

CURRICULUM VITAE

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Education:

PhD in Economics, University of Birmingham, UK, 1993.
M.Soc.Sc. in Money, Banking and Finance, University of Birmingham, 1989.
B.Sc. in Mathematics, Zhongshan (Sun Yat-Sen) University, China, 1986.

Current Positions:

Professor, Department of Economics, Lingnan University, 2005 - present.
Director, BSocSc (Hons.) Programme, Lingnan University, 2006 - present.
Director, MSc. in International Banking and Finance Programme, Lingnan University, 2006-present.
Part-time Chair Professor in Industrial and Labour Economics, Business School, University of Birmingham, Birmingham, UK, 2007 – 2008.
Adjunct Chair Professor in Labour Economics, Southwest University of Finance and Economics, China, 2007-2008.

Past Positions:

Associate Professor, Department of Economics, Lingnan University, 1998-2005.
University Lecturer, Department of Economics, Lingnan College, 1995-1998.
Adjunct Professor, Lingnan (University) College, Zhongshan University, Guangzhou, China, 2001-2003.
Lecturer, Department of Economics, Royal Holloway College, University of London, 1992-1997.
Assistant Lecturer, Department of Economics, Zhongshan (Sun Yat-Sen) University, China, 1986-1988.

Areas of Research Interest:

Labour and Development Economics, with special interests in Personnel Economics, Economics of Education, Workplace Safety Policy, Hong Kong and Chinese Economy.

Publications:

Refereed Journal Articles:

- (1) "Compensating Wage Differentials for Workplace Accidents: Evidence from the 1983 General Household Survey for Union and Non-union Workers", *Journal of Risk and Uncertainty*, 9:61-76, 1994. (with Stan Siebert)
- (2) "On Measuring the Value of Life", *Economics Letters*, 49:223-230, 1995. (with J.L.Ford and P.K.Pattanaik)
- (3) "Payment by Results Systems: British Evidence", *British Journal of Industrial Relations*, 35(1) March 1997 (with John Heywood and Stan Siebert)
- (4) "Piece Rate Payment Schemes and the Employment of Women: the Case of Hong Kong", *Journal of Comparative Economics*, 25(2): 237-255, October 1997. (with John Heywood)
- (5) "The Wage Compensation for Job Risk: the Case of Hong Kong", *Asian Economic Journal*, 12(2): 171-181, 1998. (with W.S.Siebert).
- (6) "The Determinants of Hiring Older Workers: Evidence from Hong Kong", *Industrial and Labor Relations Review*, 52(3): 444-459, April 1999. (with John Heywood and Lok-Sang Ho).
- (7) "Estimating British Workers' Demand for Safety", *Applied Economics*, 31(10): 1265-1272, October 1999.
- (8) "Age Discrimination in the Labour Market: Facts or Fiction", *International Employment Relations Review*, 5(1): 43-61, 1999. (with Lok-Sang Ho & Thomas Voon)
- (9) "Worker Participation and Firm Performance: Evidence from Germany and Britain", *British Journal of Industrial Relations*, 38(1): 7-48, March 2000. (With J.T.Addison, W.S.Siebert and J.Wagner)
- (10) "Are Old Workers Disadvantaged in the Hong Kong Labour Market?" *Asian Economic Journal*, 14(3): 283-300, September 2000.
- (11) "Measurement Error and the Effect of Unions on the Compensating Differentials for Fatal Workplace Risks", *Journal of Risk and Uncertainty*, 23(1): 33-56, July 2001. (with Robert Sandy, R.F.Elliot and W.S.Siebert)
- (12) "Worker sorting and job satisfaction: The case of union and government jobs", *Industrial and Labor Relations Review*, 55(4): 595-609, July 2002. (with J.S.Heywood and W.S.Siebert)

- (13) “Unions and Plant Closings: Britain in the 1990s”, *Southern Economic Journal*, 69(4): 822-41, April 2003. Also appeared in *Recent Developments in Labor Economics*, edited by John T. Addison, Edward Elgar Publishing Ltd. (with J.T.Addison and J.S.Heywood)
- (14) “Employer Size-Wage Effects: Evidence from Matched Employer-Employee Survey Data in the UK”, 36(3):185-193, February 2004, *Applied Economics*. (with Clive Belfield)
- (15) “Education and the Signalling Hypothesis: Evidence from a Highly Competitive Labor Market”, *Education Economics*, 12(1):1-16, April 2004. (with John Heywood)
- (16) “The Effect of Trade on Wage Inequality: the Hong Kong Case”, *Journal of International Economics*, 67: 241-257, September 2005. (with Lok-Sang Ho and Wai-Chun Wong)
- (17) “Analyzing Workplace Safety Policies in Hong Kong with a Simulation Method”, *International Economic Journal*, 19(2): 321-53, June 2005. (with Steve Russell and Robert Sandy)
- (18) “Performance-related Pay Schemes and Job Satisfaction”, *Journal of Industrial Relations*, 48(4), September 2006. (with John Heywood).
- (19) “The Law of One Price: Evidence from the Transitional Economy of China”, the *Review of Economics and Statistics*, 88(4): 682-97, November 2006. (with Simon Fan).
- (20) “The Implicit Market for Family Friendly Work Practices”, *Oxford Economic Papers*, 59:275-300, April 2007. (with John Heywood and Stan Siebert).
- (21) “Wage Compensation for Job-Related Illness in the UK”, *Journal of Risk and Uncertainty*, 34: 85-98, 2007.
- (22) “Taxation and the Economy in Late Eleventh-century England: Reviving the Domesday Regression Debate”, *Anglo-Norman Studies* 29: 214-227, 2007. (with Andrew Wareham)
- (23) “Teamwork, Monitoring, Absence and Productivity”, *Journal of Economic Behavior and Organization* 68(3-4): 676-90, December 2008. (with John Heywood and Uwe Jirjahn)
- (24) “Competitiveness of the Hong Kong Economy”, *China Economic Review* 20(3): 573-586, September 2009. (with Hongyi Li and Danyang Xu).
- (25) “Work-Life Balance: Promises Made and Promises Kept”, forthcoming in *International Journal of Human Resources Management*. (with John Heywood and Stan Siebert)

(26) “Why Do Firms Provide General Skills Training? A Signaling Perspective”, forthcoming in *Canadian Journal of Economics* (with Simon Fan)

Book Chapters:

(1) “Export Competitiveness of China and ASEAN on the US Market”, in *China and Asia Pacific Economic Relations*, edited by Joseph C.H.Chai, Y.Y.Kueh and Clem A.Tisdell, 1997. (with Thomas Voon)

(2) “Lessons from Shengze: China's Number One Rural Industrial Town”, in *Sustainable Economic Development in South China*, edited by Samuel P.S.Ho and Y.Y.Kueh, MacMillan, pp.95-114, 2000. (With Y.Y.Kueh and Zhong Yongyi).

(3) “Gender Composition and Market Structure in Hong Kong”, in *Product Market Structure and Labor Treatment*, edited by John Heywood and James Peoples, State University of New York Press, 2006. (with John Heywood)

(4) “Market Integration between Hong Kong and the Chinese Mainland”, in *China, Hong Kong and the World Economy: Studies on Globalization*, edited by Lok Sang Ho and Robert Ash, Palgrave MacMillan, pp170-185, 2006. (with C. Simon Fan and Na Li).

(5). “An Empirical Analysis of the Determinants of FDI distribution in Guangdong”, in *The Economic Cooperation between Hong Kong, Macau and Pearl River Delta Region*, edited by Mee-kau Nyaw and Guanghan Chen, Joint Publishing (H.K.) Co., Ltd., pp 143-152, 2006. (in Chinese)

Working Papers & Work-in-progress:

(1) “Examining the Determinants of Agency Work: Do Family Friendly Practices Play a Role?” Revise and resubmission requested by *Industrial Relations*. (with John Heywood and Stan Siebert)

(2) “Price Index Convergence in China”, Revise and resubmission requested by *China Economic Review* (with Simon Fan and Yue Ma)

(3) “‘Soft’ Skills, ‘Hard’ Skills, and the Black/White Pay Gaps”, (with Simon Fan and Junsen Zhang)

(4) “Labor Market Segregation and Wage Differential between Resident and Migrant Workers in China”, (with Ruosi Lu).

(5) “International Migration and the Incentive to Acquire Heterogeneous Human Capital: Theory, and Evidence from China”, (with Simon Fan and Oded Stark).

Research Grants:

I served as a principal investigator for the following projects:

- (1) “Analyzing and Comparing Workplace Safety Policies in the UK, the US and Hong Kong with Simulation Methods”, completed, earmarked RGC project (HK\$246,000) in 1996. (co-investigators: Prof. Ho Lok-Sang, Prof. Robert Sandy and Prof. W.S.Siebert)
- (2) “Are Old Workers Disadvantaged in the Hong Kong Labour Market”, funded by Social Science research grant, completed. (with Prof. Ho Lok-Sang and Dr. Thomas Voon)
- (3) “Piece Rate Payment Scheme and Productivity”, funded by the Lingnan University Social Science research grant, completed. (with Prof. John Heywood)
- (4) “The Speed and Cost of Price Adjustment for the Hong Kong Economy”, funded through University Direct Grant for Research in 1997, completed. (co-Investigator: Dr. Raymond Ng)
- (5) “Convergence to the Law of One Price in China”, completed, earmarked RGC project (HK\$277,000) in 2003, completed. (co-investigator: Simon Fan)
- (6) “Taxation and the Political Economy in Anglo-Norman England”, completed, funded by the Sino-British Fellowship Scheme in 2004. (co-investigator: Andrew Wareham, King’s College, University of London)
- (7) “Wage Compensation for Job Risks: the Case of China”, funded by the Lingnan University Social Science research grant (HK\$22,500) in 2004.
- (8) “Labour Market Responses to Family-Friendly Work Practices”, completed, funded by the International Exchange Scholar Scheme of the Centre for Public Policy Studies and Centre for Asian Pacific Studies of Lingnan University in 2005. (co-researchers: John Heywood and Stan Siebert)
- (9) “Durable Goods, Household Size, and the Demand for Food”, funded by the University Direct Grant for Research (HK\$113,000) in 2005. (co-investigator: Simon Fan)
- (10) “Comparing Hong Kong’s Financial Services Export Performance with Japan, Singapore, the US and the UK: A Dynamic Shift-Share Analysis”, funded by the Lingnan University Social Science research grant (HK\$30,000) in 2007. (co-investigator: Jesus Seade)
- (11) “How Wide Are the Provincial Borders in China?” earmarked RGC project (HK\$427,740) in 2007. (co-investigator: Simon Fan)
- (12) “Housing Price and Household Consumption in China”, funded by the University Direct Grant for Research (DR08C1): HK\$107,000.

(13) “Innovative Management Practices and Firm Performance: A Quasi-natural Experiment within a Private Manufacturing Firm in China”, funded by ESRC/RGC Joint Research Scheme: HK\$344,000 and GBP78,466. (UK PI: W.S.Siebert).

I also served as a co-investigator for the following projects:

(1) “Worker Sorting and Job Satisfaction: the Case of Union and Government Jobs”, funded by the Commerce Department, University of Birmingham. (Principal Investigator: W.S.Siebert)

(2) “Unions and Plant Closure”, funded by the Commerce Department, University of Birmingham, completed (Principal Investigator: John Addison)

(3) “Education and the Signaling Hypothesis: Evidence from a Highly Competitive Labor Market”, funded by the Commerce Department, University of Birmingham, completed (Principal Investigator: John Heywood).

(4) “Discrimination and the Accumulation of Cognitive vs. Non-cognitive Skills”, in progress, funded by the University Direct Grant for Research (RES-011/201: HK\$88,000) in 2002. (Principal investigator: Simon Fan)

(5) “Has the economic reform led to price convergence and market integration in China?” in progress (Principal investigator: Simon Fan), RGC grant through direct allocation by the RPSP of Social Science Programme (DS03A1: HK\$24,000) in 2003

(6) “Addition through Depletion: Brain Drain as a Catalyst of Efficient Resource Allocation and Economic Betterment”, in progress, funded by the University Direct Grant for Research (HK\$74,500) in March 2004. (Principal Investigator: Simon Fan)

(7) “The New Economics of Brain Drain: The Migration of Educated Workers as a Catalyst of More Efficient Resource Allocation and Increased Social Welfare”, in progress, funded by the International Centre for the Study of East Asian Development in Japan in February 2004 (1,300,000Yens). (Principal Investigator: Oded Stark)

(8) “The Economics of Nanny: Theory and Evidence”, in progress, funded by the University Direct Grant for Research (HK\$107,000) in 2006. (Principal Investigator: Simon Fan)

(9) “Hong Kong as an International Financial Centre for China and for the World”, in progress, funded by the Public Policy Research Grant of the Research Grants Council (HK\$1,399,000) in 2008. (Principal Investigator: Jesus Seade).

Consultancies:

From Oct. 1994 to April 1995: Project manager for the UK Department of Employment project: What Determines the Method of Pay? (with J.S.Heywood and W.S.Siebert)

From Dec. 1995 to May 1996: Principal investigator for the HK Education and Manpower Branch project: Age Discrimination in Employment. (with Lok-Sang Ho)

From June 1999 to March 2000: Principal investigator for the HK Education and Manpower Bureau project: Rates of Return to Education in Hong Kong. (With Lok-Sang Ho)

From June 2006 to February 2007: Co-investigator for the commissioned project by Bauhinia Foundation Research Centre entitled: The Competitiveness of the Hong Kong Economy. (with Hongyi Li and Danyang Xie)

From December 2007 to June 2008: Co-investigator for the commissioned project by the Hong Kong Securities Institute, entitled: Grooming the Talent for the Financial Industry in Hong Kong. (with Lok-Sang Ho and Jesus Seade).

Academic and Professional Honors:

Member of the Executive Committee, the Hong Kong Economic Association, 2000 – now.

Invited as a Visiting Researcher by the Department of Economics, University of Wisconsin, Milwaukee, USA, August 2003.

Appointed as an external examiner for the Graduate Programme in Economics by the Chinese University of Hong Kong, 2001 – (various years).

Appointed as an examiner for the Economics examination of the Banking Certificate Examination by the Hong Kong Institute of Bankers, 1998 – 2003.

Appointed as the examiner for the Economics examination of ACFSE Financial English Certificate by the Hong Kong Institute of Bankers, 1998 – 2000.

Appointed as Honorary Research Fellow by the Commerce Department, University of Birmingham, UK. (From September 1997 to 2000)

Invited as a Visiting Researcher by the Department of Economics, Indiana University and Purdue University at Indianapolis, June 1997 to August 1997.

Bursary from the Royal Economic Society to attend the 1995 Summer Workshop at Warwick University.

Ashley Prize for the Best Economics Thesis in the University of Birmingham, 1993.

Overseas Research Student Award from the Committee of Vice-Chancellors and Principals of the Universities of the United Kingdom, 1989 - 1991.