

Kailing SHEN

Associate Professor

Research School of Economics, College of Business & Economics

The Australian National University

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Other employment/appointment

Senior Lecturer Research School of Economics, The Australian National University 2015–2018

Assistant Professor, Associate Professor Xiamen University 2006–2015

UNDP Program Officer Ministry of Foreign Trade and Economic Cooperation 1995–1998

Research Fellow Institute for the Study of Labor from 2007

Fellow Global Labor Organization from 2017

Education

PhD in Economics University of British Columbia 2006

MA in Economics University of British Columbia 1998

BSc in Economics University of International Business & Economics 1995

Evidence based research

I am interested in the empirical analysis of the labour market. I have studied unemployment insurance, discrimination, gender differentials, income inequality, education, migration, aging and job search and matching. Usually, I use data from online job boards for my research.

Research publications

1. Kuhn, Peter J., Kailing Shen, 2013. Gender discrimination in job ads: Evidence from China. *The Quarterly Journal of Economics* 128(1) 287–336.
2. Kuhn, Peter J., Kailing Shen, 2022. What happens when employers can no longer discriminate in job ads? *American Economic Review* (revised and resubmitted)
3. Helleseter, Miguel Delgado, Peter J. Kuhn, Kailing Shen, 2020. The age twist in employers' gender requests: Evidence from four job boards. *Journal of Human Resources* 55(2) 428–469.
4. Kuhn, Peter J., Kailing Shen, Shuo Zhang, 2020. Gender-targeted job ads in the recruitment process: Facts from a Chinese job board. *Journal of Development Economics* 147 102531.
5. Kuhn, Peter J., Kailing Shen, 2015. Do Employers Prefer Migrant Workers? Evidence from a Chinese job board. *IZA Journal of Labor Economics* 4(1) 1–31.
6. Meng, Xin, Shen Kailing, Xue Sen, 2013. Economic reform, education expansion, and earnings inequality for urban males in China, 1988-2009. *Journal of Comparative Economics* 41(1) 227–244.

7. Shen, Kailing, Peter J. Kuhn, 2013. Do Chinese employers avoid hiring overqualified workers? Evidence from an internet job board. in Corrado Giulietti, Konstantinos Tatsiramos and Klaus F. Zimmermann (eds.) *Research in Labor Economics* 37 Labor Market Issues in China, Emerald.
8. Bodvarsson, Orn B., Jack W. Hou, Kailing Shen, 2016. Aging and migration: Micro and macro evidence from China. *Frontiers of Economics in China* 11(4) 548–580.
9. Shen, Kailing, Bledi Taska, 2020. Measuring the impacts of COVID-19 on job postings in Australia using a reweighting-estimation-transformation approach. *Australian Journal of Labour Economics*, COVID-19 Special Issue 23(2) 153–172.
10. Shen, Kailing, 2022. Gender discrimination. In Zimmermann K.F. (eds) *Handbook of Labor, Human Resources and Population Economics*. Springer, Cham.

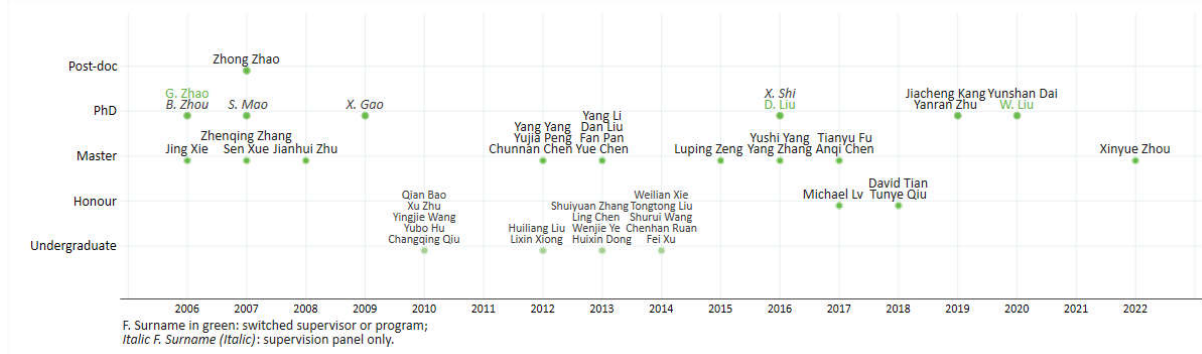
Work in progress

1. Lang, Ruitian, Kailing Shen. Job application portfolios and university selectivity: evidence and a theory.
2. Li, Yaling, Ronghua Luo, Kailing Shen.
Information acquisition and retail investor trading behavior: theory and evidence.
3. Lu, Fangwen, Kailing Shen, Xin Tan.
Gender differences in gender discrimination: Evidence from an experiment of promotion.
4. Kuhn, Peter J., Kailing Shen, Yun Wang.
The impacts of gender-balanced recommendation on firms recruiting behavior.
5. Kang, Jiacheng, Kailing Shen. Industries as in a network: Micro evidence from job search.
6. Shen, Kailing, Yanran Zhu. Labor force transition dynamics: Unemployment rate or job posting counts?

Working papers, technical notes, and other professional writings

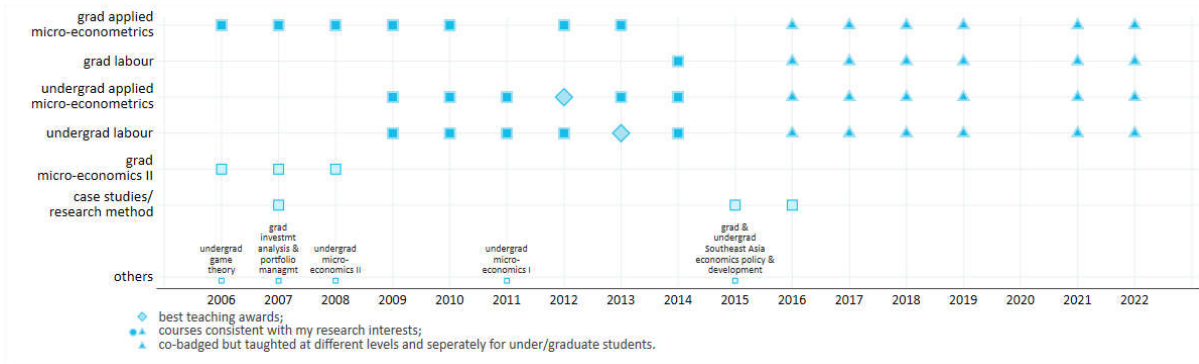
1. Shen, Kailing, 2007. Contingent, temporary unemployment insurance's impacts on employment and unemployment durations. *Institute for the Study of Labor (IZA) discussion paper* 2959.
2. Shen, Kailing, 2009. Customized duration data construction: an example of deriving unemployment insurance variables using SPSS. *Statistic Canada Research Data Centers Information and Technical Bulletin* 4(1) Catalogue no. 12-002-X.
3. Borjas, George J. *Labor Economics 7th ed. Translated to Chinese* by Kailing Shen. 2018. Beijing: China Renmin University Press.
4. Kuhn, Peter J., Kailing Shen, 2019. Gender-targeted job adverts: patterns, impacts, and mechanisms. *VoxDev* and *VoxChina* (slightly different versions)
5. *Wechat channel* for Chinese academic community let's talk graciously (何不娓娓道来)

Student supervision



Teaching

Best teaching award, Xiamen University 2x: 2012 2013



Research Fund

1. Xiamen University Research Start-up Fund 2006–2009 RMB\$100,000 (\approx AUD\$22,100)
2. University California, Santa Barbara Institute for Social, Behavioral and Economic Research. 2008–2010. *Advertising for jobs when age and gender discrimination is legal: Evidence from a Chinese internet job board*, with Peter J. Kuhn US\$6,000 (\approx AUD\$8,912)
3. Xiamen University Research Start-up Fund 2009–2010 RMB\$25,000 (\approx AUD\$5,527)
4. National Natural Science Foundation of China 2013–2015 *Impacts of hukou, education and wage on job search and match: Evidence based on online job board microdata*, Grant No. 71203188 RMB\$190,000 + additional RMB\$95,000 from XMU (\approx AUD\$63,013)
5. Australian National University, College of Business and Economics Research Committee Grant 2015–2016. *Elite university graduates' job search advantages and the heterogeneity of application profiles: evidence from online job board* AUD\$13,000
6. Australian National University, College of Business and Economics Research Committee Grant 2017–2018. *Self-sorting or enforcement? Disentangling the roles of job seekers and employers in gender segregation using field experiments*. AUD\$10,000
7. Australian National University, Research School of Economics travel fund provided 2017–2022 AUD\$50,353
8. Australian National University, Research School of Economics research incentive grant 2018–2022 AUD\$26,243

Conferences Organized

- International Symposium on Contemporary Labor Economics Xiamen University co-chair organizing committee 6x: 2006 2007 2008 2009 2010 2011 (normally 3 days, 80+ participants, 9 keynote speakers)
- International Symposium on Contemporary Labor Economics Xiamen University chair organizing committee 2013
Theme: Big data, search and matching in labor economics
- Labour Econometrics Workshop Australia member organizing committee 2016
- Australian Labour Market Research Workshop member organizing committees and paper selection committees 2x: 2016 2017

Service within Universities

Xiamen University 2006–2015

I have been a member of the founding team of Wang Yanan Institute for Studies in Economics (WISE)—a pilot institution to reform a major Chinese university. Over these nine years, I contributed to most aspects of institutional building, such as faculty recruitment, student admission, program building and marketing.

Two of the most impactful services are:

Faculty Recruiting Committee member WISE, Xiamen University 5x: 2006 2007 2008 2009 2012

IZA¹/WISE joint online seminars initiator and coordinator of 8 years 112 sessions: 2007–2014

Australian National University (ANU) 2015–now

Job Candidates Interview Panel member, Centre for Research on Ageing, Health and Wellbeing ANU 2015

CBE College Support Group for Chinese Colleagues initiator/coordinator ANU from 2017–ongoing

ANU-China Scholarship Council Student Affairs Administrators' Program presenter 3 years: 2017–2019

Asia Pacific and Business Delegated Ethical Review Committee member 5 years so far: from 2018–ongoing

Selection Committee for Economist on Indian economy member, Crawford School of Public Policy ANU 2019

College of Business & Economics Executive Meetings senior faculty representative 1-year term: 2019

Executive Committee, China in the World college representative 2-year term: 2019–2020

College Academic promotion committee 3 years so far: 2020–2022

Asia Perspective Seminars initiator/coordinator from 2021–ongoing

RSE School Faculty Recruiting Committee member 2022

Academic Board college faculty representative voted for 2-year term: 2022–2024

Selection Committee for Health Economist member, The John Curtin School of Medical Research ANU 2022

Other professional, administrative and community services

The Labor Statistics Advisory Group member, Australian Bureau of Statistics 2015

Excellence in Research for Australia peer reviewer, Australian Research Council 2018

Female Economists Career Forum guest speaker, Econometric Society Conference in China 2019

Review of ACT Scaling Test Committee representative for ACT Council of Parents & Citizens Association, ACT Board of

Senior Secondary Studies 2019

Camphor Job Market Seminar discussant, Chinese Social Science Academy 2020

PhD External Examiner Rutgers University 2020

Scientific Committee member, Australian Gender Economic Workshop 2021

Camphor Young Seedling Project guest speaker, Chinese Social Science Academy 2x: 2021 2022

High-End Foreign Expert Introduction Plan mentor, Hunan University, China 2-year term: 2021–2022

Scientific Committee member, Asian & Australasian Society of Labour Economics 2022

26th Australasian Teaching Economics Conference session chair 2022

Parents & Citizens Council Canberra delegate, Forrest Primary School ACT 2022

Conference on Women's Safety and Financial Security session chair 2022 (*confirmed*)

¹IZA refers to the Institute for the Study of Labor. It is in Bonn, Germany.

Refereeing

A* journals and similar level funds

Quarterly Journal of Economics ×2, Management Science, Journal of Human Resources ×3, The Economic Journal, Journal of Labor Economics, Journal of Development Economics ×2, Journal of Economic Behavior and Organization ×2, Journal of Applied Econometrics, Journal of the European Economic Association, Industrial & Labor Relation Review, PLUS ONE, National Science Foundation U.S.

Other journals/funds in English

Journal of Population Economics ×4, Review of Economics of the Household, The Economic Record, Canadian Journal of Economics, Labour Economics ×3, China Economic Review ×4, IZA Journal of Labor Economics, Feminist Economics, Journal of Comparative Economics ×6, Economic Policy, Bulletin of Indonesian Economic Studies, Contemporary Economic Policy, Journal of Economics and Business, Frontiers of Economics in China ×3, Economic Letters, Journal of Chinese Economic and Business Studies, Emerging Markets Finance and Trade, East Asian Forum Quarterly

Journals/funds in In Chinese

National Science Foundation of China ×15, China Journal of Economics, Journal of Translation from Foreign Literatures of Economics

Consultancy

The Longitudinal Survey on Rural Urban Migration in China and Indonesia Project ANU 2008–2009

Presentations

Sorted by year of presentation.

For easy of read, only the first talk of each year contain the year information, followed by number of talks in that year.

Statistics Canada Research Data Centre Conference Hamilton, Canada 2003 ×1

Canadian Economic Association meetings Toronto, Canada 2004 ×1

Finance Canada Ottawa, Canada 2005 ×4

University of Victoria Canada

Canadian Economic Association meetings Hamilton, Canada

Xiamen University Wang Yanan Institute for Studies in Economics, China

Canadian Economic Association Meetings Montreal, Canada 2006 ×2

2006 International Symposium on Contemporary Labor Economics Xiamen, China

Shanghai University of Finance and Economics School of Economics, China 2007 ×6

Renmin University School of Human Resource and Labor Economics, China

The 14th International Conference on Panel Data Xiamen, China (chair)

Institute for Employment Research Nuremberg, Germany

Institute for the Study of Labor Bonn, Germany

2007 International Symposium on Contemporary Labor Economics Xiamen, China

The 1st Xiamen University-Humboldt University Joint Workshop on Economics Xiamen, China 2008 ×3

University of British Columbia Economics Department, Vancouver, Canada

2008 International Symposium on Contemporary Labor Economics Xiamen, China

Tsinghua University Economics Department, Beijing, China 2009 ×7
Renmin University School of Human Resource and Labor Economics, Beijing, China
Institute for the Study of Labor Bonn, Germany
Center for European Economic Research Mannheim, Germany
University of Aarhus Aarhus School of Business, Denmark
The 21st Annual European Association of Labour Economics Conference Tallinn, Estonia
2009 International Symposium on Contemporary Labor Economics Xiamen, China

The European Association of Labour Economics/The Society of Labor Economics 3rd International Conference London, U.K.
(two presentations by my co-authors) 2010 ×2
2010 International Symposium on Contemporary Labor Economics Xiamen, China

Southwestern University of Finance and Economics Chengdu, China 2011 ×3
The 3rd China Institute for Employment Research/Institute for the Study of Labor Workshop: Current Labour Market Issues in
China Beijing, China
2011 International Symposium on Contemporary Labor Economics Xiamen, China

The 9th Chinese Women Economists International Workshop Beijing, China (*invited speaker*) 2012 ×1

The American Economic Association Annual Meeting San Diego, U.S. 2013 ×12
The 3rd 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 WEA 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 HKSAR, China
The 13th China Economic Association Annual Meeting Chengdu, China

Hong Kong Chinese University HKSAR, China 2014 ×9
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 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

The 45th Australian Conference of Economists Adelaide, Australia 2016 ×3
W. Craig Riddell's Festschrift Vancouver School of Economics, UBC, Vancouver, Canada
Inter-American Development Bank Workshop *Using Bid Data to Inform Labor Market Policies*, Washington D.C., U.S.

The Inaugural Conference of the Asian and Australasian Society of Labour Economics Canberra, Australia 2017 ×9
the 2017 Asian Meeting of the Econometric Society HKSAR, China
The Gender and Labour Markets in Asia Crawford School of Public Policy, 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

Jinan University Guangzhou, China

The 14th International Conference of Western Economic Association Newcastle, Australia (*accepted and attended by my coauthor*) 2018 ×4

Hitotsubashi University Japan

Osaka University Japan

University of Tokyo Japan

2019 Asian Meeting of the Econometrics Society Xiamen, China (*invited panelist and presenter*) 2019 ×3

Renmin University School of Economics, Beijing, China

2nd Research Data Center of the Institute for the Study of Labor/Center for Advanced Internet Studies Workshop: Matching Workers and Jobs Online Bochum, Germany

Arndt-Corden Department of Economics ANU Canberra, Australia (online) 2020 ×6

University of Melbourne Melbourne Institute, Melbourne, Australia (online)

National University of Singapore East Asian Institute, Singapore (online)

Nanyang Technological University Singapore (online)

East China Normal University Shanghai, China (online)

Renmin University School of Economics, Beijing, China (online)

Tax and Transfer Policy Institute ANU Canberra, Australia (online) 2021 ×3

2021 Asian Meeting of Econometric Society (online)

Nanjing Finance and Economics University Agriculture school Nanjing, China (online)

Workforce Community of Practice meeting the Department of Defense, Canberra, Australia (online) 2022 ×1

Media

Voice of American comment on *GFC and China* 2009

Xiamen TV talk show on *high management pay scheme* 2007

Bloomberg News in Hong Kong comment on *unemployment and skills* 2020.04.23

Xinhua News Agency

comment on *BRIC business forum* 2019.11.15—279 k reads

comment on *G20 special summit* 2020.03.28—754 k reads

interview on *The global impact of COVID-19* 2020.04.08

comment on *G20 15th summit* 2020.11.22

comment on *China's 14th five-year plan* 2021.02.15

comment on *China's export and global economic recovery* 2021.03.10—443 k reads (*reprint by People.cn, Sina Finance and China news*)

comment on *China's first half of 2021 economic performance* 2021.07.14—519 k reads

interview on *Global economic performance and prospects* 2021.07.29

interview on *RCEP* 2021.11.04 (*posted on the news channel of the China Central Government website*)

comment on *China and the economy of the Asia-Pacific region* 2021.11.14—410 k reads

interview on *The impacts of the low birth rate on China* 2022.02.08

interview on *Regional and rural area development* 2022.03.09

Canberra Times interview on *skills shortages and policy options* 2022.06.08

The OZ, branch of The Australians comment on *stagflation and World Bank* 2022.06.08

ABC Radio Canberra Morning interview on *Proposed default union membership for skilled migrant workers* 2022.08.01

