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Monash Business School
Department of Economics
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Education	Monash University Ph.D. Economics, 2020 to 2024 (expected) Bachelor of Commerce (Honours) – Major: Economics, 2016 <i>University Medal for Undergraduate Academic Excellence (Economics)</i> Bachelor of Laws (with First-class Honours), 2014 Diploma in Languages – Major: Chinese, 2014
Fields	Behavioural and Experimental economics Labour economics Gender economics
Scholarships & Awards	Monash Business School Prestigious International Conference Award, 2024 Monash Graduate Research Completion Award, 2023 Monash Travel Grant, 2023 Monash Graduate Excellence Scholarship, 2020-2023 Monash Business School Dean’s Excellence Award, 2020-2023 Australian Government RTP Stipend Scholarship, 2020-2023 BEX6660 Research topics in advanced macroeconomics Prize, 2020 Student Excellence Award for exceptional excellence in Applied economics research paper, 2016 Richard Snape Productivity Commission Prize for Best Economics Honours Student, 2016 Economic Society of Australia Prize for Best Economics Honours Paper, 2016 Dean’s Honours List, 2015 ECC3710 Department of Employment and Workplace Relations Prize, 2012 Consistent Excellence in Undergraduate Microeconomics and Macroeconomics Prize, 2010 ECC2300 Current Issues in Macroeconomic Policy Prize, 2009
Teaching	ECC1100 Principles of Macroeconomics, Monash University, TA for Dr. Stojanka Andric, 2015
Employment	Reserve Bank of Australia, Sydney Analyst, Payments Policy Department, 2019-2020 Graduate economist, Economic Analysis Department, 2018-2019 Productivity Commission, Canberra Assistant research economist, 2016-2018
Research Experience	RA, Monash University, Russell Smyth and Joaquin Vespignani, 2024 to present RA, The University of Melbourne, Marina Gertsberg, 2022 to present RA, Monash University, Marina Gertsberg, 2021-2022 RA, Monash University, Simon Angus, Philip Grossman, Jakob Madsen, Youjin Hahn, Hee-Seung Yang, Liang Choon Wang, 2011-2016
Publications	“ <i>Public support in the United States for global equity in vaccine pricing</i> ” (2022) Scientific Reports, 12: 8960 (with Gaurav Datt, Asadul Islam, Birendra Rai and Liang Choon Wang)
Working Papers	“ <i>Breaking ties: Experimental evidence on subtle discrimination</i> ” (with Birendra Rai and Liang Choon Wang) (Job Market Paper 1)

“Gendered effects of mandated ethics training” (with Birendra Rai and Liang Choon Wang) (**Job Market Paper 2**)

Papers in Progress *“Effects of school holidays on parental labour supply in Australia”* (with Robert Breunig and Nathan Deutscher)

“Pay transparency laws and the gender pay gap”

Seminars & Conferences 2025 (*scheduled): Sydney Experimental Brownbag Seminar*

2024

Seminars: Reserve Bank of Australia, University of Groningen, University of Amsterdam (CREED), WZB Berlin Social Science Center, University of Konstanz (TWI Thurgauer Institute of Economics), University of Exeter, Tilburg University, University of East Anglia, University of Gothenburg, University Lumière Lyon 2 (GATE-LAB), RMIT University* (x2), University of Melbourne, University of Nottingham (online)*, University of New South Wales*, University of Canberra*, University of Sydney*

Conferences: ACE, EEA-ESEM Congress, European Meeting of the ESA, AASLE*, ESAM*

2023: Monash University Department of Economics Gender Workshop, ANZWEE, 37th PhD Conference in Economics and Business, AASLE

2021: Monash University CDES Workshop on exploring the economic and health sector response to the COVID-19 pandemic (online)

Software skills Stata, Qualtrics, MS Office

Personal information Australian citizen

References Associate Professor Liang Choon Wang
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Dr. Claudio Labanca
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Dr. Marina Gertsberg
University of Melbourne
Department of Finance
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Working Papers

Job Market Paper 1

“Breaking ties: Experimental evidence on subtle discrimination” (with Birendra Rai and Liang Choon Wang)

Although legal prohibitions have reduced overt discrimination, subtle discrimination remains pervasive and difficult to detect. Using an experiment, we investigate subtle gender discrimination from systematically biased tie-breaking by employers facing equally qualified candidates. We observe subtle discrimination across different tasks, consistent with gender stereotypes. Male participants subtly discriminate against women in math tasks, while both male and female participants discriminate against men in verbal tasks. The biased tie-breaking seems inconsistent with both animus towards the out-group and standard statistical discrimination. Instead, it seems more consistent with weak in-group bias and possibly with beliefs about how others may make choices.

Job Market Paper 2

“Gendered effects of mandated ethics training” (with Birendra Rai and Liang Choon Wang)

Ethics training aims to curb managerial misuse of power, but its impacts on executives’ decisions regarding the delegation of managerial power and hiring of managers remain unknown. Using an online experiment, we find gendered impacts of training on executives’ decisions: female executives become less likely to delegate high managerial power; male executives become less likely to hire female managers. However, the impact of training on managers’ misuse of power does not vary by gender but by power level. Our findings suggest while ethics training reduces serious misuse of power by managers, it may also reduce female representation in managerial roles.

Papers in Progress

“Effects of school holidays on parental labour supply in Australia” (with Robert Breunig and Nathan Deutscher)

School holidays may alter the labor supply decisions of parents, particularly of women. We examine the effects of school holidays on the labor supply and synchronization of work schedules of parents of school-age children (aged 5-14 years) in Australia. Using a differences-in-differences approach and panel data from the Longitudinal Labour Force Survey, we find school holidays reduce the work hours and probability of working of parents compared to non-parents. Negative effects are significantly larger for women than men, and concentrated among parents with high education, parents working in high-wage industries and parents without a non-working adult present in the household. School holidays also reduce the probability of both parents working on the same day.

“Pay transparency laws and the gender pay gap”

Publications

“Public support in the United States for global equity in vaccine pricing” (2022) Scientific Reports, 12: 8960 (with Gaurav Datt, Asadul Islam, Birendra Rai and Liang Choon Wang)

Global vaccine prices that are tiered across countries, equitable for poorer countries, and profitable for manufacturers (TEP) can promote global vaccine equity but its implementation may require political will and public support in rich countries. A survey experiment with a demographically representative sample of U.S. adults was conducted between April and May 2021 to investigate public support for TEP and the likelihood of collective agreement on TEP relative to alternative global vaccine pricing strategies. The experiment varied vaccine cost and provision of information about the importance of equity and profitability considerations in global vaccine pricing across eight treatment conditions. TEP of low-cost vaccines received less support than TEP of high-cost vaccines, but TEP received more public support than any alternative pricing strategy. Information about equity and profitability considerations increased support for TEP of low-cost vaccines. TEP was also the most likely pricing strategy to achieve collective agreement among participants across all treatments.