Ana María Díaz Escobar

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Labor Economics · Gender · Causal Inference · Field Experiments

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EDUCATION

Ph.D. Economics — Université catholique de Louvain, Belgium, 2011
Three Essays about the Colombian Labor Market — Bart Cockx (advisor), M. Dejemeppe, G. Mion, F. Mayneris

M.A. Economics — Université catholique de Louvain, 2007

M.A. Economics — Pontificia Universidad Javeriana, 2003

B.A. Economics — Pontificia Universidad Javeriana, 2002

ACADEMIC POSITIONS

Associate Professor, Department of Economics, PUJ — 2016–present

Assistant Professor, Department of Economics, PUJ — 2011–2016

Secretary, LACEA — Latin American and Caribbean Economic Association — 2015–2018

Research Associate & Co-founder, CONTRAFACTUAL SAS — 2017–present

Junior Professional Associate, Poverty Group, World Bank (LCR) — 2004–2006

Junior Researcher, CEDE — Universidad de los Andes — 2002–2004

Research Assistant, Pontificia Universidad Javeriana — 2001–2002

Research Assistant, Bolsa Nacional Agropecuaria — 2001

Assistant, Programa de Desarrollo y Paz del Magdalena Medio — 2000

LANGUAGES

Spanish — Native · English — Excellent command · French — Good working knowledge

SELECTED PUBLICATIONS

What Job Would You Apply To? Findings on the Impact of Language on Job Searches
with Luz Salas, Claudia Piras, and Agustina Suaya. *Gender, Work & Organization*, 2026.

Gender Disparities in Valuing Remote and Hybrid Work in Latin America
with Luz M. Salas, Claudia Piras, and Agustina Suaya. *Journal of Development Effectiveness*, 2026.

Hidden Biases: Misperceptions About Women's Labor Force Participation Among Couples in Colombia
with Marie Boltz and Luz Salas. *Revue d'économie du développement*, 32: 57–66, 2025.

What Is the Price of Freedom? Estimating Women's Willingness to Pay for Job Flexibility
with Monserrat Bustelo, Claudia Piras, Jeanne Lafortune, José Tessada, and Luz Salas. *Economic Development and Cultural Change*, 71(4): 1179–1211, 2023.

How Does Working-Time Flexibility Affect Workers' Productivity in a Routine Job? Evidence from a Field Experiment
with Marie Boltz, Bart Cockx, and Luz M. Salas. *British Journal of Industrial Relations*, 61(1), 2023.

Pretrial Detention and Conviction
with Luz Salas. *European Journal of Law and Economics*, 53: 1–25, 2022.

Do Firms Redline Workers?
with Luz Salas. *Regional Science and Urban Economics*, 83: 103541, 2020.

It Is Not What You Know but Who You Know: Heterogeneous Peer Effects at a Colombian University
with Ignacio Penagos. *Revista Desarrollo y Sociedad*, 80(2): 53–88, 2018.

Spatial Unemployment Differentials in Colombia
Revista Desarrollo y Sociedad, 76, 2016.

The Employment Advantages of Skilled Urban Municipalities in Colombia
Ensayos sobre Política Económica, 31(70), 2013.

Informal Referrals, Employment, and Wages: Seeking Causal Relationships
LABOUR, 26: 1–30, 2012.

UNDER REVIEW – REVISE & RESUBMIT

Norms Behind Closed Doors: Misperceptions & Maternal Employment in Colombia — with Marie Boltz, Monserrat Bustelo, and Agustina Suaya. R&R *Economic Development and Cultural Change*

Cycling Through Congestion: Does Bike Presence Actually Slow Cars Down? — with Diego Astorga-Rojas. R&R *Transportation Research Part A*

WORKING PAPERS

Do Productive Workers Sort into Flexible Work Arrangements? — with Marie Boltz, Bart Cockx, and Luz Salas. Vniversitas Económica.

Brecha de habilidades de los jóvenes en el mercado laboral colombiano — with Luz Salas. Vniversitas Económica.

The Effect of Job Flexibility on Labor Market Productivity — with Marie Boltz, Bart Cockx, and Luz Salas.

It Is Not What You Know but Who You Know: Heterogeneous Peer Effects in Education — with Ignacio Penagos. Documentos de Economía, 015304.

El Acceso a Fuentes de Empleo, la Segregación Residencial, y el Empleo, el Desempleo y la Participación Laboral de las Mujeres en Bogotá. IDB WP 566.

Evolución Geográfica del Homicidio en Colombia — with Andrés Sánchez-Jabba, Alejandro Peláez et al. Banco de la República — Economía Regional.

Spatial Unemployment Differentials — IRES Discussion Paper 2011-014, UCLouvain.

Educational Wage Differentials in Argentina: Who Gets More? — with M. Santamaría. World Bank LAC, 2005.

Labor Force Participation in Colombia — World Bank LAC, 2005.

Los Efectos del Conflicto Armado en el Desarrollo Social Colombiano, 1990-2002 — with F. Sánchez. Documentos CEDE 003167, 2005.

Geografía de los Cultivos Ilícitos y Conflicto Armado en Colombia — with F. Sánchez. Documentos CEDE 002766, 2004.

Conflicto, Violencia y Actividad Criminal en Colombia: un Análisis Espacial, 1990-2002 — with M. Formisano & F. Sánchez. Documentos CEDE 002187, 2003.

Determinantes de la Presencia Guerrillera en Colombia: una Aproximación desde la Econometría Espacial — M.A. Thesis, PUJ, 2003.

RESEARCH IN PROGRESS

Misperceived Gender Norms and the Gender Gap in Labor Force Participation: Experimental Evidence from Couples in Colombia — with Marie Boltz, Monserrat Bustelo, and Agustina Suaya.

Bridging the Gap: The Role of Flexibility in Promoting Gender Equality and Work-Family Balance — with Luz Salas and Marie Boltz.

Skill Mismatch and Labor Outcomes in Colombia using matched job-seeker/employer data from the Public Employment Service — with Luz Salas and the Public Employment Service Unit.

Care at Home for Individuals with Disabilities — with Marcela Perticara.

GRANTS & FELLOWSHIPS

Delivery Associates — Bogotá's Global Mayors Challenge project: **USD 25,000** (with M. Perticara, C. Martínez), 2024.

IADB — Gender Norms and Employment: **USD 130,000** (with M. Boltz, M. Bustelo, A. Suaya), 2021–2023.

IADB — Gender Differences in WTP for Flexible Work Arrangements: **USD 100,000** (with L. Salas, C. Piras, A. Suaya), 2021–2023.

JPAL — Gender norms, couples' labor supply decisions, and flexibility in working conditions in Colombia: **USD 65,000** (with L. Salas, M. Boltz), 2022–2023.

PUJ — Labor Market Flexibility and Productivity: **USD 20,000** (with L. Salas, M. Boltz), 2017–2019.

IADB — Labor Market Flexibility and Female Participation: **USD 100,000** (with L. Salas, J. Lafortune, J. Tessada), 2016–2021.

CAF — Do Firms Redline Workers? (Bogotá): **USD 10,000** (with L. Salas), 2016–present.

IADB — El Acceso a Fuentes de Empleo, Segregación Residencial y Resultados Laborales de Mujeres en Bogotá: **USD 20,000**, 2014.

TEACHING

Advanced Econometrics — PUJ, Bogotá: 2011–present. Also at Banco de la República (2014).

Microeconomics — PUJ, Bogotá: 2011–present.

Impact Evaluation — M.A. Economics, PUJ Bogotá (2012–2016), PUJ Cali (2014).

CONFERENCES & SEMINARS (SELECTED)

3rd Annual IZA/World Bank/NJD/UNU-WIDER Jobs and Development Conference, 2020.

LACEA Annual Meeting — Puebla, Mexico, 2019.

Formal & Informal Institutions for Development — Sorbonne, Paris, 2019.

ERSA — Netherlands, 2017. *Do Firms Redline Workers?*

LACEA Annual Meeting — Colombia, 2016. *Do Firms Redline Workers?*

IZA/World Bank Conference: Employment & Development — Lima, 2014.

IX Seminario de la revista ESPE — Bogotá, 2012.

IZA/World Bank Conference — Cape Town, 2010.

Social Capital Conference — Malta, 2008.

LACEA Annual Meeting — Mexico, 2006; Puebla, 2003.

Making Peace Work — Helsinki, 2004. · LSE Seminar — London, 2004.

CHAPTERS & REPORTS

Breaking the Cycle of Underinvestment in Human Capital in Latin America — with O. Arias & M. Fazio. In *Poverty Reduction and Growth: Virtuous and Vicious Circles*, World Bank LAC, 2005.

Conflicto, Crimen Violento y Actividad Criminal en Colombia — with F. Sánchez. In *Las Cuentas de la Violencia*, Editorial Norma, 2007.

Geografía de los Cultivos Ilícitos y Conflicto Armado en Colombia — with F. Sánchez. In *Las Cuentas de la Violencia*, Editorial Norma, 2007.

Los Efectos del Conflicto Armado en el Desarrollo Social Colombiano — with F. Sánchez. In *Las Cuentas de la Violencia*, Editorial Norma, 2007.

Crime, Violence, and Development: Trends, Costs, and Policy Options in the Caribbean — World Bank, 2007.

La Informalidad Laboral en el Gran Buenos Aires: una Nueva Mirada — World Bank, 2006.

Labor Market Adjustment, Reform and Productivity in Colombia — World Bank, 2005.