

# Ge (Sybil) Sun

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## Research Interests

Macroeconomics, Labor Economics, Development

## Education

<i>University of Notre Dame</i>	Notre Dame, IN
Ph.D. in Economics	May 2026 (exp)

Dissertation: *Labor Market Dynamics in Developing Economies:*

*The Role of Growth, Discrimination, and Rigidity*

Committee: Joseph Kaboski (Chair), Taryn Dinkelman, Zachary Stangebye

<i>National University of Singapore</i>	Singapore
M.Sc. in Financial Engineering	2020

<i>Peking University</i>	Beijing, China
M.A. in Economics	2020

<i>Beijing Foreign Studies University</i>	Beijing, China
B.A. in Economics (Minor: English Literature)	2016

## Job Market Paper

“Expected Fertility, Labor Market Contracts, and the Gender Wage Gap”	2025
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*Abstract:* This paper examines how employers’ expectations about women’s future fertility enlarge the gender wage gap in markets with labor contracts—standard settings in many occupations that require long-horizon, complex tasks. In such environments, salaries are preset based on expected match productivity, not solely on contemporaneous output; if employers anticipate workers’ future fertility interruptions, they post lower wages today. Exploiting China’s relaxation of the One-Child Policy as a quasi-experiment, a difference-in-differences design reveals that women’s wages declined by 15.3% immediately after a second child was allowed without fines, despite no short-term increase in actual births. To interpret these facts, I augment Burdett and Mortensen’s search and matching model with a joint household decision problem, in which fertility is given but uncontractable fertility-driven efforts are chosen. I further incorporate learning-by-doing human-capital accumulation that depends on effort, which amplifies and propagates the impact of effort changes over time. Quantitatively, gender differences in expected productivity—rooted in the unbalanced division of household labor—account for nearly all of the pre-reform wage gap and over 80% of the post-reform widening. The policy implication is stark: women-protective rules that merely keep women employed through legislative contract provisions may not reduce the gap; by strengthening employers’ present-value pricing, they can be offset by ex-ante wage markdowns applied to all women.

## Working Papers

1. “Technology, Growth, and Skill Obsolescence” (with Rong Hai, Joseph Kaboski) 2025
2. “How Significant Is the Impact of a Negative Grade Shock?”  
(with Virna Vidal Menezes, Zhongheng Qiao) 2025
3. “Flexible Imputation of Incomplete Network Data” (with Weisheng Zhang) 2025

## Teaching Experience

### *University of Notre Dame*

1. Teaching Assistant, Econometrics 2024F & 2025S
2. Teaching Assistant, Statistics for Economics 2023F
3. Instructor, Development Data Boot Camp for Young Economists Summers 2022–2023  
– developed the complete course materials that are still in use.

### *Peking University*

1. Teaching Assistant, International Economics 2018F & 2019S
2. Teaching Assistant, Advanced Macroeconomics 2017F

## Honors and Awards

1. NBER Pre-Doctoral Fellowship Program (runner-up) in Gender in the Economy 2025
2. Institute for Scholarship in the Liberal Arts Dissertation Fellowship 2024–2025
3. Outstanding Teaching Assistantship Award 2024
4. Graduate Student Research Award 2023

## Research Grants

1. BIG (Building Inclusive Growth) Lab Graduate Student Research Grant 2025
2. Kellogg Professionalization Grants 2024

## Seminar and Conference Presentations

WEAI Annual Conference (2025); CES North American Conference (2025); SEA Annual Meeting (2024)

**Languages** English (fluent); Mandarin Chinese (native)

## References

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