

Disclosure Statement: Ingvild Almås

Financial support for this research is acknowledged in the paper, support from the Research Council of Norway, research grant 185831.

The author declares that she has no relevant or material financial interests that relate to the research described in this paper.

NHH Norwegian School of Economics does not have an IRB.

Disclosure Statement: Alexander W. Cappelen

Financial support for this research is acknowledged in the paper, support from the Research Council of Norway, research grant 185831.

The author declares that he has no relevant or material financial interests that relate to the research described in this paper.

NHH Norwegian School of Economics does not have an IRB.

Disclosure Statement: Kjell G. Salvanes

Financial support for this research is acknowledged in the paper, support from the Research Council of Norway, research grant 185831.

The author declares that he has no relevant or material financial interests that relate to the research described in this paper.

NHH Norwegian School of Economics does not have an IRB.

Disclosure Statement: Erik Ø. Sørensen

Financial support for this research is acknowledged in the paper, support from the Research Council of Norway, research grant 185831.

The author declares that he has no relevant or material financial interests that relate to the research described in this paper.

NHH Norwegian School of Economics does not have an IRB.

Disclosure Statement: Bertil Tungodden

Financial support for this research is acknowledged in the paper, support from the Research Council of Norway, research grant 185831.

The author declares that he has no relevant or material financial interests that relate to the research described in this paper.

NHH Norwegian School of Economics does not have an IRB.