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Fields of Concentration:
Labor Economics
Applied Microeconomics

Desired Teaching:
Labor Economics
Econometrics

Comprehensive Examinations Completed:
2016 (Oral): Labor Economics, Development Economics
2015 (Written): Microeconomics, Macroeconomics

Dissertation Title: *Essays on Gender Inequality*

Committee:
Professor Costas Meghir (Chair)
Professor Joseph Altonji
Professor Ilse Lindenlaub

Expected Completion Date: May 2020

Degrees:
Ph.D., Economics, Yale University, 2020 (expected)
M.Phil., Economics, Yale University, 2017
M.A., Economics, Yale University, 2016
B.A., Economics and International Studies, Vassar College, 2012

Research Grants:
MacMillan International Dissertation Research Fellowship, Yale University, 2019-2020,
\$17,800

Fellowships, Honors and Awards:

Institution for Social and Policy Studies Graduate Policy Fellows Program, Yale University (\$3,000), 2019-2020

University Dissertation Fellowship, Yale University, 2019-2020

Ryoichi Sasakawa Young Leaders Fellowship (\$2,000), 2016-2017

Cowles Foundation Fellowship, 2014-2018

Yale University Graduate Fellowship, Yale University, 2014-2019

Virginia Swinburne Brownell Prize in Economics, Vassar College, 2012

Phi Beta Kappa, Vassar College, 2012

Ann Cornelisen Fellowship, Vassar College, 2010

Teaching Experience:

Fall 2016, Teaching Assistant to Prof. Ebonya Washington, Senior Thesis, Yale College

Spring 2017, Teaching Assistant to Prof. Yuichi Kitamura, Econometrics, Yale College

Fall 2017, Teaching Assistant to Prof. Edward Vytlacil, Econometrics and Data Analysis, Yale College

Spring 2018, Teaching Assistant to Prof. Yuichi Kitamura, Econometrics, Yale College

Research and Work Experience:

Research Assistant to Prof. Dan Keniston, Yale University, Summer 2015

Research Assistant to Prof. Fernando Ferreira and Prof. Todd Sinai, Wharton Business School, 2012-2014

Working Papers:

“Wage and Employment Discrimination by Gender in Labor Market Equilibrium”, (November 2019) [Job Market Paper]

“Human Capital Accumulation, Search Frictions and the Gender Wage Gap in Labor Market Equilibrium” with Noriko Amano and Tatiana Baron, November 2019

“Family Leave Entitlements: Employer Responses and the Gender Wage Gap” with Rita Ginja and Arizo Karimi, November 2019, *IFAU WP series*

Seminar and Conference Presentations:

2019: Society of Labor Economists Annual Meetings, Midwest Macroeconomics Conference, VATT Institute for Economic Research (Helsinki)

2018: Institute for Evaluation of Labor Market and Education Policy (IFAU Uppsala)

2017: Institute for Fiscal Studies (London)

Languages:

Chinese (native), English (fluent), Portuguese (intermediate), French (beginner)

References:

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Dissertation Abstract

Wage and Employment Discrimination by Gender in Labor Market Equilibrium [Job Market Paper]

The gender wage gap widens substantially over the lifecycle, especially between highly educated men and women. An extensive literature emphasizes the role of gender differences in labor force attachment and child-related career interruptions in driving the divergence in wages. However, less is known about the extent to which employers respond to the different labor market behaviors of men and women.

This paper studies both the worker- and employer-side determinants of the lifecycle gender wage gap. I develop an equilibrium search model to quantify the interactions of three mechanisms: workers' human capital accumulation, preference for job amenities, and employers' statistical discrimination in wages and employment. First, women might spend more time out of the labor force after having children, and thus accumulate less experience on the job than men. Second, women might sort into jobs that pay lower wages but offer more flexibility and other non-wage amenities that allow them to balance work and family. Third, employers might anticipate women to have more child-related separations and absences than men. Since finding a replacement is time-consuming and costly in a frictional environment, employers might transfer the future costs of turnover into lower wages for women, or avoid hiring women altogether and/or sort them into less productive jobs. These channels are over and above possible taste-based discrimination.

Using administrative matched employer-employee data combined with occupational level data on amenities from Finland, I document that women are twice as likely as men to transition from employment to unemployment after having children. Compared to men, women are also more likely to reduce hours, switch to part-time jobs, and move to jobs with high amenity values after childbirth.

I estimate the model by the method of simulated moments, and find that 44% of the gender wage gap in early career is attributed to employers' statistical discrimination based on fertility concerns, whereas human capital explains over 70% of the wage gap in late career. Women value amenities as much as men before having children, but value them more than twice as much after children; this affects sorting patterns even before childbirth and is responsible for about 9% of the overall wage gap after having children. Both hiring discrimination and preference for amenities draw women to low-productivity jobs in early career, and this pattern is reinforced by a lack of human capital accumulation at the low end of the productivity distribution.

Counterfactual policy simulations show that a “daddy month” policy would be substantially more effective in reducing gender wage differentials than gender quotas at top jobs. Shifting two months of parental leave from women to men closes the wage gap by 13% throughout the lifecycle, whereas introducing a gender quota reduces the wage gap by 3% only in late career. An equal pay policy counterfactual shows that requiring firms to pay men and women the same wage has unintended consequences, as employers adjust on the hiring margin.

Family Leave Entitlements: Employer Responses and the Gender Wage Gap, with Rita Ginja and Arizo Karimi.

Most developed countries have introduced job-protected family leave and benefits as part of the effort to increase gender equality in the labor market. However, such leave allowances may have unintended consequences when we consider equilibrium responses of firms in the presence of frictions in the labor market. We quantify the frictional costs faced by firms that employ workers of varying durations of family-related absence and turnovers. Exploiting exogenous variations from a three-month parental leave expansion in Sweden in 1988, we find that women worked 2.5 months less after childbirth whereas men worked only 1 week less. Moreover, the reform increased the probability that women will separate from their pre-birth employers. Women with fewer substitutes within the workplace took up less leave and shifted take-up to their spouses, suggesting that workers internalize their employers' adjustment costs. We find that firms with greater exposure to the reform – measured by the fraction of their workforce entitled to extended leave – responded to the labor shortage by hiring temporary workers and increasing incumbents' hours. The total wage bill cost of these adjustments was over and above the salary for the person on leave, suggesting that such reorganization may be costly. Furthermore, for a subset of firms for which we have financial data, we find a negative effect on sales and value added. Finally, we document substantial heterogeneity in firms' adjustment strategies by the ease with which replacement workers can be found – both within the workplace and on the external market, indicating several sources of frictional costs associated with worker absence and exits.

Human Capital Accumulation, Search Frictions and the Gender Wage Gap in Labor Market Equilibrium, with Noriko Amano and Tatiana Baron.

This paper studies the drivers of lifecycle wage divergence between male and female workers. We develop an equilibrium search model to assess the extent to which labor market frictions, human capital accumulation, and motherhood contribute to the gender wage gap. Specifically, we use the model to disentangle gender differences in the *quantity* of human capital that men and women

obtain over the course of their careers vis à vis the *prices* of human capital they face. In our framework, both workers and firms are heterogeneous in productivity, and men and women have different turnover rates and human capital processes. To reflect the U.S. context, only a proportion of firms in our model offer maternity leave coverage. We estimate the model on NLSY79 data and find that fertility-related career interruptions account for 11.6% of the wage gap during the first 15 years since labor market entry, while gender differences in turnover account for 63.8%. Policies that alleviate women's family responsibilities would be very effective – a 25% decrease in women's separation rate reduces the gender wage gap by 41%, as firms increase equilibrium wage offers for women throughout the lifecycle. An expansion in maternity leave coverage allows firms to retain their female workforce and this increases women's wages in equilibrium, but the magnitude of the effect is modest.