

# XINGJIAN ZHANG

Personal Website: <https://xingjianecon.github.io/>

HEC Paris, 1 Rue de la Libération, Jouy-en-Josas, France

(+33) 0785968536 ♦ [xingjian.zhang@sciencespo.fr](mailto:xingjian.zhang@sciencespo.fr)

## EDUCATION

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Sciences Po, School of Research, Paris, France

2020 - 2022

*Master in Economics*

GPA: 4.0/4.0

- **Dissertation:** The Impact of Civil Conflict on Domestic Violence: Evidence from Kenya (*Grade: 17/20*)
- **PhD-level courses:** Graduate Econometrics 1,2 &3; Graduate Microeconomics 1,2 &3; Graduate 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 and Prof. Roxana Barbulescu*

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

- Contribute to research projects that investigate: 1) how human capital investment affects firm performance, 2) how does the long-term strategic plan of the firm influence human capital investment
- Construct large-scale administrative panel data of financial report, employee turnover rates and employee training expenses in French firms in 1990-2019, conduct data analysis using Stata and R language

Research Associate, IESR, Jinan University, China

Sep 2018 - Sep 2021

*Advisor: Prof. Shu Cai*

*Research area: labor economics; development economics*

- Co-author a paper on labor economics that studies discrimination by decomposing wage gap between local and migrant workers in urban China (Revised and Resubmitted)
- Conduct the literature review independently, conduct data processing and analysis, draft the final manuscript and revise under referee reports

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, analyze and report corresponding estimations

## WORKS IN PROGRESS

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

Labor Market and Gender Commute Gap (with [Kerstin Holzheu](#) and 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." [\[paper\]](#)

Revised & Resubmitted at *China Economic Review*

[This paper examines the wage differentials between local and migrant workers in urban China using unique data from a survey that was designed to be representative of migrants and local residents in the same township or street from eight prefectures. The results show that, without considering differences in distribution of job attainment between the two groups, the majority of wage gap can be explained by differences in personal characteristics. The wage differential is primarily driven by a large gap in education and current job experience among high-wage workers. Examination of labor market segmentation indicates that, while both across-group differences and within-group differences can be explained mostly by observable characteristics for segmentation in occupation, industry, and ownership of work unit, a significant component of the across-group wage differentials due to segmentation in jobs of different work time or tenure is unexplained by productivity-related characteristics.]

## 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, Hiking

## 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 Management  
HEC Paris, France  
Email: barbulescu@hec.fr

**Benjamin Marx**

Assistant Professor of Economics  
Sciences Po, France  
Email: benjamin.marx@sciencespo.fr

**Shu Cai**

Associate Professor of Economics  
Jinan University, China  
Email: shucai@jnu.edu.cn