

Joyce Sadka

Law Department
Centro de Investigación Económica (CIE)
Instituto Tecnológico Autónomo de México (ITAM)

✉ jsadka@itam.mx
🏠 [Personal Website](#)
☎ +52 55 43702331

Education

2001 Juris Doctor, George Mason University School of Law
1998 Ph.D. in Economics, Rice University

Work Experience

Instituto Tecnológico Autónomo de México (ITAM)
2021– Head of the Law Department
2018–2019 Interim Head of the Law Department
2009– Professor, Law Department
2007–2017 Director of the Master in Economic Theory and Doctorate in Economics programs
1998– Professor and Researcher, Centro de Investigación Económica (CIE)

Monash University, Melbourne
2017 Visiting Professor
2008–2009 Visiting Professor

Activities as Head of the Law Department: course programming, management of teaching loads of full-time and part-time professors, invitation and hiring of subject professors, faculty evaluations, management of guidelines and approvals of academic events and academic trips of law professors, attention to students and resolution of student cases, management of the Center for Access to Justice, organization of faculty seminars, support in reviewing the law degree curriculum, support in activities to promote bachelor's and master's degrees in law, among others.

Courses Taught

Intermediate Microeconomic Theory	BA in Economics
Seminar of Public Law	BA in Economics
Economic Analysis of Law	BA in Economics
Principles of Microeconomics	Bachelor of Commerce
Economic Analysis of Regulatory Law	BA in Economics
Research Seminar	BA in Economics
Game Theory	MA in Economics

Distinctions

2008 y 2019 Víctor L. Urquidi Prize, First Place
2008 Microsoft Research Award for Scholarship in Law and Economics
1996–2001 Levy Fellowship in Law and Liberty

Research Grants

2023–2026	FOA-ILAB-22-25 Supporting the Local Labor Justice System in Mexico, International Bureau of Labor Affairs, United States Department of Labor, implementing partner The Ergo Group (ITAM budget 2,270,000 USD)
2022–2025	FOA-ILAB-21-09 Strengthening Conciliation to Enhance Resolution of Labor Disputes in Mexico, International Bureau of Labor Affairs, United States Department of Labor, implementing partner American Institutes for Research (ITAM budget 1,180,000 USD)
2021–2024	Development Innovation Ventures, USAID, "Digital Solutions for Access to Labor Justice", 715,000 USD
2021–2024	Fund for Innovation in Development, Gobierno de Francia, "Fair Access to Justice and Economic Opportunity", 852,380 Euros
2021–2022	Jobs and Opportunity Initiative, Abdul Latif Jameel Poverty Action Lab, Massachusetts Institute of Technology
2019–2021	Interamerican Development Bank Technical Cooperation, Case Management Systems for Labor Law Reform in Mexico
2019–2021	Governance Initiative, Abdul Latif Jameel Poverty Action Lab, Massachusetts Institute of Technology
2018–2020	Economic Development and Institutions full RCT grant, University of Oxford
2017	Economic Development and Institutions pilot grant, University of Oxford
2016–2017	Government Partnership Initiative, Abdul Latif Jameel Poverty Action Lab, Massachusetts Institute of Technology
2015–2016	Government Partnership Initiative, Abdul Latif Jameel Poverty Action Lab, Massachusetts Institute of Technology
2015–2016	Government Partnership Initiative, Abdul Latif Jameel Poverty Action Lab, Massachusetts Institute of Technology
2012–2014	International Development Research Centre, Canada
2012–2013	Fundación Dondé, Mexico

Research

Publications and working papers

1. **Sadka, Joyce** and Kei-Mu Yi. "Consumer Durables, Permanent Terms of Trade Shocks, and the Recent U.S. Trade Deficits", *Journal of International Money and Finance*, 15(5): 797-811, October 1996. www.sciencedirect.com/science/article/pii/0261560696000265
2. **Sadka, Joyce** and Tapen Sinha. "Is NAFTA the Trojan Horse of the US Insurance Industry?" *International Insurance Law Journal*, pp. 285-319, Summer 2001.
3. Condon, Bradly, **Joyce Sadka**, and Tapen Sinha. *Insurance Regulation in North America: Integrating American, Canadian and Mexican Markets*, Global Trade and Finance Series, Vol. 5, Kluwer Law International, 2003, ISBN 90-411-2226-5.
4. Kaplan, David, **Joyce Sadka**, and Jorge Luis Silva-Méndez. "Litigation and Settlement: New Evidence from Labor Courts in Mexico", *Journal of Empirical Legal Studies*, 5(2): 309-350, May 2008. <https://onlinelibrary.wiley.com/doi/abs/10.1111/j.1740-1461.2008.00126.x>
5. Kaplan, David S. and **Joyce Sadka**. "Enforceability of Labor Law: Evidence from a Labor Court in Mexico", World Bank Policy Research Working Paper No. 4483, 2008. <http://documents.worldbank.org/curated/en/413761468049752151/>

6. Gotthard, Alex, David S. Kaplan, and **Joyce Sadka**. "The Effects of Exaggeration in Labor Lawsuits in Mexico", en *Teoría de Juegos y Derecho Contemporáneo*, David Enriquez, editor, Porrúa, Mexico, 2009, pp. 315-337.
7. Kaplan, David S. and **Joyce Sadka**. "The Plaintiff's Role in Enforcing a Court Ruling: Evidence from a Labor Court in Mexico", *Inter-American Development Bank Working Paper Series*, December 2010. <https://ideas.repec.org/p/idb/brikps/3193.html>
8. **Sadka, Joyce** and Jorge Luis Silva Méndez. "How Much Is It Worth? Evidence on Back Pay in Unfair Dismissal Cases in Mexico." *Comparative Labor Law and Policy Journal*, 36:411-422, May 2015.
9. **Sadka, Joyce**, Enrique Seira, and Christopher Woodruff. "Information and Lawyer Quality: Evidence from a Field Experiment in a Mexican Labor Court", *Economic Development and Institutions Working Paper Series*, December 2019. https://edi.opml.co.uk/wpcms/wp-content/uploads/2019/12/Pilot-3_191219-1.pdf

Selected working papers

1. **Sadka, Joyce**. "Contratos Colectivos a Nivel Federal en México: Determinación del Porcentaje de Contratos de Protección Patronal a través de la Metodología de Análisis de Componentes Principales", Septiembre 2016.
2. Caplin, Andrew, Andrei Gomberg, and **Joyce Sadka**. "Cognitive Constraints and Injustice", February 2023.
3. **Joyce Sadka**, Enrique Seira, and Christopher Woodruff. "Information and Bargaining through Agents: Experimental Evidence from Mexico's Labor Courts," conditional acceptance, *Review of Economic Studies*, March 2023.
4. McIntosh, Craig, Isaac Meza, **Joyce Sadka**, Enrique Seira, and Frank DiTraglia, "The controlled choice design and private paternalism in pawnshop borrowing," April 2023.

See working papers in the following [link](#).

Selected Presentations

1. World Congress of the Econometric Society, Shanghai, August 2010: "The Plaintiff's Role in Enforcing a Court Ruling: Evidence from a Labor Court in Mexico."
2. 6th IZA-World Bank Conference on Development and Employment, Mexico City, Mexico, May 2011: "Empirical Legal Research in Mexico."
3. American Law and Economics Association Meetings, Vanderbilt, May 2013: "Monitoring and Notification: Evidence from a Field Experiment in a Mexican Labor Court".
4. Behavioral and Experimental Theory Workshop series, Monash University, October 2013: "The impact of frequency of payments on micro-loan performance: Evidence from a field experiment in pawn shops."
5. 1st Latin American Workshop in Law and Economics, PUC-Chile, November 2014: "Improving Courts' Initial Decisions: An Experiment in a Mexican Labor Court".

6. Australasian Meeting of the Econometric Society, Sydney, July 2016: “Judgment and Equal Treatment: a Revealed Preference Approach”.
7. American Law and Economics Association Meetings, Yale University, May 2017: “Overconfidence and Settlement: Evidence from Mexican Labor Courts”.
8. World Bank DE JURE Justice Seminar, Washington, June 2017: “Litigation, Settlement, and Enforcement in Mexican Labor Court”.
9. 12th Australia – New Zealand Workshop on Experimental Economics. University of Melbourne, Melbourne, September 2017: “Statistical Information and Lawsuit Settlement”.
10. Tel Aviv University. April 2018. “Judgment and Equal Treatment: a Revealed Preference Approach.”
11. Colloquium on Law, Economics, and Politics, New York University, October 2018, “Judgment and Equal Treatment: a Revealed Preference Approach.”
12. Law and Economics Seminar, UT Austin, March 2020, “Information and Lawyer Quality: Evidence from a Field Experiment in a Mexican Labor Court”.
13. World Congress of the Econometric Society, August 2020, “Information and Lawyer Quality: Evidence from a Field Experiment in a Mexican Labor Court”.
14. Colloquium on Law and Economics, UT Austin, February 2023, “Cognitive Constraints and Injustice.”

Databases

Since 2005, I have directed several projects for the collection of labor trial data in Mexico. Access to the data has been obtained under the Federal Law of Transparency and Access to Governmental Public Information and various local laws on transparency and personal data protection. Starting in 2012, in addition to consulting concluded labor trial records, I have designed and implemented more than 10 field experiments in labor justice, gathering data from ongoing case files, as well as administrative data and surveys of involved parties and litigants. Finally, since 2019, I have collected data from management systems developed for the operation of labor justice instances. The databases include:

1. Random sample of 3000 case files initiated in 1991-1999 at the Federal Conciliation and Arbitration Board (CAB), covering pharmaceuticals, chemical, automobile, auto parts, rubber, sugar, and textile industries.
2. Random sample of 2500 case files initiated in 1994 – 1996 at the Federal CAB, covering suits against the Social Security Administration for disability and pensions.
3. 1500 case files initiated in 1988 – 1997 at the Federal Tribunal of Conciliation and Arbitration, covering the population of labor lawsuits against the Secretariat of Public Education.
4. 15,000 case files covering the majority of lawsuits initiated in 2000 - 2005 at the State of Mexico CAB.
5. 8,000 case files covering all lawsuits initiated in 2012 - 2015 at the State of Mexico CAB.

6. Random sample of 10,000 case files initiated during 2010-2012 and 2015 - 2020 at the Mexico City CAB.
7. 5,500 surveys during 2016 - 2019 of workers, firms, and lawyers at the Mexico City CAB.
8. 10,000 case files and 5,000 surveys of workers and lawyers involved in the initial notifications process for lawsuits initiated during December 2019 - December 2020 at the Mexico City CAB.
9. 191,955 labor lawsuit notification processes (administrative data and notification reasons in PDF format) from the Notification Management System (SIGNO) of the Mexico City CAB, 2019 to 2022.

Specific experience in relation to the Labor Reform of 2019 in Mexico

1. Between 2015 and 2017 I participated in more than 8 meetings with advisors of the Secretary of Labor and the Undersecretary of Labor, with the aim to specify and improve the Secretariat's proposals for a constitutional amendment and labor reform proposal.
2. In 2016 I carried out a study of collective bargaining agreements (CABs). Using a data set which I extracted from scanned case files of 1500 CABs at the federal level in Mexico, I developed a methodology based on principal component analysis to classify the contracts as employer protection contracts or genuine collective agreements. The results showed that 76% of the sample was comprised of sham employer protection contracts. This study has been cited frequently in the debate about union democracy and representation that led to the mechanisms adopted in the new labor law.
3. Between March and November of 2018, I participated actively in a working group of union and industry representatives, local and federal functionaries, members of international organizations, and members of the judiciary, that provided important parts of the proposal that was later passed as the new Federal Labor Law of 2019.
4. The scientific evidence obtained in pilot and full scale randomized controlled trials that I have conducted influenced key aspects of the new labor law. This evidence can be consulted from several sources, such as: [Economic and Development Institutions \(UK, 2020\)](#), [Voxdev](#), [Economic and Development Institutions \(UK\)](#), [J-PAL](#), [El Pulso Laboral y Reforma](#).

Some of the aspects of influence include the compulsory prejudicial conciliation procedure, notifications of the conciliation hearing, electronic notifications in labor lawsuit proceedings, the procedures to obtain the certificate of representation for unions, and the protocols for legitimization of existing CABs.

5. During 2018 and 2019 I had several meetings with delegations and representatives of the US Senate and House of Representatives, functionaries of the Office of the US Trade Representative, and officers of the Department of State, in relation to the proposed labor reform and the challenges of its implementation. These contacts led to an invitation to testify before the trade subcommittee of the US House Ways and Means Committee. My written and oral testimony can be found at [the US House of Representatives website](#), or in [YouTube](#).

6. Since December 2019, I have formed a team of developers to design and implement management systems for the compulsory conciliation stage of the new Federal Labor Law (FLL). In November 2020, two management systems were deployed: The Sistema Nacional de Conciliación Laboral (SINACOL) and the Sistema de Gestión de Notificaciones (SIGNO). Currently both systems are used in all 32 states by the Federal Center for Conciliation and Labor Registration. At the local level, SINACOL is used in 26 states and SIGNO is used in 21 states. Under the FOA-ILAB-21-09 project, improvements to these systems will continue, for the compulsory conciliation stage, until 2025. Additionally, under the FOA-ILAB-22-25 project, which began in 2023, we will design management systems and technological tools for the new labor courts and tribunals of the state judiciary, now for the new litigation stage. The latter will allow the field testing and deployment of other technological tools for justice, which are developed under research grants from Development Innovation Venture (USAID) and Fund for Innovation in Development (Government of France) that focus on creating a system of online claims, an online claim tracking system for the parties and a lawyer bureau.

Personal Information

Date and place of birth	Beirut, December 31, 1970
Citizenship	Australia and Lebanon
Family status	Married, two children
Languages	English, Spanish, Arabic