

CURRICULUM VITAE

Robert Hill

University of Cape Town • Development Policy Research Unit • School of Economics

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Research Interests: Policy evaluation; labour economics; the economics of education; behavioural economics; econometrics; occupational relatedness; skills and reskilling; Just Energy Transition; labour market impacts of automation and artificial intelligence (AI).

ACADEMIC QUALIFICATIONS

- 2020 – present PhD in Economics candidate (UCT)
Thesis topic: Curriculum change as a catalyst for social change: The case of prosocial behaviour, throughput and academic intervention in UCT economics. Supervisors: Prof. C. van Walbeek & Prof. J. Burns
- 2017 – 2019 M.Com. in Applied Economics (UCT)
Thesis topic: Does IEB make the grade? Alternative testing methods and educational outcomes: The case of the IEB in South Africa. Supervisor: Prof. H. Bhorat.
- 2016 B.Com. Honours in Economics, awarded in the first class (UCT)
Thesis topic: Modelling Banking Crises: Credit Risk Determinants in the South African Banking Sector. Supervisor: Prof. E. Nikolaidou
- 2015 B.Sc. Mathematics (with distinction) and Economics (with distinction), and the degree with distinction (UCT)

EMPLOYMENT

Present roles:

- Jan 2026 – present Research Officer, Development Policy Research Unit, University of Cape Town
- Dec 2016 – present Lecturer (part-time), School of Economics, University of Cape Town
- July 2024 – present Adjunct Lecturer, Department of Business Studies, Cornerstone Institute

Past roles:

- Jan 2023 – Jan 2024 Research Affiliate, Future of Development, Oxford Martin School, University of Oxford
- May 2022 – Dec 2025 Junior Research Fellow, Development Policy Research Unit, University of Cape Town
- June 2018 – April 2022 Junior Research Analyst, Development Policy Research Unit, University of Cape Town
- July 2014 – June 2018 Tutor/teaching assistant (School of Economics, UCT) – various undergraduate courses; Honours mathematics, microeconomics and econometrics; Masters econometrics
- July 2015 – June 2017 Head Tutor (School of Economics, UCT) – Cooperation and Competition (2015); Advanced Micro and Macroeconomics (2016 & 2017) ; Quantitative Methods in Economics (2016)

OTHER QUALIFICATIONS/COURSES COMPLETED

1. IsiXhosa for Beginners. 2023. July to September. Continuing education, University of Cape Town.
 2. Advanced Difference-in-Differences. 2023. 21 April. Mixtape Sessions workshop, Brown University.
 3. Dealing with missing data in household surveys. 2022. 25-27 May. DataFirst short course, University of Cape Town.
 4. Topics in the Economics of Education. 2020. 1-3 December. Economic Research Southern Africa short course.
 5. Analysing Spatial Data in R. 2020. 20-24 January. DataFirst short course, University of Cape Town.
 6. Introduction to Python for Economists. 2019. 25-29 November. School of Economics short course, University of Cape Town.
 7. Toastmaster's public speaking course. 2011. St. Dominic's Academy Newcastle.
 8. International Computer Driving License (ICDL). 2010. St. Dominic's Academy Newcastle.
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AWARDS

1. DataFirst Francis Wilson Memorial Prize. 2024. Awarded for a published, peer-reviewed journal article in the area of development, making use of publicly available data. (Co-authors: Köhler, T.; Bhorat, H., Stanwix, B.)
 2. Class medals (1st in class): PHY1031F – General Physics A (2012); SLL1002S – Word Power (2013); ECO3020F – Advanced Macro and Microeconomics (2015); ECO3024F – International Trade and Finance (2015); ECO4112F – Maths and Stats for Economists (2016); ECO5046F – Advanced Econometrics (2017); ECO5052S – Natural Resource Economics (2017); ECO5070S – Microeconometrics (2017); ECO6007F – Microeconomics II (2017)
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PUBLICATIONS

JOURNAL ARTICLES

1. Van Walbeek, C., Hill, R. and Filby, S. 2023. Quitting behaviour during the tobacco sales ban in South Africa: Results from a nationally representative survey. *Tobacco Induced Diseases*, DOI: 10.18332/tid/168594.
 2. Köhler, T., Bhorat, H., Hill, R. and Stanwix, B. 2023. Lockdown stringency and employment formality: Evidence from the COVID-19 pandemic in South Africa. *Journal for Labour Market Research*, DOI: 10.1186/s12651-022-00329-0.
 3. Köhler, T. and Hill, R. 2022. Wage subsidies and COVID-19: The distribution and dynamics of South Africa's TERS policy. *Development Southern Africa*, DOI: 10.1080/0376835X.2022.2057927.
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BOOK CHAPTERS

1. Allen Whitehead, C., Bhorat, H., Hill, R., Köhler, T. and Steenkamp, F. 2026. Automation and Deindustrialization in the South African Manufacturing Sector. In *The Future of Work in Developing Countries* (pp. 364-394). Columbia University Press. DOI: <https://doi.org/10.7312/jaya22033-011>
2. Köhler, T., Hill R. and Bhorat, H. 2025. 'The effect of wage subsidies on job retention: Evidence from South Africa during the COVID-19 pandemic'. In: Jousté, M., Kanbur, R., Pirttilä, J. and Rattenhuber, P. (eds) *Poor Protection: The role of taxes and social benefits in the developing world during crises*. WIDER Studies in Development Economics. Oxford University Press. DOI: <https://doi.org/10.1093/9780198909453.001.0001>
3. Allen, C., Asmal, Z., Bhorat, H., Hill, R., Monnakgotla, J., Oosthuizen, M. and Rooney, C. 2025. South Africa: In Search of an Employment Escape to a Growth Path. In: Bhorat, H., Coulibaly, B.S., Newfarmer, R. S. and Page, J. (eds) *New Pathways to Job Creation and Development in Africa: The Promise of Industries Without Smokestacks*. Brookings Institution Press. Washington. DOI: <https://doi.org/10.5040/9798765194737>

4. Kohler, T., Bhorat, H., Hill, R., Stanwix, B. 2022. The Short-Term Labor Market Effects of South Africa's National COVID-19 Lockdown. In: Qobo, M., Soko, M. and Xenia Ngwenya, N. (eds) *The Future of the South African Political Economy Post-COVID 19*. International Political Economy Series. Palgrave Macmillan, Cham. DOI: https://doi.org/10.1007/978-3-031-10576-0_6
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WORKING PAPERS

1. Hill, R., Malomalo, M., Manenji, S., Maphosa, S., Masondo, A., Matebese, K., Mlatsheni, C., Mpuongose, Z., Muntumuni, M., Neethling, L., Oosthuizen, M., & Sikhakhane, S. 2025. Green Jobs and Young People in Africa – South Africa report. Working paper. University of Cambridge.
2. Amaral Filho, J., Bhorat, H., Harrison, S., Hill, R., Rumjeet, S. and Steenkamp, F. 2024. The Biorefinery as a Pathway to Building Economic Complexity in the Post-Mine Landscape. Development Policy Research Unit Working Paper 202407. DPRU, University of Cape Town.
3. Hill, R., Neethling, L. and Oosthuizen, M. 2024. From Coal to Chlorophyll: Identifying Green Job Opportunities for Youth during South Africa's Just Transition. Development Policy Research Unit Working Paper 202406. DPRU, University of Cape Town.
4. Köhler, T., Hill, R. & Bhorat, H. 2023. The effect of wage subsidies on job retention: Evidence from South Africa during the COVID-19 pandemic. WIDER Working Paper 2023/114. Helsinki: UNU-WIDER.
 - An earlier version of this paper available as: Köhler, T., Bhorat, H. & Hill, R. 2023. Wage subsidies and job retention in a developing country: Evidence from South Africa. Development Policy Research Unit Working Paper 202302. DPRU, University of Cape Town.
5. Bhorat, H., Hill, R., Köhler, T., Monnakgotla, J. and Steenkamp, F. 2023. Who are the Robots Coming For? The Evolving Task Content of Employment in South Africa. SARCHI Industrial Development Working Paper Series WP 2023-06. SARCHI Industrial Development, University of Johannesburg.
6. Allen Whitehead, C., Bhorat, H., Hill, R., Köhler, T. and Steenkamp, F. 2022. Expansion and Diversification in the MER Sector: Results from an Enterprise Survey. Development Policy Research Unit Working Paper 202203. DPRU, University of Cape Town.
7. Köhler, T. and Hill, R. 2021. The distribution and dynamics of South Africa's TERS policy: Results from NIDS-CRAM Waves 1-5. National Income Dynamics Study Coronavirus Rapid Mobile Survey (NIDS-CRAM) Working Paper, Wave 5(7).
8. Köhler, T., Bhorat, H., Hill, R. and Stanwix, B. 2021. COVID-19 and the labour market: Estimating the employment effects of South Africa's national lockdown. Development Policy Research Unit Working Paper 202107. DPRU, University of Cape Town.
9. Allen Whitehead, C. Bhorat, H., Hill, R., Köhler, T. and Steenkamp, F. 2021. The Potential Employment Implications of the Fourth Industrial Revolution Technologies: The Case of the Manufacturing, Engineering and Related Services Sector. Development Policy Research Unit Working Paper 202106. DPRU, University of Cape Town.
10. Van Walbeek, C., Hill, R., Filby, S., van der Zee, K. 2021. Market impact of the COVID-19 national cigarette sales ban in South Africa. National Income Dynamics Study Coronavirus Rapid Mobile Survey (NIDS-CRAM) Working Paper, Wave 3(11).
11. Allen, C., Asmal, Z., Bhorat, H., Hill, R., Monnakgotla, J. Oosthuizen, M. and Rooney, C. 2021. Employment creation potential, labor skills requirements, and skills gaps for young people: A South African case study. Africa Growth Initiative at Brookings. AGI Working Paper 26.
 - Also published as: Allen, C., Asmal, Z., Bhorat, H., Hill, R., Monnakgotla, J., Oosthuizen, M. and Rooney, C. 2021. Employment creation potential, labor skills requirements, and skill gaps for young people: A South African case study. Development Policy Research Unit Working Paper 202102. DPRU, University of Cape Town.

12. Hill, R. and Köhler, T. 2020. Mind the gap: Analysing the effects of South Africa's national lockdown on gender wage inequality. National Income Dynamics Study Coronavirus Rapid Mobile Survey (NIDS-CRAM) Working Paper, Wave 2(7).
 - Updated version: Hill, R. and Köhler, T. 2021. Mind the gap: Analysing the effects of South Africa's national lockdown on gender wage inequality. Development Policy Research Unit Working Paper 202101. DPRU, University of Cape Town.
 13. Bhorat, H., Hill, R., Khan, S., Lilenstein, K and Stanwix, B. 2020. The Employment Tax Incentive Scheme in South Africa: An Impact Assessment. Development Policy Research Unit Working Paper 202007. DPRU, University of Cape Town.
 14. Hill, R., Lilenstein, K. and Thornton, A. 2020. Job spells in an emerging market: Evidence from apartheid and post-apartheid South Africa. WIDER Working Paper 2020/27. Helsinki: UNU-WIDER.
 15. Bhorat, H., Allen, C., Asmal, Z., Hill, R. and Rooney, C., 2020. Employment Creation Potential, Labor Skills Requirements, and Skill Gaps for Young People: A Methodological Framework. Africa Growth Initiative at Brookings. AGI Working Paper 25.
 16. Allen, C., Bhorat, H., Hill, R., Rooney, R. & Steenkamp, F. 2019. Building economic complexity in the South African fibrous plant economy. DPRU DSI-NRF CoP Working Paper 201904. DPRU, University of Cape Town.
 17. Hill, R. 2019. Does IEB make the grade? Alternative testing methods and educational outcomes: The case of the IEB in South Africa. DPRU Working Paper 201904. DPRU, University of Cape Town.
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POLICY BRIEFS

1. Bhorat, H., Hill, R. and Steenkamp, F. 2021. Labour Force Survey Data for South Africa: A Brief Assessment. Policy Briefing. Monetary and Fiscal Policy Challenges posed by South Africa's Deepening Economic Crisis and the COVID-19 pandemic. WITS School of Governance: Johannesburg.
 2. Hill, R. and Köhler, T. 2020. Mind the gap: Analysing the effects of South Africa's national lockdown on gender wage inequality. Policy Brief. National Income Dynamics Study Coronavirus Rapid Mobile Survey (NIDS-CRAM) Policy Brief, Wave 2(7).
 3. Hill, R. and Steenkamp, F. 2019. Developing Capabilities to Build the Complexity of the Fibrous Plant Economy in South Africa. DPRU DSI-NRF CoP Policy Brief 4.
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OTHER ARTICLES AND BLOGS

1. Köhler, T., Bhorat, H. and Hill, R. 2023. The COVID-19 TERS policy saved at least 2 million jobs - but not without some unintended results. Econ3x3. 26 May. [Online] Available: <https://tinyurl.com/u97eatvz>
2. Köhler, T. and Hill, R. 2022. Did the TERS policy save jobs during the COVID-19 pandemic? Econ 3x3. 8 June. [Online] Available: <https://tinyurl.com/2hpz7kub>
3. Allen Whitehead, C., Bhorat, H., Hill, R., Köhler, T. and Steenkamp, F. 2022. Jobs at High Risk of Being Displaced by 4IR Technologies in SA's Manufacturing Sector. *Science Matters*. Volume 4(4). National Research Foundation. pp. 9-11. [Online]. Available: <https://tinyurl.com/yckrpjya>
4. Allen, C., Asmal, Z., Bhorat, H., Hill, R., Monnakgotla, J., Oosthuizen, M. and Rooney, C. 2022. Identifying Sectors with Employment Potential for the SA Economy. *Science Matters*. Volume 4(4). National Research Foundation. pp. 12-15. [Online]. Available: <https://tinyurl.com/yckrpjya>
5. Köhler, T. and Hill, R. 2021. TERS payment period should be extended if job losses are to be minimised. Daily Maverick Op-Ed. 8 July. [Online] Available: <https://tinyurl.com/2k3e7n4e>
6. Van Walbeek, C., Hill, R., Filby, S. and van der Zee, K. 2021. Tobacco sales: smoked out. Financial Mail Op-Ed. 17 February. [Online] Available: <https://tinyurl.com/1bzizuqr>

7. Hill, R. and Köhler, T. 2020. Women's wage woes during the Covid-19 lockdown. Daily Maverick Op-Ed. 30 September. [Online] Available: <https://tinyurl.com/4escom19>
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CONFERENCE PAPERS AND PRESENTATIONS

1. "Cutting to the CORE of gender inequality in economics: Curriculum reform and female representation in undergraduate economics at the University of Cape Town". University of Cape Town Teaching and Learning Conference. Cape Town, South Africa. 18–19 November 2025.
 2. "Skills and Green Jobs". Panel member (Research expert). Youth and Green Jobs: Engagement Workshop. 2025. Addis Ababa, Ethiopia. 25–26 September 2025.
 3. "From Coal to Chlorophyll: Identifying Job Opportunities for Youth during South Africa's Just Transition". Economics Society South Africa (ESSA) Centenary Conference 2025. Somerset West, South Africa. 8 - 10 September 2025.
 4. "Practical applications of economic complexity and industrial relatedness". Economic Complexity Workshop. National Treasury, South Africa. Online. 25 June 2025.
 5. "The effect of wage subsidies on job retention in a developing country: Evidence from South Africa". Inequality, Work and Nature Conference. University of Cape Town. Cape Town. 8-9 November 2023.
 6. "The distribution and dynamics of South Africa's TERS policy: Results from NIDS-CRAM Waves 1-5". 1st BRICS Employment Working Group Meeting. Department of Employment and Labour. Johannesburg. 21–24 February 2023.
 7. "Employment Impacts of Automation Technologies in the South African Manufacturing Sector". 6th IZA/World Bank/NJD/UNU-WIDER Jobs and Development Conference. University of Cape Town, Cape Town, South Africa. 14–15 December 2022.
 8. "Towards Resilient Futures: Building Economic Complexity in the South African Fibrous Plant Economy" 6th Geography of Innovation (GeoInno) Conference. Universitas Bocconi, Milan, Italy. 4–6 July 2022.
 9. "Can industries without smokestacks provide jobs for youth?" Youth @ Work in the Green Economy. Dutch Knowledge Platform on Inclusive Development Policies (INCLUDE) Youth Employment Webinar Series. Zoom Webinar. 19 October 2021.
 10. "Mind the gap: The distributional effects of COVID-19 on South African gender wage inequality". 5th IZA/World Bank/NJD/UNU-WIDER Jobs and Development Conference: Better Jobs for Development 2021. WebEx conference. 2 September 2021.
 11. "Mind the gap: The distributional effects of South Africa's national lockdown on gender wage inequality". International Association for Feminist Economics 29th Annual Conference. Panel discussion: Exploring the mechanisms behind the Disproportionate Impact of the COVID-19 Pandemic on Women around the World. Zoom conference. 23 June 2021.
 12. "A Quantitative Review of the Employment Tax Incentive". Research Seminar. National Treasury: Republic of South Africa. Remote presentation. 24 November 2020.
 13. "A Quantitative Review of the Employment Tax Incentive". ETI Research Presentation. Global Business Solutions. Zoom webinar. 20 October 2020.
 14. "Building Economic Complexity in the South African Fibrous Plant Economy". CoP Workshop. Developing a Fibre Micro-industry to Generate Economic Growth from Degraded Land Post-Mining: Building Inclusive Growth through Economic Complexity. Sandton, South Africa. 17 October 2019.
 15. "The Fibrous Plant Industry in South Africa: A Product Space Mapping." CoP Workshop. Fibrous Futures: Resilience & Realism: Analysing the legal and economic complexities of the South African fibrous plant micro-industry. Cape Town, South Africa. 30 July 2019.
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OTHER RESEARCH OUTPUT

1. Filby, S., Hill, R., and van Walbeek, C. 2023. The impact of reducing trading times of retailers selling alcohol for onsite consumption: Western Cape analysis. Cape Town, South Africa: DMGT, 2023.
 2. Oosthuizen, M., Allen, C. and Hill, R. 2020. Preparing for an ageing society. Evidence Brief. Report commissioned by UNFPA Botswana.
 3. Oosthuizen, M., Allen, C. and Hill, R. 2020. Capitalising on Botswana's young people. Evidence Brief. Report commissioned by UNFPA Botswana.
 4. Bhorat, H., Hill, R. and Steenkamp, F. 2020. Employment and wage dynamics in South Africa: A brief and basic empirical overview. Development Policy Research Unit.
 5. Bhorat, H., Hill, R., Köhler, T., Monnakgotla, J. and Steenkamp, F. 2020. Understanding economic complexity in the merSETA space with the focus on SMMEs: Situational analysis. Report commissioned by merSETA.
 6. Bhorat, H., Allen, C., Asmal, Z., Hill, R. and Rooney, C. 2019. Addressing Africa's youth unemployment through industries without smokestacks. Report commissioned by the Brookings Institution. Development Policy Research Unit.
 7. Bhorat, H., Hill, R., Lilenstein, A., Monnakgotla, J. 2019. Temporary employment services in South Africa: A wage and employment empirical update.
 8. Bhorat, H., Hill, R. and Thornton, A. 2018. The Comoros: A Brief Labour Market Profile. Report commissioned by the World Bank.
 9. Asmal, Z., Bhorat, B., Ewinyu, A., Hill, R., Khan, S., Monnakgotla, J. and Oosthuizen, M. 2018. Gender analysis of the Department of Trade and Industry's Sector-Specific Assistance Scheme. Report commissioned by the South African Department of Women.
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TEACHING EXPERIENCE

COURSES TAUGHT

Undergraduate

- 1st year; Introductory Microeconomics (2019-2023; 2026) Class size: approx. 1200. UCT.
 - Academic convenor in 2026
- 1st year; Introductory Economics. (2024-2026) Class size: approx. 15. Cornerstone Institute.
- 2nd year; Intermediate Microeconomics (2016 summer; 2017 summer; 2018; 2018 summer) Class size: approx. 900. UCT.
 - Academic convenor in summer term 2017 and summer term 2018.
- 2nd year; Cooperation and Competition – Game Theory (2021-2024) Class size: approx. 400. UCT.
- 3rd year; Quantitative Methods in Economics – Introductory Econometrics (2017; 2024-2026) Class size: approx. 350. UCT.
 - Academic convenor in 2017, 2024-2026.

Postgraduate

- Honours/4th year; Maths and Stats for Economists (2018-2019) Class size: approx. 100. UCT.
- Honours/4th year; Labour Economics (2020-2026). Class size: approx. 10. UCT.
- Honours/4th year; Econometrics (2025-2026) Class size: approx. 90. UCT.

SUPERVISION

Number of students supervised to graduation

- Honours: 10
 - 2021: Supervisee awarded Thembi Losi Memorial prize for best Honours thesis in Development Economics.

OTHER TEACHING AND LEARNING WORK

- Commerce Teaching and Learning Committee representative: School of Economics. 2024 to present. Faculty of Commerce. UCT.
- Curriculum development:
 - Introductory Microeconomics - Game Theory and Labour Market modules (2019). UCT.
 - Intermediate Microeconomics (2023). Cornerstone Institute.
 - Intermediate Macroeconomics (2024). Cornerstone Institute.
- Internal moderator, School of Economics, University of Cape Town.
 - Introductory Microeconomics (2024-2025)
 - Economics for non-specialists (2026)
 - Intermediate Microeconomics (2026)
- Examiner: Mathematics. BCom Honours in Economic Analysis of Financial Markets. (2020 to present). UCT
- School of Economics committees: Microeconomics; Econometrics; Introductory Economics Textbook Working Group. UCT.