

# See-Yu Chan

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## Education

Ph.D. Economics, University of Warwick.	2025 (Expected)
Visiting Graduate Student, Department of Economics, University of Pennsylvania.	2023
M.Res. Economics, University of Warwick.	2021
M.Sc. Economics, University of Warwick.	2018
B.B.A. in Asian Business Studies, Chinese University of Hong Kong.	2014

## Research Fields

Macroeconomics, Labor Economics.

## Research Papers

### *Job Market Paper*

#### ***Recruitment, wage inequality, and shrinking task differences.***

Although the college wage premium increased by 30% from 1980 to 2020, college workers today work at jobs requiring fewer cognitive abstract tasks compared to graduates in 1980. I argue this is due to improved recruitment technology benefiting college workers even when they are in less specialized roles. Using a general equilibrium search model with endogenous recruitment, I show that when more college-requiring jobs are created through technical change and the expansion of colleges, recruitment efficiency for college workers improves, raising wages even as average abstract task content decreases. Quantitatively, a model with endogenous recruitment is necessary to accurately predict observed changes in college employment distribution across tasks. Recruitment contributes 12.6% to the increase in relative wages of college workers from 1980 to 2020 through technical change and college expansion. While technical change and college expansion displace non-college workers, the model predicts that a search assistance program for displaced workers would inadvertently accelerate their displacement from the workforce.

### *Publication*

#### ***Rethinking the skills gap.*** (with Roland Rathelot and Thijs van Rens), *IZA World of Labor*, 2023.

Evidence suggests that productivity would be much higher and unemployment much lower if the supply of and demand for skills were better matched. As a result, the skills mismatch between workers (supply) and jobs (demand) commands the ongoing attention of policymakers in many countries. Policies intended to address the persistence of skills mismatch focus on the supply side of the issue by emphasizing worker education and training. However, the role of the demand side—specifically, employers' rigid skill requirements—garners comparatively little policy attention.

*Working paper****What is stopping you? The falling employment-to-employment mobility in the U.K.***

Tendencies of British workers switching to new jobs dropped by one-third in the two decades since 2000. Mobility was held low after 2010 as firms were not making offers attractive enough to poach workers from other firms. Meanwhile, compositional changes, such as an aging population and structural transformation, did not contribute to the fall in worker mobility.

*Work-in-progress****Engineering Economics.*** (with Abdullah Almansour and Thiemo Fetzter)

Saudi Arabia's Nitaqat policy, which imposes soft minimum quotas on domestic employment in the private sector, was introduced in 2012 to promote Saudi national hiring. In subsequent years, the policy has evolved to include detailed requirements based on firm size and occupations. This approach, resembling "Engineering Economics," reflects policymakers' attempts to regulate the labor market mechanistically. Empirical analysis of administrative data reveals that firms often responded by downsizing or exiting the market, contrary to the policy's intent. We develop a policy choice framework demonstrating that Nitaqat could only achieve its goal of increasing private-sector employment for locals if policymakers had superior knowledge of the production technology compared to producers.

***Labor surplus area, the U.S. Federal procurement and local labor markets.*** (with Thiemo Fetzter)

The Labor Surplus Area (LSA) program was introduced in the US to act as an automatic fiscal stabilizer for local labor markets, with the goal of directing federal procurement funding towards high-unemployment areas. This paper examines the intended effects of the LSA program and its subsequent impacts on local economies. Using Federal procurement data, our empirical results indicate the LSA program successfully directs procurement contracts to high-unemployment areas.

***Why did we think wages are rigid for all those years?*** (with Stephan Hobler and Thijs van Rens)

While one can easily document the existence of downward nominal wage rigidity using survey data, we find that individually reported wages in surveys are subject to severe recall and rounding errors. Failing to account for reporting discrepancies would lead to a substantial overestimation of nominal wage rigidity.

**Research Assistance and Work Experience**

Research Assistant to Prof. Thiemo Fetzter, University of Warwick.	2021-2023
Research Assistant to Dr. Mingli Chen, University of Warwick.	2020
Research Associate, Center for Finance and Development, Tsinghua PBCSF, Beijing.	2018-2019
Research Assistant to Prof. Thijs van Rens, University of Warwick.	2017
Relationship Manager, Corporate Finance Division, CTBC Bank, Hong Kong.	2014-2016

**Honors and Scholarships**

GTA Teaching Excellence Prize, University of Warwick.	2024
Chancellor's International Scholarship, University of Warwick.	2021-2025
Departmental Scholarship, Department of Economics, University of Warwick.	2019-2021
MSc Examiners' Prize of Best Performance, Department of Economics, University of Warwick.	2018

## Seminars and Conferences

2023/24 EEA 2023 (Barcelona) · Naples School of Economics · Dale T. Mortensen Centre Conference  
 · AASLE 2023 (Taipei) · Warwick/Oxford Macro International Workshop · Warwick PhD  
 Conference

## Teaching Experience

EC9A2 Advanced Macroeconomics, Tutor for Prof. Marija Vukotic & Prof. Thijs van Rens. Spring 2023

EC226 Econometrics 1, Tutor for Prof. Jeremy Smith. Fall 2020 & 2022

EC108 Macroeconomics 1, Tutor for Dr. Stefania Paredes Fuentes. Spring 2020 & 2022

## Other Information

**Languages:** English (Fluent); Cantonese (Native); Mandarin (Native).

**Programming:** Stata; Matlab; R;  $\LaTeX$ .

**Residency:** Hong Kong citizen, Singapore resident (Dependent)

## Referees

Prof. Thijs van Rens  
 Professor of Economics  
 University of Warwick  
 Email: J.M.van-Rens@warwick.ac.uk

Dr. Christine Braun  
 Assistant Professor of Economics  
 University of Warwick  
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