

# CHIARA BERNARDI

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<https://chiara-bernardi.github.io>

## FIELDS

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Primary: **Labour**

Secondary: **Productivity and Technology**

## REFERENCES

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**Anna Raute**

Queen Mary University  
Senior Lecturer in Economics  
[a.raute@qmul.ac.uk](mailto:a.raute@qmul.ac.uk)

**Sang Yoon (Tim) Lee**

Queen Mary University  
Reader in Economics  
[tim.lee@qmul.ac.uk](mailto:tim.lee@qmul.ac.uk)

**Michel Serafinelli**

King's College London  
Senior Lecturer in Economics  
[michel.serafinelli@kcl.ac.uk](mailto:michel.serafinelli@kcl.ac.uk)

## EDUCATION

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**Queen Mary University of London** - MRes and PhD in Economics *2019 - 2026 (expected)*

**University of Bologna** - MSc in Economics (*Summa cum Laude*) *2016 - 2018*

**University of Pavia** - BSc in Economics (*Summa cum Laude*) *2013 - 2016*

## VISITING POSITIONS

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**Paris School of Economics** *2018*

**Toulouse School of Economics** *2015*

## WORKING PAPERS

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*Working From Home and Sorting of Female and Male Workers (JMP)*

Abstract: Remote work has dominated labour market debates in recent years: some high-profile employers have recalled staff to the office, citing productivity concerns, while employees see working from home (WFH) as a prime non-wage benefit. Although the pandemic accelerated this trend, we lack a clear picture of why firms adopt or reject remote work and of whether it reshapes matching in the labour market. I address these questions using German matched employer–employee administrative data combined with unique surveys on remote work prevalence and motives (2012–2020). Early adopting firms are larger, more productive, and employ more women, but this selection weakens as remote work spreads. Within firms, high-productivity workers, especially women, are more likely to work remotely. Cross-sectional evidence suggests that remote work reduces productivity-based assortative matching and even reverses it for women. My event studies confirms that, after WFH adoption, firms improve hiring and retention of highly productive female job-to-job movers, while the average quality of other inflows and outflows remains unchanged. These women trade off firm quality for the amenity. Finally, their productivity exceeds that of the workers the treated firms would get under perfect positive assortative matching, further widening firms' distance from that benchmark.

## *The Role of Firms' Occupational Structure for Returns to Firm-specific Human Capital*

**Abstract:** This paper investigates how returns to firm-specific human capital vary across workers with different roles in the production process. While all workers in a firm may accumulate such knowledge, I argue it is more productive in the core roles of production. I develop a framework where workers belong to core or non-core occupations. The model predicts that workers moving from non-core to core roles earn higher wage premia than those moving in the opposite direction, reflecting the higher productivity of firm-specific human capital in core tasks. The effect is larger for workers with less general human capital, because of substitutability between general and firm-specific skills. I test these predictions using matched employer–employee panel data representative of the German economy. I empirically identify the core group as the occupation with the largest employment share in each firm and track wage changes of workers moving to or away from this group. Results confirm that firm-specific human capital yields higher returns in core occupations, while exits to other firms show no wage effect. The observed premium is entirely driven by workers without university education, my proxy for general human capital.

### CONFERENCES AND SEMINARS

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Remote Work Conference (Stanford University); Women in Central Banking (Bank of Italy); Family Policy, Careers and Workplace Technology (Norwegian School of Economics)	2025
Internal Seminar (Queen Mary University)	2024
Junior Research Day (King's College and Collège de France); Internal Seminar (Queen Mary University)	2023
Annual PhD Conference (Queen Mary University)	2021

### OTHER RESEARCH EXPERIENCE

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#### **Research Assistant**

· <i>Firm's Culture</i> with Anna Raute (QMUL)	2025
· <i>Research datasets documentation</i> with Moqi Groen-Xu (QMUL)	2022
· <i>Active Employment Policies Evaluation</i> with Michael Mwasikakata (ILO)	2021
· <i>Gender Gaps in Time-Use</i> with Chiara Monfardini (UNIBO)	2019

#### **Workshop Co-organizer**

· <i>The Role of Firms in the Labour Market</i> (QMUL)	2024
· <i>5<sup>th</sup> QMUL Economics &amp; Finance PhD students Workshop</i> (QMUL)	2023
· <i>Future Polarized Labour Market, Robots &amp; Policy</i> (ICBS)	2021

### TEACHING EXPERIENCE

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<b>Queen Mary University of London</b>	Cost-Benefit Analysis (2025) <i>Master</i> ; Labour Economics (2025, 2024, 2023), Excel for Economics (2025, 2024), Statistics (2022), Macroeconomics I (2021), Principles of Economics (2022, 2020) <i>Undergraduate</i>
<b>London School of Economics</b>	Macroeconomics I (2024, 2023), LSE Summer School-Macroeconomics (2024) <i>Undergraduate</i>
<b>Imperial College Business School</b>	Managerial Economics (2022) <i>Master</i>
<b>University of Bologna</b>	Econometrics III (2019) <i>Master</i> ; Public Economics (2019) <i>Undergraduate</i>
<b>University of Pavia</b>	Public Economics (2015, 2016) <i>Undergraduate</i>

## HONOURS, AWARDS AND SCHOLARSHIPS

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QMUL Excellence Teaching Prize	<i>2025</i>
LSE Class Teacher Bonus	<i>2024, 2023</i>
CEMFI Summer School Tuition Waiver	<i>2023</i>
QMUL MRes./Ph.D. Scholarship	<i>2019-2024</i>
Ermenegildo Zegna Scholarship	<i>2019</i>
Collegio Superiore Bologna, Diploma & Scholarship	<i>2016-2018</i>
Collegio Ghislieri Scholarship	<i>2013</i>
University School for Advanced Studies, Diploma & Scholarship	<i>2013-2016</i>

## SKILLS

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<b>Languages</b>	Italian (native), English (proficient), Spanish (proficient), French (proficient)
<b>Computer</b>	Stata, Python, L <sup>A</sup> T <sub>E</sub> X

## ADDITIONAL TRAINING AND INTERESTS

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Summer School on Econometrics of Workers and Firms, CEMFI (Elena Manresa)	<i>2023</i>
Summer School on Labour Market Outcomes, Barcelona School of Economics (Robert Shimer)	<i>2022</i>
Graduate Teaching Assistant Training Certificate (Economics Network)	<i>2022</i>
European Youth Event Delegate (Strasbourg)	<i>2014</i>
East London Korfball Club Player and Events Organizer	<i>2022-Present</i>