

Andrea Atencio-De-Leon

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EDUCATION

Ph.D. in Economics, University of Illinois at Urbana-Champaign, IL	May 2023 (expected)
M.Sc. in Economics, Universidad del Rosario, Bogotá, Colombia	Oct 2013
B.Sc. in Economics, Universidad del Rosario, Bogotá, Colombia	Oct 2012
B.Sc. in Finance and International Trade, Universidad del Rosario, Bogotá, Colombia	June 2012

RELEVANT COURSES

Advanced Program Evaluation: Endogeneity and Self-selection in Complex Economics Models, Universidad del Rosario, Bogota, Colombia	July 2016
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RESEARCH FIELDS

Primary: Empirical Macroeconomics, Labor Economics
Secondary: Gender and Development

WORKING PAPERS AND WORK IN PROGRESS

Contracting out Labor Market Fluidity. Job Market Paper. Presented at Midwest Economic Association 2021.

This paper investigates how domestic outsourcing affects plant-level labor responses to productivity shocks and biases the measurement of aggregate job reallocations. I develop a methodology to transform reported expenses on temporary and leased workers into plant-level outsourced employment using comprehensive administrative data on the U.S. manufacturing sector. I show that plant-level outsourced employment is twice as responsive as payroll employment to productivity growth deviations from average productivity growth and adjusts more quickly. The evidence indicates that domestic outsourcing is an important margin of adjustment that plants use to modify their workforce while they learn about the permanency of the shock, suggesting payroll employment adjustment costs as an important mechanism behind the use of staffing services. These micro implications have significant macroeconomic measurement consequences. I show that the measured decline in job reallocations between 2006 and 2017 is 28% smaller when the reallocation of jobs filled by outsourced workers is taken into account. The extent of mismeasurement varies with the business cycle, falling in downturns and increasing in upturns. Structural search models need to account for these first-order effects. My findings suggest that the increasing use of labor market intermediaries, such as staffing agencies, accounts for a substantial portion of the measured decline in labor market dynamism, and further reflects structural adjustments in the strategy profile of firms when facing shocks.

The Longer Tenure of Temporary Help Employees in Staffing Agencies.

Matching Efficiency and Economic Development: Employers' Recruiting Behavior in Peru and the U.S. Coauthored with Munseob Lee and Claudia Macaluso.

Heterogeneity in Post-secondary Human Capital Formation. Coauthored with Darwin Cortés and Julieth Santamaria.

Global Gender Wage Gaps along the Wage Distribution and the Legal and Social Environment. Coauthored with Kathleen Beegle and Josefina Posadas.

The Economics of the Gender Wage Gap in Armenia. World Bank WPS 8409. Coauthored with Lourdes Rodriguez Chamussy and Nistha Sinha.

Gender Gap in Pay in the Russian Federation: Twenty years later still a concern. World Bank WPS 7407. Coauthored with Josefina Posadas.

Gender differences on sexual behavior and school inputs: Evidence from Bogotá. Universidad del Rosario working paper 175. Coauthored with Darwin Cortés and Juan Miguel Gallego. Presented at LACEA 2016.

RESEARCH EXPERIENCE AND OTHER EMPLOYMENT

University of Illinois at Urbana-Champaign, Economics Department, IL, USA Aug 2019 – Aug 2022
Research Assistant, Prof. Andrew Garin

- Implemented impact evaluation techniques to study
 - (i) Long-run effects of new manufacturing plants on local development and individuals' earnings mobility.
 - (ii) Firm-level output and wage adjustments in response to product demand shocks.

University of Illinois at Urbana-Champaign, Economics Department, IL, USA Aug 2018 – July 2019
Research Assistant, Prof. Claudia Macaluso

- Performed econometric analyses on a large vacancy micro-data to study local labor demand concentration.
- Constructed an occupation crosswalk linking two occupational frames across time.

World Bank Group, Social Protection & Labor EAP, c, USA Mar 2013 – May 2020¹
Consultant

Supervisors: Kathleen Beegle, PhD; Josefina Posadas, PhD; Lourdes Rodriguez-Chamussy, PhD

- Implemented and contributed to the design of econometric analyses to
 - (i) Examine the evolution of the gender wage gap along the development spectrum and wage distribution.
 - (ii) Study the services sector's contribution to large-scale job creation.
- Contributed to the output design and programming of ADePT2 Gender².
- Cleaned and constructed a dataset spanning more than 500 household surveys.

National Planning Department, Vice Presidency for Sectors, Bogota, Colombia Oct 2014 – Jul 2016
Consultant

Supervisor: Monica Parra Torrado, PhD

- Advised the National Council for Economic and Social Policy³ in the design and formulation of public policies.
- Designed, programmed, and implemented a tool for monitoring public policies.
- Assisted the formulation and construction of the National Development Plan 2014-2018⁴.

Inter-American Development Bank, Vice Presidency for Sectors and Knowledge, Washington, DC, USA
Research Assistant

Supervisor: Mercedes Mateo-Berganza, PhD

Jun 2014 – Nov 2014

Assisted the research project *Cashing in on Education: Women, Childcare, and Prosperity in LAC*.

- Assembled and processed household survey data for LAC countries.
- Performed econometric analyses to evaluate the determinants of childcare use in LAC.
- Produced drafts and data visualizations for the technical note *Who cares about childcare?*

Universidad del Rosario, Economics Department, Bogotá, Colombia Sep 2011 – Feb 2013
Junior Researcher

Supervisors: Prof. Juan Miguel Gallego; Prof. Darwin Cortés

- Provided research assistance in the economic analysis of the effect of educational conditional cash transfer programs on non-education outcomes.

¹ Mar 2013 – May 2014; Feb 2017 – May 2017; May 2018 – Aug 2018; Jul 2019 – Aug 2019; Jan 2020 – May 2020.

² ADePT Gender is a tool developed to automate and standardize the production of analytical reports.

³ The CONPES is the highest national planning authority on all matters related to the economic and social development of the country [Colombia]. The council consists of the president and his ministers (DNP, 2015).

⁴ Formal and legal instrument that establishes the objectives and goals of the government, allowing the subsequent evaluation of their management. This document also provides the strategic guidelines for the public policies that will be implemented during the term of the government (DNP, 2015).

TEACHING EXPERIENCE

University of Illinois at Urbana-Champaign, Economics Department, IL, USA Aug 2019 – Dec 2019
Teaching Assistant

- Intermediate Microeconomics, Undergraduate

Universidad del Rosario, Economics Department, Bogotá, Colombia Jul 2016 – Jul 2017
Adjunct Professor

- Mathematical Economics, Undergraduate, Spring 2017
- Microeconomics I, Undergraduate, Fall 2016 – Spring 2017

Lecturer Jun 2014 – Jun 2016

- Microeconomics I, Undergraduate, Fall 2014, Fall 2015
- Microeconomics III, Undergraduate, Spring 2016

Teaching Assistant Aug 2009 – Dec 2012

- Macroeconomics I, Undergraduate, Fall 2009
- Microeconomics I, Undergraduate, Fall 2009, Spring 2010
- Microeconomics II, Undergraduate, Fall 2010, Spring 2011
- Microeconomics III, Undergraduate, Spring 2012
- Game Theory and Asymmetric Information, Graduate, Fall 2012

SELECTED AWARDS, GRANTS, AND FELLOWSHIPS

Paul W. Boltz Fellowship, University of Illinois May 2022
Robert Willis Harbeson Memorial Dissertation Fellowship, University of Illinois May 2021
Morris and Sally Kleiner Labor Economics Prize, University of Illinois May 2019
Fellowship, University of Illinois Aug 2017
M.Sc. Excellence award (first in class), Universidad del Rosario Oct 2013
Best Finance Undergraduate at the national level, Colombian Ministry of Education 2012
Full-tuition Grant for Undergraduate Studies, Universidad del Rosario 2007 – 2012

SERVICE AND AFFILIATIONS

Referee, *Oxford Economic Papers*.
Member, Outsourcing Research Network, 2020 – present.
Coordinator, Research Group in Economics for Undergraduates, Universidad del Rosario, 2012 – 2013.

SKILLS

Languages: Spanish (native), English (fluent), French (intermediate).
Software: Stata (advanced), Latex (advanced), Microsoft Office (advanced).

ACADEMIC REFERENCES

Eliza Forsythe
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Claudia Macaluso
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