

Kailing SHEN

Associate Professor
Research School of Economics
College of Business & Economics
The Australian National University

1. Education

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

2. Employment and Affiliations

Associate Professor, ANU, 2019–present
Senior Lecturer, ANU, 2015–18
Associate Editor, *China & World Economy*, 2024–present
UNESCO Inclusive Policy Lab expert, 2024–present
Research Fellow, Institute for the Study of Labor (IZA), 2007–present
Fellow, Global Labor Organization, 2017–present
Assistant/Associate Professor, XMU, China, 2006–15
UNDP Programme Officer, Ministry of Foreign Trade and Economic Cooperation, 1995–98
Visitor, Harvard University, Dec 2022–Jan 2023
Visitor, Southern Technology University, China, July 2023
Visitor, University of California, Santa Barbara, Sep–Oct 2023
Visitor, Nanjing University, China, July 2024

3. Research

- Peer-Reviewed Publications:

- Kuhn, Peter J., and Kailing Shen, 2023. 'What Happens When Employers Can No Longer Discriminate in Job Ads?' *American Economic Review* 113 (4) 1013–1048.
- Helleseter, Miguel Delgado, Peter J. Kuhn, and Kailing Shen, 2020. 'The Age Twist in Employers' Gender Requests: Evidence from Four Job Boards'. *Journal of Human Resources* 55 (2) 428–469.
- Kuhn, Peter J., Kailing Shen, and Shuo Zhang, 2020. 'Gender-Targeted Job Ads in the Recruitment Process: Facts from a Chinese Job Board'. *Journal of Development Economics* 147 102531.
- Shen, Kailing, and 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* 23 (2) 153–172.
- Bodvarsson, Orn B., Jack W. Hou, and Kailing Shen, 2016. 'Aging and Migration: Micro and Macro Evidence from China'. *Frontiers of Economics in China* 11 (4) 548–580.
- Kuhn, Peter J., and Kailing Shen, 2015. 'Do Employers Prefer Migrant Workers? Evidence from a Chinese Job Board'. *IZA Journal of Labor Economics* 4(1) 1–31.
- Kuhn, Peter J., and Kailing Shen, 2013. 'Gender Discrimination in Job Ads: Evidence from China'. *Quarterly Journal of Economics* 128 (1) 287–336.
- Meng, Xin, Kailing Shen, Sen Xue, 2013. 'Economic Reform, Education Expansion, and Earnings Inequality for Urban Males in China, 1988–2009'. *Journal of Comparative Economics* 41 (1) 227–244.

- Chapters in Books / Handbooks:

- Shen, Kailing, and Yanran Zhu, 2024. 'Labor Force Transition Dynamics: Unemployment Rate or Job Posting Counts?' In *Research in Labor Economics* 52A, edited by Benjamin Elsner and Solomon W. Polachek. Emerald.
- Shen, Kailing, 2022. 'Gender Discrimination'. In *Handbook of Labor, Human Resources and Population Economics*, edited by Zimmermann K.F. (eds). Springer.

- Shen, Kailing, and Peter J. Kuhn, 2013. 'Do Chinese Employers Avoid Hiring Overqualified Workers? Evidence from an Internet Job Board.' In *Research in Labor Economics* 37, edited by Corrado Giulietti, Konstantinos Tatsiramos and Klaus F. Zimmermann. Emerald.
- Policy Briefs, Technical Reports:
 - Kuhn, Peter J., and Kailing Shen, 2019. 'Gender-Targeted Job Adverts: Patterns, Impacts, and Mechanisms'. VoxDev and VoxChina.
 - Shen, Kailing, 2009. 'Customized Duration Data Construction: an Example of Deriving Unemployment Insurance Variables using SPSS'. *Statistics Canada Research Data Centers Information and Technical Bulletin* 4 (1) Catalogue no. 12-002-X.

4. Selected Research Funding

- ANU, College of Business and Economics Research Committee Grant, 2015–16 & 2017–18
- National Natural Science Foundation of China: 2013–15, Grant No. 71203188
- University of California, Santa Barbara Institute for Social, Behavioral and Economic Research: 2008–2010, with Peter J. Kuhn

5. Student Supervision

- Post-Doctoral: Zhong WANG, Primary Supervisor, completed 2008
- PhD: Primary Supervisor: Panfeng HU, ongoing; Yanran ZHU, ongoing; Jiacheng KANG, 2024.
Committee Member: Xingjie SHI, 2019; Xiang GAO, 2014; Shangyi MAO, 2014; Bo ZHOU, 2011.
- Masters: Chen GONG, 2023; Xinyue ZHOU, 2022; Tianyu FU, Anqi CHEN, 2017; Luping ZENG, Yushi YANG, Yang ZHANG, 2016; Yang LI, Dan LIU, Fan PAN, Yue CHEN, 2013; Yujia PENG, Yang YANG, Chunnan LIU, 2012; Jianhui ZHU, 2008; Sen XUE, Zhenqin ZHANG, 2007; Jing XIE, 2006
- Honours: Chen LI, 2025; David TIAN, Tunye QIU, 2018; Michael LV, 2017.
- Undergraduate Thesis Supervision: Qian BAO, Xu ZHU, Yingjie WANG, Yubo HU, Changqing QIU, 2010; Huiliang LIU, Lixin XIONG, 2012; Shuiyuan ZHANG, Ling CHEN, Wenjie YE, Huixin DONG, 2013; Weilian XIE, Tongtong LIU, Shurui WANG, Chenhan RUAN, Fei XU, 2014.

6. Teaching

Graduate and/or Undergraduate Applied Micro-econometrics, Graduate and/or Undergraduate Labour Economics, Graduate Micro-economics II, Graduate Case Studies/Research Method, Undergraduate Game Theory, Graduate Investment Analysis & Portfolio Management, Undergraduate Microeconomics I, Undergraduate Microeconomics II/Game Theory, Graduate/Undergraduate Southeast Asia Economics Policy & Development
Best Teaching Award, Xiamen University, 2012 & 2013

7. Selected Service

- Conferences Organisation
 - Twice member of organising committees and paper selection committees, 2016 and 2017: Australian Labour Market Research Workshop
 - Organising committee member, 2016: Labour Econometrics Workshop, Australia
- Selected Referee Service
American Economic Review, Canadian Journal of Economics, China Economic Review, Frontiers of Economics in China, Industrial & Labor Relations Review, IZA Journal of Labor Economics, Journal of Applied Econometrics, Journal of Comparative Economics, Journal of Development Economics, Journal of Economic Behavior and Organization, Journal of Human Resources, Journal of Labor Economics, Journal of Population Economics, Journal of the European Economic Association, Labour Economics, Management Science, Nature Human Behavior, PLUS ONE, Quarterly Journal of Economics, The Economic Journal, United States National Science Foundation, National Science Foundation of China

