

## Curriculum Vitae



**Name:** Weiguo Yang

**Gender:** Male

**Place of Birth:** Anhui Province, China

**Marriage Status:** Married with one child

**Mailing Address:**

School of Labor and Human Resources

Renmin University of China

59 Zhongguancun Ave.

Beijing 100872

China

**Office Telephones:**

86-10-62511767 or 82509392

**Mobile:**

86-13910016521

**E-mail:**

weiguoyang@ruc.edu.cn, or yangmicah@gmail.com

**Academic Interests**

Labor Economics, Economics of Labor and Employment Law, Comparative Labor and Employment Policy, Personnel Economics, Human Resource Audit

**Current Positions**

Deputy Director, Research Office of the Renmin University of China

Deputy Director, China Institute for Employment Research of the Renmin University

Secretary-General, China Disability Institute of the Renmin University

**Educational Background**

1999—2000, Doctoral training program in Economics at Wolfgang Goethe University of Frankfurt/Main, sponsored by Konrad Adenauer Foundation of Germany;

1997—2000, Graduate School of Chinese Academy of Social Sciences, PhD in

Economics;  
1987-1991, Renmin University of China, BA in Economics.

### **Academic Posts**

2007 until present, Professor of Labor and HR Economics, School of Labor and Human Resources, Renmin University of China;  
2003-2007, Associate Professor of Labor Economics, School of Labor and Human Resources, Renmin University of China;  
2002-2003, Associate Research Fellow, Institute of European Studies, Chinese Academy of Social Sciences (CASS);  
2000-2002, Assistant Research Fellow, Institute of European Studies, CASS.

### **Other Academic Positions**

2000-2002, Member, European Economic Association, Brussels;  
2001-2003, Secretary-General, Center for International Finance, CASS;  
2002-2003, Director, Center for Euro Research, CASS;  
2002-2004, Member, Society for Human Resource Management (SHRM), USA;  
2002-2005, Editor, Chinese Journal of European Studies;  
2003-2005, Visiting Research Fellow, Center for Human Resources Research, CASS;  
2003 until present, Member, China Association of Labor Studies;  
2004 until present, Research Fellow, China Institute for Employment Research, Renmin University of China;  
2005 until present, Honorary Research Fellow, Beijing Center for Human Resources Research;  
2007 until present, Research Fellow, China Disability Institute, Renmin University of China;  
2008 until present, Board Member, Workforce Institute Board of Advisors, USA.

### **Previous Work Experience**

June 2003 to June 2009, Assistant Dean, School of Labor and Human Resources of the Renmin University of China;  
July 2000 to June 2003, Head of Department of Research, Institute of European Studies, CASS;  
June 1997 to October 1998, Manager of Human Resources, Everbright Bank of China;  
January 1996 to July 1996, Namkwong (Czech) Co., Financial Manager;  
December 1994 to June 1997, Namkwong Mincao Imp. & Exp. Co., Chief of General Manager Office;  
June 1993 to Dec. 1994, Shenzhen Neptunus Group, HR Supervisor;  
July 1991 to June 1993, Ministry of Commerce of China (formerly Ministry of Foreign Trade and Economic Cooperation), Government Official.

### **Selected Publications**

### Selected Books

- Co-editor-in-chief, 2010, *Global Developments of Industrial and Labor Relations*, Beijing: China Labour and Social Security Publishing House (CLSSPH);
- Editor-in-chief, 2010, *Labour Economics*, Northeast University of Finance and Economics Press;
- Co-author, 2008, *Labor Market Intermediaries and Employment Promotion in China*, Beijing: China Renmin University Press;
- Co-editor-in-chief, 2008, *Labor Market Policy: A Global Perspective*, Beijing: CLSSPH;
- 2007, *China's Employment Policy in Transition*, Beijing: CLSSPH;
- Co-editor-in-chief, 2007, *Human Resources Management: A Chinese Version*, Beijing: China Renmin University Press;
- Co-author, 2006, *Measurement of Employment and Unemployment in China*, Beijing: China Renmin University Press;
- 2004, *Strategic Human Resource Audit*, Shanghai: Fudan University Press;
- 2002, *Theory of Euro-Formation*, Beijing: Social Sciences Documentation Publishing House.

### Selected Papers

- 2009, "Global Financial Crisis and Employment Promotion", *Qiu Shi* 2009(7);
- Co-author, 2009, "Human Resources Audit: A New Review", *Journal of China National School of Administration* 2009(2);
- Co-author, 2009, "The Evolution of American Employment Policy for Women", *Gansu Social Sciences* 2009(2);
- Co-author, 2008, "The Evolution of American Employment Policy for the Disabilities", *American Studies Quarterly* Vol.22 No.2;
- Co-author, 2008, "Employment Policy for the Disabilities in China", *Teaching and Research* 2008(3);
- 2008, "Three Pillars of Employment-promoting Policy", *Expanding Horizons* 2008(2);
- Co-author, 2008, "Skill Shortage in USA: Situation, Governance, and Implication for China", *Chinese Journal of Population Science* 2008(2);
- Co-author, 2008, "Danish Golden-Triangle Flexibility Model", *Journal of China National School of Administration* 2008(3);
- Co-author, 2007, "Measuring China's Labor Market: A Two-fold Evaluation Based on Indicators and Methodology", *Social Sciences in China* 2007(5);
- 2007, "Chinese Labor Market Structure", *Journal of China Institute of Industrial Relations* 2007(3);
- 2007, "Global Skill Shortage", *Qiu Shi* 2007(8);
- Co-author, 2006, "Skill Shortage: A Literature Review", *Economic Perspectives* 2006(10);
- 2006, "Unemployment Cluster and its Governance in China", *Journal of Renmin University of China* 2006(3);
- 2005, "Strategic Human Resources Audit: History, Structure, and Function",

*Economic Theory and Business Management* 2005(7);  
 Co-author, 2005, "Auditing Human Capital Turnover", *China Human Resources Development* 2005(1);  
 Co-author, 2005, "European Employment Strategy: From Employment Repression to Employment Activation", *Chinese Journal of European Studies* 2005(6);  
 Co-author, 2004, "University Graduates Employment Policy: Experiences and Implications from Several OECD Countries", *Chinese Journal of Population Science* 2004(4);  
 Co-author, 2003, "Job Flow: A Literature Review", *Chinese Journal of Population Science* 2003(3);  
 2003, "Euro and European Economic Growth", *Chinese Journal of European Studies* 2003(1).

## **Projects**

### **Research Projects**

July 2001 – June 2003, "Research on European Financial Market Reform", Key Research Program of European Economic Reform of CASS;  
 June 2003 – April 2004, "Research on Overseas College Graduate Employment Policies", a subject of "Chinese University Graduate Employment Research", Key Program of National Social Sciences Foundation of China;  
 December 2003 – December 2005, "Clustering of China's Unemployment and The Policy Options", Research Program for Young Scholars of Renmin University of China;  
 July 2004 – October 2005, "Employment Situation and Change of Employment Policy of China", a subject of "Study on Contemporary Labor Relations in China", Key Program of National Social Sciences Foundation of China;  
 May – December 2005, "Research on Chinese Labor Market and Its Statistics Index System", National "985 II Program" and "211 Program", Vice Leader of the Program Team;  
 July 2005 – June 2007, "Relationship between Shortage of Skilled Workers and Incentive for Skilled Labor", National Social Sciences Foundation of China;  
 October 2005 – February 2006, "Tendency of China Labor Environment under the Eleventh Five-Year Plan and in 2006", China Labor Law Studies Association;  
 April – December 2006, "Theoretical Framework of Scientific and Technological Human Resources Research", China Association for Science and Technology;  
 January 2007 – December 2009, "Study on Employment Policy of Transitional China", a research project of the Distinguished Talent Plan of the New Century Program;  
 January 2007 – December 2009, "Foundation Research on Human Resource Audit", individual funding for Distinguished Talent of Beijing;

September 2007 – October 2008, “Mobility of Technology Human Resources of Irish Industrial Clusters”, CASS/China Association for Science and Technology.

December 2009 –December 2012, “Job Match and Employment Promotion of College Graduates”, National Social Sciences Foundation of China;

### **Public Policy Projects**

March 2002, “Role of European Central Banks in Financial Monitoring and Supervising”, entrusted by the State Council of China;

September 2003 – May 2004, “Research on International Macro Human Resource Strategic Planning”, a subject of “Human Resource Development Strategy of the Capital City”, Beijing Municipal Government;

February 2004 – June 2005, “Research on Human Resource Strategy of Overseas Education Systems”, a subject of “Study of Human Resources Planning of the Education System of the Capital City”, Educational Committee of Beijing Municipal Government;

May – October 2004, “Research on University Graduate Employment Issues of the Eleventh Five-Year Plan of China”, entrusted by the Ministry of Education of China;

June 2004 – October 2005, “Study on Performance Assessment of US Senior Civil Servants”, Organization Department of the Beijing Municipal Government;

June 2004 – October 2005, “Performance Assessment System for University Leaders of Universities in Beijing”, Educational Committee of Beijing Municipal Government;

July 2004 – June 2007, “Tendency, Theoretical Frontline and Policy Evolution of Overseas Employment Practices”, a subject of “Study on China’s Employment Development Strategy under the Process of Fully Building *Xiaokang* or Well-off Society”, 2004 Key Program of Philosophy and Social Sciences Studies of the Ministry of Education of China;

September 2004 – April 2006, “Design of the Index System for Human Resources Demand”, Suzhou Industrial Development Park Management Committee (Organization and Personnel Bureau/ Bureau of Labor and Social Security);

April 2006 – April 2007, “Design of the System for Human Resource Demand and Match Index”, Suzhou Industrial Development Park Management Committee (Organization and Personnel Bureau/ Bureau of Labor and Social Security);

August 2006 – December 2007, “Wage Study of Civil Servants of Administrative Law Enforcement”, State Administration for Industry & Commerce of China;

May – December 2007, “Supportive Policy for Disabled Employment of China”, Office of Second Sampling Survey for National Disabilities/China Disabled Persons Federation;

July – December 2007, “Empirical Study on the Model of the Quality and

Capacity of Leading Cadres of National Reserve System”, State Reserve Bureau of China;

July – August 2009, “Study on College Student Employment”, Ministry of Human Resources and Social Security of China;

August 2009 – August 2010, “Labor Contract Information Management and Wage Index of Beijing Economic Development Area”, Beijing Economic Development Area Management Committee.

### **International Research Projects**

June – November 2001, “Sino-EU Economic Relations: Reality, Uncertainty and Policy Choice”, World Bank/Ministry of Finance of China;

May – July 2002, “Sino-EU Economic Relations” with the composition of the research report on “ING Contribution to Sino-EU Economic Relations and China’s Interest Demands”, ING (Internationale Nederlanden Groep);

May – October 2004, “Evaluation of Program Report of Sino-UK Unemployment Insurance Program”, British Embassy Beijing;

June 2008 – June 2009, “Development of Labor Relations in China”, CCOO Spain;

June – December 2009, Host of Swedish Roundtable of “Labor Market and Employment Promotion Policy of China under Financial Crisis”, Sino-EU Social Security Program Office.