JAY EUIJUNG LEE

LONDON SCHOOL OF ECONOMICS & POLITICAL SCIENCE   **Department of Economics**

Placement Officer: Professor Mark Schankerman   +44 (0)20 7955 7518   M.Schankerman@lse.ac.uk
Placement Assistant: Ms Nallini Samuel   +44 (0)20 7955 7545   N.S.Samuel@lse.ac.uk

OFFICE ADDRESS & E-MAIL

Department of Economics, London School of Economics
Houghton Street, London WC2A 2AE
United Kingdom
+44 (0)74 3267 2263
E.Lee13@lse.ac.uk

GENDER: Female   **CITIZENSHIP**: South Korean

PRE-DOCTORAL STUDIES:

2014–2015   MRes in Economics, London School of Economics
2013–2014   MSc in Economics, London School of Economics
2010–2013   BA in Economics, Pembroke College, University of Cambridge

DOCTORAL STUDIES: London School of Economics

DATES: 2015–present

THESIS TITLE: "Essays in Gender Economics"

COMPLETION DATE: June 2020

THESIS ADVISOR AND REFERENCES:

Professor Maitreesh Ghatak (Advisor)   Dr Guy Michaels (Advisor)
Department of Economics   Department of Economics
London School of Economics   London School of Economics
Houghton Street   Houghton Street
London WC2A 2AE   London WC2A 2AE
b.szentes@lse.ac.uk   G.Michaels@lse.ac.uk
Tel. +44 (0)207 852 3568   +44 (0)20 7852 3518
Fax. +44 (0)207 955 6951

Professor Oriana Bandiera (Advisor)   Professor Robin Burgess (Advisor)
Department of Economics   Department of Economics
London School of Economics   London School of Economics
Houghton Street   Houghton Street
London   London
WC2A 2AE   WC2A 2AE
O.Bandiera@lse.ac.uk   R.Burgess@lse.ac.uk
Tel. +44 (0)20 7955 7519   Tel. +44 (0)20 7955 6676

DESIRED TEACHING AND RESEARCH:

Development Economics, Economics of the Family, Economics of Gender

TEACHING EXPERIENCE:

2016–2019	Development and Growth (MSc Economics)
2018	Development Economics (LSE Summer School)
2015–2016	Introduction to Econometrics (BSc Economics)

RELEVANT POSITIONS HELD:

2016–2019	LSE Economics Teaching Fellow
2017	Research Assistant to Prof. Tim Besley and Prof. Maitreesh Ghatak
2015-2016	LSE Economics Graduate Teaching Assistant
2016	Research Assistant to Dr. Gharad Bryan and Dr. Melanie Morten
2015	Research Assistant to Dr. Swati Dhingra and Prof. Silvana Tenreyro
2013	Research Assistant to Dr. Sanjay Jain
2013	Research Assistant to Dr. Toke Aidt and Dr. Gabriel Leon

LANGUAGES:

Korean (native), English (fluent), Japanese (basic), Spanish (basic)

HONORS, SCHOLARSHIPS, AND FELLOWSHIPS:

2019	STICERD Research Grant
2019	LSE teaching bonus for great performance
2014–2018	LSE PhD Scholarship
2010–2013	Kwanjeong Educational Foundation Scholarship (USD 39,000 p.a.)
2010–2013	Cambridge Overseas Trust Scholarship (GBP 6,000 p.a.)
2011, 2012, 2013	Pembroke College Scholarship, Foundation Scholarship, College Prize
2008	South East Asia Math Competition, 2nd place individual round & 3rd place team round

PRESENTATIONS:

2019	Royal Holloway PhD Conference on Labor and Family Economics
2018	Ronald Coase Institute Workshop on Institutional Analysis

COMPUTER SKILLS:

Python, R, ArcGIS, Fortran, LaTeX

WORKING PAPERS:

Job Market Paper:

"Marriage and Misallocation: Evidence from 70 Years of US History"

Do gender roles associated with marriage constrain aggregate output? Married women are traditionally pre-scribed with the role of the homemaker and their husbands, the role of the breadwinner. Such gender roles make married individuals' labor force participation choice deviate from the productivity-maximizing choice. Gender roles also affect education and marriage market choices in anticipation. I develop a model featuring education, marriage market, and labor supply choices to measure the consequences of gender roles. I find that relative to single women, married women in 1940 US faced a 40% "norms tax" on their perceived value of market wage, which halved by 2000. Had these norms remained at the level of 1940, married women of 2000 would have had a 16% lower labor force participation rate, 13% lower market earnings, and their total market and home output would have been lower by 6%. For the aggregate economy, total market and nonmarket output would have been 2% lower, driven by lower education levels. The model structure is supported by a reduced form analysis, which uses county-level variation in World War 2 casualties that increased female labor force participation and consequently weakened traditional gender norms.

RESEARCH IN PROGRESS:

"Learning by Experiencing? Changing Reactions to Political Gender Quotas (with Martina Zanella)"

In 2005, the South Korean government introduced a gender quota in the *party-list proportional representation* tier of municipal council elections. The minimum number of female councilors varied by centrally determined council size. We analyze the effect of the quota on party leader's selection of candidates to be directly elected in the *first past the post* tier of elections. We find that municipalities stipulated to elect more females initially get around the quota by substituting away from female candidates in the latter tier, but over time the number of these female candidates increases. Moreover, the rate of growth of female direct candidates is higher in municipalities where the first proportionally elected females had higher education. Textual data on the council meeting minutes from a subsample of municipalities show that females speak more frequently and at greater length over time within election cycle. These results paint a story of learning: males learn about the competency of female colleagues, and females learn about the job.

"Group Composition and Group Interaction: Evidence from Municipal Council Meetings in South Korea (with Oriana Bandiera, Stephen Hansen, Andrea Prat, and Martina Zanella)"

[Data collection in progress]

How does the proportion of females affect the group dynamic in a male-dominated setting? We study this question in the context of municipal council meetings in South Korea, exploiting the introduction of gender quotas in the elections for councilors. The legal requirement for councils to publish verbatim minutes of council meetings gives us the unique opportunity to observe in a systematic manner how individuals interact. Identity economics as well as a vast literature in sociology make varied predictions of male and female be-havior in male-dominated settings. For example, men may hold the view of women as threats, or they may gradually become more accepting of female colleagues. Women may cope by taking on masculine attitudes and distancing themselves from female colleagues, or they may develop solidarity among themselves. We intend to analyze the minutes of the council meetings to see how the increase in the share of female coun-cilors affected female and male MP behavior, as measured by frequency and length of speeches, proposal and endorsement of new bills, and contention against and support for other councilors. This study may also shed light on the exact mechanisms behind existing findings of gender quotas in political positions leading to female-friendly policies, by zooming in on the legislative process.

"Does Bonus Pay Crowd Out Intrinsic Motivation? Evidence from the UK Health Sector (with Tim Besley and Maitreesh Ghatak)"

[Confidential data obtained]

The reward structure in an organization affects how the motivation of its workers evolves. Bonus pay designed to encourage effort exertion by alleviating classical moral hazard concerns may backfire, if it encourages a firm culture geared towards financial rewards as opposed to the intrinsic value of the work. We intend to study the effect of bonus pay on workers in a setting where prosocial motivation is particularly important: the health sector. The identification strategy relies on the fact that the continuous development of the Pay for Performance scheme for the UK National Health Service (NHS) affected groups of hospitals and occupational categories at different periods. The level of intrinsic motivation of existing and new workers is measured by variables such as the number of unpaid hours of work, job satisfaction rates, and agreement with the values of the organization, asked in the NHS Staff Survey (2003-2018) that covers the universe of NHS hospitals. Confidentially identified data allows us to employ the identification strategy.