

Kailing SHEN

Associate Professor
Research School of Economics
College of Business & Economics
The Australian National University
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Previous/other positions

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 (IZA) 2007 - now
Fellow, Global Labor Organization 2017 - now
Visitor, Harvard University 2022 Dec - 2023 Jan
Visitor, Southern Technology University, China 2023 July
Visitor, University of California, Santa Barbara 2023 Sep – Oct
Associate editor, *China & World Economy* 2024 - now

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

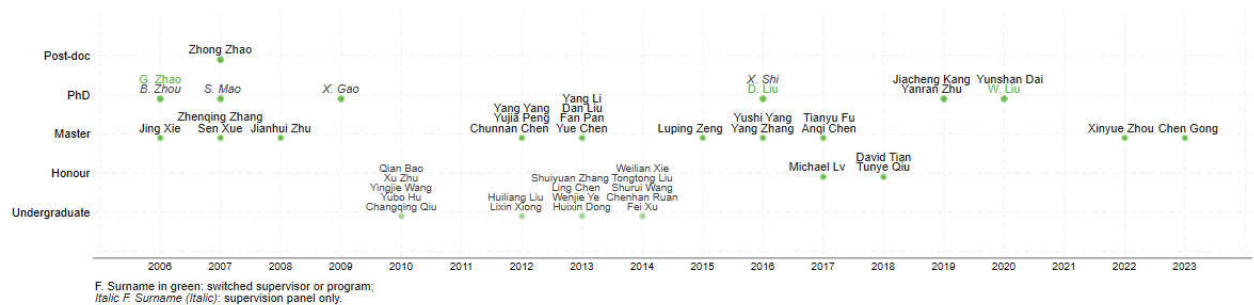
1. Kuhn, Peter J., Kailing Shen, 2013. Gender discrimination in job ads: Evidence from China. *The Quarterly Journal of Economics* 128(1) 287–336.
2. Meng, Xin, Shen Kailing, Xue Sen, 2013. Economic reform, education expansion, and earnings inequality for urban males in China, 1988-2009. *Journal of Comparative Economics* 41(1) 227–244.
3. 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.
4. 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.
5. 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.
6. 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.
7. 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.
8. 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.
9. Shen, Kailing, 2022. Gender discrimination. In Zimmermann K.F. (eds) *Handbook of Labor, Human Resources and Population Economics*. Springer, Cham.

- Kuhn, Peter J., Kailing Shen, 2023. What happens when employers can no longer discriminate in job ads? *American Economic Review* 113(4) 1013-1048.
- Shen, Kailing, Yanran Zhu, forthcoming. Labor force transition dynamics: Unemployment rate or job posting counts? *Research in Labor Economics*.

Other professional writings

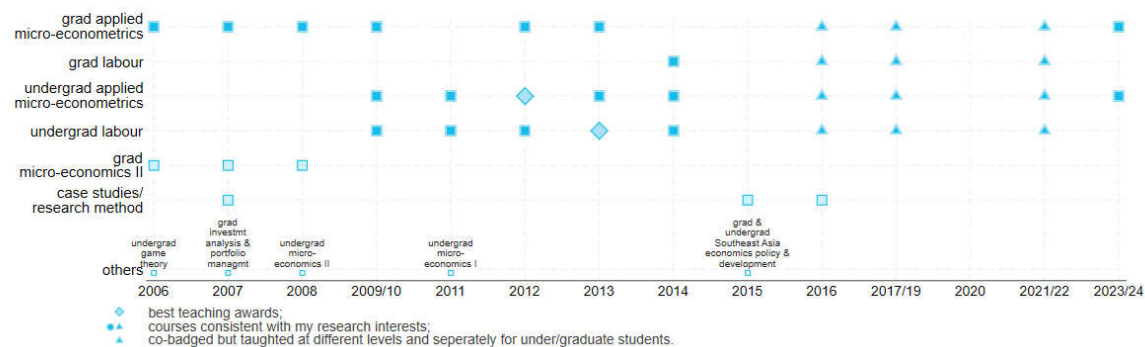
- Shen, Kailing, 2007. Contingent, temporary unemployment insurance's impacts on employment and unemployment durations. *IZA discussion paper* 2959.
- Shen, Kailing, 2009. Customized duration data construction: an example of deriving unemployment insurance variables using SPSS. *Statistic Canada Research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

Student supervision



Teaching

Best teaching award, Xiamen University 2x: 2012 2013



Research Fund

- Xiamen University Research Start-up Fund, 2006.
- University California, Santa Barbara Institute for Social, Behavioral and Economic Research, 2008, with Peter J. Kuhn
- Xiamen University Research Start-up Fund, 2009.
- National Natural Science Foundation of China, 2013, No. 71203188.
- Australian National University, College of Business and Economics Research Committee Grant, 2015.
- Australian National University, College of Business and Economics Research Committee Grant, 2017.

Conferences Organization

International Symposium on Contemporary Labor Economics, Xiamen University, (co-)chair of organizing committee, 2006 – 2011 2013

Labour Econometrics Workshop Australia, member of organizing committee, 2016

Australian Labour Market Research Workshop, member of organizing committees and paper selection committees, 2016, 2017

Service (*selected*)

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, 2006 – 2009 2012

IZA/WISE joint online seminars initiator and coordinator, 2007 – 2014

Australian National University (ANU) 2015-now

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

CBE College Support Group for Chinese Colleagues, initiator/coordinator, from 2017

Asia Pacific and Business Delegated Ethical Review Committee, member, 2018–2023

Selection committee for economist on Indian economy, member, Crawford School of Public Policy, 2019

College of Business & Economics Executive Meetings, senior faculty representative, 2019

Executive Committee, China in the World, college representative, 2019–2020

College Academic promotion committee, member, 2020–2022

Asia Perspective Seminars initiator/coordinator, from 2021

RSE School Faculty Recruiting Committee, member, 2022

Academic Board college faculty representative, 2022–2024

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

Job candidates interview panel, member, School of Computing, 2023

Other professional, administrative and community services

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

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

Australian Gender Economic Workshop, member of Scientific Committee member, 2021

Camphor Young Seedling Project, guest speaker, Chinese Social Science Academy, 2021 – 2023

High-End Foreign Expert Introduction Plan, mentor for Hunan University, China, 2021–2022

Consultancy

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

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

Xiamen University Wang Yanan Institute for Studies in Economics, China

2006

Canadian Economic Association Meetings Montreal, Canada

2006 International Symposium on Contemporary Labor Economics Xiamen, China

2007

Shanghai University of Finance and Economics School of Economics, China
 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

2008

The 1st Xiamen University-Humboldt University Joint Workshop on Economics Xiamen, China
 University of British Columbia Economics Department, Vancouver, Canada
 2008 International Symposium on Contemporary Labor Economics Xiamen, China

2009

Tsinghua University Economics Department, Beijing, China
 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

2010

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

2011

Southwestern University of Finance and Economics Chengdu, China
 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

2012

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

2013

The American Economic Association Annual Meeting San Diego, U.S.
 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

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 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 Adelaide, Australia
 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.

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 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

2018

The 14th International Conference of Western Economic Association Newcastle, Australia
Hitotsubashi University Japan
Osaka University Japan
University of Tokyo Japan

2019

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

2020

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

2021

Tax and Transfer Policy Institute ANU Canberra, Australia (online)
2021 Asian Meeting of Econometric Society (online)
Nanjing Finance and Economics University Agriculture school Nanjing, China (online)

2022

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

2023

Jinan University, China
Southeast University, China
The 12th International Symposium of Quantitative Economics, Jilin University, China
Wuhan Textile University, China
Virginia Technology University
Australia-China Emerging Leaders' Summit, Navigating the changing frontier of technology, Australia (panellist)
The 33rd Annual Conference of Chinese Economics Society Australia, invited keynote speaker

2024

Oceania Stata Conference, invited panelist for Teaching Stata

Media

Voice of American, Xiamen TV, Bloomberg News in Hong Kong, Xinhua News Agency, Canberra Times, The OZ, ABC Radio
Canberra

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