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## **PROFILE**

Hugo Ñopo is a senior researcher at GRADE, where he has conducted studies for the ILO, IADB, OECD, UNESCO, UNDP, UNFPA, and the World Bank, among others. He has been regional economist at the ILO, lead economist at the IADB, assistant professor at Middlebury College, and advisor at the Ministry of Labor and Social Promotion in Peru. He has published extensively on a variety of topics in academic journals, books, and different outlets. His recent efforts have also been devoted to outreach and dissemination through opinion columns and TED talks. Currently, he is also a research affiliate at the Institute for the Study of Labor (IZA) in Bonn, Germany. Among others, he has served on the board of the Network of Inequality and Poverty (NIP), as president of the Peruvian Economic Association (APE) and as an elected board member of the Latin American and Caribbean Economic Association (LACEA).

## **WORK EXPERIENCE**

- February 2016 up to date (with license during 2018-2020). Senior Researcher at GRADE – Group for the Analysis of Development. Lima, Peru.
- 2018-2020. Regional Economist for Latin America and the Caribbean at the International Labor Organization (ILO). Lima, Peru.
- 2013-2016. Lead Research Economist in Education, Inter-American Development Bank (IADB). Washington, DC.

Previously, at the Inter-American Development Bank:

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

- 2003-2005. Assistant professor. Economics department. Middlebury College.

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- 1995-1998. Advisor. Ministry of Labor and Social Promotion. Lima, Peru.

## **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.

## **REFEREED PAPERS**

- “*The value of redistribution: Natural resources and the formation of human capital under weak institutions*” with Jorge Agüero, Carlos Felipe Balcázar and Stanislao Maldonado. Journal of Development Economics. 148: 102581, January 2021.
- “*The impact of Covid-19 on the Peruvian economy*” with Miguel Jaramillo. Economía UNAM. 17(51), 136-146, September 2020.
- “*Social Welfare Programs and Trust: Evidence from Six Latin American Cities*” with Alberto Chong and Vanessa Ríos-Salas. The Journal of Law, Economics, and Organization. 36(2), 255–283, July 2020.
- “*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.
- “*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 Martínez, 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

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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.
- “*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.

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- “*Working Within Confines: Occupational Segregation by Gender for Three Latin American Countries.*” With Andrew Morrison, Ruthanne Deutsch and Claudia Piras. The ICFAI Journal of Applied Economics, ICFAI 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 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.

### **BOOKS, AUTHORED AND EDITED**

- *To be a woman in Peru. where we are and where we are going*. With Josefina Miro Quesada. Planeta. Feb 2022. (In Spanish).
- *The Goal Formula. Numerical secrets of the king of sports*. With Jaime Cordero. Penguin Random House. May 2018. (In Spanish).
- “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.

### **BOOK CHAPTERS**

- *The economic impact of the Coronavirus in Peruvian households*. With Miguel Jaramillo. In Coronashock. ¿Cómo reactivar la economía? Debate. Penguin Random House. ISBN 9786124272585. July 2020. (In Spanish).

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

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## **OPINION PIECES**

Diario El Comercio: <http://elcomercio.pe/autor/hugo-nopo>

Jugo de Caigua: <https://jugodecaigua.pe/autores/hugo-nopo/>

Foco Económico: <http://focoeconomico.org/author/hugo-nopo-aguilar/>

## **TED TALKS**

On gender gaps:

[https://www.ted.com/talks/hugo\\_nopo\\_la\\_brecha\\_de\\_genero\\_desde\\_nuestros\\_hogares](https://www.ted.com/talks/hugo_nopo_la_brecha_de_genero_desde_nuestros_hogares)

On the use of evidence to fight inequalities:

[https://www.ted.com/talks/hugo\\_nopo\\_la\\_evidencia\\_y\\_no\\_la\\_intuicion\\_nos\\_permitira\\_reducir\\_las\\_desigualdades](https://www.ted.com/talks/hugo_nopo_la_evidencia_y_no_la_intuicion_nos_permitira_reducir_las_desigualdades)

## **NON REFEREED ACADEMIC PAPERS AND OTHER PUBLICATIONS**

Available at:

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

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

- Labour Overview 2019. Lima: ILO / Regional Office for Latin America and the Caribbean, 2020. p. ISSN: 2305-0268 (print edition) ISSN: 2305-0276 (web pdf edition).
- Women in the world of work. Pending Challenges for Achieving Effective Equality in Latin America and the Caribbean. Thematic Labour Overview, 2019. Lima: ILO / Regional Office for Latin America and the Caribbean, 2019. 188 p. ISSN: 2521-7437 (printed edition) ISSN: 2414-6021 (pdf web edition).
- Labour Overview 2018. Lima: ILO / Regional Office for Latin America and the Caribbean, 2018. 128 p. ISSN: 2305-0268 (print edition) ISSN: 2305-0276 (web pdf edition).
- *The Actuarial Science*, Expectativas, Year 1, Volume 1, August/September 1996. (In Spanish).
- *About the Pricing Derivative Assets*, Pro-Mathematica, Volume IX, No. 19-20, 1996. (In Spanish).
- *A Contemporaneous Approach to Dynamic Programming*, Pro-Mathematica, Volume VII, No. 13-14, 1993. (In Spanish).

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## **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, 29<sup>th</sup> 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**

- Since March 2004. Research Fellow, Institute for the Study of Labor (IZA). Previously, at IZA: March 2003-March 2004: Research Affiliate.
- 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, 2018.
- Board Member of the Patronage of Banco de Crédito del Perú, 2016-2018.
- President of the Peruvian Economic Association (PEA), 2016-2018.

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- 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.
  - 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**

- ✓ 2020. Teacher of “Economics of COVID-19”, Universidad de Piura.
- ✓ 2018. Teacher of “Impact Evaluation of Development Programs”, GRADE.
- ✓ 2003-2005. Assistant Professor, Economics Dept., Middlebury College
- ✓ 1999-2003. Assistant Professor, Economics Dept., Northwestern University.
- ✓ 1995-1998 and 2018 to date. 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.

### **CONSULTANCY EXPERIENCE**

- “Tutorial development and adjustments to the interactive map on the status of literacy and education of young people and adults in Perú”, September-November, 2018, Lima, Perú / United Nations Educational, Scientific and Cultural Organization (UNESCO).
- 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 of salary increases for the 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



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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).

## **SKILLS AND INTERESTS**

- Trekking and camping (Salkantay, Inka's trail)
- Marathon runner (Baltimore, Washington).
- Music festivals

Lima, Perú, February 2022.