating strategies to ensure that consumers and producers bear the full social costs of such products. Through qualitative analyses of academic literature, online hentai communities, and publications on anime creators, this study examines the sexualisation and commercialisation of young women as a significant negative externality in Japanese society. The research also considers potential government policies to make the production of paedophilic pornography unprofitable to ultimately limit its supply. Preliminary findings reveal that the Japanese anime industry contributes approximately 2% to the nation's GDP, with the hentai genre alone generating nearly \$12 billion in 2023. Additionally, prior studies indicate a positive correlation between the consumption of such pornography and attitudes supporting violence against women, and women who recently experienced sexual violence are more than twice as likely to be unemployed compared to those who have not.

4. Masculinity Around the World

Ieda Matavelli iedarmatavelli@gmail.com

Co-authors: Ralph De Haas - UNSW, Victoria Baranov- University of Melbourne, Pauline Grosjean- EBRD.

Abstract: This paper explores the socioeconomic roles of masculinity norms. We collect the first cross-cultural evidence on men's adherence to dominance masculinity norms from nationally representative, face-to-face surveys across 43 countries in Europe, Asia, the Middle East, and Africa. Our analysis unveils substantial variation in adherence to these norms, both across and within countries, and identifies three domains where they exert significant influence. In the economic domain, adherence to dominance masculinity correlates positively with behaviors supporting economic growth, such as labor supply at the intensive margin, but also generates frictions by constraining occupational choice to traditionally masculine sectors. In the health domain, adherence to dominance masculinity is linked to more risk-taking, higher rates of depression, and shorter lifespans among men. In politics, it predicts individual demand for and (at country level) political supply of strongman populism. Importantly, across all domains, masculinity norms play a distinct, and sometimes opposite, role from that of norms about gender equality and gender roles.

5. Drag-Phobia and Prosperity: The Economic Impact of Increased Drag Popularity on Queer Communities in Canada

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Co-author: Connor Sutton, Student, Department of Economics, University of British Columbia Core Team Member, [Institute for Queer Economics](#)

Abstract: This study aims to explore the economic impact of the rising popularity of drag culture in Canada, with a particular focus on whether public controversy and negative attitudes, termed "drag-phobia," may paradoxically lead to increased economic opportunities for drag performers and broader financial benefits for queer communities. We hypothesise that the heightened visibility and public discourse generated by both drag-phobia and the growing popularity of drag performances contribute to economic growth within the drag industry and enhance queer prosperity in Canada. Although the detailed study and empirical research are currently in progress, our preliminary analysis suggests several key indicators of drag popularity, such as viewership statistics for drag-related television programmes (specifically "RuPaul's Drag Race" in both its US and Canadian versions), the frequency and ticket sales of drag events, merchandise sales, and online search trends. The study plans to assess economic growth by examining changes in advertising revenues, increases in prize money for drag-related competitions, and ticket sales revenues, supplemented by a comparative analysis with similar trends in the United States. We believe our initial findings will provide valuable insights into the complex relationship between cultural phenomena and economic outcomes, contributing to the broader literature on queer economics. We are excited to present these preliminary findings at the conference and to engage with the special session on the Economics of Sexual Orientation and Gender Identity.

Sunday, Oct. 27; Parallel Sessions - Session 5 A: Monetary Policy- Time: 9:00- 10:30; Location: L281

1. Organization capital and optimal monetary policy inertia

Bidyut Talukdar (Chair) Bidyut.Talukdar@smu.ca

Abstract: We study optimal monetary policy in a model with sticky prices, money, and learning-by- doing (LBD) in production. Optimal monetary policy is characterized in terms of simple welfare-maximizing interest rate rules. The Ramsey-optimal policy is used as a point of comparison. In our setup, monopolistically competitive firms learn from their production experience and accumulate an intangible, knowledge-based capital which raises their future productivity. We find that the presence of LBD renders monetary policy inertia optimal. In particular, as LBD becomes increasingly relevant, the optimal interest rate rule becomes increasingly more inertial. Moreover, with stronger LBD effects the optimal interest-rate rule features weaker responses to inflation. The reason for this rising monetary policy inertia, and weaker responses to inflation is a desire by policy-maker to slow down the speed of adjustment of organization capital.

2. The effects of temporary and permanent monetary policy shocks in the United States, 1979-2019

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Abstract: The majority of empirical monetary policy research assumes that interest rate changes are mean-reverting. But many policy changes are essentially permanent (such as a change to the inflation target) or very long lasting (as when interest rates were left at the zero lower bound for many years). I estimate the effects of both temporary and permanent monetary policy shocks in the United States over the period 1979-2019 using the multivariate unobserved components model. The model features three variables (inflation, an interest rate, and industrial production), each of which is decomposed into a random-walk trend component and a stationary cyclical component. I estimate the model using Bayesian methods. Residuals from the stationary and non-stationary components are allowed to be correlated and from these residuals I identify both temporary and permanent monetary policy shocks via instrumental variables. A contractionary monetary policy shock of either type lowers the stationary components of inflation and output in the short run. A contractionary permanent shock, however, raises inflation in the long run, consistent with the Fisher effect. A comparison of the shocks themselves reveals that permanent monetary policy shocks are larger on average than temporary shocks, so that studying their effects is important for understanding the effects of monetary policy.

3. Rethinking Deflation and its Effects: Lessons from Canada Under the Classical Gold Standard

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Co-author: Casey Pender- Angelo State University

Abstract: Economists often associate deflation with depression and fear it could lead to financial dis-intermediation and reduce nominal interest rates to zero. Using Canada's experience with sustained deflation under the classical gold standard, we show that economic growth was robust, financial intermediation increased, and interest rates remained well above zero despite sustained deflation. We show that aggregate demand and gold price shocks affected real wages, implying that sustained deflation is not necessarily a problem, even when there are nominal rigidities. Thus, our paper suggests there is no harm in policymakers "looking through" the effects of supply shocks on the price level.

4. In Search of Rube Goldberg Capital under Unconventional Monetary Policy

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Abstract: In his classic General Theory, Keynes argued that more roundabout production methods were not necessarily more efficient than less capital-intensive methods, and that at zero interest rate the best methods of production would be some finite degree of capital intensity. The US unconventional monetary policy following the Great Recession provides a “natural laboratory” to examine an implication of Keynes analysis whether zero or negative interest rates would lead to investment in Rube Goldberg machines. A vintage growth model is applied to characterize the capital productivity trend during 1985-2021. The empirical results suggest that the “technical progress function” shifted downward for the years after 2008 when interest rates were close to the zero lower bound or even negative in real term. This finding, though preliminary, should have implications for central banks interest rate policies, because quantitative easing may hinder or delay the economy from reaching a higher long-run growth path.

Sunday, Oct. 27; Parallel Sessions - Session 5 B: Health Economics- Time: 9:00- 10:30; Location: L283

1. ORIGIN COUNTRY CONFLICT AND IMMIGRANT PHYSICAL HEALTH

Ryan Compton (Chair) Ryan.Compton@umanitoba.ca

Co-authors: Andrea N. Craig UBC Okanagan; Dörte Heger; RWI Essen; Karl Skogstad Lakehead University

Abstract: Using multiple waves of Statistics Canada's Canadian Community Health Survey (CCHS) linked with the Longitudinal Immigration Database (IMDB), as well as the Uppsala Conflict Data Program (UCDP)/International Peace Research Institute in Oslo (PRIO) Armed Conflict Dataset, we examine the effect of exposure to pre-migration conflict on the post-migration physical health outcomes of immigrants to Canada. To incorporate self-assessed health and diagnosed chronic conditions, we create an index of physical health using principal component analysis. Our results demonstrate that immigrants from conflict zones face physical health challenges that continue post-migration. Better understanding these challenges will help health policy makers and providers to better respond to the needs of people migrating from these regions of the world.

2. Impact of unwanted pregnancies on maternal and child health and healthcare utilization: An instrumental variable analysis in 50 low/middle-income countries

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Co-author: Mohammad Hajizadeh, Dalhousie University

Abstract: Despite numerous studies, the direct causal relationship between unwanted pregnancies and health outcomes remained unclear. This study examined the causal effects of unwanted pregnancies on maternal and child health and healthcare utilization in low- and middle-income countries (LMICs) using a comprehensive dataset from 50 Demographic Health Surveys (DHS, n = 745,981) across Africa, Asia, Latin America, and Europe. This investigation employed an instrumental variable approach using the exogenous variation in modern contraceptive use among countries to measure the influence of unwanted pregnancies on antenatal care (ANC) attendance, supervised delivery, childhood vaccination, and indicators of child malnutrition: stunting (height-for-age), wasting (weight-for-height), and underweight (weight-for-age). Findings revealed that compared to mothers with wanted pregnancies, those with unwanted pregnancies had a significantly lower likelihood of attending the recommended minimum of four or eight ANC visits by 27.5% or 22.6% points, respectively. Moreover, the malnutrition statuses were higher by 35.2–43.2% points among the unwanted children. Conversely, mothers and children from unwanted pregnancies had higher probabilities of supervised delivery and vaccination coverage. Considering the detrimental impact of unwanted pregnancies on child health, it is imperative to formulate targeted policies to prevent such pregnancies in LMICs to alleviate the negative health implications for children.

3. Health Insurance Markets with Endogenous Risks

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Co-author: Vitor Luz Farinha, University of British Columbia

Abstract: We study insurance markets where health treatments affect the evolution of individuals' health. Considering perfect competition as a benchmark, we analyze the impact of market power on insurance policies, treatment levels, and the distribution of health outcomes throughout the individual's life. The impact of market power on treatment levels and health outcomes is non-trivial and operates through two novel channels. First, in the presence of market power, firms internalize the impact of current treatment decisions on future rents to be extracted from the consumer. We refer to a market as aligned if rents extracted from healthy individuals are higher than those from unhealthy ones. Second, while the presence of market

power leads to lower utility to consumers, its impact on the health-premium of consumers, i.e., the increase in their utility from being healthy, is ambiguous. The presence of market power leads to better treatment if the market is aligned and the consumer's health premium is higher. We also compare outcomes under competition and monopoly to those of autarky (no insurance) and find that the comparison of treatment levels across these environments is ambiguous.

4. Heterogenous association between frailty and health care utilization among older adults in Canada

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Co-authors: Jasmine Mah, Dalhousie University; Jalal Uddin, Dalhousie University; Olga Theou, Dalhousie University & Nova Scotia Health, Mohammad Hajizadeh, Dalhousie University; Mohammad Habibullah Pulok, University of Calgary

Abstract: Frailty as a predictor of health care utilization is well-studied. However, it remains unclear how frailty's association with health care utilization varies across sociodemographic groups. Using nationally representative data from Canada, this study examined heterogeneity in the association between frailty and health care utilization by sex, immigration status and race. We analyzed secondary data from the Public Use Microdata Files of the Canadian Community Health Survey 2013-14. A total of 70,825 respondents aged ≥ 45 were included in the study. Outcome measures included general practitioner (GP) visits, specialist (SP) visits, and inpatient admissions. A frailty index consisting of a 28-item was the primary exposure variable. Both logistic and count data regression models were employed to examine the association adjusting for potential covariates. About 57% of the respondents were in the frailty group ≤ 0.10 , followed by 27.2% in 0.11-0.20, 9.3% in 0.21-0.30, and 6% in ≥ 0.31 . The average number of GP visits, SP visits, and inpatient admissions in the last 12 months was $2.9(\pm 3.69)$, $1.00(\pm 2.07)$, and $0.58(\pm 3.13)$ respectively. We found a positive association between frailty and health care utilization. However, the magnitude of association across outcomes was consistently higher among males, immigrants and non-Whites. For instance, the frailty group of ≥ 0.31 had a stronger effect on non-Whites (IRR=10.71) for SP visits vis-à-vis Whites (IRR=6.16). Our findings underscore the importance of considering social stratification factors in addressing healthcare needs of frail people. There is a need for comprehensive strategies to manage frailty and enhance primary care services to mitigate (higher) frailty-induced health care costs.

5. The Impact of Prenatal Alcohol Exposure on Longevity and Chronic Health Outcomes: Evidence from Canadian Federal Government

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Co-author: Louis-Philippe B éland, Carleton University; Vincent O'Sullivan, University of Limerick

Abstract: Despite a comprehensive re-evaluation of alcohol's health implications, the long-term effects of prenatal alcohol exposure remain largely unexplored. This study assesses the causal long-run effects of in-utero alcohol exposure on health and longevity, contributing to the growing body of research on how prenatal environmental conditions influence later-life outcomes. The analysis leverages the Canadian federal alcohol prohibition (1916-1931), which created quasi-natural reductions in alcohol accessibility. Using data from the 1991 Canadian Census Health and Environment Cohort (CanCHEC) that combines long-form census respondents with administrative health data (e.g., mortality, cancer) and the 2000-2002 Canadian Community Health Survey linked to vital statistics and the Canadian cancer registry, this research employs a difference-in-differences approach to compare the longevity and health risk of individuals exposed to prohibition while in-utero with those born in wet provinces before and after these laws were enacted. The results indicate an intent-to-treat effect of a 0.17 to 0.19 years increase in longevity due to prohibition. A back-of-the-envelope calculation suggests a treatment-on-treated effect of 1.4 to 2.1 years. The study further reveals that prenatal alcohol exposure is detrimentally associated with increased risks for cancer, diabetes, and dementia in old age. The findings corroborate similar research from the United States, highlighting how prenatal alcohol exposure can negatively impact health trajectories and longevity.

1. Debt and Growth: An Analysis of Canada's Provinces

Jason Childs (Chair) Jason.Childs@uregina.ca

Abstract: Canadian government debt, both federal and provincial has risen significantly over the past 5 years. Over the same period, the OECD, Bank of Canada, and others have raised concerns about Canada's low rate of economic growth. Using Canada's provinces as a natural laboratory, we examine the relationship between the level of government debt and economic growth in each province while implicitly controlling for monetary policy, trade policy, and institutions more broadly. Simple analysis reveals no matter the threshold for debt chosen, provinces with less debt than the threshold experienced higher economic growth than those above the debt threshold. More rigorous analysis reveals that above a threshold value of approximately 100% an increase in the debt to GDP ratio offers no benefit.

2. How Do Provincial Governments in Canada Use Environmental Taxes?

Adu-Gyamfi, Michael madugyamfi@mun.ca

Co-author: Professor Kam Hon Chu, Memorial University of Newfoundland

Abstract: Climate change and its impact have been topical in the literature, considering its multi-faceted influence on human welfare and global ecology. Hence, environmental taxation has been applied in almost all countries as the primary approach to reducing greenhouse gas emissions and its effects while generating revenues for other socio-economic needs. There-fore, this study examines how Canada's ten provincial governments use environmental taxes. To achieve this, the study tests four theoretical underpinnings: strict and broad Pigouvian hypotheses, the double dividend hypothesis, and the Leviathan hypothesis, using panel data from 2011 to 2020. The study used panel data regression models and dynamic panel data techniques in the analyses. The estimates did not support the propositions of the strict Pigouvian and broad Pigouvian hypotheses; however, they were consistent with the double dividend hypothesis and revealed that the provincial governments behaved as Leviathans.

3. The impact of provincial public healthcare expenditures and household healthcare spending in each Canadian province on life expectancy trends

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Abstract: Life expectancy, a significant metric, not only reflects a multitude of factors but also mirrors the cultural, social, economic, and health conditions prevalent in a society. The measure, calculated at birth, signifies the average number of years an individual can anticipate living. The focus of this inquiry lies in understanding the distinctive contributions of public healthcare expenditures and household healthcare costs in individual Canadian provinces and their respective implications for life expectancy trend. A random effects regression approach to panel data model was applied to analyze the relationship between independent variables, public healthcare expenditure, household healthcare spending, ln (GDP), education levels on life expectancy as dependent variable. The data are collected for nine Canadian provinces, grouped according to the life expectancy, public healthcare expenditure, household healthcare spending, ln (GDP), and education levels, over 16 years (2007-2022). Obtained results show a positive correlation between household healthcare spending, ln (GDP), and education levels with life expectancy, while there is a negative correlation between public healthcare expenditure and life expectancy. The findings of this study suggest that the need for efficient allocation of public health funds, support for household healthcare expenditures, economic growth, and investment in education to improve health outcomes. Policymakers may consider these findings to formulate comprehensive strategies that address the diverse determinants of health and enhance the overall well-being of Canadians.

4. Unveiling Intersectional Inequities: Labor Market Outcomes for Immigrant Women in Canada

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Co-author: Dr. Ather Akbari, Saint Mary's University

Abstract: This study utilizes data from the 2021 Canada Census to examine and compare the odds of full-time employment for immigrant women in Canada with those of Canadian-born women across different provinces in Canada. The analysis focuses on the intersections between gender, ethnicity, and immigration status that create unique barriers to employment. Logistic regression models indicate that immigrant women have lower employment probabilities than Canadian-born women, exacerbated by language barriers, systemic discrimination, and regional disparities. The study underscores the critical influence of Canadian education credentials and language proficiency, aligning with human capital theory, in enhancing employment prospects for immigrant women. Moreover, significant regional disparities are observed, with provinces like Prairie and Quebec providing more favorable opportunities due to targeted support programs. In contrast, the Atlantic provinces exhibit the lowest employment rates, hindered by economic challenges and limited support. Gender-specific factors, such as the presence of young children, further diminish the likelihood of obtaining full-time employment, contributing to the "motherhood penalty." The study provides critical insights for policymakers, emphasizing the need for targeted interventions to address these employment inequities. By adopting an intersectional approach, the research contributes to a deeper understanding of the barriers faced by immigrant women and advocates for policy measures that promote inclusive and equitable labor market integration in Canada.

5. Exploring the Role of the Tourism Sector in Newfoundland and Labrador's Economy

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Abstract: TBA