

# Mila Markevych

## Contact Information

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## Research Interests

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Macro Labour, Income Inequality, Structural Change, Gender Gaps

## References

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### Giovanni Gallipoli

University of British Columbia  
Vancouver School of Economics  
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### Jesse Perla

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Vancouver School of Economics  
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Vancouver School of Economics  
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Phone: +1 (604) 822-3222

## Education

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### Ph.D. Candidate in Economics

University of British Columbia

2018–2025 (expected)  
Vancouver, Canada

### M.A. in Economics

University of Saskatchewan

2016–2018  
Saskatoon, Canada

### B.A. in Economics (Summa Cum Laude)

National University of “Kyiv-Mohyla Academy”

2010–2014  
Kyiv, Ukraine

## Summer Schools and Workshops

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I.S.E.O. Summer Shool  
Institute for Studies on Economics and Employment

2022  
Iseo, Italy

HCEO-FAIR Summer School on Socioeconomic Inequality  
University of Chicago, NHH Norwegian School of Economics

2022  
Bergen, Norway

## Job Market Paper

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### **Shifting Tastes, Advancing Technologies: A New Perspective on Income Inequality** ([paper](#))

In this paper, I examine how changing consumer demand affects income inequality in the context of technological change in the US. I develop a general equilibrium structural transformation model that incorporates time-varying demand shifters – Demand Growth Factors (DGFs). The estimates of DGFs reveal significant heterogeneity in demand patterns across goods and households. Counterfactual analysis shows that DGF-driven demand effects substantially moderate the rise in income inequality due to technological change. In the absence of these demand effects, the increase in income inequality between 1989 and 2021 is 73% larger. Changes in demand particularly benefit workers in less productive and more labour intensive non-routine manual and routine cognitive sectors, consistent with Baumol’s cost disease. The reallocation of economic activity towards sectors with lower productivity growth, driven by changes in demand, is associated with more equitable income distribution, suggesting that demand driven slowdown in productivity growth is not necessarily detrimental to our economic wellbeing.

## Working Papers

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### **Closing the Gender Pay Gap in the US Federal Service: The Role of New Managers** (with Nicole M. Fortin and Marit Rehavi) ([paper](#))

This paper estimates the causal effect of managerial homophily (getting a same-sex manager) on employee pay in the US Federal Civil Service. Using over 30 years of detailed payroll data, we exploit the appointment of new managers in an event study design. Same-sex managers are particularly important for female employees, whose pay increases by an additional 1.5 log points relative to male counterparts. Managerial homophily operates through increases in pay grades and occupational changes. A novel finding is that these effects are heterogeneous: same-sex managers have the largest effect on employees in less routine jobs even within education levels. Far from being an artifact of a bygone age, these effects are present across the four political eras we study. We conclude that even highly regimented pay systems are not immune to discretionary managerial actions.

## Work In Progress

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### **The Taste of Change: Theory and Evidence on Demand Driven Structural Transformation**

This paper examines the role of evolving consumer preferences in driving structural change through the lens of time-varying demand shifters – Demand Growth Factors (DGFs) – in a general equilibrium model with technological change. I derive analytical solutions that demonstrate how DGFs interact with factor-augmenting technical growth rates in shaping sectoral composition. Using aggregate US expenditure data over the period 1960-2023, I provide empirical evidence of significant DGF effects driving structural change. The results show divergence in sectoral DGFs, with services outpacing manufacturing with a 5% difference in the annual demand growth rates. DGF driven changes in consumer demand, not captured in traditional models, play a crucial role in structural transformation.

## **From Policy to Paycheck: How Interest Rates Shape Wages In a Model With Evolving Demand and Technologies**

In this paper, I examine the effects of monetary policy on income inequality through the lens of a multi-sector general equilibrium model with technological progress and changing demand in the US over the period of 1989-2021. Production is based on a constant relative elasticity of substitution (CRESH) function, which allows for different elasticities of substitution between capital and routine and non-routine labour. Results from the counterfactual analysis show a symmetric relationship between capital prices and wages: a 10% increase(decrease) in capital prices leads to an approximately 10% increase(decrease) in wages across sectors. Lower capital prices are associated with lower income inequality, captured by the coefficient of variation (CV). In 2021, in the counterfactual where capital prices are lower by 10%, the CV is almost 50% lower.

## **Upskilling for the Future: The Role of Training on Labour Market Outcomes in the Era of Technological Change**

This paper examines skill dynamics and importance of training on skill development and employment in Canada from 2012-2020. Using data from the Longitudinal and International Study of Adults (LISA), I examine the dynamics of six skills: leadership, writing, reading, numerical, ICT, and manual skills. I then explore the role of training on skill development and labour market outcomes in a search and matching framework with human capital heterogeneity and endogenous training decisions. In the model, workers are motivated to train to increase their stock of skills, and, therefore, wages. Firms incentivize training to improve firm-worker specific match, which determines firm's surplus. The results reveal labour market adjustment patterns consistent with routine-biased technical change. Workers either acquire new skills through training, adapting to the labour market's increasing demand for skills, or move into low-skill non-routine service jobs.

## **Chasing the Boom: The Role of Geographic Mobility in Gender Wage Gaps**

In this paper, I examine how differences in geographic mobility between men and women shaped gender wage disparities before, during, and after the resource boom in Canada in 2003-2013. The findings reveal that the resource boom triggered significant male-dominated migration to boom regions, whereas women's geographic mobility remained comparatively limited. Although the boom raised wages across all sectors within the resource-intensive region, including supporting services with large female employment, men disproportionately captured these gains due to their higher propensity to relocate. As a result, the gender wage gap has increased, particularly in the boom regions. This paper provides evidence that gender differences in geographic mobility play a crucial role in perpetuating and exacerbating wage inequalities in the presence of geographically concentrated economic growth.

## **Other Contributions**

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Engineering Economics ([book](#))

- Chapter 1: Business and Accounting (contributor)
- Chapter 3: Time Value of Money (contributor)
- Chapter 4: Financing (contributor)

## Seminar, Conference, and Other Presentations

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- Shifting Tastes, Advancing Technologies: A New Perspective on Income Inequality
  - University of British Columbia (VSE and Sauder School of Business brownbag), 2024
- Closing the Gender Pay Gap in the US Federal Service: The Role of New Managers
  - University of Saskatchewan, Saskatoon, SK, 2023
  - CEA, Ottawa, ON, 2022
  - University of British Columbia (VSE brownbag), Vancouver, BC 2022
- Upskilling for the Future: The Role of Training on Labour Market Outcomes in the Era of Technological Change
  - University of British Columbia (VSE brownbag), Vancouver, BC 2021

## Awards and Fellowships

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| – Stone Centre for Wealth and Income Inequality PhD Fellowship, University of British Columbia | 2024-2025 |
| – SSHRC Doctoral Fellowship  | 2021–2023 |
| – Four-year doctoral fellowship (4YF), University of British Columbia                          | 2021–2023 |
| – Research Initiative on Education + Skills (RIES), University of Toronto                      | 2021–2022 |
| – British Columbia Graduate Scholarship  | 2019–2021 |
| – President’s Academic Excellence Initiative PhD Award, University of British Columbia         | 2020–2024 |
| – Timlin Award for best Master’s thesis (bi-annual)  | 2020      |
| – CIDER Doctoral Fellowship, University of British Columbia                                    | 2018–2019 |
| – Graduate Scholarship, University of Saskatchewan   | 2016–2018 |
| – President’s Scholarship, National University of “Kyiv-Mohyla Academy”                        | 2010–2014 |

## Research Grants

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- CIDER Grant in Innovative Data (co-applicant) – \$37,500

## Teaching Experience

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### University of British Columbia

#### Teaching Assistant

- |  |           |
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| – ECON 336 Economic History of Canada    | 2020      |
| – ECON 317 Poverty and Inequality        | 2019-2020 |
| – ECON 328 Methods of Empirical Research | 2019      |
| – ECON 310 Principles of Microeconomics  | 2018      |

## **University of Saskatchewan**

Teaching Assistant

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| – ECON 409 Econometrics                      | 2018 |
| – ECON 404 Econometrics                      | 2017 |
| – ECON 227 Wage Determination                | 2017 |
| – ECON 223 Labour Economics                  | 2016 |
| – ECON 211 Intermediate Microeconomic Theory | 2016 |

## **Academic Service**

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### **Economics Graduate Student Association**

University of Saskatchewan

- Founder and President (2016–2018)

### **Referee Contributions**

- Canadian Public Policy