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LISER   **UNIVERSITY OF LUXEMBOURG**

Labor Market Department   Department of Economics and Management

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OFFICE CONTACT INFORMATION

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PERSONAL INFORMATION

Gender: Male
Nationality: Italian

DOCTORAL STUDIES

University of Luxembourg & LISER, from 2019 to 2023
Joint Doctoral Training Unit on "Migration, Inequalities and Labor Markets" (MINLAB)

Ph.D. in Economics
Thesis Title: "Essays on Skills, Labor Market Institutions, and Wage Inequality"

References:

Professor Konstantinos Tatsiramos (Advisor)
University of Luxembourg/LISER
6, Rue Richard Coudenhove-Kalergi
L-1359 Luxembourg (LU)
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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   *Research in Labor Economics, Review of Income and Wealth*

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

Invited   2023: ifo Institute; Università della Svizzera Italiana.
Presentations
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, with
K. Tatsiramos

This paper examines the impact of increasing the relative cost of fixed-term contracts on labor
demand as well as the demand for standard measures of human capital and specific skill require-
ments. We evaluate a 2018 Italian labor law reform that raised the cost of fixed- term contracts

while keeping permanent contract costs unchanged. We employ a difference-in-differences research design, leveraging the variation in firms' exposure to the reform resulting from their diverse reliance on fixed-term contracts due to differing reactions to earlier labor market reforms. Using rich data covering the near universe of online job vacancies in Italy, our findings indicate that the increase in hiring costs for temporary contracts led to a decrease in the relative demand for temporary workers and an increase in the demand for permanent workers. This shift in demand was accompanied by upskilling towards workers with higher levels of human capital and specific skill requirements. When offering jobs under permanent contracts, firms increased their demand for workers with a college degree and social skills. At the same time, they reduced their demand for workers with only a high school degree and no work experience. On the other hand, when offering jobs under fixed-term contracts, firms increased their demand for workers with some work experience and social skills. These findings suggest that while restricting fixed-term contracts encouraged the hiring of permanent workers, such reforms might have unintended consequences by raising the hiring standards for job entry, thereby reducing employment opportunities for less qualified workers.

Dignity by Decree? Temporary Jobs Reforms and Workers' Wages, with M. G. Palladino and M. Sartori

In recent years, several European countries have modified policies concerning temporary employment contracts, oscillating between liberalizations and restraints in a bid to balance employment flexibility and job stability. We study the effects of a 2018 reform that tightened fixed-term contracts legislation on wage dynamics. Our analysis, grounded in extensive administrative data tracking within-firm, within-individual transitions from fixed-term to permanent contracts in Italy, unveils a significant decline in the wage premium accompanying contract conversions post-reform.

Demand for skills and wage inequality, with K. Tatsiramos

This paper studies the relationship between wage inequality and skill demand and its connection to worker and firm heterogeneity. Combining linked employer-employee data from Italy with detailed information on skill demand extracted from online job vacancies, we first study the relationship between wages and the demand for cognitive and social skills across labor markets defined by province, sector, and occupation. 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 highlighting their complementarity. 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. Our decomposition suggests that in markets in which firms demand more frequently both cognitive and social skills, higher wages are predominantly attributed to worker effects, reflecting the higher market value of a combined skill set, rather than by firm pay policies. In contrast, in markets where firms predominantly demand either cognitive or social skills, higher wages are associated with higher firm effects, indicating more rents for specialized workers, despite these specialized skills having a lower market value for workers. These results highlight the role of worker and firm heterogeneity as mechanisms through which variations in skill demand influence 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:
               LaTeX, *Git*, *GitHub*, *Microsoft Office*

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

               Database management:
               Oracle, *SQL*