Andrea Neyra-Nazarrett

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Education

Harvard University Cambridge, MA 2021–2027 (expected)
Ph.D. in Political Economy and Government, Economics track.

Harvard Kennedy School of Government Cambridge, MA 2021
Master in Public Policy. Fulbright–García Robles Scholar.

Instituto Tecnológico Autónomo de México (ITAM) Mexico City 2018
B.A. in Economics. Graduated with the Highest Honors.

Fields

Organizational Economics, Personnel Economics; Labor Economics; Development Economics.

References

Jesse Shapiro (Chair)
jesse.m.shapiro@gmail.com

Emily Breza
ebreza@fas.harvard.edu

Jorge Tamayo
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Job Market Paper

Discipline at Work: Wage Premia, Managers, and Shirking in a Large Mexican Retailer *(Solo-authored)*

Inventory shrinkage—merchandise missing from the store—accounts for about 1.6 percent of sales for United States retailers, on the order of grocers' net profit margin. Yet its drivers are not well understood. Partnering with a large Mexican retailer—more than 300 stores and roughly 25,000 workers at a time—I show that shrinkage varies with the store's organization: with the quality of its management and with its wage premium, and that the two work as complements. Leveraging manager rotations that are not directed by store performance, I estimate manager fixed effects on shrinkage. The managers who reduce it are not better bookkeepers; they monitor: they work more shifts, including nights and weekends, are more co-present with their workers on the floor, and rework the teams they inherit—moving workers up a tier and across areas, and raising turnover in the short run through quits, with no detectable rise in dismissals. On pay and schooling they are indistinguishable from the rest. Shrinkage also falls with the wage premium. But the two levers are not additive: after an arrival by one of these managers, shrinkage falls by 12 percent where the premium is high against 4 percent where it is low—a gap of 8 percentage points. An efficiency-wage model rationalizes the gap. Consistent with it, managers do not reorganize more where pay is high, but the same presence enforces more: suspensions rise only where there is a more valuable rent to confiscate.

[Latest draft available here]

Working Papers

Training Within Firms *NBER Working Paper No. 33670, 2025*
with Brayan Diaz, Julian Ramirez, Raffaella Sadun & Jorge Tamayo.

We study the organizational frictions that hinder training implementation within firms, focusing on middle managers. Using data from three large Latin American firms (a car manufacturer, a quick-service restaurant chain, and a retailer), we show that managers who promote employee development raise training take-up and performance; event-study estimates around managerial rotations show “High Training” managers increase participation by up to 60%.

Back Office Matters: Managerial Quality in Retail
with Achyuta Adhvaryu, Parker Howell, Anant Nyshadham & Jorge Tamayo.
How does a manager’s ability to manage attention—their own and their subordinates’—affect productivity? Using administrative data from a large South American retail firm and a policy that rotates middle managers across stores, we show that managers who raise sales do so through three strategies: reducing stockouts, shrinking inventory (value and inventory-to-sales ratio), and improving pricing. High performers also reallocate personnel toward back-of-store roles.

VAT Holidays as Short-Term Economic Stimuli: Evidence from Colombia’s “Días sin IVA” *IDB Working Paper, 2024*
with José Martinez-Carrasco, David Muñoz-Sanchez, Alejandro Rasteletti & Diego Zamora.
Using high-frequency transaction data and a repeated regression-discontinuity design across eight VAT holidays (2020–2022), we find that the policy raised sales in formal businesses by 15% net of intertemporal substitution, with substantial cross-sector spillovers—highlighting the stimulus potential of broad-based tax holidays in developing economies.

Teaching Experience

Harvard College

Teaching Fellow, Economics of Discontinuous Change (Econ 1818)	2024–2025

Harvard University – Division of Continuing Education

Teaching Fellow, Survey Research Methods	2022–2025
Teaching Fellow, Advanced Research Methods for Social Science	2022–2025

Harvard Kennedy School

Teaching Fellow, Advanced Quantitative Methods: Causal Inference (API-210)	2026
Tutor, Quantitative Analysis and Empirical Methods (API-201)	2025
Teaching Fellow, The Politics of Development (DPI-410)	2021
Teaching Fellow, Public Finance in International Perspective (DEV-215)	2020
Teaching Assistant, Advanced Markets and Market Failure (API-101Z)	2019

Presentations

Labor Economics Lunch, Harvard University	2026

Research Grants

Weatherhead Center for International Affairs, Dissertation Writing Grant, Harvard	2026–2027
Kenneth C. Griffin Economics Research Fund, Harvard	2024
Colombia–Santo Domingo Research Fund, Department of Economics, Harvard	2023
DRCLAS Summer Research Travel Grant, Harvard	2023, 2026
Ash Center for Democratic Governance & Innovation, Research Grant, Harvard	2020
Harvard Kennedy School Summer Research Fellowship	2020

Fellowships, Scholarships, and Honors

Dissertation Completion Fellowship (Mildred Rendl PhD 1954 Graduate Student Fellowship), Harvard	2026–2027
Fulbright–García Robles Scholarship	2019–2021
Conacyt–FUNED Graduate Scholarship	2019
Comecyt Talent and Excellence Scholarship	2019
Dionisio Medina Harvard Scholarship	2019
Highest Honors, B.A. in Economics, ITAM	2018

Professional Activities

Co-Chair, The MX Conference, Harvard Kennedy School	2021
Co-Organizer, The MX Conference	2020

Previous Professional Experience

World Bank — Consultant, Macroeconomics & Growth (DEC Research Group)	Washington, DC	2020–2021
Inter-American Development Bank — Consultant, Fiscal & Municipal Mgmt.	Mexico City	2018–2019

Skills & Personal

Software: Proficient in Stata; working knowledge of Python and R.
Languages: Spanish (native), English (proficient), German (limited).
Interests: Marathon runner and open-water long-distance swimmer.