

# XINGJIAN ZHANG

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Sciences Po, Paris, France

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## EDUCATION

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Sciences Po, School of Research, Paris, France

2020 - 2022

*MRes in Economics (two years)*

GPA: 4.0/4.0

- **Dissertation:** The Impact of Civil Conflict on Domestic Violence: Evidence from Kenya (*Grade: 17/20*)
- **PhD-level courses:** Econometrics 1,2 &3; Microeconomics 1,2 &3; Macroeconomics 1,2 &3; Mathematical Economics; Labor Economics; Political & Organizational Economics; Urban & Regional Economics ; Public & Environmental Economics

Guangdong University of Foreign Studies, Guangzhou, China

2015 -2019

*Bachelor in Economics*

## ACADEMIC EXPERIENCE

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Pre-Doctoral Fellow in Management, HEC Paris, France

June 2022 - Present

*Advisor: Prof. Federica de Stefano*

*Research area: strategic human capital; human resource management*

- Participate in research project “Investments in Human Capital and Employee Working Conditions: Implications for Individual Careers and Firm Performance” [\[link\]](#)
- Coauthor in ongoing project to understand the causal impact of firm competition on accidental work injuries of employee in France
- Provide research support to project studying the relationship between internal training and employee turnover in France
- Construct large-scale administrative panel data of financial report, employee turnover and internal training in French firms in 1990-2019, conduct causal inference by using Stata and R language

Research Assistant, Department of Economics, Sciences Po, France

May 2021 - Sep 2021

*Advisor: Prof. Benjamin Marx*

*Research area: political economics; development economics*

- Use R language to web-scrape the information of over 300,000 mosques and analyze National Socioeconomic Survey in Indonesia in 1994-2018
- Use Stata to clean the web-scraped data, merge with district-level data of internet access, construct year-district panel data, regress and report corresponding estimations

Research Associate, IESR, Jinan University, China

Sep 2018 - Sep 2021

*Advisor: Prof. Shu Cai*

*Research area: labor economics; development economics*

- Coauthor a paper on labor economics that studies the wage gap decomposition between local and migrant workers in urban China (under R&R)
- Conduct the literature review independently, conduct data processing and analyzing, draft the final manuscript and revise under referees’ reviews

## WORKS IN PROGRESS

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What Drives Employee Safety at Work? Evidence from France (with [Federica de Stefano](#) and [Roxana Barbulescu](#))

Family Responsibility, Job Search and Gender Commute Gap (with Tianlin Hu)

## WORKING PAPER

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Cai, Shu and **Xingjian Zhang**.(2021) "Anatomy of the Wage Gap between Local and Migrant Workers in Urban China: New Evidence from Matched Data." [[paper](#)]  
(Revise & Resubmit at *China Economic Review*)

[This paper examines the wage differentials between local and migrant workers in the local labor markets of urban China by using unique data that survey both migrants and local residents from the same community. The results suggest that the wage differentials between the two groups can be explained entirely by differences in personal characteristics, particularly education and current job experience. An examination of labor market segmentation by occupation, industry, and ownership of work unit indicates that across-group differences are more remarkable than within-group differences, while both can be explained mostly by observable characteristics. The wage differential is primarily driven by high-wage workers. Results from quantile decomposition confirm that the distributional heterogeneity in wage differentials is mostly caused by a large gap in education and current job experience among high-wage workers.]

## SKILLS

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<b>Computer</b>	Stata (proficient) , R Language (proficient), L <sup>A</sup> T <sub>E</sub> X(proficient), Julia (intermediate), Git
<b>Language</b>	English (fluent), Mandarin (native), Cantonese (native), French (beginner)
<b>Interest</b>	Chinese calligraphy, Specialty coffee brewing

## REFERENCE

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### **Federica de Stefano**

Assistant Professor of Management  
HEC Paris, France  
Email: de-stefano@hec.fr

### **Roxana Barbulescu**

Associate Professor of Economics  
HEC Paris, France  
Email: barbulescu@hec.fr

### **Benjamin Marx**

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Sciences Po, France  
Email: benjamin.marx@sciencespo.fr

### **Shu Cai**

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Jinan University, China  
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