

## Liaoliang Zhang

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### Education

Since 2022	DPhil in Economics, National University of Singapore
2019-2020	MSc Econometrics and Mathematical Economics, Distinction, London School of Economics (LSE)
2016-2019	BSc Economics, First-class honors, LSE

### Pre-doctoral Academic positions

2020- 2022	Predocctoral fellow, University of Zurich, with Professors Anne Brenøe, David Dorn, and Josef Zweimüller
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### Working Papers

[“Effects of Education on Corruption: Evidence from Vietnam's University Expansion”](#)  
with Edmund Malesky, Martin Mattsson, and Khoa Vu. (Submitted)

Education and corruption are negatively correlated at the cross-national level, but little is known about the causal relationship between the two. We combine data on Vietnam's expansion of universities in 40 new districts with detailed survey data on experiences of corruption from over 170,000 respondents in 320 districts across 12 years. Using an age cohort difference-in-differences approach, we show that cohorts exposed to the university expansion are 65% more likely to have a university degree. However, this increase neither translates into a lower propensity to pay bribes nor an increased propensity to denounce corrupt officials. Instead, we find that education increases the propensity to pay bribes at the individual level. The mechanism for this increase that is most consistent with our data is that education raises household income and higher income leads to more bribe payments.

“Age Discrimination in Hiring: Evidence from Online Job Ads” with Qinyue Luo and Xinhan Zhang. (Submitted)

We analyze explicit age discrimination decisions by employers and job seekers' responses to them in the Chinese labor market, based on a large-scale national job ads dataset of more than 7.6 million job postings from November 2018 to April 2019, with 48% postings specifically excluding certain age groups. Discrimination decisions vary significantly across firm types, sizes, industries, and occupations. Factors such as expected processing costs, competition in labor demand, job skill requirements, and ageist languages play a crucial role in discrimination decisions, highlighting both search-related concerns and taste-based discrimination. These results are consistent with a labor demand model where employers decide whether to consider (undesired) candidates from an additional age group based on their search factors and preferences. Additionally, we offer a labor supply model where applicants consider firms' age requirements as signals rather than hard rules. We find that job seekers indeed do not fully comply with firms' explicit age preferences and non-compliance is higher for job postings with more skill requirements. Nonetheless, the use of age discrimination tends to attract younger workers while negatively correlated with skilled applicants.

“Wage Uncertainty” (Analyzing pilot results)

## **Seminar and conference presentations**

2025	SOLE Toronto
2024	NUS, EALE Norway, AASLE Bangkok
2023	NUS, AMES in Beijing, ASSLE Taipei

## **Awards**

President Graduate Fellowship, National University of Singapore

SM1 Scholarship, Ministry of Education in Singapore

## **Teaching Experience**

Teaching Assistant for EC6883 Advanced Topics in Applied Economics  
(2024/25 Sem 2)

- Invited for a Special Lecture on Project Management and Coding

Mentor for Economics Society Undergraduate Students at NUS

Yale-NUS Economics Capstone Project Peer Tutor (2024/25 Sem 1 & 2)

Teaching Assistant for EC1101E Introduction to Economic Analysis (2024/25 Sem 1)

Teaching Assistant for EC3303 Econometrics I (2023/24 Sem 2)

Private Economics tutor at New Generation Education

Mathematics tutor for disadvantaged students as a member of Interact Club at National Junior College