

## EUNHYE KWAK

University of Illinois at Urbana-Champaign  
Department of Economics  
214 David Kinley Hall  
1407 W. Gregory Dr.  
Urbana, Illinois, 61801

E-mail: [ekwak6@illinois.edu](mailto:ekwak6@illinois.edu)  
Website: [eunhyekwak.webnode.com](http://eunhyekwak.webnode.com)  
Citizenship: South Korea

### Education

- Ph.D. in Economics, University of Illinois at Urbana-Champaign, 2013-Present
- M.A. in Economics, Korea University, 2012
- B.A. in Education and Economics (*Highest Honor*), Korea University, 2010

### Research Fields

- Economics of Family and Education, Labor Economics, Applied Econometrics

### Working Papers

- “The Emergence of the Motherhood Premium: Recent Trends in the Motherhood Wage Gap Across the Wage Distribution” (Job Market Paper)
- “The Effect of the Motherhood Wage Gap on First Birth Decisions” (PAA annual meeting poster session winner)
- “How Do Children’s School Experiences Affect How They Are Parented? Evidence for the U.S.” (with Elizabeth T. Powers)

### Research in Progress

- “Women’s Overwork and the Motherhood Wage Gap: Evidence from the Effect of Low-Skilled Immigration”
- “A Cross-Cohort Comparison of the Motherhood Wage Gap Revisited”

### Honors, Awards and Fellowships

- Conference Travel Award, UIUC, 2018.
- PAA Annual Meeting Poster Session Winner, Population Association of America, 2018. (“The Effect of the Motherhood Wage Gap on First Birth Decisions”)
- Summer Research Fellowship, UIUC, Summer 2015 and 2016
- Cleo Fitzsimmons Best Core Performance Awards, UIUC, 2015
- Department Fellowship, UIUC, Fall 2013 – Spring 2014
- Honor Graduates Scholarships, Korea University, Spring 2011 – Spring 2012

- BK21 Research Assistant Scholarship, National Research Foundation of Korea, 2011
- Highest Honor, Korea University, 2011

## Professional and Academic Experience

- Research Assistant for Elizabeth T. Powers
  - Institute of Government and Public Affairs, University of Illinois, F2018-Present
  - Department of Economics, UIUC, F2014-S2018
- Teaching Assistant, UIUC, F2014-S2018
  - Microeconomic Principles
  - Intermediate Microeconomics
  - Macroeconomic Principles

## Presentations

- Population Association of America 2018 Annual Meeting, April 2018
- University of Illinois at Urbana-Champaign, 2015-2018

## References

### **Elizabeth T. Powers (Chair)**

Associate Professor of Economics  
Faculty Member, IGPA  
University of Illinois at Urbana-Champaign  
1007 W. Nevada St. Urbana, IL 61801  
Email: epowers@illinois.edu

### **Rebecca L. Thornton**

Associate Professor of Economics  
University of Illinois at Urbana-Champaign  
214 David Kinley Hall, 1407 W. Gregory.  
Urbana, IL 61801  
Email: rebeccat@illinois.edu

### **Mark Borgschulte**

Assistant Professor of Economics  
University of Illinois at Urbana-Champaign  
214 David Kinley Hall, 1407 W. Gregory.  
Urbana, IL 61801  
Email: markborg@illinois.edu

### **Eliza C. Forsythe**

Assistant Professor of Economics  
University of Illinois at Urbana-Champaign  
214 David Kinley Hall, 1407 W. Gregory.  
Urbana, IL 61801  
Email: eforsyth@illinois.edu

## Abstracts

### **“The Emergence of the Motherhood Premium: Recent Trends in the Motherhood Wage Gap Across the Wage Distribution” (Job Market Paper)**

The average wage gap between mothers and non-mothers has greatly declined over the past two decades, but it is unknown which group of earners has led this declining trend in the motherhood wage gap (MWG): high-wage, mean-wage, or low-wage earners. This paper estimates recent trends in the MWG across women’s wage distribution using the unconditional quantile regression method and finds that the MWG evolves heterogeneously by women’s wage level. The MWG below the median declines less than the average. Mothers’ wages sharply increase at the upper wage quantiles in the mid-1990s, leading to the motherhood premium. This great convergence of the MWG, which is largely driven by high-wage earners, may have resulted in a rise in inequality among mothers. I also explore several underlying forces to explain the heterogeneous convergence of the MWG and the emergence of the motherhood premium, focusing on changes in first-birth timing, marriage, and work hours. I conclude that an increase in marriage of high-wage women and their delays in first-birth timing result in positive selection into motherhood for high-wage earners. Moreover, increasing trends in mothers’ overwork and the overwork premium are one of the probable reasons for the large changes in the MWG at the upper wage quantiles in the mid-1990s.

### **“The Effect of the Motherhood Wage Gap on First Birth Decisions”**

This paper analyzes the impact of the expected motherhood wage gap (MWG) on women’s fertility decisions. A long-standing consensus is that high wage earners are likely to delay their first birth because of the high opportunity cost of childbearing. This paper suggests that women’s wage changes after childbirth are an important factor in fertility timing, instead of the wage level before giving birth. I first present a 3-period optimal stopping model which shows how a woman’s first birth timing is determined by her expected MWG. Under this theoretical framework, I empirically estimate the MWG by quantiles of the conditional wage distribution in the CPS data. Using the quantile-level MWG, I estimate the effect of the expected MWG on the probability of a first birth, controlling for quantile and individual fixed effects. I basically use a quantile-level variation in the expected MWG, and address the individual heterogeneity in each quantile by controlling for individual fixed effects using the two-period CPS panel data. I find that a 10 percent increase in a woman’s expected MWG reduces the probability of her first birth by 2.2 percentage points. The negative effect of the MWG on the probability of a first birth is larger for high wage and more educated women. This paper’s results imply that reducing the MWG could increase both women’s economic activities and their likelihood of having children at a younger age.

### **“How Do Children’s School Experiences Affect How They Are Parented? Evidence for the U.S.” (with Elizabeth T. Powers)**

Parenting is a crucial determinant of children’s well-being and development. In joint work with Elizabeth T. Powers, we estimate the causal effect of children’s school tenure on parenting, as measured by four parenting indices and their components: affection, practices, parenting stress and positive behavioral control. We exploit exogenous variation in public-school entry age using

the school-eligibility-cutoff date in each year and state. We accumulate large samples of children for the analysis by pooling multiple panels of the Survey of Income and Program Participation (SIPP). Our IV results show that early school experiences significantly improve two domains of parenting, affection and behavioral control, but the effects fade away by middle school. Effects of schooling are heterogeneous by child age, birth order, race, sex, and household socioeconomic status. Increased early schooling improves parenting quality more for lower-SES households, despite the fact that these parents sometimes experience increased parenting stress. Given the potential importance of parenting quality in child well-being and social mobility, our findings suggest that it is necessary to expand formal educational experiences for younger children.

### **“Women’s Overwork and the Motherhood Wage Gap: Evidence from the Effect of Low-Skilled Immigration”**

This paper provides causal evidence that maternal overwork—paid work exceeding 50 hours a week—reduces the motherhood wage gap (MWG). I exploit exogenous variation in low-skilled immigration which reduces the costs of women’s overwork. Using the famous “enclave instrument” and the 5 percent censuses of 1980, 1990 and 2000, and the 5-year aggregate American Community Survey of 2011, I investigate the effect of low-skilled immigration on the MWG at the individual and city levels. In the individual-level analysis, I estimate the effect of low-skilled immigration on the probabilities of overwork and hourly wages of mothers and non-mothers by wage level. The city-level analysis estimates the relationship between the proportion of overworking women and the MWG in each year and city. I find that when the costs of women’s overwork decrease, high-wage women are more likely to increase their probabilities of overwork than low-wage women, and mothers’ wages increase more than non-mothers’ wages in the same wage group. The results of the city-level analysis are consistent with the individual-level results. A city with more overworking women has a smaller MWG at the upper wage quantiles than a city with fewer overworking women.