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NEW YORK UNIVERSITY

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Placement Director: Jaroslav Borovička jaroslav.borovicka@nyu.edu 347-899-6273
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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

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)
pm119@nyu.edu

Teaching and Research Fields

Primary fields: Labor Economics

Secondary fields: Organizational Economics

Teaching Experience

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

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

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

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), Harvard Business School (Business, Government & the International Economy)*, Carlson School of Management (Department of Work and Organizations)*, Collegio Carlo Alberto*, Centre for Studies in Economics and Finance & Department of Economics and Statistics (DISES) of the University of Naples Federico II*, University of Nottingham*, Bank of Italy*, Department of Economics at IESE business school*, Carnegie Mellon University's Heinz College*, Bank of Spain*, Fed Board*, University of York*, WU Vienna University of Economics and Business*, Stanford Institute for Theoretical Economics (SITE)*

* coauthor presenting

Honors, Scholarships, and Fellowships

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

Research Papers

Promotions, Overtime Hours and Selection (Job Market Paper)

Within-firm promotions represent a large component of wage growth, yet we have a limited understanding of how promotion decisions are made. How do firms decide how to allocate promotions, and does uncertainty about worker's 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, focusing on entry level positions. In particular, I ask if overtime hours are used as a signalling 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 rises, the cost of working overtime decreases and therefore overtime hours become less informative for the employer. Next, I bring the model predictions to the data. I show that long working hours are correlated with future promotions, and that this correlation decreases with overtime premium. Then, I exploit a 2012 reform that reduced the overtime pay premium, leveraging a quasi-exogenous shift in the signalling value of overtime. I argue that post-2012 the treated overtime workers are even more likely to be promoted, and that workers who are promoted after the reform are better selected than workers who were promoted before the reform, in terms of number of future promotions, wage growth, and retention. These results confirm the model's predictions and show that promotions respond, at least in part, to the firm's selection motive.

What Works for Working Mothers? (with Martina Uccioli)

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 Uccioli and Valeria Zurla)