

Kailing Shen

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Employment

2019-	Associate Professor Research School of Economics, The Australian National University, Australia
2015-2018	Senior Lecturer Research School of Economics, The Australian National University, Australia
2007-	Research Fellow, Institute for the Study of Labor, Germany
2012-2015	Associate Professor Wang Yanan Institute for Studies in Economics, Xiamen University, China
2006-2012	Assistant Professor of Economics Wang Yanan Institute for Studies in Economics, Xiamen University, China
1995-1998	Program Officer, China International Center for Economic and Technical Exchanges, Beijing, China

Education

2006	PhD in Economics, University of British Columbia, Canada
1999	MA in Economics, University of British Columbia, Canada
1995	BSc in Economics, University of International Business & Economics, Beijing, China

Research

a. Interests

Empirical or policy-related issues of the labor market as broadly defined, such as effects of information technology on labour market, unemployment insurance, job search and matching behavior, discrimination, gender differentials, income inequality, higher education, migration, marriage and intergenerational relationship.

b. Refereed Articles

1. "What Happends When Employers Can No Longer Discriminate in Job Ads?" *American Economic Review* (revise and resubmit), with Peter J. Kuhn.
2. "Gender Discrimination in Job Ads: Theory and Evidence," *Quarterly Journal of Economics*, 2013, 128(1), pp. 287-336, with Peter J. Kuhn.
3. "Economic Reform, Education Expansion, and Earnings Inequality for Urban Males in China, 1988-2009," *Journal of Comparative Economics*, 2013, 41(1), pp. 227-244, with Xin Meng and Sen Xue.
4. "Aging and Migration: Micro and Macro Evidence from China," *Frontiers of Economics in China*, 2016, 11(4), pp. 548-580, with Orn B. Bodvarsson and Jack W. Hou
5. "The Age Twist in Employers' Gender Requests: Evidence from Four Job Boards," *Journal of Human Resources*, 2020, 55(2), pp. 428-469, with Miguel Delgado Helleseter and Peter J. Kuhn.
6. "Gender-Targeted Job Ads in the Recruitment Process: Facts from a Chinese Job Board," 2020, *Journal of Development Economics*, forthcoming, with Peter J. Kuhn and Shuo Zhang.
7. "Measuring the Impacts of COVID-19 on Job Postings in Australia using a Reweighting-Estimation-Transformation Approach," 2020, *Australian Journal of Labour Economics*, forthcoming in the COVID-19 Special Issue 2020, with Bledi Taska.
8. "Do Chinese Employers Avoid Hiring Overqualified Workers? Evidence from an Internet Job Board," Corrado Giulietti, Konstantinos Tatsiramos and Klaus F. Zimmermann (eds.), *Research in Labor Economics*, 37, Labor Market Issues in China, Emerald, 2013, with Peter J. Kuhn.
9. "Do Employers Prefer Migrant Workers? Evidence from a Chinese Job Board," *IZA Journal of Labor Economics*, 2015, 4(22), with Peter J. Kuhn.

c. Current Work in Progress

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1. “Job Application Portfolios: Evidence from Chinese University Graduates,” with Ruitian Lang.
2. “Offered Wages and Workers’ Application: Empirical Evidence”
3. “State Owned Enterprises, Hukou and Wages in China”

d. Working Papers

1. “Contingent, Temporary Unemployment Insurance’s Impacts on Employment and Unemployment Durations,” *IZA discussion paper 2959*.
2. “Unemployment Insurance’s Time-Varying Impacts on Re-Employment Wages,” 2007.
3. “Leftover Females under High Gender Ratio in China: Evidence Based on Marriage Values”, 2014, with Yue Chen.

e. Technical notes

“Customized Duration Data Construction: An Example of Deriving Unemployment Insurance Variables Using SPSS,” *Statistic Canada*, April 2009, Catalogue no. 12-002-X.

f. Research outreach

“Gender-Targeted Job Adverts: Patterns, Impacts, and Mechanisms,” *VoxDev and VoxChina*, 2019, with Peter J. Kuhn.

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Teaching

a. Courses Taught (*best teaching award)

Undergraduate:

Applied Micro Econometrics, 2009, 2010, 2011, 2012*, 2013, 2014, 2016-2019, 2021-2022;
Labor Economics, 2009, 2010, 2011, 2012, 2013*, 2014, 2016-2019, 2021-2022;
Microeconomics II, 2008; Microeconomics I, 2006, 2011;
Intermediate Microeconomics 2006; Introductory Game Theory 2006;
Southeast Asian Economic Policy and Development, 2015.

Graduate:

Labor Economics 2014, 2016-2019, 2020-2021;
Applied Micro Econometrics 2006, 2007, 2008, 2009, 2010, 2012*, 2013, 2016-2019, 2020-2021;
Microeconomics II 2006, 2007, 2008;
Research Methodology, 2007;
Investment Analysis and Portfolio Management, 2007.

b. Students supervised (name and year of entrance)

Honours:

David Tian, Tunye Qiu, 2018; Michael Lv, 2017.

Master:

Tianyu Fu, Anqi Chen, 2017; Yushi Yang, Yang Zhang, 2016; Luping Zeng, 2015; Yang Yang, Yujia Peng, Chunnan Chen, 2012; Yang Li, Dan Liu, Fan Pan, Yue Chen, 2011; Jianhui Zhu, 2008; Zhenqing Zhang, Sen Xue, 2007; Jing Xie, 2006.

PhD or above:

Yunshan Dai, 2020; Jiacheng Kang, 2019; Yanran Zhu, 2019; Xingjie Shi, 2016; Dan Liu, 2016; Xiang Gao, 2009; Shangyi Mao, 2007; Zhong Wang (Post-doc), 2007; Guochang Zhao, Bo Zhou, 2006.

Professional Activity

Research Fund

- 2017-2018: “Self-Sorting or Enforcement? Disentangling the Roles of Job Seekers and Employers in Gender Segregation using Field Experiments,” ANU College of Business and Economics, Research Committee Grant, AUD\$10,000.
- 2015-2016: “Elite University Graduates’ Job Search Advantages and the Heterogeneity of Application Profiles: Evidence from Online Job Board,” ANU College of Business and Economics, Research School Grant, AUD\$13,000.
- 2013-2015: “Impacts of Hukou, Education and Wage on Job Search and Match: Evidence Based on Online Job Board Microdata,” National Natural Science Foundation of China, (Grant No. 71203188, RMB\$190,000 from NSF China and RMB\$95,000 support fund from WISE/Xiamen University).
- 2009-2010: Research Start-up Fund, Xiamen University (RMB\$25,000).
- 2008-2010: “Advertising for Jobs when Age and Gender Discrimination is Legal: Evidence from a Chinese Internet Job Board,” Institute for Social, Behavioral and Economic Research (ISBER), UC Santa Barbara, (with Peter J. Kuhn) (\$6000).
- 2006-2009: Research Start-up Fund, Xiamen University (RMB\$100,000).

Conferences Organized

- 2017: Organizing committee and paper selection committee of the 26th Australian Labour Market Research Workshop
- 2016: Organizing committee of the Labour Econometrics Workshop, Australia
- 2016: Organizing committee and paper selection committee of the 26th Australian Labour Market Research Workshop
- 2006-2011: Organizing committee of the annual International Symposium on Contemporary Labor Economics, Xiamen University, China
- 2013: Chair of organizing committee of the annual International Symposium on Contemporary Labor Economics, Xiamen University, China.
Theme: “Big Data”, Search and Matching in Labor Economics

Department Service

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2007-2014 Initiator and coordinator of IZA/WISE weekly seminars (107 sessions by the spring semester of 2014)

2006-2009, 2012: Faculty recruiting committee

2019: Senior faculty representative on college management board

2019-2020: Executive committee member of China in the World, Australian National University

2020-2021: Member for college academic promotions committee

2021: Initiator and coordinator of Asia Perspective Seminars

Other Service

2015 Member of the Labor Statistics Advisory Group of Australian Bureau of Statistics

2019 Guest speaker (one of four) on Female Economists Career Forum in Econometric Society Conference in China, Xiamen.

2021 Guest speaker (one of twelve, and the only female guest speaker) to Xiangzhang Qingmiao Economics Graduate Students Summer Camp organized by Chinese Social Science Academy.

Refereeing

English: Quarterly Journal of Economics, Management Science, Journal of Applied Econometrics, Industrial & Labor Relation Review, Journal of Population Economics, the National Science Foundation (U.S.), Labour Economics, Canadian Journal of Economics, Review of Economics of the Household, China Economic Review, IZA Journal of Labor Economics, Frontiers of Economics in China, Feminist Economics, Bulletin of Indonesian Economic Studies, Journal of Chinese Economic and Business Studies, Emerging Markets Finance and Trade and more.

Chinese: China Journal of Economics, Journal of Translation from Foreign Literatures of Economics, the National Science Foundation of China.

Consultancy:

2008-2009: Consultant to the Longitudinal Survey on Rural Urban Migration in China and Indonesia (RUMiCI) Project, Australia National University

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Conference and Seminar Presentations

2003

- Statistics Canada Research Data Centre Conference, Hamilton, Canada

2004

- Canadian Economic Association meetings, Toronto, Canada

2005

- Finance Canada, Ottawa, Canada
- University of Victoria, Canada
- Canadian Economic Association meetings, Hamilton, Canada
- Wang Yanan Institute for Studies in Economics, Xiamen University, China

2006

- Canadian Economic Association meetings, Montreal, Canada
- 2006 International Symposium on Contemporary Labor Economics, China

2007

- School of Economics, Shanghai University of Finance and Economics, China
- School of Human Resource and Labor Economics, Renmin University, China
- The 14th International Conference on Panel Data, Xiamen, China (chair)
- Institute for Employment Research (IAB), Nureberg, Germany
- Institute for the Study of Labor, Bonn, Germany
- 2007 International Symposium on Contemporary Labor Economics, China

2008

- First XMU-Humboldt University Workshop on Economics and Financial Econometrics, Xiamen, China
- University of British Columbia
- 2008 International Symposium on Contemporary Labor Economics, China

2009

- Tsinghua University, Beijing, China
- School of Human Resource and Labor Economics, Renmin University, China
- Institute for the Study of Labor, Bonn, Germany.
- Center for European Economic Research (ZEW), Mannheim, Germany
- Aarhus School of Business, University of Aarhus, Denmark
- The 21st Annual European Association of Labour Economics Conference
- 2009 International Symposium on Contemporary Labor Economics, China

2010

- The EALE/SOLE 3rd International Conference, London, U.K. (two presentations)
- 2010 International Symposium on Contemporary Labor Economics, China

2011

- Southwestern University of Finance and Economics, Chengdu, China
- Third CIER/IZA Workshop: Current Labour Market Issues in China, Beijing, China
- 2011 International Symposium on Contemporary Labor Economics, Xiamen, China

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2012

- The Ninth Chinese Women Economists International Workshop on Empirical Research Using Micro Data, Beijing (*invited speaker*)

2013

- The American Economic Association Annual Meeting, San Diego, U.S.
- The Third Annual Conference on Chinese Economy, HKSAR, China
- Shanghai University of Finance and Economics, Shanghai, China
- Fudan University, Shanghai, China
- The 3rd Joint Aarhus-Xiamen Workshop in Economics, Xiamen, China
- The 1st Annual International Workshop on Economic Analysis of Institutions, Xiamen, China
- 2013 Canadian Economics Association Annual Meeting, Montreal, Canada
- The 88th Annual Conference of Western Economic Association International, Seattle, U.S.
- The 25th Annual Chinese Economics Society of Australia conference, Brisbane, Australia
- Monash University, Melbourne, Australia
- Hong Kong University of Science & Technology, Hong Kong
- The 13th China Economic Association Annual Meeting, Chengdu, China

2014

- Hong Kong Chinese University, HKSAR, China
- Peking University HSBC Business School, Shenzhen, China
- Fujian Agriculture and Forestry University, Fuzhou, China
- Shanghai Forum, Shanghai, China
- Nanjing Agriculture University, Nanjing, China
- Trans Pacific Labor Seminar (TPLS), Sydney, Australia
- 2014 Canadian Economics Association Annual Meeting, Vancouver, Canada
- Joint workshop of Humboldt University, Aarhus University and Xiamen University, Xiamen, China
- University of Melbourne, Melbourne, Australia

2016

- The 45th Australian Conference of Economists (ACE), Adelaide, Australia
- the Craig Riddell's Festschrift organized by the Vancouver School of Economics, UBC, Vancouver, Canada
- Inter-American Development Bank Workshop on "Using Bid Data to Inform Labor Market Policies," Washington DC, the U.S.

2017

- the Inaugural Conference of the Asian And Australasian Society of Labour Economics, Canberra, Australia
- the 2017 Asian Meeting of the Econometric Society, HKSAR, China
- the Gender and Labour Markets in Asia organized by the Crawford School of Public Policy of ANU, Canberra, Australia
- the 20th Labour Econometrics Workshop, Auckland, New Zealand
- the Chinese University of Hong Kong, HKSAR, China
- Nanjing Audit University, Nanjing, China
- Xiamen University, Xiamen, China
- the Southwestern Finance and Economics University, Chengdu, China

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- Jinan University, Guangzhou, China

2018

- the Western Economic Association International's 14th International Conference in Newcastle (accepted and attended by my coauthor)
- the Hitotsubashi University, Japan
- the Osaka University, Japan
- the University of Tokyo, Japan

2019

- 2019 Asian Meeting of the Econometrics Society, Xiamen, China (invited panelist and presenter)
- Renmin University of China, Beijing, China
- 2nd IDSC of IZA/CAIS Workshop: Matching Workers and Jobs Online, Bochum, Germany

2020

- Tax and Transfer Policy Institute, ANU (cancelled due to COVID-19)
- Arndt-Corden Department of Economics, ANU
- Melbourne Institute, The University of Melbourne
- East Asian Institute, National University of Singapore
- Nanyang Technological University