

CURRICULUM VITAE

HAIJING DAI

PERSONAL DATA

Full Name: DAI, Haijing
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EDUCATION

2002-2010 **Doctor of Philosophy**
Joint Doctoral Program in Social Work and Sociology
University of Michigan, Ann Arbor

2002-2005 **Master of Arts**
Department of Sociology
University of Michigan, Ann Arbor

2002-2004 **Master of Social Work**
School of Social Work
University of Michigan, Ann Arbor
Concentration: Community Organizing and Child Welfare

1998-2002 **Bachelor of Arts**
Peking University, Beijing, China
Majors: Chinese Literature and Economics

PROFESSIONAL EXPERIENCE

08/2016 – **Associate Professor**
Now Department of Social Work & New Asia College
The Chinese University of Hong Kong

08/2010 – **Assistant Professor**
07/2016 Department of Social Work & New Asia College
The Chinese University of Hong Kong

PROFESSIONAL SOCIETIES

Registered Social Worker, Social Work Registration Board of Hong Kong, since August 2010

Member, Society for Social Work and Research, since January 2006

Member, International Society for Third Sector Research, since January 2014

Member, International Association of Schools of Social Work, since January 2017

Member, East Asian Social Policy Research Network, since 2022

Member, International Network for Social Policy Teaching & Research, since 2025

MAIN RESEARCH INTERESTS

- Gender and social organization of care work
- Family dynamics and family care
- Work-family policies
- Community-based social welfare and social service
- Comparative welfare reforms
- Power inequality and resistance in post-socialist China
- Ethnography

LIST OF RESEARCH OUTPUTS OR CREATIVE WORKS

Monograph

Dai, H. (Forthcoming in 2025). *Beyond Market Meritocracy: Work and Family Care in Chinese Societies*. Oxford University Press.

Refereed Journal Articles and Book Chapters

Dai, H., Zhu, L., & Jiang, N. (Accepted). Health penalty of primary family caregivers during the COVID-19 pandemic in China. *Family Relations*.

Dai, H., Xia, L., Jiang, N., Liu, W. & Chen, S. (Accepted). The involution of middle-class tiger moms? An exploration of parental expectations in a coastal region of China. *Journal of Family Studies*.

Xu, S. & **Dai, H.** (Accepted). Favouritism and clientelism: community social workers negotiating with state agents in outsourced projects in China. *China Journal of Social Work*.

Que, C. & **Dai, H.** (Accepted). Crowding in or out? National public pension, inter-generational contract, and family support to empty-nest elderly in rural China. *Journal of Aging & Social Policy*.

Liu, W. & **Dai, H.** (2025). State childcare provision in China: Subnational variations and localized policy contexts across 31 mainland provinces. *Social Policy & Administration*, 59(3), 511-528.

- Que, C. & **Dai, H.** (2024). Filial piety, intimacy and inter-generational contract: Understanding the family support to rural empty-nest older parents in China. *Journal of Family Issues*, 45(12), 3061-3083.
- Ma, G., Zhang, J., Xu, C. & **Dai, H.** (2024). Preschool advantage: Economic disparities in the long-term effects of early childhood education on cognitive development in China. *Chinese Sociological Review*, 57(2), 172–189.
- Jin, S. & **Dai, H.** (2024). Mismatched: Intensive mothering in China’s urban villages. *Positions: Asia Critique*, 32(4), Special Issue “Expansive Trajectories: Re-Mapping Transnationalism in the Global China Era” (Edited by Fran Martin), 821-846.
- Dai, H.** & Ma, G. (2024). The broken link: Learning habitus of rural students in county key high schools during COVID-19 related school closure in China. *Research in Social Stratification and Mobility*, 90, 100916.
- Dai, H.**, Ma, G., Jiang, N., & Gong, H. (2024). Behavioral and attitudinal support to zero-COVID policies among adolescents in a Chinese coastal area: direct experience and political socialization. *Journal of Asian Public Policy*, 17(2), 311–330.
- Dai, H.**, Jung, N., & Li, N. (2024). Business structures, stereotypes and knowledge of discrimination: Understanding employers’ support to paid family leave in Hong Kong. *Social Policy and Society*, 23(1), 19-34.
- Jin, S. & **Dai, H.** (2022). Incivilities in communities and the sense of security of migrant mothers: Space intervention of social work. *Social Work and Administration*, 2022(4). (In Chinese)
- Dai, H.**, Jung, N., Li, N., & Hu, M. (2022). Market merits and family virtues: Family caregivers in the labor market of Hong Kong. *The China Review*, 22(3), 325-351.
- Li, X., Su, Z., & **Dai, H.** (2022). Tradition and transition: Hukou-based urbanization status and co-residence with elderly parents in contemporary China. *The China Review*, 22(2), 201-225.
- Dai, H.**, Jiang, N., & Li, R. (2022). Social worker turnover under the Lump Sum Grant Subvention System in Hong Kong: Organization-level analyses. *British Journal of Social Work*, 52, 1683-1702.
- Dai, H.**, Jiang, N., & Li, R. (2022). The myth of organization autonomy: Social workers’ salary under the Lump Sum Grant Subvention System in Hong Kong. *Asian Social Work and Policy Review*, 16, 22-32.
- Zhou, H., **Dai, H.**, & Jung, N. (2020). Empowering migrant domestic helpers through financial education. *International Journal of Social Welfare*, 29, 129-141.
- Dai, H.** (2020). Community governance, welfare service provision, and state power in changing Chinese villages. *Journal of Asian Public Policy*, 13(2), 227-240.
- Dai, H.**, Lau, Y., & Lee, K. (2019). Social innovation, value penetration, and the power of the nonprofit sector: Workers’ co-operative societies in Hong Kong. *Nonprofit and Voluntary Sector Quarterly*, 48(6), 1210-1228.

- Dai, H.** (2019). Embracing urbanity: Childcare arrangements and motherhood anxiety in China's urban transition. *Journal of Family Issues*, 40(17), 2389–2411.
- Li, M. & **Dai, H.** (2019). Determining the primary caregiver for disabled older adults in Mainland China: Spouse priority and living arrangements. *Journal of Family Therapy*, 41, 126-141.
- Liu, J., **Dai, H.** & Li, M. (2018). Satisfaction with community life research of residents from transitional communities: A social capital approach. *Population and Development*, 2018(3), 13-25. (In Chinese).
- Liu, J., **Dai, H. (Corresponding Author)**, Li, M. & Li, M. (2017). Personal networks and employment: A study on landless farmers in Yunnan Province of China. *Asia Pacific Journal of Social Work and Development*, 28(2), 71-83.
- Dai, H.**, Lau, Y., & Lee, K. (2017). The paradox of integration: Work-integration social enterprises (WISE) and productivist welfare regime in Hong Kong. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 28(6), 2614-2632.
- Dai, H.** (2016). From personal ties to village welfare: Changing community bonding in post-socialist rural China. *Community Development Journal*, 51(4), 517-533.
- Dai, H.** (2016). The making of "modern female workers" in reemployment programs in post-socialist China. *Social Service Review*, 90(2), 235-263.
- Dai, H.** & Xie, W. (2016). Community and inequality: One-yuan Elder Home in rural Zhejiang Province of China. *Journal of Social Service Research*, 42(1), 15-25.
- Chen, J., Davis, D., Wu, K., & **Dai, H.** (2015). Life satisfaction in urban China: The effect of city size and pathways to urban residency. *Cities*, 49, 88-97.
- Dai, H.** (2014). The discontents of reform: Boundary work and welfare stigma at mixed elder homes in China. *Journal of Social Policy*, 43(3), 497-515.
- Dai, H.** (2014). To build an extended family: Feminist organizational design and its dilemmas in women-led non-governmental elder homes in China. *Social Forces*, 92(3), 1115-1134.
- Dai, H.** (2014). Care for whom: Diverse institutional orientations of non-governmental elder homes in contemporary China. *British Journal of Social Work*, 44(7), 1914-1933.
- Dai, H.** (2013). Social inequality in a bonded community: Community ties and villager resistance in a Chinese township. *Social Service Review*, 87(2), 269-291.
- Dai, H.** (2011). Participatory community organizing revisited: Political involvement and social development in two post-socialist villages in north China. *China Journal of Social Work*, 4(1), 69-82.
- Dai, H.** (2011). Surviving in "localistic communitas": Endogenous multicultural community organizing among migrant workers in post-socialist China. *Journal of Social Service Research*, 37, 165-179.
- Dai, H.** (2010) Chu village under democratization: *Guanxi*, governance, and inequality in a post-socialist Chinese village. *International Journal of Current Chinese Studies*, 1, 85-111.

Dai, H. (2008). Community in a diverse society: Using three western approaches to understand community organization in post-socialist urban China. *International Social Work*, 51 (1), 55-68.

Dai, H. (2005). Dichotomous thinking and culture of destruction: Revisiting youth activism in China during the May Fourth Period. In M. Breen (Ed.), *Minding Evil: Explorations of Human Iniquity* (pp. 39-51). Amsterdam: Rodopi.

Consultation Reports

Song, J., Lo, S., **Dai, H.**, Fung, A. & Lam, C. (2020). A Study on public attitudes towards female political leadership. Submitted to *Equal Opportunities Commission of Hong Kong*. (Press release and conference in October 2020)

Dai, H., Li, N. & Li, R. (2020). Need assessment of financial literacy and financial well-being among single parents in Hong Kong. Submitted to *Investor and Financial Education Council*.

Dai, H., Song, J., Tong, Y., Wu, Q. & Jin, L. (2018). A study on family status discrimination in the workplace in Hong Kong. Submitted to *Equal Opportunities Commission of Hong Kong*. (Press release and conference in August 2018)

Zhou, H., **Dai, H.**, Hu, M. & Tadeo, M. (2017). Impact evaluation study of Enrich's "Financial and Empowerment Education Programme". Submitted to *Investor Education Center of Hong Kong*. (Press release and conference in December 2017)

Invited or Keynoted Presentations

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| 2024 (Invited) | Dai, H. <i>Female labor force participation in Hong Kong</i> . Research Conference on Releasing Female Labor Force in Hong Kong, DAB of Hong Kong, Hong Kong. |
| 2024 (Invited) | Dai, H. Family caregivers under the COVID-19 Pandemic in China: Health penalty and resilience. <i>Mini-Conference on Fertility and Family Challenges in East Asia</i> , The Chinese University of Hong Kong, Hong Kong. |
| 2023 (Invited) | Dai, H. Qualitative methods: Family life under the platform economy in China. <i>Research Seminars of Social Sciences</i> , Guangxi Normal University, China. |
| 2023 (Invited) | Dai, H. The involution of middle-class tiger moms? An exploration of parental expectations in China. <i>Workshop on Gender and Family Caregiving in East Asia</i> , Chinese University of Hong Kong. |
| 2023 (Invited) | Dai, H. Penalty, bonus, or needs: Family care responsibilities and work in three labor regimes of Chinese societies. <i>Wednesday Gender Seminar</i> , Chinese University of Hong Kong. |
| 2021 (Invited) | Dai, H. The impacts of the lump sum grant on frontline social workers in Hong Kong. <i>Conference on Evidence-based Social Work Theories and Practices</i> , Zhejiang University, China. |

- 2021 (Invited) Dai, H. Family caregivers in the post-Covid labor market in China. *Annual Lecture Series 2021-2022: Covid-19 Impacts and Responses in China and Beyond*, China Center for Social Policy, Columbia University, USA.
- 2021 (Invited) Dai, H. Market merits and family virtues: Family caregivers in the labor market of Hong Kong. *Talk Series of the Center for Chinese Families Studies (CCFS)*, HKIAPS, Chinese University of Hong Kong, Hong Kong.
- 2021 (Invited) Dai, H. Gender inequality in contemporary China: Urbanization, work, and family. *Lecture Series on Gender Equality in China*, Casa Asia, Spain.
- 2020 (Invited) Dai, H. The myth of gender inequality in China: From the perspective of family care. *Lecture Series on Gender Equality in China*, Casa Asia, Spain.
- 2019 (Invited) Dai, H. Healthy living standards from a gender perspective. *Workshop Series of the Gender Research Center*, Chinese University of Hong Kong, Hong Kong.
- 2017 (Keynoted) Dai, H. Gender and employment: Reemployment programs in Hangzhou and Hong Kong. *Conference on Social Policy in Hong Kong and Shanghai*, Shanghai Academy of Social Sciences, Shanghai, China.
- 2015 (Invited) Dai, H. From personal ties to village welfare: Changing community bonding in contemporary rural China. *Conference on Community Research by Institute for Positive Social Science*, Tainan, Taiwan.
- 2013 (Invited) Dai, H. Social welfare in Hong Kong. Training Session Organized by *Hong Kong Wen Wei Po Daily*, Hong Kong.
- 2013 (Keynoted) Dai, H. Institutional eldercare in Taizhou: Organization, administration, and service. *Conference: The Challenge of Ageing in Taizhou and South Zhejiang Province*, Taizhou, Zhejiang Province, China.

Refereed Conference Papers (Selected)

- 2025 Dai, H. Flexible work, greedy work: Platform economy policies and work-family choice of platform workers in China. *Social Policy Association and East Asian Social Policy Research Network Joint Annual Conference 2025*, York, UK.
- 2024 Dai, H. Work-Family balance and gender inequality under China's platform economy. *2024 EASP&FISS Joint Conference: Best Practices of Social Policy in Turbulent Times*, Kyoto, Japan.
- 2024 Dai, H. The myth of organization autonomy: Social workers' salary under the LSGSS in Hong Kong. *The 16th International Conference of the International Society for Third Sector Research (ISTR)*, Antwerp, Belgium.
- 2022 Dai, H. Achieving work-family balance in the post-COVID labor market in China. *The International Society for Third Sector Research (ISTR) Asia-Pacific Regional*

Conference, Sabah, Malaysia.

- 2022 Dai, H. Care penalty: Balancing work and family in the post-COVID labor market in China. *The Joint World Conference on Social Work, Education and Social Development (SWESD) 2022*, Seoul, South Korea.
- 2020 Dai, H. Why not me? Family care responsibilities and gender in job search in Hong Kong. *2020 Society for Social Work and Research Annual Conference*, Washington DC, USA.
- 2018 Dai, H. Alternatives to the capitalist economy: Workers' co-operative societies in Hong Kong. *The 13th International Conference of the International Society for Third Sector Research (ISTR)*, Amsterdam, The Netherlands.
- 2018 Dai, H. Committed fathers, undeserving mothers, and filial pious daughters: Family status discrimination in workplace of Hong Kong. *The Joint World Conference on Social Work, Education and Social Development 2018 (SWSD 2018)*, Dublin, Ireland.
- 2018 Dai, H. Understanding family status discrimination in workplace in Hong Kong. *Gender, Work and Organization Conference*, Sydney, Australia.
- 2017 Dai, H. Urbanization and coordinated family care in transitional communities in China. *The Transforming Care Conference*, Milan, Italy. (Also served as the panel convener)
- 2016 Dai, H. Work-integration social enterprises (WISE) and productivist welfare regime in Hong Kong. *Fourth International Conference on Social Policy and Governance Innovation: Innovation in Social Service Delivery*, Hong Kong SAR, China.
- 2016 Dai, H. The paradox of integration: Work-integration social enterprises (WISE) for marginalized women in Hong Kong. *12th International Conference of the International Society for Third Sector Research (ISTR)*, Stockholm, Sweden.
- 2016 Dai, H. Decentralization and village welfare systems : Community bonding in post-socialist China. *HKU-USC-IPPA Conference on Public Policy*, Hong Kong SAR, China.
- 2016 Dai, H. From personal ties to village welfare: Changing community bonding in post-socialist rural China. *The 20th Annual Conference Anniversary Celebration of the Society for Social Work and Research (SSWR)*, Washington, DC.
- 2015 Dai, H. From personal ties to village welfare. *Forum on Humanities and Social Sciences in Chinese Societies*, Beijing, China.
- 2015 Dai, H. Managing emotions in reemployment programs for marginalized women in post-socialist China. "Gender and Change: Transcending Boundaries" *International Conference 2015*, Hong Kong SAR, China.
- 2015 Dai, H. Community and inequality: One-yuan Elder Home in rural Zhejiang Province of China. *The 2015 Annual Conference of the Society for Social Work and Research (SSWR)*, New Orleans, LA.

- 2014 Dai, H. The discontents of integration: Boundary work and welfare stigma at reformed elder homes. *11th International Conference of the International Society for Third Sector Research (ISTR)*, Muenster, Germany.
- 2014 Dai, H. Spontaneous social service: Research on the eldercare organization in Taizhou, Zhejiang Province. *International Conference on Environmental Democracy and Social Quality*, Hangzhou, Zhejiang, China.
- 2013 Dai, H. Care for whom: Diverse institutional orientations of non-governmental elder homes in contemporary China. *The 8th International Society for Third Sector Research (ISTR) Asia Pacific Conference*, Seoul, South Korea.
- 2013 Dai, H. Building an extended family: Practice of feminist philanthropy in women-led non-governmental elder homes in China. *The 2013 Annual Conference of the Society for Social Work and Research (SSWR)*, San Diego, CA.
- 2011 Dai, H. Social capital in the “New Socialist Countryside”: *Guanxi*, community solidarity, and resistance organization in two Chinese townships. *The 2011 Annual Conference of the Society for Social Work and Research (SSWR)*, Tampa, FL.
- 2009 Dai, H. Participatory community organizing revisited: Political involvement and social development in two post-socialist villages in north China. *The 2009 Annual Conference of the Society for Social Work and Research (SSWR)*, New Orleans, LA.
- 2008 Dai, H. Chu village under democratization: Evolution of cadre-villager networks and construction of social stability in a post-socialist Chinese village. *The 2008 Annual Meeting of ASA*, Boston, MA.
- 2005 Dai, H. The emergence of outside perception of neighborhood disorder: Individual characteristics and social structure. *The 100th ASA Annual Meeting*, Philadelphia, PA.

Non-Refereed Book Chapter

- Dai, H. (2001). The burden of the lightness – The changes in popular cultures in the 1980’s and 1990’s China. In *The Collection of Junzheng Scholars* (pp. 441-450). Beijing: Peking University Press. (In Chinese)

Book Reviews

- Dai, H. (2014). Sharlene B.C.L. Furuto: “Social Welfare in East Asia and the Pacific”. *International Journal of Social Welfare*, 23 (3), 342-343.
- Dai, H. (2008). Kevin O’Brien and Lianjiang Li: “Rightful Resistance in Rural China”. *The China Review*, 8 (1), 157-159.

Novel

- Dai, H. (1999). *The Summer without Skirts*. Beijing: Peking University Press. (In Chinese)

RESEARCH GRANTS

- 2023 **Strengthening Impact Cases for RAE, Faculty of Social Sciences, Chinese University of Hong Kong**
Principal Investigator “Organizing Care for Children and the Ageing in Chinese Societies” (May 2023 – December 2025), Amount: 393,000 HKD.
- 2023 **International Research Collaboration Fund (#19231103), Department of Social Work, Chinese University of Hong Kong**
Principal Investigator “Curriculum and Staff Training in Kindergartens in Mainland China: State, Institution, and Family” (May 2023 – April 2025), Amount: 1,000,000 HKD.
- 2023 **International Research Collaboration Fund (#19231102), Department of Social Work, Chinese University of Hong Kong**
Principal Investigator “Family Life, Resilience, and Wellbeing during and post the COVID-19 Pandemic” (May 2023 – April 2025), Amount: 994,000 HKD.
- 2023 **International Research Collaboration Fund (#19231107), Department of Social Work, Chinese University of Hong Kong**
Co-Investigator (with Kim, Minseop) “A Comparative Analysis on the Interplay among Parental Employment, Parenting, and Child Outcomes in East Asia” (May 2023 – April 2025).
- 2022 **General Research Fund (#14614322), Research Grants Council of Hong Kong**
Principal Investigator “The Myth of Equality and Flexibility: Household Division of Labor and Family Life under China’s Platform Economy” (January 2023 – December 2025), Amount: 1,232,158 HKD.
- 2022 **General Research Fund (#17612722), Research Grants Council of Hong Kong**
Co-Investigator (with Chui, Cheryl) “Meaningful Work, Sense of Coherence, and Psychological Health of Women Returning to the Workforce in Hong Kong: Is Inclusive Entrepreneurship the Answer?” (January 2023 – December 2024).
- 2021 **General Research Fund (#14610220), Research Grants Council of Hong Kong**
Principal Investigator “Gender and Family Care Responsibilities in Job Search: A Comparative Study of Hong Kong and Shenzhen” (January 2021 – December 2023), Amount: 945,184 HKD.

- Consultation Study, Department of Social Welfare of HKSAR & Hexon Consulting Hong Kong Ltd.**
- 2018 Head of Research Team, “Enhancement of Lump Sum Grant Subvention System” (October 2018 – December 2019), Amount: 406,250 HKD.
- Grant for Research, Equal Opportunities Commission (EOC) of Hong Kong**
Co-Investigator (With Song, Jing, Lo, Kawing Sally, Cheung, Fanny M, Lam, Ching Man, and Fung, Anthony YH) “A Study on Public Attitudes towards Female Political Leadership” (July 2018 – July 2019), Amount: 640,650.05 HKD.
- Grant for Research, Investor Education Center (IEC) of Hong Kong**
Co-Principal Investigator (with Zhou, Huiquan, and Li, Nanxun) “Need Assessment of Financial Literacy and Financial Well-being among Low-income Single Mothers in Hong Kong” (July 2018 – October 2019), Amount: 342,204 HKD.
- Grant for Research, Equal Opportunities Commission (EOC) of Hong Kong**
Principal Investigator “A Study on Family Status Discrimination in the Workplace of Hong Kong” (February 2017 – May 2018), Amount: 600,999.20 HKD.
- Grant for Research, Investor Education Center (IEC) of Hong Kong**
Co-Principal Investigator (with Mesina, Ma. Rosalyn Galgana, Zhou, Huiquan, and Dulay, Katrina May) “Evaluation Study on Enrich’s Financial Education and Empowerment Programme for Foreign Migrant Workers” (August 2016 – December 2017), Amount: 398,576 HKD.
- One-Time Funding Allocation of Direct Grant, The Chinese University of Hong Kong**
Principal Investigator “Contesting Care Work: Resistance to Market Fundamentalism in Alternative Social Enterprises for Marginalized Women in China” (October 2015 – April 2017), Amount: 40,000 HKD.
- Direct Grant, The Chinese University of Hong Kong**
Principal Investigator “Urbanization and Reconceptualization of Care in Chinese Families: A Case Study in Kunming, Yunnan Province” (May 2015 – December 2016), Amount: 80,000 HKD.
- Early Career Scheme (#458612), Research Grants Council of Hong Kong**
Principal Investigator “Negotiating Entitlement: Grassroots Political Leadership, the Third Realm, and Community Welfare Systems in Urbanizing Rural China” (January 2013 – December 2015), Amount: 797,825 HKD.

- 2011 **South China Programme Research Grant, The Chinese University of Hong Kong**
Principal Investigator “Gender and Justice: Alternative Institutional Ideologies in Two Social Enterprises in Hong Kong and Hangzhou, Zhejiang Province”
 (August 2011 – May 2014), Amount: 126,000 HKD.
- 2011 **Madam Tan Jen Chiu Fund, The Chinese University of Hong Kong**
Principal Investigator “Beyond Home, Community, and Institution: An Emerging Integrated Approach of Elderly Care in Rural Zhejiang” (March 2011 – May 2012), Amount: 15,000 HKD.
- 2011 **Direct Grant, The Chinese University of Hong Kong**
Principal Investigator “Tie-based State and Tie-based Society: Personal Networks, Rural Communities, and Political Changes in Chinese Villages”
 (February 2011 – May 2013), Amount: 62,160 HKD.

AWARDS AND HONORS

- February 2024 **Editorial Board**
 China Journal of Social Work
- January 2024 **Editorial Board**
 Ревија за социјална политика/Journal of Social Policy
- June 2017 **Outbound Research Mobility Scheme**
 The Chinese University of Hong Kong
- March 2015 **Exemplary Teaching Award**
 Faculty of Social Science, The Chinese University of Hong Kong
- March 2009 **Bouchet Honor Society**
 University of Michigan Chapter
- June 2008 **Rackham International Research Award**
 University of Michigan
- May 2007 **Rosemary Sarri Award**
 University of Michigan
- September 2006 **Barbour Scholar**
 University of Michigan
- September 2001 **Junzheng Scholar**
 Peking University