

College of Agricultural and Life Sciences
University of Wisconsin-Madison

October 26, 2024

Dear Hiring Committee Members,

I am writing to apply for the position of the Assistant Professor at the College of Agricultural and Life Sciences at University of Wisconsin-Madison. I am an applied microeconomist who integrates rigorous empirical methods to address pressing issues related to gender, conflict, and economic development. I will complete my Ph.D. in Agricultural and Applied Economics at the University of Wisconsin-Madison in May 2025.

My job market paper, “Effects of Military Bases on Women in Colombia,” co-authored with Felipe Parra, investigates the causal impacts of military base presence on sexual violence, fertility, and child support disputes in rural Colombia. Using a novel dataset constructed from various sources and employing an event-study approach, we leverage the temporal and geographical variation in military base placements driven by Colombia’s military expansion from 2000 to 2016. This allows us to identify the causal effects of military interventions, revealing a 72% increase in registered cases of sexual violence over 16 years. This research contributes to understanding the unintended consequences of state security interventions and provides critical insights for policymakers working in conflict-affected settings.

In addition to my focus on conflict and gender dynamics, my broader research agenda explores the economic barriers women face in labor markets. In a project in Pakistan’s garment sector, I analyze how social norms affect employers’ decisions to hire women. This research, supported by funding from the International Growth Centre (IGC) and Private Enterprise Development in Low-Income Countries (PEDL), aims to develop policy interventions to increase female labor force participation, particularly in environments constrained by traditional gender norms.

In the coming years, I will expand my research on gender disparities and conflict in developing economies. In Colombia, I will investigate the broader social impacts of military interventions, including effects on reproductive rights and educational outcomes. In Pakistan, I will focus on identifying scalable solutions to increase female labor force participation by addressing entrenched social norms. I am committed to securing funding from a diverse range of public, private, and non-profit sources, and will use external funding to support research assistants on my projects.

Thank you for considering my application. I can be reached by telephone at +1 (917) 969-5420, and by email at sshibuya2@wisc.edu.

Sincerely,



Sakina Shibuya

I am a development economist specializing in gender differences in developing economies, with a secondary focus on the impacts of conflict. My research combines economic theory, field experiments, and econometric methods to address questions related to these themes, often at their intersection. A key element of my work involves collecting unique data and identifying exogenous variations to overcome challenges in data availability and causal identification. My focus on gender is motivated by the pressing need to understand and address the unique challenges faced by women, particularly in context where formal institutions are often weak.

One of the central aims of my research is to explore how shocks and policies impact women differently from the rest of the population. My job market paper, “Effects of Military Bases on Women in Colombia,” co-authored with Felipe Parra, investigates how the presence of military bases — a form of government security intervention — affects sexual violence, fertility, and child support disputes. Given the scarcity of comprehensive data on military base locations, we constructed a municipality-level longitudinal dataset, spanning from 1998 to 2016, using sources such as newspaper articles, congressional reports, and military documents. By leveraging the temporal and geographical variation in military base placements driven by Colombia’s military expansion from 2000 to 2016, we identify the causal effects of military base presence. This research provides critical insights into the unintended consequences of military interventions on vulnerable populations.

Another strand of my research investigates the role of social norms in shaping gender dynamics in developing economies. My second dissertation chapter, “Understanding the Constraints in Hiring Women,” co-authored with Zunia Tirmazee and Hana Zahir, quantifies the costs employers face when introducing women into predominantly male workplaces in Pakistan’s garment manufacturing sector. In this context, social norms restrict men and women from sharing the same physical space outside of immediate families. Through a field experiment, we measure employers’ willingness to comply with these norms of gender segregation, which in turn influences their hiring decisions. These social norms may also influence workers’ incentives to have female colleagues which employers may also consider when deciding to hire women. We are currently conducting fieldwork to explore how these social norms affect workers’ incentives to have female colleagues, further informing our understanding of gender-based labor market constraints.

My interest in conflict extends to examining how violence disrupts economic production by altering individuals’ beliefs about safety. In the third chapter of my dissertation, “Watch Your Step: The Impact of Landmines on Rural Households During Conflict,” co-authored with Felipe Parra, we analyze how landmine explosions in Colombia affect rural households’ economic activities by changing their perceptions of mobility and safety. Using quasi-exogenous variation in landmine explosions as signals of security threat, we estimate the impact of landmines on agricultural production. This research highlights the critical link between security concerns and economic outcomes in conflict-affected areas.

Over the next five years, I plan to build on my existing work while pursuing new research projects that leverage the connections I have developed in Colombia and Pakistan. In Colombia, my co-author and I will further exploit our military base dataset to investigate additional outcomes, such as the effects of military presence on abortion rates, support for reproductive rights, and educational outcomes for girls and boys. This line of inquiry will deepen our understanding of the broader social consequences of military interventions.

In Pakistan, my work on social norms and female labor force participation has fostered productive collaborations with local economists, research institutes, and trade associations. Our current project offers a diagnostic analysis of the costs employers face when hiring women, but my ultimate goal is to identify scalable solutions on the demand side of the labor market that can promote female labor force participation. This work has the potential to contribute significantly to the economic literature on female labor force participation while informing policy interventions that address gender-based constraints in developing economies.

I aim to publish in top general-interest economics journals, as well as in top development field journals. Additionally, I will continue to make my academic work available in more approachable formats such as policy blog posts. For example, I have shared insights from my work in Pakistan through the International Growth Centre (IGC) Blog. Given that my research is often driven by real-world challenges, I believe it is essential to translate academic findings into practical knowledge that can be used by policymakers and practitioners.

Securing research funding will continue to be a key priority as I advance my research agenda. Throughout my doctoral program, I have successfully obtained grants from organizations such as the Private Enterprise Development in Low-Income Countries (PEDL) and IGC, as well as several smaller travel grants. Moving forward, I will seek funding from a diverse range of public, private, and non-profit sources, and will use external funding to support research assistants on my projects.

I am excited about the future of my research and the potential to contribute to the understanding of gender disparities and conflict in developing economies. My doctoral training has equipped me with the technical and practical skills necessary to conduct high-quality research, and I am eager to continue exploring these important questions throughout my career.

As an economics instructor, my goal is to empower students to master the analytical tools of economics and foster a deep understanding of how incentives shape human behavior. I am committed to making these concepts accessible and relevant to all students, regardless of their backgrounds in socio-economics, race, gender, culture, or religion. I strive to ensure that economics resonates with diverse perspectives and serves as a useful foundation for any future career path. My teaching philosophy is grounded in the belief that economics offers powerful insights into understanding the world, and it is my responsibility to create an inclusive learning environment where all students, regardless of their prior knowledge or experience, can engage meaningfully with these tools and apply them confidently.

In my teaching career, I have focused on creating inclusive and engaging learning environments where students feel confident in their ability to grasp complex concepts. In my role as a teaching assistant for “Introduction to Statistical Methods for Public Policy Analysis” at the La Follette School of Public Policy at the University of Wisconsin-Madison, I developed all teaching materials to supplement lectures, tailoring them to meet the needs of students with varying levels of statistical and mathematical proficiency. This course introduced public policy master’s students to basic probability and statistics, as well as introductory econometrics, enabling them to conduct simple policy evaluations using Stata by the end of the semester.

To engage students from diverse backgrounds, I employ a variety of teaching strategies. I emphasize intuitive explanations and avoid jargon to make technical concepts more approachable. Recognizing that students learn in different ways, I present the same concepts through multiple methods, whether by using visual aids, working through problems step-by-step, or connecting theory to real-world examples. I find that using a tablet to solve exercises and annotate slides in real-time enhances student engagement, as it allows for color-coding and dynamic interaction. After each session, I provide type-set solutions for students to review, ensuring that they have clear, accessible materials to support their learning. Student evaluations consistently highlight the effectiveness of these methods, with feedback noting that my approachability and clarity made complex statistical concepts more understandable. I provide the overview of this course evaluation and highlights from student feedback in the next page.

Beyond the classroom, I have led and facilitated numerous training sessions for development practitioners, policymakers, enumerators, and researchers, particularly in developing countries. These experiences have been instrumental in refining my ability to adapt to various learning environments. For instance, during a summer school on program evaluation and statistical coding in Rwanda, I faced significant variations in students’ numeracy and literacy skills, as well as technical challenges such as power cuts and computer malfunction. These challenges required flexibility and creativity in my teaching methods, reinforcing the importance of adapting content to meet the needs of diverse audiences. These teaching opportunities have been particularly rewarding, as they allow me to connect with individuals working on the frontlines of development, applying economics in real-world contexts.

I strive to be an educator who inspires students to use the analytical tools of economics to make sense of the world around them. I was fortunate to have a professor during my master’s studies whose course on applied econometrics and policy evaluation transformed my academic path and motivated me to pursue a doctoral degree in applied economics. I hope to have a similar impact on my students, encouraging them to pursue research careers

or to apply economic principles in the private, public, and non-profit sectors. My aim is not only to teach economics but to help students see its real-world relevance and applicability, regardless of their career paths.

Evidence of Teaching Effectiveness

The following table summarizes evaluations of my teaching experience at the University of Wisconsin-Madison. These evaluations were completed at the end of the Fall 2021 semester for the course PA 818: Introduction to Statistical Methods for Public Policy Analysis.

	PA 818 Fall 2021		
	Intro. Statistical Methods for Public Policy Analysis		
	Section 1	Section 2	Section 3
Share of lectures well prepared 1 (Almost none) 5 (Almost all)	4.4	4.88	4.86
Willingness to help 1 (Unwilling) 5 (Extremely willing)	4.8	4.93	4.71
Helpfulness 1 (Of no help) 5 (Extremely helpful)	4.2	4.53	4.43
Felt comfortable to approach 1 (Not at all) (Extremely comfortable)	4.4	4.6	4.43
Overall performance 1 (poor) to 5 (excellent)	4.4	4.38	4.43
Responses/enrollment	5/10	15/21	7/20

Student Feedback Highlights:

“She used color-coded handwritten slides, and slides that had the math worked out for us to go back and review. This was extremely helpful. ...I was extremely happy with the presentation of slides, in the time-limited Thursday discussion group.”

“For me, Sakina sitting down and going over certain ideas repeatedly was essential. She reviewed the same concepts over and over again until I understood them.”

“Sakina did a great job at working through examples/problems that situated a lot of the content from lecture in more approachable contexts. Sakina uses language that makes a lot of statistics content more approachable and graspable.”

“The ability to translate what was said in lecture to someone like me who didn’t fully understand was extremely helpful. Going through the specific homework questions during office hours, was really helpful for me to understand and solidify what we learned in the larger lecture.”

“She consistently presented helpful and clear lessons and went above and beyond to answer questions and help with any confusion.”

“Often, I felt like I would enter discussion section not understanding what was happening in the class at all and leave feeling much more confident.”

“I had no issues whatsoever asking Sakina either to re-explain the concept, or to ask for additional help either after class or for a different time to chat. Moreover, Sakina was friendly, polite, and professional in a way that engendered great confidence in her TA ability. It was obvious that she cared for each of us, and for each of our success.”

Non-Academic Teaching Experience

I have also gained extensive non-academic teaching experience, leading training sessions on statistical coding and data visualization for faculty, government officials, and development practitioners. These experiences have broadened my teaching portfolio and enhanced my ability to teach complex concepts to non-specialist audiences.

- Statistical coding and GitHub training for faculty members at the Lahore School of Economics (2022)
- Summer school on program evaluation and statistical coding for university students and development practitioners in Rwanda (2018)
- Short courses on statistical coding and data visualization for Rwandese government officials (2018)
- R and Stata coding training sessions at the Development Impact (DIME) group at the World Bank (2017-2019)
- Enumerator training for agricultural household surveys in Rwanda for DIME (2017, 2018)

SAKINA SHIBUYA

427 Lorch St, Taylor Hall, Madison, WI, USA 53706

✉ sshibuya2@wisc.edu [sakinashibuya.org](https://www.sakinashibuya.org) ☎ +1 (917) 969-5420

Department of Agricultural & Applied Economics, University of Wisconsin-Madison

EDUCATION

University of Wisconsin, Madison

Ph.D., Agricultural and Applied Economics

2019 - 2025 (*Expected*)

American University

M.A., International Development

2014

University of California, Los Angeles

B.A., History with a Minor in Political Science

2009

RESEARCH FIELDS

Development Economics, Applied Microeconomics, Gender Differences in the Economy

REFERENCE

Professor Laura Schechter (Advisor)

Department of Economics

University of Wisconsin, Madison

lschechter@wisc.edu

Professor Corina Mommaerts

Department of Economics

University of Wisconsin, Madison

cmommaerts@wisc.edu

Professor Priya Mukherjee

Department of Agricultural & Applied Economics

University of Wisconsin, Madison

priya.mukherjee@wisc.edu

Professor Ross Milton (Teaching Only)

La Follette School of Public Affairs

University of Wisconsin, Madison

rtmilton@wisc.edu

CITIZENSHIP AND US WORK AUTHORIZATION

Japanese citizen with U.S. permanent residency

JOB MARKET PAPER

When Protection Fails: Effects of Military Bases on Sexual Violence in Colombia

with Felipe Parra

Sexual violence committed by soldiers is ubiquitous across the world. This paper investigates the impact of military base presence on sexual violence, fertility, and child support disputes in Colombia, a nation with a recent experience of large-scale growth in military base presence. Using a dataset constructed from diverse sources, we track military base locations across Colombian municipalities from 1998 to 2016. Employing an event-study approach, we identify the causal effects of military bases on host communities. Our findings reveal that the presence of military bases significantly increases sexual violence, with a 72% rise in registered cases over the course of 15 years after the introduction of a military base. Despite this increase in sexual violence, we find no significant changes in fertility or child support disputes. These results are not driven by changes in population or security conditions. This study advances the literature on conflict-related sexual violence and the broader consequences of military base presence on local populations.

ONGOING PROJECTS

Understanding Constraints in Hiring Women in Pakistan

with Zunia Tirmazee and Hana Zahir

74% of the employers in our survey think women are at least as good as, if not better than, men at on-site production jobs in the garment manufacturing industry in Pakistan. Yet, most factories still do not hire many women on factory floors. While much research has been conducted into the constraints women face in obtaining out-of-home employment, this paper instead investigates: What deters firms from hiring women? We utilized unique firm survey data, complemented by a hypothetical-choice methodology and a behavioral game, to examine the economic and non-economic costs of hiring women. Our study observes how monetary incentives can influence compliance with social norms related to gender segregation. Preliminary results suggest that the willingness to comply with these norms are not as relevant as expected, and costs of hiring women, especially the cost of providing safe transportation to women may be more salient to firms' decision to hire women.

Watch Your Step: The Economic and Behavioral Responses of Rural Households to Landmines during Conflict

with Felipe Parra

Antipersonnel landmines, though intended to target combatants, disproportionately impact civilians, disrupting economic activity and altering household decision-making processes. This paper examines how rural households in Colombia adjust their labor market decisions and healthcare-seeking behavior in response to recent and nearby landmine events, using detailed spatial data on landmine events combined with longitudinal household survey data. Our findings show that individuals engage less in risky labor activities following recent landmine events, but these responses are heavily influenced by liquidity constraints. Specifically, liquidity-unconstrained individuals are 28% less likely to work in occupations other than agricultural day labor, particularly in agriculture, and 12% less likely to spend time on agricultural tasks in their own fields. These households hire additional agricultural workers after landmine exposure, substituting external labor for their own. In contrast, liquidity-constrained individuals are 45% more likely to engage in agricultural day labor to compensate for income losses stemming from reduced non-agricultural employment. Moreover, landmine events deter both adults and children from seeking formal preventative medical care. This study highlights the differences in responses between liquidity-constrained and unconstrained individuals to shifts in perceived security during conflict.

The Effects of Internally Displaced Peoples on Consumption and Inequality in Mali

with Jeremy Foltz (Revise and Resubmit at the Journal of African Economies)

A series of civil conflicts in Mali has generated more than 346,000 internally displaced people (UNHCR, 2020). This study estimates the effect of conflict-generated internal displacement on consumption, poverty, and inequality in host communities. Using comprehensive nationwide household survey data this study finds that wealth at the commune and household level is non-decreasing in internally displaced people (IDP) hosting communes relative to non-IDP host communes. We also find some partial evidence of increasing consumption at the household level although inequality and poverty at the commune level remain the same. The evidence suggests a fairly successful hosting and aid process in Mali for IDP in terms of mitigating economic disruption for host communities.

POLICY PAPERS

Middle East and Central Asia: A Survey of Gender Budgeting Efforts

2016

with Lisa Kolovich

Working Paper/16/151. International Monetary Fund. [Link](#).

Trends in Gender Equality and Women's Advancement

2016

with Janet Stotsky, Lisa Kolovich and Suhaib Kebhaj

Working Paper/16/151. International Monetary Fund. [Link](#).

BOOK CHAPTER

Middle East and Central Asia

2018

with Lisa Kolovich

GRANTS AND FELLOWSHIPS

SurveyCTO Data Collection Grant Runner-up	One-year subscription worth \$2,376, 2022
Short-term Resident Fellowship, Lahore School of Economics	\$6,300, 2022
Early-career Researchers Grant, IGC	£20,000, 2022
Exploratory Research Grant (Scale-up), PEDL CERP	£36,000, 2022
Exploratory Research Grant, PEDL CERP	£4,000, 2021
Doctoral Research Travel Grant, UW-Madison	\$1500 each, 2021, 2022

CONFERENCE

NBER Summer Institute (Gender)	2022, 2023, 2024
Empirical Studies of Conflict (ESOC)	Oct. 2024
NEUDC	Nov. 2024
PacDev at Stanford University (Gender)	2024
Stanford Institute for Theoretical Economics (SITE)	2024

TEACHING EXPERIENCE

University of Wisconsin, Madison	Fall 2021
TA for <i>Introduction to Statistical Methods for Public Policy Analysis</i> taught by Professor Ross Milton	

SERVICE AND LEADERSHIP

University of Wisconsin, Madison	2020 - 2022
<i>Taylor-Hibbard Club</i>	
Student research colloquium organizer and webmaster for the graduate student association.	
University of Wisconsin, Madison	2020 - 2021
<i>Department Committee on Justice, Equity, Diversity, and Inclusion</i>	
Served as one of the two student representatives.	

SKILLS AND LANGUAGES

Computer Languages	Stata, R, \LaTeX , SurveyCTO (fluent); MATLAB, QGIS, ArcGIS, Qualtrics (intermediate); Python (beginner)
Languages	English (fluent), Japanese (native)

RESEARCH AND PROFESSIONAL EXPERIENCE

International Finance Corporation (IFC)	July 2024 - Present
<i>Research Assistant</i>	
Impact evaluation of various IFC's investments in telecommunications and finance.	
World Bank, African Gender Innovation Lab	Jan. - June 2024
<i>Research Assistant</i>	
Various projects on women's labor force participation and entrepreneurship in East Africa.	
University of Wisconsin, Madison	Sept. 2019 - Aug. 2021, Jan. 2022 - May 2022, Jan. - Dec. 2023
<i>RA for Professor Jeremy Foltz</i>	
Various projects on climate change, conflict, agriculture, and internal migration in Mali.	

World Bank, Development Research Group

June. - Dec. 2022

RA for Professor Thomas Fujiwara, Dr. Martin Kanz, and Professor Priya Mukherjee

Subsidies and voters' behaviors.

World Bank, Development Research Group

Sept. 2016 - May, 2019

RA at Development Impact Evaluation Unit (DIME)

Evaluation of agricultural projects in Rwanda.

International Monetary Fund

Nov. 2014 - Aug. 2016

Research Analyst, Research Department

Macroeconomics and gender inequality.

Co-authored a working paper and a book chapter.

American University

Sept. - Dec. 2014

RA for Professor Maria Floro

Gender and climate change.

University of California, Los Angeles

Feb. 2008 - June 2009

RA for Professor Michael Thies

Japanese election data set construction.

The Bank of Tokyo Mitsubishi UFJ

Apr. 2010 - Jul. 2012

Associate Corporate Officer, Sapporo Branch

Managed relations with 30 small and medium sized companies.

Conducted loan feasibility tests, and administered loans.

Permanent Mission of Japan to the United Nations

Aug. 2009 - Feb. 2010

Short-term Advisor, Economic Section

Assisted diplomats in multilateral negotiations.

Wrote internal reports and translated official letters.