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Placement Director: Jaroslav Borovička jaroslav.borovicka@nyu.edu 347-899-6273
Graduate Administrator: Ian Johnson ian.johnson@nyu.edu 212 998-8901

Education

PhD in Economics, New York University, 2019-2025 (expected)
Thesis Title: *Essays on Organizational and Gender Economics*.
MSc in Economics and Social Sciences, Bocconi University, 2016-2018 (with distinction)
BA in Economics, Università degli Studi di Roma Tor Vergata (with distinction)

References

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|---|---|
| Professor Debraj Ray 19 West Fourth St., 6 th Floor New York, NY 10012-1119 212-998-8906 (office) debraj.ray@nyu.edu | Professor Martin Rotemberg 19 West Fourth St., 7 th Floor New York, NY 10012-1119 212-998-8926 (office) mrotemberg@nyu.edu |
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Professor Petra Moser
44 West Fourth St., 7th Floor
New York, NY 10012-1119
212-998-0925 (office)
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Teaching and Research Fields

Primary fields: Labor Economics

Secondary fields: Organizational Economics

Teaching Experience

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| Spring, 2024 | Development Economics (Undergraduate), NYU, class assistant for Professor Martin Rotemberg |
| Fall, 2023 | Development Economics (Undergraduate), NYU, class assistant for Professor Debraj Ray |
| Fall, 2023 and 2022 | Applied Micro (MSc), NYU, teaching assistant for Professor Petra Moser |
| Fall, 2022 | Research Practicum (MSc), NYU, teaching assistant for Professor Petra Moser |

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| Spring 2022 | Microeconomics II (PhD), NYU teaching assistant for Professors David Pearce and Ennio Stacchetti |
| Spring 2019 | Statistics (Undergraduate), Università Statale di Milano, teaching assistant for Professor Samantha Leorato |

Research Experience and Other Employment

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| Summer 2024 | NYU, Research Assistant for Professor Debraj Ray |
| January 2022 | NYU, Research Assistant for Professor David Cesarini |
| Summer 2021 | NYU, Research Assistant for Professor Dilip Abreu |
| Academic year 2018-2019 | Harvard Business School, Research Assistant for Professor Marco Tabellini |
| Academic year 2018-2019 | Bocconi University, Research Assistant for Professor Satoshi Fukuda |

Professional Activities

Service: NYU Applied Micro Student Lunch and Micro Theory Student Lunch organizer (academic year 2021-2022); NYU Gender Economics Workshop Organizer (Spring 2023)

Seminar and Conference presentations

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| 2024 | Annual Allied Social Science Associations (ASSA)/American Economic Association (AEA) Meetings (CSWEP-sponsored session), Office of Tax Analysis at the US Treasury (seminar), Society of Labor Economists (SOLE)*, COSME Gender Economics Workshop, IEA-WB Conference Gender Norms and the Law |
| 2023 | Society of Economics of the Household (SEHO), Stanford Institute for Theoretical Economics (SITE)* |

* coauthor presenting

Honors, Scholarships, and Fellowships

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| 2024-2025 | NYU Department of Economics Dissertation Fellowship |
| 2019-2024 | NYU MacCracken Fellowship |
| 2023 | NYU GSAS Dean's Student Travel Grant |

Research Papers

Signaling within the firm (Job Market Paper)

Within-firm promotions are a large component of wage growth, yet we do not know much about how firms decide how to allocate them. Does uncertainty about worker ability play an important role in this process? Using Portuguese administrative data, I investigate the role of overtime work on careers in retail and hospitality. In particular, I ask if overtime hours are used as a signaling device inside the firm. First, I develop a model of the principal-agent interaction within the firm that investigates overtime as a mechanism for selection: workers are heterogeneous in their cost of working overtime, and the firm wants to promote those for whom such cost is lower. As overtime pay decreases, the opportunity cost of working overtime increases: overtime hours become more informative for the employer and this improves selection of promoted workers. I show the model predictions match the data. First, long working hours are correlated with future promotions. Next, I exploit a 2012 reform that reduced the overtime pay premium, creating a quasi-exogenous shift in the signaling value of overtime. The reform led to a decrease in the number of overtime hours, particularly among workers who were about to be promoted. Importantly, workers who are promoted after the reform

are better selected than workers who were promoted before the reform, in terms of total number of promotions, wage growth, and retention. These results confirm the model's predictions and show promotions respond, at least in part, to the firm's selection motive.

What Works for Working Mothers? (with Martina Ucciolì)

We document how a change to work arrangements reduces the child penalty in labor supply for women, and that the consequent more equal distribution of household income does not translate into a more equal division of home production between mothers and fathers. The Australian 2009 Fair Work Act explicitly entitled parents of young children to request a (reasonable) change in work arrangements. Leveraging variation in the timing of the law, timing of childbirth, and the bite of the law across different occupations and industries, we establish three main results. First, the Fair Work Act was used by new mothers to reduce their weekly working hours without renouncing their permanent contract, hence maintaining a regular schedule. Second, with this work arrangement, working mothers' child penalty declined from a 47 percent drop in hours worked to a 38 percent drop. Third, while this implies a significant shift towards equality in the female- and male-shares of household income, we do not observe any changes in the female (disproportionate) share of home production.

Research In Progress

Rosie the Riveter in Science: Effects of Female Hires During WWII on the Scientific Productivity of US Firms (with Moritz Lubczyk, Petra Moser and Kazimier Smith)

Full time mothers, part time workers, (with Martina Ucciolì and Valeria Zurla)