
HUGO ROLANDO ÑOPO AGUILAR

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PROFILE

Hugo is currently the Regional Economist for Latin America and the Caribbean at the International Labor Organization (ILO), based in Lima, Peru. He has been a Senior Researcher at the Group for the Analysis of Development (GRADE), where he has conducted studies for the World Bank, the Inter-American Development Bank (IDB), UNESCO, UNDP, and others. He has been Lead Economist of the Education Division at the IDB and previously researcher of its Research Department. Before joining the IDB he was Assistant Professor at Middlebury College and advisor at the Ministry of Labor and Social Promotion in Peru.

His research agenda is based in two main topics: education and labor markets, with a special focus on gender and ethnic inequalities. His research has been published in different specialized academic journals and books. Currently, he is also a Research Affiliate at the Institute for the Study of Labor (IZA) in Bonn, Germany, and board member of the Latin American and Caribbean Economic Association (LACEA).

EDUCATION

- Ph.D., Economics, Northwestern University, Evanston, Illinois. 2003.
- M.A., Mathematical Economics, Instituto de Matemática Pura e Aplicada (IMPA), Rio de Janeiro, Brazil, 1995.
- B.A., Mathematics, Pontificia Universidad Católica del Perú, Lima, Perú, 1993. Honors.
- B.A., Systems Engineering, Universidad Nacional de Ingeniería, Lima, Perú, 1993.

ADDITIONAL AFFILIATIONS

Since March 2004. Research Fellow, Institute for the Study of Labor (IZA).

Previously, at IZA:

March 2003-March 2004: Research Affiliate.

REFEREED PAPERS

- *"How do Latin American migrants in the U.S. stand on schooling premium? What does it reveal about education quality in their home countries?"* with Daniel Alonso-Soto. International Journal of Manpower. 39 (6), 855-879. 2018.

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- “*Broken gears: the value added of higher education on teachers’ academic achievement*” with Carlos Felipe Balcazar. Higher Education. 72 (3), 341-361. 2016.
 - “*Measuring the Relative Pay of School Teachers in Latin America 1997-2007.*” With Alejandra Mizala. International Journal of Educational Development. 47, 20-32. 2016.
 - “*Orchestration: Providing teachers with scaffolding to address curriculum standards and students’ pace of learning.*” with Anita Díaz, Miguel Nussbaum, Carolina Maldonado and Javier Corredor. Educational Technology & Society, 18 (3), 226–239. July, 2015.
 - “*Effects of Ethnic Attributes on the Quality of Family Planning Services in Lima, Peru: A Randomized Crossover Trial.*” With Maria Elena Planas, Patricia Garcia, Monserrat Bustelo, Julio Rodriguez, César Cárcamo, Sebastián Martinez, Maria Fernanda Merino and Andrew Morrison. PLOS ONE. DOI:10.1371/journal.pone.0115274 February, 2015.
 - “*Stated Social Behavior and Revealed Actions: Evidence from Six Latin American Countries*” with Juan Camilo Cárdenas and Alberto Chong. Journal of Development Economics. Vol. 104(C), pp 16-33. September 2013.
 - “*Gender Earnings Gaps in the World: A Study of 64 Countries*” With Nancy Daza and Johanna Ramos. International Journal of Manpower. Vol. 33, No.5, pp 464-513. March 2012.
 - “*Detecting Gender and Racial Discrimination in Hiring through Monitoring Intermediation Services: The Case of Selected Occupations in Metropolitan Lima, Peru*” with Martin Moreno, Jaime Saavedra and Máximo Torero. World Development. Vol. 40, No. 2, pp 315-328. February 2012.
 - “*Using Pseudo-Panels To Measure Income Mobility In Latin America,*” with Jose Cuesta and Georgina Pizzolitto. Review of Income and Wealth. Vol. 57, No 2, pp 224-246. June 2011.
 - “*Traditional Excluding Forces: A Review of the Quantitative Literature on the Economic Situation of Indigenous Peoples, Afro-descendants, and the People Living with Disability,*” With Nestor Gandelman and Laura Ripani. Latin American Politics and Society. Vol. 53, No. 4, pp 147-180. Winter 2011.
 - “*Educating Latin American Economists*” With David Colander. International Review of Economic Education. Vol. 10, No. 1, pp 54-69. 2011.
 - “*The Training of Economists in Latin America*” (In spanish: “*La formación de los Economistas en América Latina*”). With Eduardo Lora. Revista de Análisis Económico. Vol. 24, No. 2, pp 65-93. December 2009.
 - “*Gender Segregation in the Workplace and Wage Gaps: evidence from Urban Mexico 1994-2004*” With Sebastian Calónico. In Flückiger, Yves; Sean Reardon and Jacques Silber (Eds.). Research on Economic Inequality. Vol 17. *Occupational and Residential Segregation*. Emerald, U.K. 2009.
 - “*To What Extent Do Latin Americans Trust, Reciprocate and Cooperate? Evidence from Experiments in six Latin American Countries.*” With Juan Camilo Cardenas and Alberto Chong. Economía, the Journal of LACEA. Vol. 9, No. 2. pp 45-88. Spring 2009.

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- “*Beliefs vs. Actions. The Mystery of Discrimination in Latin America.*” with Alberto Chong. Economía, the Journal of LACEA. Vol. 8, No. 2. pp 79-115. Spring 2008.
 - “*An Extension of the Blinder-Oaxaca Decomposition to a Continuum of Comparison Groups.*” Economics Letters, 100, pp. 292-296, August 2008.
 - “*Matching as a Tool to Decompose Wage Gaps.*” The Review of Economics and Statistics, 90(2), pp. 290-299, May 2008.
 - “*Selection and Reporting Bias in Household Surveys of Child Labor: Evidence from Tanzania.*” With Yohanne N. Kidolezi, Jessica A. Holmes and Paul M. Sommers. African Development Review, Vol. 19 Issue 2, pp. 368-378, September 2007.
 - “*Race and Earnings in a Mixed-Race Labor Market.*” With Jaime Saavedra and Máximo Torero. Economic Development and Cultural Change. Volume 55, Number 4, July 2007.
 - “*Returns to Private Education in Peru.*” With Sebastián Calónico. Welfare and Social Policy. Vol. 3, No 1, pp. 29-52. First Semester 2007.
 - “*Working Within Confines: Occupational Segregation by Gender for Three Latin American Countries.*” With Andrew Morrison, Ruthanne Deutsch and Claudia Piras. The ICAFI Journal of Applied Economics, ICAFI Press, Vol. 0(3), pages 50-59, May 2005.
 - Reprinted in Piras, Claudia, Ed. *Women at Work: Challenges for Latin America*. Inter- American Development Bank. Washington, DC, 2004.
 - “*The Gender Wage Gap in Peru 1986-2000. Evidence from a Matching Comparisons Approach.*” Económica, La Plata, Vol. L, Nro. 1-2, 2004.
 - Reprinted in Martinelli, Cesar (Ed.). *Economía Dinámica, Economía Aplicada Y Teoría De Juegos. Essays in tribute to Ramón García-Cobián*. Editorial Fund PUCP. Lima, Peru, 2007.

EDITED BOOKS

- “New Century, Old Disparities. Gender and Ethnic Earnings Gaps in Latin America and the Caribbean” World Bank Publications. ISBN 0821386867. 352pp. September 2012.
- “Discrimination in Latin America. An Economic Perspective”, with Alberto Chong and Andrea Moro. World Bank Publications. ISBN: 0-8213-7835-X. 336 pp. December 2009.
- “Segunda Conferencia de Economía Laboral: Tendencias del Empleo, Capital Humano, Informalidad y Rotación Laboral”, with José Rodríguez and Tatiana Velazco. Ministry of Labor and Employment Promotion. Lima, Peru, 2008.
- “Outsiders? The Changing Patterns of Exclusion in Latin America and the Caribbean”, with Gustavo Marquez, Alberto Chong, Suzanne Duryea and Jacqueline Mazza. Harvard University and Inter-American Development Bank. Flagship Report, 2008. ISBN: 1597820598. 300 pp. October 2007.

EDITED JOURNAL ISSUES

Special Issue on Social Mobility in Latin America. Coedited with Marcela Peticara. *Economic Analysis Review (RAE)*. Vol.25. No.2. 221 pp. Santiago, Chile, December 2010.

BOOK CHAPTERS

- “*Salarios de los maestros en América Latina: ¿cuánto (más o menos) ganan con respecto a sus pares?*” with Alejandra Mizala. In Cabrol, Marcelo and Miguel Székely, Eds. *Educación para la transformación*. Chapter 5, pp. 167-204. Inter-American Development Bank, 2012.
- “*Intervenciones tempranas y el reto de los recursos humanos*” with Aimee Verdisco. In Cabrol, Marcelo and Miguel Székely, Eds. *Educación para la transformación*. Chapter 3, pp. 93-132. Inter-American Development Bank, 2012.
- “*Reforming Education Systems*” with Rolando Avendaño. In *The Latin American Economic Outlook 2012: Transforming the State for Development*. OECD-ECLAC. Paris, 2011.
- “*Safe and Sound Social Policy: Reconciling Protection with Productivity*” with Juan Pablo Atal. In Pages, Carmen (Ed.). *The Age of Productivity. Transforming Economies from the Bottom Up*. Inter-American Development bank, Palgrave Macmillan. Washington, DC, 2010.
- “*Calidad de la Protección social en el Perú*” In *El Futuro de las Pensiones: Desarrollo de Programas de Capitalización Individual*. Federación Internacional de Administradoras de Fondos de Pensiones and Universidad del Pacífico. 2009.
- “*Income Mobility in Latin America: A Pseudo-Panel Approach*” with Jose Cuesta and Georgina Pizzolitto. In Watkins, Marilyn M. Editor. *World Poverty Issues*. Chapter 5, pp. 123-38. Nova Publishers, 2008.
- “*La investigación sobre el mercado laboral peruano: instituciones, capacitación y grupos desfavorecidos.*” with Miguel Jaramillo and Juan José Diaz. In *Investigación, Políticas y Desarrollo en el Perú*. Lima. GRADE, 2007.
- “*The Economics of Social Exclusion in Peru: An invisible Wall*”, with Javier Escobal, Jaime Saavedra and Máximo Torero. In Buvinic, Mayra; Jacqueline Mazza and Ruthanne Deutsch, Eds. *Social Inclusion and Economic Development in Latin America*. Johns Hopkins U.P. and Inter-American Development Bank. Washington, DC, 2004.

BOOK REVIEWS

Review of “Overcoming the Saving Slump: How to Increase the Effectiveness of Financial Education and Saving Programs”. Edited by Annamaria Lusardi. University of Chicago Press, 2009, ISBN 978-0-22649-709-9, 406 pages. Appeared in the *Journal of Pension Economics and Finance*, Volume 9, Issue 1. Jan 2010.

POLICY PAPERS

- “*The Paradox of Girls’ Educational Attainment,*” *Americas Quarterly*. Vol.6, No. 3, pp100-105. Summer 2012.

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- “*Pushing for Progress: Women, Work, and Gender Roles in Latin America*,” Harvard International Review. Vol. 33, No. 2, pp 78-83. Summer 2011.

WORKING PAPERS (drafts)

Available at: <https://ideas.repec.org/e/pno16.html>

OPINION PIECES

- Various pieces at El Comercio newspaper (Lima): <http://elcomercio.pe/autor/hugo-nopo>
- Various blog posts at:
 - Foco Económico: <http://focoeconomico.org/autor/hugo-nopo-aguilar/>
 - Hacer Perú: <http://hacerperu.pe/prototipo/autores/>
 - Inter-American Development Bank: <http://blogs.iadb.org/educacion/autor/hugon/>
 - La Silla Vacía: (<http://lasillavacia.com/silla-llena/red-de-la-educaci-n/hugo-nopo>)

NON REFEREED ACADEMIC PAPERS (drafts)

Available at:

RePEc <https://ideas.repec.org/e/pno16.html>

Google Scholar <https://scholar.google.com/citations?user=ouHUK2gAAAAJ>

NON REFEREED PUBLICATIONS

- “*The Goal Formula. Numerical secrets of the king of sports.*” With Jaime Cordero. Penguin Random House. May 2018.
- “*The Actuarial Science*” (In Spanish), Expectativas, Year 1, Volume 1, August/September 1996.
- “*About the Pricing Derivative Assets*” (In Spanish), Pro-Mathematica, Volume IX, No. 19-20, 1996.
- “*A Contemporaneous Approach to Dynamic Programming*” (In Spanish), Pro-Mathematica, Volume VII, No. 13-14, 1993.

FELLOWSHIPS, AWARDS AND PROFESSIONAL HONORS

- Outstanding Team Award IADB 2010. As a member of the team that produced “The Age of Productivity. Transforming Economies from the Bottom Up”.
- Research fellow at *IZA Institute of Labor Economics* since March 2004.

<https://www.iza.org/person/1290/hugo-r-nopo>

- Award for Outstanding Research on Development. Global Development Network. Egypt, 2003. Graduate Fellowship, Northwestern University, 1999-2003.
- Winner, Research Contest in Social Policies, Consorcio de Investigación Económica y Social, Peru, 2002.
- Latin American and Caribbean Studies Research Grant, Northwestern University, 2001.
- CNPq Fellowship, Instituto de Matematica Pura e Aplicada, 1993-1995.
- Silver Medal, III Iberoamerican Mathematical Olympiad, Lima, Perú, 1988.
- Honourable Mention, 29th International Mathematical Olympiad, Sydney, Australia, 1988.
- National Science and Technology Award for the Young Talent Development, Concytec, 1988.

REFEREEING

The Journal of Labor Economics, Labour Economics, Economic Letters, Journal of Population Economics, Demography, Economic Development and Cultural Change, Journal of Economic Inequality, Review of Income and Wealth, Economia, International Journal of Manpower, Economic Inquiry, World Development, Economics of Education Review, Education Economics, Journal of Human Development and Capabilities, Journal of Business and Economic Statistics, Review of Economics of the Household, International Review of Economics Education, Latin American Research Review, Latin American Economic Review, Development and Society.

EDITORIAL WORK AND OTHER ACADEMIC SERVICES

- Board member of the Latin American and Caribbean Economic Association (LACEA), by elections, 2018 to date.
- Member of the Commission for the Defense of Free Competition at INDECOPI, September 2018 to date.
- Board Member of the Patronage of Banco de Crédito del Perú, 2016 to date.
- President of the Peruvian Economic Association (PEA), 2016-2018.
- Member of the Advisory Commission of the Ministry of Development in Social Inclusion of Peru (MIDIS), 2016-2017.
- International Committee Advisory of Apuntes Journal, 2012-2018.
- Scientific Committee at Journal of Centrum Cathedra; Journal of Economics, Finance and Administrative Science, up to date.

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- Associate Editor at Economic Analysis Review and Economy (LACEA) 2010-2016.
 - International Advisory Committee at Revista Apuntes.
 - Program Committee Member at the Latin American and Caribbean Economic Association-LACEA Conferences at different years since 2006.
 - Executive Committee Member at the Network of Inequality and Poverty-NIP 2008-2013.

TEACHING EXPERIENCE

- ✓ August-October 2018. Member of the staff of professors for “Course on Impact Evaluation of Development Programmes”, carried out by Group for the Analysis of Development (GRADE).
- ✓ 2003-2005. Assistant Professor, Economics Dept., Middlebury College
- ✓ 1999-2003. Assistant Professor, Economics Dept., Northwestern University.
- ✓ 1995-1998. Professor, Pontificia Universidad Católica del Perú.
- ✓ 1996-1997. Professor, Universidad Nacional Mayor de San Marcos. Master Program.
- ✓ 1995. Visiting Professor, Universidad de Piura. School of Systems Engineering.

WORK EXPERIENCE

- October 2018 up to date. Regional Economist for Latin America and the Caribbean at the International Labor Organization (ILO).
- February 2016-October 2018 (on leave). Senior Researcher at GRADE – Group for the Analysis of Development.
- March 2010- January 2016. Lead Research Economist in Education, Inter-American Development Bank (IADB).

Previously, at the Inter-American Development Bank:

2009- 2013 - Education Specialist in Colombia.
 April 2009-March 2010. Senior Research Economist in Education.
 July 2008-April 2009. Senior Research Economist.
 July 2005-July 2008. Research Economist.

- 2001-2005. Summer Intern, Visiting Researcher and Research Affiliate. Group for Analysis of Development (GRADE).
- 2000. Summer Intern. Inter-American Development Bank.
- 1998-2005. Consultant for diverse projects of the Inter-American Development Bank, The World Bank and Educate Girls Globally.
- 1996-1998. Technical Advisor to the Vice-Minister for Social Promotion. Ministry of Labor and Social Promotion, Perú.

CONSULTANCY EXPERIENCE

- Consultancy for the “External Technical advisory for Implementing the Base Line for the Impact Evaluation on competence certification the Primary and Technical-Productive Education”, July-October, 2018, Lima, Perú / National System of Evaluation, Accreditation and Certification of the Educational Quality (SINEACE).
- Consultancy for the “Study of the viability for salary increases to magisterial for public teaching career for year 2021”, 2018, Lima, Perú / Inter-American Development Bank (IADB).
- Preparation of an Interactive Map on the Rates of Literacy and Education of Young People and Adults in Peru, 2017, Lima, Peru / United Nations Educational, Scientific and Cultural Organization (UNESCO).
- Thematic analysis: Labor Intermediation Service existing within the framework of the "New Employment Opportunities for Young People" Program, March 2017 - July 2018, Lima, Peru / Inter-American Development Bank (IADB).
- Youth and Inequality in Peru: opportunities and barriers, 2017, Lima, Peru / Oxfam America.
- Adaptation of the parameters contained in Model Z of Altman to the reality of the Peruvian economy, 2017, Lima, Peru / National Superintendency of Customs and Tax Administration (SUNAT).
- Consultancy for the Analysis of the Budgetary Impact of the Proposal for a New Remuneration Policy for Human Resources in Health in Peru. 2017, Lima, Peru / Inter-American Development Bank (IDB).
- Study "Evaluation of the impacts of the SiSeVe technological platform on victimization and school results", 2016-2017, Lima, Peru / GRADE.
- Consultancy for the Revision of the Methodology of the Household Targeting Index (IFH) within the framework of the multidimensional poverty approach. 2016, Lima, Peru / United Nations Development Program (UNDP).
- Balance of Research in Public Policies 2011-2016 and Research Agenda 2017-2021 with the subject of Education, 2016, Lima, Peru / Consortium of Economic and Social Research (CIES).
- Technical assistance for the preparation of the cost-effectiveness analysis report of the alternative scheme of monetary incentive transfers (EAT) of Juntos Program, 2016, Lima, Peru / Ministry of Economy and Finance (MEF).
- Analysis and statistical projections for the decision making related to the teaching revaluation in service. 2016, Lima, Peru / United Nations Educational, Scientific and Cultural Organization (UNESCO).
- Short-term consultancy to support the preparation of the education chapter of the Public Expenditure Review (PER). 2016, Lima, Peru / World Bank (WB).
- Study "Orchestration: Providing teachers with scaffolding to address curriculum standards and

students' pace of learning" with Anita Diaz, Miguel Nussbaum, Carolina Maldonado and Javier Corredor. Educational Technology & Society.18 (3), 226-239. July, 2015, Barranquilla, Colombia. / Inter-American Development Bank (IDB).

- Study "Effects of Ethnic Attributes on the Quality of Family Planning Services in Lima, Peru: A Randomized Crossover Trial" with Maria Elena Planas, Patricia Garcia, Monserrat Bustelo, Julio Rodriguez, César Cárcamo, Sebastián Martínez, Maria Fernanda Merino and Andrew Morrison . PLOS ONE.DOI: 10.1371 / journal.pone.0115274 February 11, 2015, Lima, Peru / Inter-American Development Bank (IDB).

Lima, Perú, November 2018.