

VERÓNICA ESCUDERO

Curriculum vitae



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CAREER OBJECTIVE

As a Ph.D economist specializing in the analysis and evaluation of labor market and social policies, my career objective is to generate evidence-based policy recommendations that can inform and improve national policy formulation. My research aims to understand the effectiveness of labor policies on job quality and social conditions, with a focus on identifying which policies work and under what circumstances. In addition, I aim to unveil how policies and institutions can foster effective transitions to decent work, particularly in low- and middle-income countries.

To achieve this, I explore several key questions, such as what design and delivery characteristics drive effective activation measures and whether leveraging complementarities between policies fosters their beneficial effects. Furthermore, my latest research focuses on the role of skills and skills bundles in fostering effective transitions to decent work. Through this research, I aim to provide evidence-based policy recommendations that can help address the challenges faced by workers in these countries and contribute to enhancing social justice.

WORK EXPERIENCE

Head of Unit at the Research Department



August 2022 – Present

ILO (International Labour Organization), Geneva, Switzerland

- Head of the Skills, ALMPs and Policy Evaluation Unit. The Unit conducts research exploring the skills necessary for effective transitions to decent work, particularly in low- and middle-income countries, mainly through the use of online data on vacancies and applications to labor portals. The unit also investigates the effectiveness of labour market and social policies on job quality and social conditions. The goal of this research is to inform policymakers and stakeholders about effective policy design and implementation to improve employment outcomes and social welfare.

Visiting Scholar



March 2021–January 2023

Center for Effective Global Action, University California Berkeley

Head of Unit at the Research Department



October 2017–February 2021

ILO (International Labour Organization), Geneva, Switzerland

- Head of the Labour Market Trends and Policy Evaluation Unit. The Unit has 9-10 researchers organized in two teams: (1) The Labour Market Trends team is in charge of providing a global overview of recent trends and projections of key labour market indicators, through the estimation of the ILO Trends Econometric Model (TEM). (2) The Policy Evaluation team works to assess the effectiveness of labour market policies and institutions principally through impact evaluations. It provides governments with evidence-based policy advice of “what works” and under which specific circumstances in an effort to improve labour market and social outcomes of men and women.

Senior Economist at the Research Department



August 2008 – Present

ILO (International Labour Organization), Geneva, Switzerland

- Lead a research project on work-to-work transitions and skills dynamics, aimed to understand the nature, type and pace of work-to-work transitions in selected emerging and developing countries and the role of skills in fostering effective transitions to decent work, which is a fundamental step for supporting people better in contemporary labour markets.
- Lead a research project to assess how income support and active labour market policies (ALMPs) can come together to improve the employment and life trajectories of workers, particularly in emerging and developing countries, by means of impact evaluations of combined approaches as well as other empirical and conceptual methods: www.ilo.org/pathways-decent-work.


- Lead a research project on the effectiveness of ALMPs in Latin America that aims to shed light on the effects of these policies on improving labour market outcomes of participants and living conditions of their families more broadly by means of impact evaluations of a number of activation policies: www.ilo.org/alm-p-americas
- Co-authored the Country Review of Spain, which discusses how strong and well-designed employment, labour and social protection measures are central – in combination with supportive macroeconomic policy – to building sustainable, job-rich and equitable growth.
- Co-authored the Country Review of Kenya, which examined how employment and social policies could contribute to a more stable and equitable growth pattern in a country where the unstable economic growth has adversely affected formal job creation and hampered improvements in living standards, particularly among Kenyan youth.
- Contributed to the World of Work Report 2008 to 2013 with chapters analyzing various labour-related issues such as expenditure and revenue compositions as a tool to boost decent work prospects; factors underlying the growing disconnect between profits and investment trends around the world; the nature and depth of the jobs crisis; and the role of financial globalization as a driver of income inequality.

**Research Officer in the Research and Publications Unit
IOM (International Organization for Migration), Geneva, Switzerland**

 September 2006 – July 2008

- Research, data collection and drafting of “Regional Migration Profiles” for the Americas, and Europe for the World Migration Report 2008.
- Responsible of the research component of the project: “Migration in West and Central Africa: National and Regional Profiles for Strategic Policy Development”.
- Undertook research and data collection and drafted Country Migration Profiles with a special emphasis on labour migration and remittances in several regions, such as Latin America, Western and Central Africa, the Balkans region and the Black Sea region.
- Carried out background research and data analysis in various subjects such as: irregular migration from Southeastern and Eastern Europe to the European Union (paper prepared by IOM for the European Commission); irregular migration from China to the European Union.
- Drafted project proposals and provided technical backstopping to the field missions regarding project implementation and monitoring.

**Macroeconomic and Financial Consultant
Multienlace, Quito, Ecuador**

 May 2004 – October 2005
January 2001 – September 2002


- Developed macroeconomic analyses and development studies; elaborated analyses of various economic sectors; engaged in labour and employment-related research; elaborated monthly monetary analyses of the national economic situation; designed analyses of the potential demand for housing; elaborated enterprises’ valuations; carried out statistical analysis of Ecuador’s main macroeconomic indicators, employment indicators, indicators of the banking system, poverty and development indicators, etc.
- Elaborated several databases (Ecuador’s National Monetary System, Ecuador’s International Trade System, Ecuador’s Exchange System, etc.).
- Participated in the following projects commissioned by International Organizations: 1) Program for improving Ecuador’s Competitiveness (project commissioned by the Inter-American Development Bank - IADB); Analysis of the efficiency of the State Bank’s credit allocations (project commissioned by the IADB); Evaluation of the Rural Road System’s Project (project of the Andean Development Corporation - CAF).


**Project coordinator – Department of Declarations and Annexes
SRI (Service of intern taxes), Quito, Ecuador**

 October 2003 – April 2004

- Coordinated activities of the Department of Declarations and Annexes at the national level. Participated in the development of a new project for tax declaration via Internet, and managed its performance afterwards.

EDUCATION

 2014–2018: **Ph.D in Economics and Policy Analysis, Paris School of Economics (PSE), École des Hautes Études en Sciences Sociales (EHESS), France.** Dissertation Supervisor: Philippe Askenazy (ENS-CNRS). Title: “Design and delivery of effective activation measures: What works and for whom?”

 2005–2006: **Specialized Master in International Economics, University Pierre Mendès, Grenoble, France.** Majoring in Governance of Organizations for International Development (GODI) (Best student: “Majeur de promotion”)

- 1998–2004: **MSc in Economics, Pontifical Catholic University of Ecuador, Quito, Ecuador.**
Dissertation: "Influence of Dollarization on the price of domestic consumption of agricultural products"
(Thesis grade: 10/10, overall G.P.A.: 9/10)
- 2002–2003: **B.A., Economics, University of Oregon, Eugene, Oregon, United States.**
(G.P.A. 4/4)

RESEARCH AND PUBLICATIONS

Refereed Journal Articles and Book Chapters:

- Escudero, V. 2022. "How impact evaluation is shaping the design of labour market policies", in Ferritu, G., Goulart, P. and Ramos, R. (eds.) *Global Labour in Distress, Volume II: Earnings, (In)decent Work and Institutions*, Vol. II, Part III, Palgrave Readers in Economics, Springer (Cham).
- Askenazy, P., Escudero, V. 2022. "[Dimension géographique des inégalités d'accès à l'emploi](#)" (Geographical dimension of the inequalities in the access to employment), in Cottineau, C. and Vallée J. (eds.) *Les inégalités dans l'espace géographique*, Chapter 4, Encyclopédie des Sciences ISTE (London).
- Escudero, V., López Mourelo, E., Pignatti, C. (2020). "[Joint provision of income and employment support: Evidence from a crisis response in Uruguay](#)", *World Development*, Vol 134, October 2020, 105015.
- Escudero, V., Kluve, J., López Mourelo, E., Pignatti, C. (2019). "[Active labour market programmes in Latin America and the Caribbean: Evidence from a Meta-Analysis](#)", *The Journal of Development Studies*, Vol. 55, No. 12, pp. 2644-2661.
- Escudero, V. (2018). "[Are active labour market policies effective in activating and integrating low-skilled individuals? An international comparison](#)", *IZA Journal of Labor Policy*, Vol. 7(1), pp. 1-26.
- Escudero, V.; López Mourelo, E. (2018). "The European Youth Guarantee: a systematic review of its implementation across countries/ [La Garantie jeunes : éléments d'évaluation et de comparaison internationale](#)", *Travail et Emploi*, 2018/1(153). English version available as ILO Working Paper No. 21, ILO (Geneva).
- Escudero, V.; Khun, S.; López Mourelo, E.; Tobin, S. (2017). "[Youth labour market prospects and recent policy developments](#)", in Malo, M.A. and Moreno Mínguez, A. (eds.) *European Youth Labour Markets*, Chapter 1, pp. 7-26, Springer, Cham.
- López Mourelo, E.; Escudero, V. (2017). "[Effectiveness of Active Labor Market Tools in Conditional Cash Transfers Programmes: Evidence for Argentina](#)", *World Development*, Vol 94, pp. 422-447.
- Escudero, V.; López Mourelo, E. (2016). "[The employment effect of changes in the composition of fiscal consolidations](#)", *International Review of Applied Economics*, Vol 31, Issue 1, pp. 45-65.
- Escudero, V.; López Mourelo, E. (2014). "[El sistema de garantía juvenil en Europa: características, desarrollo y desafíos](#)", *ICE Revista Española*, No. 881, pp. 83-100, Gobierno de España.
- Escudero, V.; López Mourelo, E. (2014). "Understanding the drivers of the youth labour market in Kenya", in Malo, M.A. and Sciulli, D. (eds.) *Disadvantaged Workers: Empirical Evidence and Labour Policies*, AIEL Series in Labour Economics, Vol. XII, pp. 203-228, Springer.
- Escudero, V.; and López Mourelo, E. (2012). "Improving Competitiveness and Fostering Productivity in Spain", *Estudios de Economía Aplicada*, Vol. 30 - 1 2012, pp. 105-136.

Books and Reports:

- Asenjo, A.; Escudero, V.; Liepmann, H.; Pignatti, C.; and Tabasso, D. (2019). [What works: Promoting pathways to decent work](#), Studies on Growth with Equity (Geneva: ILO).
- Aleksynska, M.; Belser, P.; Escudero, V.; Ghosheh, N.; Milasi, S.; Parisotto A.; Pignatti, C.; Pintado Nunes, J.; Ritchotte, J.; and Tzannatos, Z. (2018). [Decent work in Portugal 2008–18: From crisis to recovery](#) (Geneva: ILO).
- Escudero, V.; López Mourelo, E.; Pignatti, C. (2016). [What works: Active Labour Market Policies in Latin America and the Caribbean](#), Studies on Growth with Equity (Geneva: ILO).
- Escudero, V.; Horne, R.; Kühn, S.; Milasi, S.; López Mourelo, E.; Pignatti, C.; Silvander, J. (2015). [An Employment-oriented Investment Strategy for Europe](#), Studies on Growth with Equity (Geneva: ILO).
- Escudero, V.; Milasi, S.; Pignatti, C.; Silvander, J. (2014). [Spain: Growth with Jobs](#) (Geneva: ILO).
- Escudero, V.; and López Mourelo, E. (2013). [Kenya: Making Quality Employment the Driver of Development](#) (Geneva: ILO).

Escudero, V.; and Khatiwada, S. (2011). [Spain: Quality Jobs for a New Economy](#) (Geneva: ILO).

Escudero, V.; Ha, B.J.; Khatiwada, S.; and Tobin, S. (2011). [Germany: A Job-centred Approach](#) (Geneva: ILO).

Working papers (only unpublished ones):

Johannes Brehm, Angela Doku, Verónica Escudero. 2023. "What has been driving work-to-work transitions in the emerging world? – A comparative study of Indonesia and South Africa". [ILO Working paper 89](#)

Fidel Bennet, Verónica Escudero, Hannah Liepmann and Ana Podjanin. 2022. "Using online vacancy and job applicants' data to study skills dynamics outside Europe and North America". [IZA discussion paper No. 15506](#) and [ILO working paper No. 75](#).

- Conditionally accepted at Research in Labour Economics
- Spanish version available [here](#)

Antonia Asenjo, Verónica Escudero and Hannah Liepmann. 2022. "Why should we integrate income and employment support? A conceptual and empirical investigation". [IZA discussion paper No. 15401](#) and [ILO working paper No. 72](#).

- R&R at the Journal of Development Studies

Chiodi, V.; Escudero, V. (2021). "[More is more. Livelihood interventions and child labor in the agricultural sector](#)". ILO Working Paper No. 18 (Geneva: ILO).

- R&R at the World Bank Economic Review

Escudero, V. (2018). "[Workfare programs and their delivery system: Effectiveness of Construyendo Perú](#)", ILO Research Department Working Paper No. 39 (Geneva: ILO).

- Presented at the conference on Jobs and Development organized by IZA, the World Bank, the NJD (Network on Jobs and Development) and the Pontificia Universidad Javeriana of Bogota (Colombia, 11-12 May 2018).
- A previous version of this paper was presented as well at the 9th Meeting of the Impact Evaluation Network (IEN) of the LACEA (La Plata, 9-11 March 2016); 28th EALE Conference (Ghent, 15-17 September 2016); and NEUDC Conference at MIT (Cambridge, MA, 5-6 November 2016).

Escudero, V.; and López Mourelo, E. (2013). "Understanding the drivers of the youth labour market in Kenya", ILO Research Paper Series No. 8, ILO (Geneva).

Eichhorst, W.; Escudero, V.; Marx, P.; and Tobin, S. (2010). "The Impact of the Crisis on Employment and the Role of Labour Market Institutions", IZA DP No. 5320, November 2010. Also available as ILS Discussion paper No. 202 (Geneva: ILO).

Escudero, V. (2009). "Effects of the Crisis on the Financial Sector: Trends and Policy Issues", ILS Discussion paper No. 197, ILO (Geneva).

Contributions to publications:

- 2013: *World of Work Report 2013: Repairing the economic and social fabric*. Co-authored Chapter 5, which presents a policy framework that focuses on simultaneously boosting economic and employment growth to pave the way for shared prosperity.
- 2012: *World of Work Report 2012: Better jobs for a better economy*. Co-authored Chapter 3, which shows that a fiscally-neutral change in the expenditure and revenue composition would be efficient in boosting decent work prospects.
- 2011: *World of Work Report 2011: Making markets work for jobs*. Co-authored second chapter on the growing disconnect between corporate profits and productive investment and the policy options on how to make profits work for investment and jobs.
- 2010: *World of Work Report 2010: From one crisis to the next?*. Co-authored first chapter on the challenge of a job-rich recovery in the aftermath of the crisis.
- 2009: "World of Work Report 2009: The Global Jobs Crisis and Beyond". Co-authored first chapter on the immediate labour and social impacts of the crisis and the risk of long-term joblessness.
- 2008: "World of Work Report: 2008". Co-authored second chapter on the role of financial globalization on the widening of income inequalities.
- 2008: "World Migration Report 2008". Coauthored the Regional Migration Profiles chapter.
- 2006: "The Least Developed Countries Report 2006". Participated in the final stages of the preparation of the Report.

AWARDS AND GRANTS

- 2005–2006: Best Student (“Majeur de Promotion”), Master’s program GODI, University Pierre Mendès France.
- 2003–2004: Award for the Best Student, Pontifical Catholic University of Ecuador.
- 2002–2003: Scholarship granted by the Oregon University System.
Member of the Dean’s List Flag (G.P.A. above 3.8), University of Oregon.
- June 2003: Third place in the Business Plan Competition “Quest for Venture”, organized by the Business Department of the University of Oregon.
- 2001–2002: High Academic Achievement Scholarship, Pontifical Catholic University of Ecuador.
- 2000–2001: Best G.P.A. Award, Pontifical Catholic University of Ecuador.

AFFILIATIONS, SKILLS AND OTHER

- **Fellowships:** Global Labor Organization (GLO) Fellow
- **Professional Affiliations:** Member of the European Association of Labour Economists – EALE (since 2014); member of the American Economic Association – AEA (since 2014); member of the Latin American and Caribbean Economic Association – LACEA (since 2016).
- **Referee for:** AEJ: Applied Economics, World Development, Journal of Development Studies, Education Economics, International Labour Review, International Journal of Manpower, International Labor Organization (ILO) Research Paper Series, Latin American Journal of Central Banking, World Bank Economic Review.
- **Languages:** Spanish (native), English (fluent), French (fluent), Portuguese (intermediate).
- **Computer skills:** Statistical computer packages (E-views, SPSS, SAS and STATA); Microsoft Office applications; Text editor LaTeX; Python (beginner).
- **Country of Nationality:** Ecuador and France