

The 3rd CREPE Conference on Program Evaluation

April 26, 2019

All presentations take place at Kojima Conference Room on the 2nd floor of Kojima Hall (Economics Research Annex). A campus map is on the last page.

Conference Program

Keynote Speech 1

1:00pm to
2:20pm

Labor Market Institutions and the Distribution of Wages: The Role of Spillover Effects

Thomas Lemieux

Vancouver School of Economics at UBC
(Joint with Nicole Fortin and Neil Lloyd)

ABSTRACT: This paper extends and updates the DiNardo, Fortin, and Lemieux (1996) study of the links between labor market institutions and wage inequality in the United States to the 1979 to 2017 period. A notable extension quantifies the magnitude and shape of spillover effects from minimum wages and unions, providing multiple sources of evidence for the later. A new distribution regression framework that allows for heteroskedasticity is used to estimate both types of spillover effects separately and jointly. Accounting for spillover effects doubles the explanatory power of de-unionization towards male wage inequality, and raise that of minimum wages to two-thirds of the increase in bottom wage inequality for women.

Break

2:20 pm to 2:40 pm

Regular Session

2:40pm to
4:40pm

School Based Management and Social Preferences: Experimental Evidence from Burkina Faso

Drew Griffen

University of Tokyo
(joint with Yasuyuki Sawada and
Takeshi Aida)

ABSTRACT: This paper estimates Fehr-Schmidt preferences using data from a large-scale social experiment in rural Burkina Faso on school-based management (COGES) combined with field experiments on public goods and hypothetical dictator games. The model estimates show that being treated by COGES primarily increased guilt rather than envy preferences and counterfactuals show that the impacts are approximately doubled when the preference change propagates through the equilibrium.

Does a generous parental leave policy suppress career advancement of skilled women?

Takahiro Toriyabe

University of Tokyo
(joint with Daiji Kawaguchi)

ABSTRACT: Suppressing career advancement of high-skilled women is pointed out as an unintended consequence of generous parental leave

policy. To shed new light on the issue, this study analyzes heterogeneous impacts of parental leave policy on women's skill-use drawing on rich information on individual skill and skill-use available from the micro data of the Programme for the International Assessment of Adult Competencies (PIAAC) that covers 24 countries. The results show that longer parental leave narrows the gender gap in skill-use among low-skilled but widens it among moderately-high-skilled. This finding is robust after controlling for international differences in other family policies, gender norms and labor-market institutions. The robust finding corroborates with the claim that generous parental leave entails the employer's statistical discrimination against (modestly) skilled women.

“Why Are Month-of-Birth Effects So Persistent? Roles of Parents, Teachers, and Peers”

Makiko Nakamuro
Keio University
(Joint with Takehiro Ito and
Shintaro Yamaguchi)

ABSTRACT: Why is relative age effect so persistent? To answer this question, we first document that relative age effect on cognitive skills diminishes gradually over grade, but that on non-cognitive skills including self-control, self-efficacy, and conscientiousness remain constant. To shed light on the underlying mechanisms behind the persistent relative age effect, we examine the roles of parents, teachers, and peer students. We show that younger students and their parents exert an effort to catch up with their older peers by studying more hours outside school and going to a private tutoring school. However, younger students have poorer quality of interactions with their teachers and peers, which might result in younger students' lower non-cognitive skills.

Break

4:40pm to 5:00pm

**Keynote
Speech 2**

5:00pm to
6:20pm

Paper 1: Increasing Earnings Inequality and the Gender Pay Gap in Canada: Prospects for Convergence

Paper 2: Earnings Inequality and the Gender Pay Gap in Canada: The Role of Women's Under-representation among Top Earners

Nicole Fortin
Vancouver School of Economics at UBC
(Paper 2 joint with Aneta Bonikowska and
Marie Drolet)

ABSTRACT 1: This paper retraces the evolution of Canadian women's labour force participation and of the gender earnings ratio across the generations to understand better the prospects for gender convergence in pay. Using data from the public use Labour Force Surveys (LFS), as well as administrative annual earnings data from the Longitudinal Workers Files (LWF), the paper assesses the role of increasing top earnings inequality in the persistence of the gender pay gap. Having identified a growing role for the under-representation of women among top earners, the paper then performs an

evaluation and critical analysis of existing gender equality policies, centered on horizontal occupational gender segregation, and discusses alternative policies for the future.

ABSTRACT 2: This article examines the representation of women in top earnings groups—specifically, the top 0.1%, next 0.9% and next 9% of earners—and the extent to which their under-representation in these groups contributes to the overall gender gap in annual earnings. Trends are documented over almost forty years from 1978 to 2015. The study shows that the under-representation of women in top earnings groups accounts for a substantial and growing share (more than half) of the gender earnings gap. Finally, the article explores the role that gender differences in industry of employment play in the gender earnings gap.

