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Ziqing Yan

Address: Department of Economics
Yale University
New Haven, CT 06520-8268

Telephone: +1 (203) 285-0462

E-mail: ziqing.yan@yale.edu

Web page: https://ziqingyan.com/

Fields of Concentration:
Labor Economics
Macroeconomics

Comprehensive Examinations Completed:
2021: (Oral) Labor Economics, Macroeconomics
2020: (Written) Microeconomics, Macroeconomics

Dissertation Title: *Essays on Gender Inequality in the Labor Market*

Committee:
Professor Joseph Altonji (Co-Chair)
Professor Giuseppe Moscarini (Co-Chair)
Professor Barbara Biasi
Professor Ilse Lindenlaub

Education:
Ph.D., Economics, Yale University, 2026 (expected)
M.Phil., Economics, Yale University, 2022
M.A., Economics, Yale University, 2022
B.A. Economics (*with distinction*) and B.S. Mathematics, Peking University, 2018

Fellowships, Honors and Awards:
University Dissertation Fellowship, Yale University, 2024-2025
Yale Institution for Social and Policy Studies Graduate Policy Fellow, 2024
Cowles Foundation Fellowship, Yale University, 2019-2024
Yale University Graduate Fellowship, 2019-2025
Richard J. Bernhard Fellowship, Yale University, 2020-2022
Outstanding Graduates, Peking University, 2018
China National Scholarship, Peking University, 2017
Student Merit Award, Peking University, 2015, 2016, 2017

Research Grants:

Yale Department of Economics Data Acquisition Funding, 2024
Cowles Foundation Research Funding for data acquisition, 2024
Institution for Social and Policy Studies Graduate Policy Fellow Grant ($2500), 2024
Yale Graduate Student Assembly Conference Travel Fellowship ($800), 2023, 2025

Teaching Experience:

Yale College
Spring 2025, Teaching Assistant to Prof. Ilse Lindenlaub, Intermediate Macroeconomics (U)
Spring 2023, Teaching Assistant to Prof. Zhen Huo, Macroeconomic Theory (U)
Fall 2022, Teaching Assistant to Prof. Michael Peters, Intermediate Macroeconomics (U)
Spring 2022, Teaching Assistant to Prof. Giuseppe Moscarini, Macroeconomic Theory (U)
Fall 2021, Teaching Assistant to Prof. Fabrizio Zilibotti, Intermediate Macroeconomics (U)

Peking University
Fall 2017, Teaching Assistant to Prof. Wanchuan Lin, Applied Econometrics (U)

Research Experience:

Research Assistant, to Prof. Barbara Biasi, Yale University, 2020-2023
Research Assistant to Prof. Gautam Rao (UC Berkeley), Prof. Frank Schilbach (MIT), Prof. Heather Schofield (Cornell), 2018-2019

Work Experience:

Summer Associate, Analysis Group, June-August 2024

Working Papers:

"Households in Motion: Co-location Frictions and Gender Inequality" (October 2025), *Job Market Paper*
"Occupational Licensing and the Gender Wage Gap" (August 2025)
"AI and the Returns to Experience in Entrepreneurship", with Irisa Zhou (September 2025)

Work in Progress:

"Women's Representation in Leadership Positions", with Barbara Biasi and Heather Sarsons

Seminar and Conference Presentations:

2025: Chinese Economist Society North American Conference, 20th Economics Graduate Student Conference in St. Louis
2024: Institution for Social and Policy Studies Graduate Policy Fellows Showcase
2023: 18th Economics Graduate Student Conference in St. Louis

Languages:

English (fluent), Chinese (native)

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References:

Prof. Joseph Altonji
Yale University
Department of Economics
New Haven, CT 06520
Phone: 203-432-6285
joseph.altonji@yale.edu

Prof. Giuseppe Moscarini
Yale University
Department of Economics
New Haven, CT 06520
Phone: 203-432-3596
giuseppe.moscarini@yale.edu

Prof. Barbara Biasi
Yale University
School of Management
New Haven, CT 06520
Phone: 203-432-7868
barbara.biasi@yale.edu

Prof. Ilse Lindenlaub
Yale University
Department of Economics
New Haven, CT 06520
Phone: 203-432-3587
ilse.lindenlaub@yale.edu

Dissertation Abstract

I study how spatial, informational, and institutional frictions shape worker mobility and gender gaps in wages and employment.

Households in Motion: Co-location Frictions and Gender Inequality [Job Market Paper]

This paper studies how co-location frictions shape migration patterns and gender inequality in the labor market. These frictions arise in dual-earner households when accepting a distant job opportunity forces the spouse to give up their current employment. Geographic mobility expands access to job opportunities, yet these constraints mean that realizing such opportunities comes at the cost of disrupting the household's dual-career structure.

Identifying the effects of co-location frictions is challenging because migration is a joint decision. To address these challenges, I first focus on workers displaced from their jobs for plausibly exogenous reasons to identify how couples make migration decisions. I show that households are roughly 3 times more likely to relocate after the husband loses his job than after the wife does, even when pre-displacement earnings shares are similar, and regardless of age, education, and the presence of children. While displaced workers who move generally experience smaller earnings losses, men benefit more than women from relocating.

Motivated by these empirical findings, I develop a two-location household search model that incorporates migration decisions, gender-specific job offer arrival rates and offer distributions, and unequal weighting of spousal earnings, thus reflecting both gender differences on the demand side (labor market opportunities) and on the supply side (within-household discounting). The reservation wages for each spouse depend on the employment status and wages of their partner as

well as the location of the new job, making labor transitions inherently interdependent. Relative to a single-worker model, household search introduces the "breadwinner cycle" in which spouses alternate as the primary earner to climb up the job ladder. Offers from a different location also incur new frictions: accepting an outside offer requires the non-searching spouse to quit their job.

I estimate the model using the Method of Moments. I assume that single and married workers of the same gender face the same offer distribution but differ in arrival rates and migration costs. The estimated male offer distribution first-order stochastically dominates the female distribution. Within households, married men receive more frequent job offers than single men, while married women receive fewer than single women, suggesting intra-household specialization in job search. Households value a woman's earnings at roughly 63% of a man's when making joint decisions.

Finally, I use the model to quantify drivers of the gender earnings gap and to simulate the effect of remote work. As women are more likely to be tied-movers and tied-stayers, geographic constraints disproportionately hurt their outcomes. Household co-location frictions explain about half of the gender gap in employment and 8.6% in wages. Gender differences in labor market frictions and unequal weighting explain 21% and 5.3% of the gender wage gap, respectively. Remote jobs, modeled as outside job offers that no longer require relocation, reduces the gender gap in steady-state average earnings and in individual cost of job loss.

The Effect of Occupational Licensing on The Gender Wage Gap

Occupational licensing covers one-fifth of the U.S. workforce and a quarter of female employment. This paper provides new causal evidence on its impact on the gender wage gap. Using individual-level data from the Current Population Survey and exploiting cross-state variation in licensing regulations within a two-way fixed effects framework, I find that licensing raises women's wages by 3.7 percentage points more than men's, narrowing the gender wage gap by 26 percent. To validate identification, I construct a novel dataset on the timing of state-occupation licensing reforms, estimate dynamic difference-in-difference models, and obtain similar results. The gap reducing effect of licensing is strongest among unionized workers, college graduates, mothers, and workers at the top and bottom of the wage distribution, for whom asymmetric information between employers and employees is particularly costly. Guided by a model of statistical discrimination, I show that licensing can mitigate the gap by signaling ability when productivity is imperfectly observed. Additional requirements bundled with licenses, such as courses, exams, and continuing education, further reduce the gap through both signaling and human capital channels, with particularly pronounced effects in states with Paid Family and Medical Leave policies, where temporary labor force interruptions for women are more common.

Women's Representation in Leadership Positions, with Barbara Biasi and Heather Sarsons

Women remain underrepresented in leadership even in female-dominated occupations. Using data on Wisconsin public school teachers, we study gender gaps in both aspirations and access to

principal positions. Although women hold over 70% of entry-level teaching positions, men are overrepresented among principals at every grade level. Female principals are also disproportionately found in schools with smaller enrollments and greater racial diversity. We find that women are less likely to apply for a principal license and are less likely to hold administrative positions such as department head, both of which are important middle steps towards becoming a principal. Leveraging variation in early-career exposure to principals and peer networks, we find that exposure to female principal or having peers who became principals in the previous year increases women's likelihood of applying for licensure and eventually becoming principals themselves, with no comparable effect for men.

Other Projects

AI and Returns to Experience in Entrepreneurship, with Irisa Zhou

This paper studies how advances in Artificial Intelligence (AI) have altered the value of skills accumulated through different types of work experience in entrepreneurship. Using employment histories from public LinkedIn profiles (2007-2019), we exploit industry-level variation in AI exposure following the diffusion of neural networks and ImageNet after 2012. We find that among U.S. LinkedIn users, the share of founders and researchers both increased, but entry gains were concentrated among more-experienced workers, especially those with research backgrounds. To understand the mechanism behind AI's impact on the labor market, we develop a directed search model with occupational choice, multi-dimensional skills, and stochastic human capital investment. The model shows that AI shocks increase the productivity premium for researchers, shifting entrepreneurship toward more experienced individuals with research expertise.