

## DIEGO DABED SITNISKY

### HOME ADDRESS

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### EDUCATION

**Utrecht University**, Ph.D. candidate in Economics, expected completion summer 2025.

- Research visit, TREND project, Northeastern University, Boston. Fall 2023.

**Tinbergen Institute**, Research Master Business Data Science, 2019-2021.

**Toulouse School of Economics**, DEEQA (Ph.D. Electives), 2018-2019.

**Toulouse School of Economics**, M2 Economic Theory and Econometrics (Research Master), 2017-2018.

**Universidad de Chile**, M.Sc. Economics, 2015-2017.

**Pontificia Universidad de Chile**, B.Sc. Mathematics, 2011-2015.

**Pontificia Universidad de Chile**, B.Sc. Social Sciences, 2009-2014.

### RESEARCH FIELDS

Primary Field: Labor Economics

Secondary Fields: Applied Machine Learning, Microeometrics

### TEACHING EXPERIENCE (Teaching evaluation stated when available)

**Utrecht University** Teaching Assistant for: Econometrics (Undergraduate) 2022-2024. Labor Economics (Undergraduate) 2021.

**Tinbergen Institute** Teaching Assistant for: Natural Language Processing (Graduate) 2022. Asymptotic Theory (Graduate) 2020 *Teaching Evaluation: 4.6/5.*

**Vrije Universiteit Amsterdam** Teaching Assistant for: Macroeconomics I, Monetary Economics, Applying Economics, Business Research Methods (All Undergraduate) 2019-2021.

**Amsterdam University College** Teaching Assistant for: Advanced Macroeconomics, Econometrics (Both Undergraduate) 2020.

**Universidad de Chile** Lecturer of Advanced Mathematical Methods (Undergraduate) 2017. *Teaching Evaluation 5.7/7.* Teaching Assistant for: Quantitative Methods (Graduate) 2016, Macroeconomics I (Graduate) 2016 and Macroeconomics II (Graduate) 2016.

**Pontificia Universidad Católica de Chile** Teaching Assistant for: International Macroeconomics 2014, Calculus I 2013, Calculus II 2013, Algebra 2012, Introduction to Economics 2011 (All Undergraduate).

### COMPLEMENTARY EXPERIENCE

2019-2021 Elected Member of the Educational Board (Program Committee), *Tinbergen Institute, The Netherlands*

2018-2019 Research Assistant for prof. Daniel Garrett, *Toulouse School of Economics*

2016 Academic Assistant for prof. Guillermo Larraín & Arturo Cifuentes, *Center for Macrofinancial Stability and Regulation, Chile*

2015 Research Assistant for prof. Alberto Naudon, Research Division, *Central Bank of Chile*

2014 President of the Mathematics Student Union, *Pontificia Universidad Católica de Chile*

### SCHOLARSHIPS, HONORS AND AWARDS

2023-2026 Research Grant (€25.000), IZA Institute of Labor Economics & UKAid. Joint with fellow doctoral candidate Anaya Dam. Funding for gathering data and running an online RCT to tackle inappropriate behavior in the workplace.

2019-2021 Merit-based Scholarship, Tinbergen Institute

2017-2018 Merit-based Scholarship, Toulouse School of Economics

2016 Merit-based Scholarship, Department of Economics, Universidad de Chile

2015 Summer School Scholarship, Research Institute for Development, Growth and Economics, Uruguay

2011-2014 Merit-based Scholarship, Pontificia Universidad Católica de Chile

### CONFERENCE PRESENTATIONS

2024 Ph.D. Jamboree, Tinbergen Institute

2023 Young Economists' Meeting, Muni Econ Brno

### SKILLS

Python, R, Stata, Git, Docker, NLP, Keras, Torch, HuggingFace, Latex, Cloud Computing, Parallel Computing,

## RESEARCH PAPERS

### Why Do Workers Leave? The Role of Job Amenities (JMP)

Why do workers separate from their jobs? I study the role of a wide range of amenities in the decision of workers to separate from their firm. Using administrative data and a survey on amenities, I match similar workers and measure their separation response to differences in amenities. I show that amenities are quantitatively important: when additionally considering firm-level amenity differences, workers are up to 3 times less responsive to wages. I find that separations responses vary depending on the amenity: for example, whether a worker's supervisor listens or stimulates them to learn has a strong effect, while being able to work remotely and fixing one's own schedule is less important. These findings have important implications for market structure: if workers are not as reactive to wages as previously thought, firms could be playing a bigger role when setting wages. When decomposing amenities to understand if the differences come from between firms or within firms, I find most of the variation arise within firms, but there is a considerable firm-level component. Moreover, I find that considering amenities makes measured labor market inequality higher.

**Equalizing the Effects of Automation? The Role of Task Overlap for Job Finding** - Published in Labour Economics.

*Joint with Sabrina Genz and Emilie Rademakers*

This paper investigates whether task overlap can equalize the effects of automation for unemployed job seekers displaced from routine jobs. Using a language model, we establish a novel job-to-job task similarity measure. Exploiting the resulting job network to define job markets flexibly, we find that only the most similar jobs affect job finding. Since automation-exposed jobs overlap with other highly exposed jobs, task-based reallocation provides little relief for affected job seekers. We show that this is not true for more recent technological shocks, such as Artificial Intelligence, for which exposure is positively associated with job finding rates.

<https://doi.org/10.1016/j.labeco.2025.102766>

### Fissured Firms and Worker Outcomes - Submitted

*Joint with Matias Cortes, Ana Oliveira and Anna Salomons*

We consider how firms' organization of production relates to workers' wages. Using matched employer-employee data from Portugal, we document that firms differ starkly in their occupational employment concentration, even within detailed industries, with some firms employing workers across a broad range of occupations and others being much more specialized. These differences are robustly predictive of wages: a worker employed in a specialized, i.e. 'fissured' firm, earns less than that same worker employed in a less specialized firm. This wage penalty for working in a fissured firm is observed across occupations of all skill levels. Firm specialization helps account for the role of firms in inequality, as specialization is strongly negatively related to estimated AKM firm fixed effects. Around two-thirds of the wage penalty from fissuring is explained by differences in firm productivity. Fissured firms also engage in lower rates of rent-sharing conditional on productivity, accounting for around one-quarter of the difference in wage premia between high- and low-specialization firms. Finally, we show that being employed in a specialized firm is also associated with worse longer-term career outcomes for workers.

Working paper available [here](#).

### Automatically classifying job titles into occupations using FastText and socio-demographic information (Research Master Thesis)

I test the effectiveness of FastText, a word embedding algorithm that considers sub-word structure, to classify millions of unique job title write-ins into a standardized list of Census occupations. This is a novel approach compared to the dictionary approaches, which take every word as an object, that have been used in the literature so far. Furthermore, I study the incorporation of worker characteristics to enhance the classification results. To do so, I develop a deep learning classification algorithm that combines pretrained word embeddings with other numerical variables. I find that in its best configuration FastText achieves a macro F1 score of 0.73, while the deep learning classification algorithm that uses individual characteristics improves this score to 0.85 when classifying into 222 detailed occupations. This points to the potential for adding extra information for text classification in general and specially for short text. The deep learning algorithm presented in this paper is flexible enough to be applied to a wide range of contexts.

## REFERENCES

### Prof. Anna Salomons

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### Prof. Sabrina Genz

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