

# Alina Shirshikova

## Contact Information

---

Email: [a.shirshikova@maastrichtuniversity.nl](mailto:a.shirshikova@maastrichtuniversity.nl)  
Webpage: <https://alina-shirshikova.github.io/>  
Phone: +49 157-3099-7820

Address: Maastricht University  
Tongersestraat 49  
Office 1.015  
6211 LM Maastricht, NL

## Education

---

### PhD Economics

2020 - present

Maastricht University

- Supervisors: Frank Cörvers, Harald Pfeifer, Raymond Montizaan

### MS Economics

2017 - 2019

Bonn University

### BS Economics

2013 - 2017

Lomonosov Moscow State University

## Research Interests

---

Labour Economics, Economics of Education, and Migration Economics

## Publications

---

**The women-empowering effect of higher education** (with A. Elsayed) - *Journal of Development Economics*, Vol. 163, June 2023, DOI: 10.1016/j.jdeveco.2023.103101

We examine the effects of the large-scale construction of public universities in Egypt during the 1960s and 1970s. We found that opening a local university increased the likelihood of obtaining higher education degrees and had long-lasting positive effects on the labour market and marriage outcomes, particularly for women. We give insights on internal migration as a channel and show that migration prior to the university enrollment age decreased while migration after that age increased as an outcome of university construction. Local universities reduced men's migration for study and women's migration for early marriage. The paper highlights the importance of increasing access to higher education for positive social and labour outcomes, especially for women.

## Working Papers

---

**Can skills alleviate ethnic discrimination in hiring? Evidence from the German apprenticeship market** (with F. Cörvers, R. Montizaan, H. Pfeifer and C. Wehner) - *submitted*

One of the major strategies to tackle the issue of labour shortages across European countries is to promote labour mobility and attract individuals from both within and outside of Europe. However, ethnic discrimination can serve as a substantial barrier, rendering attempts to attract people from abroad less efficient. In this study, we investigate whether the social, digital, and analytical skills of job applicants, as well as their knowledge about

the profession, can mitigate ethnic disparities in entry-level positions in the labour market. We conducted a survey experiment among a large, nationally representative sample of German firms that hire apprentices. We asked recruiters to evaluate the probability of inviting fictitious applicants to a job interview based on randomised characteristics, including ethnicity, skill quality, gender, time of residence, and education level. Our results show heterogeneous effects of skills on ethnic discrimination. While social skills help alleviate discrimination, our results also indicate that discrimination intensifies at higher levels of knowledge about the profession, implying greater disparities due to ethnic discrimination at the top of the skill distribution. We also show that the effect of skills differs depending on the ethnicity of the applicant.

## Work in Progress

---

**Invite from abroad or train yourself? Access to foreign labour and employment and training behaviour of domestic firms** (draft coming soon)

**STEM vs non-STEM degree: Field of study and women's labour market outcomes.**

**Who hires risk-taking employees? The role of worker and employer characteristics in post-probation retention decisions** (with H. Pfeifer and D. Becker)

**Birthright citizenship, study choice and occupational clustering of immigrant children**

**The effect of high skilled immigration: Evidence from the Russo-Ukrainian war shock**

## Research and Work Experience:

---

2020 - present: Early stage researcher, Maastricht University  
School of Business and Economics, Research Centre for Education and the Labour Market (ROA)

Nov 2021 - Apr 2022: Visiting scholar, Federal Institute for Vocational Education and Training (BIBB); Department: Vocational education and training research and monitoring

2018 - 2020: Research assistant, IZA - Institute of Labor Economics  
Project: Education policies, skill formation, and gender inequality in developing countries

May 2016 - Sep 2016: Market research analyst intern  
Russian Federal Anti-monopoly Service

## Teaching Experience

---

Fall 2022 Microeconomics (Economics and Business), Tutor, B.Sc. 1<sup>st</sup> year

*Maastricht  
University*

## Conferences and Talks

---

2022: 10th SIdE Workshop in Econometrics and Empirical Economics (Bertinoro); SBE Brown Bag Seminar (Maastricht)

2023: 8th LEER Conference on Education Economics (Leuven); RES & SES Annual Confe-

rence (Glasgow); BIBB-IAB-ROA Workshop (Bonn); IAAE Annual Conference (Oslo); 27th Meeting of Young Economists (SMYE, Turin); EALE 2023 (Prague); IAB/LASER Workshop on Survey Experiments in Labor Market and Regional Research (Nuernberg); MORSE Conference (Maastricht); LIMES Conference (Maastricht)

INVITED TALKS: USAID & World Bank Building Evidence in Education Seminar (2023, online)

## Awards, Fellowships & Grants

---

- 2020: European Union's Horizon 2020 Research and Innovation Programme, Marie Skłodowska-Curie grant agreement No. 847596
- 2017: ERP Scholarship for Graduates of Economics and Business Administration, DAAD
- 2015: Scholarship for academic excellence, Lomonosov MSU Development Fund

## Skills

---

LANGUAGES: English (fluent), German (upper-intermediate), Dutch (basic), Russian (native)

PROGRAMMING: Python, Stata, R, LaTeX, PostgreSQL

## References

---

Frank Cörvers  
Maastricht University, ROA  
[frank.corvers@maastrichtuniversity.nl](mailto:frank.corvers@maastrichtuniversity.nl)

Raymond Montizaan  
Maastricht University, ROA  
[r.montizaan@maastrichtuniversity.nl](mailto:r.montizaan@maastrichtuniversity.nl)

Harald Pfeifer  
BIBB  
[harald.pfeifer@bibb.de](mailto:harald.pfeifer@bibb.de)

Ahmed Elsayed  
J-Pal & American University in Cairo  
[elsayed@povertyactionlab.org](mailto:elsayed@povertyactionlab.org)