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LISER

Labor Market Department

UNIVERSITY OF LUXEMBOURG

Department of Economics and Management

OFFICE CONTACT INFORMATION

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PERSONAL INFORMATION

Gender: Male
Nationality: Italian

DOCTORAL STUDIES

University of Luxembourg & LISER, Jan 2019 to present
Joint Doctoral Training Unit on “Migration, Inequalities and Labor Markets” (MINLAB)
Ph.D. Candidate in Economics
Thesis Title: “Essays on Skills, Labor Market Institutions, and Wage Inequality”
Expected Completion Date: Spring 2023

References:

Professor Konstantinos Tatsiramos (Advisor)
University of Luxembourg/LISER
6, Rue Richard Coudenhove-Kalergi
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Professor Arnaud Dupuy
University of Luxembourg
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Professor Lorenzo Cappellari
Università Cattolica Milan/LISER
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Professor Frédéric Docquier
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PRE-DOCTORAL STUDIES

Fall 2018 MRes in Economics and Finance, University of Luxembourg
2013-2016 MSc in Economics, Università Cattolica Milan (summa cum laude)
2009-2012 BA in Philosophy, Politics and Economics, Swansea University

RESEARCH FIELDS

Primary fields: Labor Economics, Applied Micro-Econometrics

Secondary fields: Economics of Migration

TEACHING EXPERIENCE

Fall 2021 “Introduction to Econometrics” (undergraduate), University of Luxembourg,

Teaching Assistant for Professor Konstantinos Tatsiramos

“Microeconomics, Risk and Information” (master’s), University of Luxembourg,

Teaching Assistant for Professor Arnaud Dupuy

RESEARCH EXPERIENCE AND OTHER EMPLOYMENT

Jan - Jul 2018 Research Intern, Bank of Italy, Public Finance Division

Jan - Dec 2017 Consultant, World Bank, Poverty and Equity Global Practice

Jan - Dec 2016 Research Assistant, Università Cattolica Milan, CRELI (now CRILDA)

HONORS, SCHOLARSHIPS AND FELLOWSHIPS

2020 “VisitINPS” Scholarship, Italian Social Security Institute (INPS)

2018 “PRIDE” Ph.D. Scholarship, Fonds National de la Recherche Luxembourg (FNR)

2016 “Bonaldo Stringher” Scholarship Honorable Mention, Bank of Italy

PROFESSIONAL ACTIVITIES

Referee for *Review of Income and Wealth*

Member of
organizing
committee 2020-2022: Online seminar series “The Economics of Migration, Junior Seminar”

Invited
Presentations 2023: ifo Institute; Università della Svizzera Italiana.
2022: EEA-ESEM Congress (Milan); EALE Conference (Padua); AIEL Conference (Salerno); SIE Conference (Turin); AIEL Spring Workshop on Labor Market Institutions (poster, Genoa); CESifo PILLARS Conference on Education, Skills, and Worker Retraining (online).
2021: IDSC of IZA Workshop: Matching Workers and Jobs Online (online); VisitINPS Seminar (online).

RESEARCH PAPERS IN PROGRESS

The Impact of Restricting Fixed-Term Contracts on Labor and Skill Demand (Job Market Paper), with K. Tatsiramos

We study how increasing the relative cost of fixed-term contracts affects firms’ labor and skill demand. We exploit a 2018 Italian labor law reform, which increased the cost of fixed-term contracts while leaving that of permanent contracts unchanged. Using rich data covering the near-universe of online job vacancies in Italy, we are able to characterize the demand for labor, human capital, and specific skill requirements under different contract types. Identification is

based on a difference-in-differences research design that exploits variation in firms' exposure to the reform stemming from their heterogeneous reliance on fixed-term contracts due to varying reactions to earlier labor market reforms. We find that the increase in the cost of hiring under temporary contracts led to a decline in the relative demand for temporary workers and an increase in that for permanent workers, accompanied by rising demand for human capital and specific skill requirements. When offering jobs under a permanent contract, firms increased their demand for workers with a college degree and social skills, while reducing demand for workers with a high school degree and no work experience. When offering jobs under a fixed-term contract, firms increased demand for workers with some work experience and social skills. These findings suggest that, while restricting fixed-term contracts promoted the hiring of permanent workers, this type of reform may have unintended consequences by raising hiring standards for entry into jobs, thereby reducing employment opportunities for less qualified workers.

Demand for skills and wage inequality, with K. Tatsiramos

Differences in skill utilization across firms and labor markets have been associated with wage inequality, but how this relationship reflects differences in worker and firm heterogeneity is still unclear. Combining linked employer-employee data from Italy with detailed information on skill demand extracted from online job vacancies, we study the relationship between wages and the demand for cognitive and social skills across labor markets defined by province, sector, and occupation. We then estimate the worker- and firm-pay components of the wage process through an AKM model and investigate their relationship with skill demand at the labor market level. We find a strong and positive association between wages and the demand for cognitive and social skills, which is pronounced when both skills are required jointly for the same job position revealing their complementarity. Our decomposition suggests that higher wages in markets in which firms more frequently demand cognitive and social skills jointly are driven by worker effects, reflecting the higher market value of a hybrid skill set, rather than by firm pay policies. Conversely, markets in which firms demand more of either cognitive or social skills only are associated to higher firm effects, suggesting that more rents are shared to specialized workers, while the market value of these specialized skills for workers is lower. These results highlight the role of worker and firm heterogeneity as channels through which skill demand differences affect overall wage inequality.

Heterogeneous Job and Skill Landscapes in the Italian Labor Market

Traditional labor market data provide very limited knowledge about the type and skill content of jobs. Yet, the profound labor market transformations due to rapid technological and organizational changes call for a better understanding of work skill attributes and how they characterize modern jobs. In this paper, I analyze a large and highly unstructured novel data source containing the near-universe of online job vacancies posted in Italy in 2014-2019. I exploit information on the type of contract, industry, occupation, and location associated to given job postings, as well as on hundreds of granular skill requirements contained within them, that are given in the form of short strings univocally identified by tags. I first assign these short strings to a set of skill categories through a keyword-based matching routine based on the taxonomy proposed by Deming and Kahn (2018). Then, I illustrate the skill content of the obtained skill categories, examine the demand for each of them, and analyze how the latter varies across several dimensions. Next, I use a bag-of-tags approach to implement two unsupervised machine learning methods that detect skill requirements co-occurrence patterns across job postings and produce groupings of the data based on skill similarity. Firstly, I run a K-means model, which assigns jobs to mutually exclusive clusters representing job types. Secondly, I run a Latent Dirichlet Allocation model, which

probabilistically assigns skill tags to mutually exclusive latent topics representing work domains, and expresses job postings as a weighted average of different topics. I show that the groupings obtained with the two methods are strongly consistent. This work exemplifies how dimensionality reduction techniques can be used to draw meaningful insights from large and unstructured datasets.

PUBLICATIONS

Policy papers:

(with N. Curci, P. Recchia and M. Savegnago) 2020. “Anti-poverty measures in Italy: a microsimulation analysis”, *Temi di discussione (Economic working papers) 1298*, Bank of Italy.

(core team member for the preparation of:)

World Bank Group. 2018. *Mauritius - Addressing Inequality through More Equitable Labor Markets*. World Bank, Washington, DC.

World Bank Group. (internal). *Mauritius - Earnings Mobility and Inequality of Opportunity in the Labor Market*, World Bank, Washington, DC.

Book Chapters:

(with C. Lucifora and B. Piccoli) 2018. “Salute e Sicurezza sul Lavoro dei Lavoratori Anziani”, in L. Cappellari, C. Lucifora and A. Rosina, *Invecchiamento Attivo, Mercato del Lavoro e Benessere. Analisi e Politiche Attive*, Il Mulino.

LANGUAGES

English (fluent)

Italian (native)

French (basic)

TECHNICAL SKILLS

Excellent Data management, reduced-form econometrics, machine learning, and web scraping:
Stata, R, Python

Typesetting and version control:
L^AT_EX, Git, GitHub, Microsoft Office

Working
knowledge Optimization and structural model estimation:
Matlab, Julia, Mata