

Matías Alejandro GOLMAN

matias.golman@gmail.com |

Utrecht, NL - Citizenship: Argentinian and Polish

 personal website |  linkedin |  scholar |  github

PROFESSIONAL PROFILE

I am a policy-oriented labour economist with research experience at the ILO, OECD, and the World Bank. I specialise in employment transitions, informality, skills mismatches, and social protection systems and use advanced econometric methods and quantitative analysis to evaluate policy effectiveness. My work explores how people navigate labour markets, what barriers prevent access to decent jobs and what factors limit job creation. By generating actionable evidence for policies, I aim to help people cope with unexpected shocks and build better livelihoods. My approach combines research experience across developing and developed country contexts with direct community leadership, having coordinated educational programmes for youth in economically vulnerable areas. I am curious and open-minded, believing that one problem can have multiple solutions, and there is always a novel perspective to understand and solve it. I bring both technical expertise and a genuine understanding of development challenges to policy design.

EDUCATION

PhD in Economics, The University of Nottingham

2021–2025

- *AI adoption on firm personality trait demand using text retrieval methods and staggered DID on online job vacancies* 
- *Personality trait wage penalties exploration using ML techniques and NLP methods on online job vacancies* 
- *Meta-analysis of formalisation policies in Latin America* 

Master's in Applied Labour Economics for Development, University of Turin & ITC-ILO

2018-2019

Grade: 110/110. Thesis on NEETs labour market transitions using multinomial logit models on household survey data

Master's in Economics, University of Buenos Aires

2017-2018

Grade: 9.07/10. Thesis on Unemployment duration analysis using survival models on household survey data

Licentiate in Economics, University of Buenos Aires

2012-2016

Cum Laude. Thesis on Microfinance default determinants using probit models on institutional administrative databases

WORK EXPERIENCE

Utrecht University

Lecturer in Applied Economics

Feb 2026–present

- Teaching the Data Science Lab for Economists, guiding student teams through all stages of their data science projects. Teaching tutorials in public economics and political economy: Economics of the Public Sector, Public Choice & Welfare, and Economics and Social Justice / Philosophy, Politics and Economics. Supervising Bachelor's theses in the Applied Economics Research Course and Master's theses in Economic Policy.

Organisation for Economic Co-operation and Development (OECD)

Policy Analyst Internship

Mar 2024–Jul 2024

- Co-authored “Unleashing SMEs Potential to Scale Up” report, conducting econometric analysis, writing, and evaluating ML applications for firm growth prediction. Contributed to evidence-based policy recommendations.

International Labour Organization (ILO)

Economist Consultant (External Collaboration)

Feb 2020–Jan 2026

- **Labour market informality in Costa Rica (2025–2026):** Conducted a diagnostic analysis of informal employment. Systematised recent studies and normative frameworks, analysed informal employment evolution across demographic and territorial dimensions using national survey microdata. Developed econometric models to identify structural determinants of informality.
- **Meta-analysis on formalisation policies (2023–2024):** Compiled and analysed 150 impact evaluations across Latin America, building a comprehensive database with 90+ dimensions. Found that social protection programmes with activation components and active labour market policies achieve the highest formalisation rates.
- **WESO Report 2021 contributor:** Supported flagship publication on digital labour platforms, analysing wage dynamics and working conditions across Chile, Mexico, Argentina, India and the USA. Built datasets on online platforms and conducted comparative wage analysis.
- **Policy tools development:** Created an [interactive informality mapping](#) tool for the Argentine government with time series coding for easy reproduction. Data analysis and writing for the 2023 Labour Market Outlook Bulletin with CEPAL, studying productivity, employment trajectories, and income trends. 

Junior Technical Officer

Jun 2019–Dec 2019

- Co-authored ILO Working Paper on old-age income security in middle-income countries. Developed statistical databases and prepared analyses on work-to-retirement preparedness indices. Contributed to research on the impact of new technologies on agricultural gender inequalities.

World Bank

Economist Consultant (External Collaboration)

May 2018–Jul 2018

- Conducted research tasks for Ignacio Apella's working paper "Performance and Challenges of the Income Protection System for Older People in Ecuador." Performed literature reviews, generated descriptive statistics from the National Employment and Unemployment Survey, and calculated poverty and inequality metrics to assess the impacts of the expansion of coverage in older populations. 

University of Buenos Aires

Research Assistant – IIEP-Baires

Apr 2017–Apr 2019

- Contributed to projects on distributive impacts of minimum wage, labour formalisation policies, and social protection policies for children in Argentina. Conducted research on unemployment and business cycle dynamics using time series and survival models. Provided occupational skill indicators for AI impact studies in Latin America for CIPPEC.

Research Assistant – Economic Structure Studies Centre (CENES)

Oct 2015–Oct 2016

- Collaborated with AVANZAR Microfinance NGO on monthly reports and developed entrepreneurship courses for microcredit applicants. Conducted bachelor thesis research, achieving third place in the 2017 Economics thesis contest (Professional Council of Buenos Aires), subsequently published in the UNAM journal.

Uniendo Caminos Foundation (NGO)

Coordinator of Educational Programs

Feb 2016–Dec 2017

- Managed educational centre serving 70+ youth in Villa 21-24, an economically vulnerable neighbourhood in Buenos Aires. Led a team of 30 volunteers, coordinating daily operations and pedagogical guidance across science educational modules. Provided personalised classes addressing educational gaps while building life skills essential for economic mobility.
- Collaborated with local stakeholders to organise educational and cultural activities that strengthened community engagement. Developed workshops for students and their families on health, domestic violence prevention, career progression, recycling methods, and arts.

PUBLICATIONS

- Golman, M., & Ernst, C. (2022). Future of work, emerging sectors and the potential for transition to formality. ILO. 
- Henry, C., & Golman, M. (2021). Old age work and income security in middle income countries: comparing the cases (No. 34). ILO Working Paper. 
- Golman, M. (2020). NEETs' labour market transitions. A survey for Argentina. Revista de Economía Política de Buenos Aires, 21. 
- Golman, M. A. (2020). Unemployment duration in Argentina: A dynamic analysis for the period 2003-2018. Asociación Argentina de Economía Política, 66. 
- Golman, M., & Bekerman, M. (2018). What drives debt defaults in microfinance? The case of the asociación civil avanzar. Problemas del desarrollo, 49(195), 127-151. 
- Golman, M. (2018). Asymmetric impacts of the economic cycle on unemployment: An evaluation for Argentina. Annual Meeting of the Argentine Association of Political Economy, UNLP. 

TECHNICAL SKILLS

- **Econometrics & Statistics:** Panel data methods, causal inference, difference-in-differences, survival analysis, impact evaluation. Advanced proficiency in Stata, intermediate Python and R.
- **Data Science:** Natural Language Processing, Machine Learning applications, large dataset management. DataCamp Associate Data Scientist certified (2024).
- **Policy Communication:** Writing for academic, policy, and general audiences. Data visualisation and interactive tool development. Presentation skills.

LANGUAGES

Spanish	Native
English	Advanced (TOEFL IBT: 100, C1 level)
Italian	Intermediate (B2 certified)
French	Initial (A2 level)
Dutch	B1 in progress (A2 certified; B1 course ongoing, target B2 by end-2026)

TEACHING EXPERIENCE

- **Utrecht University:** Lecturer in Applied Economics, supervising Bachelor's and Master's theses and teaching Data Science Lab for Economists and Integrating Insights for PPE (Welfare State track) (Feb 2026–present).
- **University of Nottingham:** Graduate Teaching Assistant for Labour Economics, Applied Econometrics I & II, Econometric Theory, and Economic Dissertations (2021–2025). Recognised with the Teaching Excellence Award 2022–2025.
- **University of Buenos Aires:** Teaching Assistant for Labour Economics and International Economy (2017–2018).

COMMUNITY ENGAGEMENT

- Volunteer teacher at Refugee Roots (Nottingham), providing English support to asylum-seeking adults.
- Post-graduate Representative and Equality, Diversity & Inclusion Officer at the University of Nottingham.
- Co-coordinator for EU-funded training project in Tanzania, Nepal, Argentina, Portugal, Slovenia and Italy (2015–2016), focusing on sustainable entrepreneurship and skills development for disadvantaged youth. [Greentrepreneurship project](#).