

# PAOLO NATICCHIONI

## CURRICULUM VITAE – JANUARY 2024

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### CURRENT POSITION

- Associate Professor in Economics, Roma Tre University, Department of Political Science, since 2015.

### PREVIOUS POSITIONS

- On leave from January 2018 to December 2023 to serve as INPS (Italian Social Security Administration) Manager in the Research Department (Direzione Centrale Studi e Ricerche), in charge also of the VisitInps Program.

- July 2013- October 2015 –Assistant Professor, Roma Tre University.

- 2009-2013 – Assistant Professor – University of Cassino and Southern Lazio

### OTHER AFFILIATIONS

- Fellow at IZA – Institute for the Study of Labour, since 2012.

- Secretary of the Italian Association of Labour Economists (AIEL), 2016-2019, and member of the steering committee since 2010.

### EDUCATION

- PhD in Economics at the Université Catholique de Louvain (IRES, Department of Economics), in 2008, with a thesis in Labour Economics entitled “Wage distribution, educational wage premia and labour market institutions in Italy, supervised by Prof. Bruno Van der Linden and Prof. Henri Sneessens.

- PhD the University of Rome La Sapienza, in 2004, with a thesis in Labour Economics entitled “*Labour Mobility, Employment Protection and Labour Market Performance: Empirical Evidence for Italy*”; supervised by Prof. Paolo Piacentini.

- M.Sc. in Economics achieved with *distinction* at the Université Catholique de Louvain in 2001. Final dissertation in Labour Economics supervised by Prof. Bruno Van der Linden: “*Employment Protection and Labour Market Performance: the case of Italy*”.

- B.A. (laurea) in Statistics and Economics, *summa cum laude*. University of Rome “La Sapienza”.

### PUBLICATIONS IN REFERRED JOURNALS (in English)

- “Urban Wage Premia, Cost of Living, and Collective Bargaining”, con Marianna Belloc e Claudia Vittori, *Journal of Economic Geography*, <https://doi.org/10.1093/jeg/lbab048>, Vol.23(1), 2023, Pages 25–50.
- “The Institutional Adjustment Margin to Import Competition: Evidence from the Italian Collective Bargaining System”, con Alessia Matano, Francesco Vona, *Oxford Economic Papers*, 75(3), 631-651, 2023.
- “Lockdown, Essential Sectors, and Covid-19: Lessons from Italy”, con Edoardo di Porto e Vincenzo Scrutinio, *Journal of Health Economics*, vol.81, January 2022, <https://doi.org/10.1016/j.jhealeco.2021.102572>.

- “The original sin: Firms’ dynamics and the life-cycle consequences of economic conditions at birth”, con Lilia Cavallari e Simone Romano, *European Economic Review*, Vol.138, 2021.
- "New Imported Inputs, Wages and Worker Mobility", joint con Alessia Matano and Italo Colantone, *Industrial and Corporate Change*, Volume 29, Issue 2, Pages 423–457, April 2020.
- “Temporary employment, volatility and unions: Firm-level evidence from Italy”, with Francesco Devicienti and Andrea Ricci, *Industrial and Labor Relation Review*, vol.71(1), 2018;
- “The Extent of Rent Sharing along the Wage Distribution”, with Alessia Matano, *British Journal of Industrial Relation*, 2017, DOI: 10.1111/bjir.12234 , Vol.55(4), pp. 751-777, 2017.
- “Mr. Rossi, Mr. Hu and the politics. The role of immigration in shaping natives political preferences", with G.Barone, G.De Blasio, A.D'Ignazio, *Journal of Public Economics*, Vol.136, 1-86, 2016.
- "What Drives the Urban Wage Premium? Evidence along the Wage Distribution”, con Alessia Matano, *Journal of Regional Science*, DOI: 10.1111/jors.12235, 56(2), pp. 191–209, 2016.
- “The best of youth: Earnings gaps across generations and skills in Italy”, with Michele Raitano and Claudia Vittori, *Economia Politica*, 2016, Vol.33(2), pp 233-264.
- "Moonlighting Politicians: Motivation matters", with Alessandro Fedele (Univ. of Bolzano), *German Economic Review*, Vol. 17 (2), pp. 127–156, 2016.
- “The Drivers of Happiness Inequality: Suggestions for Promoting Social Cohesion”, with Riccardo Massari and Leonardo Becchetti, *Oxford Economic Papers*, vol.66(2), pp. 419-442, 2014.
- “Rent Sharing as a Driver of the Glass Ceiling Effect”, with Alessia Matano (Univ. of Barcelona), *Economics Letters*, 118(1), 55-59, 2013.
- “Wage Distribution and the Sorting of Workers and Firms”, with Alessia Matano (Univ. of Barcelona), *Journal of Economic Geography*, Vol.12(2), March 2012 , 379-408.
- “Short and long term evaluations of Public Employment Services in Italy”, with Silvia Loriga (ISTAT), *Applied Economics Quarterly*, 57(3), 201-229, 2011.
- “Public sector reforms and the evolution of wage inequality: evidence from Italy”, with Andrea Ricci, *Economia Politica*, XXX, 2, 193-219, 2012.
- "Falling urban wage premium and inequality trends: evidence for Brazil," with Bruno de Oliveira Cruz, *Investigaciones Regionales*, Asociación Española de Ciencia Regional, issue 24, pages 91-113, 2012.
- “Moonlighting Politicians”, with S. Gagliarducci (Univ. Tor Vergata) and T. Nannicini (Bocconi Univ.), IZA Working paper, n. 3295 (2008), *Journal of Public Economics*, 2010, 94(9-10), 688-699.
- “Electoral Rules and Politicians' Behavior: A Micro Test”, with Stefano Gagliarducci (Univ. Tor Vergata) and Tommaso Nannicini (Bocconi Univ.), *American Economic Journal – Economic Policy*, 2011, 3(3), pp. 144-74.
- “Is there Rent Sharing in Italy? Evidence from Employer-Employee Data”, with Alessia Matano (Univ. of Barcelona), *European Journal of Comparative Economics*, 2011, 8(2), 265-279.
- “Trade and Wage Inequality: Do Local Comparative Advantages Matter?” with Alessia Matano (Univ. of Barcelona), *World Economy*, 2010, 33(12), 1757–1787.
- “Far from a skill-biased change: falling educational wage premia in Italy”, with Andrea Ricci (ISFOL) and Emiliano Rustichelli (ISFOL), *Applied Economics*, 2010, Vol.42 (26), 3383–3400.
- “The Spatial Sorting and Matching of Skills and Firms”, with Giordano Mion (LSE), *Canadian Journal of Economics*, 2009, 42(1), 28-55.
- “Wage structure, inequality and skill-biased change in Italy”, with Andrea Ricci and Emiliano Rustichelli, *Labour*, 2008, 22(1), 27-51.

- “Employment Protection and Regional Worker Flows in Italy”, with Emiliano Rustichelli and Antonio Scialà, *Economia Politica*, 3, 453-474, 2006.

### **PUBLICATIONS IN REFERRED JOURNALS (in Italian)**

- “Interventi e misure di contrasto alla povertà lavorativa in Italia”, with Andrea Garnero, Silvia Ciucciovino, Mariella Magnani, Michele Raitano, Stefani Scherer ed Emanuela Struffolino, *Economia & Lavoro*, LVI(3), pp.9-32, 2022.
- “The Jobs Act and the Industrial Relation: a Lost Opportunity?”, with Claudio Lucifora, *Economia Italiana*, 2/3, pp. 71-99, 2018.
- “Gli immigrati nel mercato del lavoro italiano: uno sguardo all’universo dei lavoratori dipendenti 1995-2015”, with Maria Cozzolino, Edoardo Di Porto, Enrica Maria Martino, *Economia Italiana*, 2018/1.
- “Mercato del lavoro e disuguaglianze salariali: evidenze empiriche e possibili spiegazioni”, con Antonio Scialà (Università di Roma Tre), *QA - La Questione Agraria*, 2014.
- “La sostenibilità economica e sociale di un’economia diseguale e finanziarizzata”, with Paolo Piacentini (Sapienza University), *Parole Chiave*, ISSN: 1122-5300, vol-48, 2012, pp.137-156.
- “L’evoluzione dei rendimenti dell’istruzione e qualità della domanda di lavoro nelle regioni italiane”, with Andrea Ricci, *Economia e Lavoro*, (1) 2011.
- “Investire nello studio: evoluzione dei rendimenti salariali dell’istruzione in Italia”, with Andrea Ricci (ISFOL), *QA - La Questione Agraria*, 2009, vol.4, 7-28.
- “Differenze salariali di genere: un’analisi dinamica sulla base delle caratteristiche degli occupati”, with Andrea Ricci (ISFOL), *Rivista delle Politiche Sociali*, 2009, n.2, 311-323.
- “Oltre il self-Interest. La teoria economica rivisitata”, 1997, XXVIII (3-4), *QUADERNI ISRIL*.

### **WORK IN PROGRESS, WORKING PAPERS AND MIMEO**

- “Friday Morning Fever. Evidence from a Randomized Experiment on Sick Leave Monitoring in the Public Sector.”, with Tito Boeri (INPS) and Edoardo di Poro (INPS, University Naples Federico II) and Vincenzo Scrutinio (University of Bologna), IZA DP No. 14346, submitted.
- "Back to Black: The Impact of Regularizing Migrant Workers", with Edoardo di Porto (INPS, University of Naples Federico II) and Enrica Maria Martino (INED), *WorkINPS* paper, n.17, 2021.
- “The Perverse Effect of Flexible Labor Regulation on informality”, with Edoardo di Porto, Pietro Garibaldi, Giovanni Mastrobuoni, in progress.
- “Labour Market Concentration and Within-firm Inequality: First Evidence from Firm-level Longitudinal Data”, con Francesco Bloise (Università di Roma Tre), Michele Raitano (Università di Roma La Sapienza), in progress.
- “Labour Market Concentration and Collective Wage Bargaining”, with Claudio Lucifora and Claudia Vigani, in progress.
- “Unconditional and Conditional Wage Polarization in Europe”, with Riccardo Massari (Univ. Sapienza) and Giuseppe Ragusa (LUISS), IZA DP n.8465.
- “Decreasing Wage Inequality in Italy: the Role of Supply and Demand for Education”, con Andrea Ricci (ISFOL), DE-ISFOL working paper, n.9, 2009.
- “Employment Protection, Job-Tenure and Short Term Mobility Wage Gains: A New Explanation for the Italian Case”, con Demian Panigo, CEPREMAP Working Paper, n. 02/2004, e DE-ISFOL Discussion Paper, ISBN 88-7999-818-8, n.4/2004.

- “Urbanization Externalities, Market Potential and Spatial Sorting of Skills and Firms”, con Giordano Mion, CEPR Discussion Paper, n.5172, 2005.

### BOOKS

- Editor, together with Lorenzo Cappellari (Univ. Cattolica del Sacro Cuore) and Stefano Staffolani (Univ. Politecnica delle Marche) of the book “L’Italia delle Disuguaglianze”, Carocci, november 2009.

### PAPERS IN BOOKS

- “Mercato del lavoro, famiglia, welfare”, with Edoardo Di Porto and Emanuele Ciani, in Evidence-based Policy! Ovvero perchè politiche pubbliche basate sull’evidenza empirica rendono migliore l’Italia, edited by Guido De Blasio, Antonio Nicita, Fabio Pammolli, Il Mulino, 2021.
- “Routinization and the Labour Market: Evidence from European Countries”, with Federico Biagi, Giuseppe Ragusa, Claudia Vittori, in *Digitized Labor The Impact of the Internet on Employment*. Pupillo, Lorenzo, Noam, Eli, Waverman, Leonard (Eds.), Palgrave Macmillan, ISBN: 978-3-319-77046-8, 2018, pp. 51-70.
- “La polarizzazione del mercato del lavoro in Europa”, with Giulio Bosio, Annalisa Cristini, Claudia Vittori, in: *Il mercato rende Diseguali?* Maurizio Franzini, Michele Raitano (Eds.), Il Mulino, 2018, ISBN: 978-88-15-27922-4.
- “Le disuguaglianze salariali nel mercato del lavoro italiano”, in *Salari, Produttività, Disuguaglianze*, edited by Carlo Dell’Aringa, Claudio Lucifora, Tiziano Treu, Il Mulino, ISBN: 978-88-15-27123-5, pp-187-214, 2017.
- “Competenze, mansioni professionali e struttura dei salari in Italia”, in *Crisi Economica, Lavoro e Imprese. Il ruolo del capitale umano in Italia*, Isfol, I libri del fondo sociale Europeo, 2016, ISBN 978-88-543-0105-4.
- “Cambiamento tecnologico e mercato del lavoro: una survey”, with V. Intraligi (Roma Tre University), in *Legge di stabilità e finanza pubblica in Italia*, edited by C. Magazzino and G.C. Romagnoli, pp.173-200, 2015, ISBN 9788891714749.
- “Giovani e mercato del lavoro: evidenze strutturali e misure di politica economica”, con Silvia Loriga (Istat), in *Legge di stabilità e finanza pubblica in Italia*, edited by C. Magazzino e G.C. Romagnoli, pp.145-169, 2014, ISBN: 978-88-917-0631-7.
- "Information Technology and Labour Market Polarization in Europe", with Giuseppe Ragusa, in *Wealth, Income Inequalities, and Demography: The Long-Term Policy View*, edited by Luigi Paganetto, 2014, ISBN 978-3-319-05909-9.
- “Competenze nelle professioni e struttura dei salari: un’analisi europea”, in *Mercato del lavoro, capitale umano ed imprese: una prospettiva di politica del lavoro*, I libri del Fondo Sociale Europeo, pp.57-69, 2014, ISSN: 1590-0002.
- “Contratti a termine, produttività e costo del lavoro: il ruolo dell’eterogeneità delle imprese”, with Andrea Ricci and Francesco Devicienti, in *Mercato del lavoro, capitale umano ed imprese: una prospettiva di politica del lavoro*, I libri del Fondo Sociale Europeo, pp.71-82, 2014, ISSN: 1590-0002.
- “Tipologie di contratti a termine, sindacato e incertezza economica : evidenza empirica dalle imprese italiane”, with Andrea Ricci and Francesco Devicienti, in *Mercato del lavoro, capitale umano ed imprese: una prospettiva di politica del lavoro*, I libri del Fondo Sociale Europeo, pp.85-104, 2014, ISSN: 1590-0002, 2014.

- “L’evoluzione dei rendimenti salariali dell’istruzione”, with Andrea Ricci, in *Istruzione, formazione e mercato del lavoro: i rendimenti del capitale umano in Italia*, ISFOL, ISBN:978-88-543-0058-3, pp. 31-55, 2011.
- “Istruzione, esperienza lavorativa e dinamica della disuguaglianza”, with Andrea Ricci, in *Istruzione, formazione e mercato del lavoro: i rendimenti del capitale umano in Italia*, ISFOL, ISBN:978-88-543-0058-3, pp. 57-68, 2011.
- “Contratti a termine, produttività e costo del lavoro”, with Francesco Devicienti and Andrea Ricci, in *Istruzione, formazione e mercato del lavoro: i rendimenti del capitale umano in Italia*, ISFOL, pp. 169-185, 2011, ISBN:978-88-543-0058-3.
- “La domanda di contratti a termine delle imprese” with Francesco Devicienti and Andrea Ricci, in *Istruzione, formazione e mercato del lavoro: i rendimenti del capitale umano in Italia*, ISFOL, pp. 187-200, 2011, ISBN:978-88-543-0058-3.
- “Investire nello studio: evoluzione dei rendimenti salariali dell’istruzione in Italia”, con Andrea Ricci, QA, ISSN: 1971-4017, 2009.
- “Disuguaglianze salariali in Italia nel settore pubblico e privato: evidenze empiriche e possibili interpretazioni”, with Andrea Ricci, in Cappellari, Naticchioni, Staffolani (eds.), *L’Italia delle disuguaglianze*, Carocci, 2009, ISBN: 978-88-430-5073-4.
- “Commercio internazionale e disuguaglianze: il ruolo dei vantaggi comparati locali e globali”, with Alessia Matano (Univ. of Barcelona) , in Cappellari, Naticchioni, Staffolani (eds.), *L’Italia delle disuguaglianze*, Carocci, 2009, ISBN: 978-88-430-5073-4.
- “Continuity and change in the Italian social model”, with Annamaria Simonazzi (La Sapienza), Federico Lucidi (DE-La Sapienza), Paola Villa (Univ.Trento), published in *European Employment Models in Flux: A Comparison of Institutional Change in Nine European Countries* edited by Jill Rubery and Steffen Lehndorff, Palgrave Macmillan, 2009, ISBN 0230223559.
- “Servizi pubblici per l’impiego: una analisi di efficacia dell’attività di intermediazione”, with Silvia Loriga, published in the series *Dossier sul Mercato del Lavoro*, ISFOL, 2008, Carocci, ISBN 978-88-430-4789-5.
- “Tecnologia, Produttività e Capitale Umano”, with Mario Amendola, Giovanni Di Iasio, Andrea Ricci, Francesco Vona, in *Dentro L’umbria*, AUR, 2008.
- “Flessibilità del lavoro e scelte familiari: il ruolo dei contratti atipici e del part-time”, with Silvia Muzi (World Bank), in *Orizzonti difficili: instabilità lavorativa e scelte familiari*, edited by Fiorenza Deriu (Univ. La Sapienza), Carocci, 2008, ISBN: 9788843045129.
- “Instabilità lavorativa e comportamenti familiari: uno studio comparativo”, with Silvia Muzi (World Bank), Fiorenza Deriu (Univ. La sapienza), Marjia Mamolo (Univ. La Sapienza), in *Orizzonti difficili: instabilità lavorativa e scelte familiari*, edited da Fiorenza Deriu (Univ. La Sapienza), Carocci, 2008, ISBN: 9788843045129.
- “Propensity Score Matching and Different Treatment Variable Definitions: an Evaluation of Employment Services in Italy”, with Silvia Loriga, Società Italiana di Statistica nei “*Proceedings of the XLIII scientific meeting*”, CLEUP-Padova, pp.95-98, 2006, ISBN 88-7178-791-9.
- “Labour market flexibility and family choices: a comparative perspective in the EU”, with S. Muzi (World Bank), in *Job Instability and Family Trends*, Quaderni Fondazione Brodolini, 2007.

### **RELEVANT POSITIONS HELD**

2021            Member in a Ministerial Working Group, appointed by the Minister of Labour Andrea Orlando, on policy proposals to contrast the In-work Poverty in Italy. The group has released a report available here (in Italian):

<https://www.lavoro.gov.it/priorita/Pagine/Contrasto-alla-poverta-lavorativa-in-Italia-presentata-la-Relazione-del-Gruppo-di-lavoro.aspx>

- 2016-2017 Winner of a VisitInps call as a VisitINPS scholar (type A) to carry out a research project on Urban Wage Premium, Cost of Living, and Collective Bargaining.
- 2013-2014 Researcher within the Project of the European Commission "Post-Secondary Vocational Training Courses: Are They Effective for Italian Unemployed Youth with a High School Diploma?" - Call VP/2013/005 - Counterfactual Impact Evaluation.
- 2012-2013 Author of the small case study "Self-employment and entrepreneurship: the contribution of PES to job creation", prepared for the European Commission within the DG Employment (European Commission), within the MobilityLab project.
- 2011-2013 Researcher in a European Commission project "NEUJOBS", Grant agreement no.: 266833, in the research unit of the University Luiss Guido Carli of Rome.
- 2009 - Member of the steering committee and fellow of the Centre of Labour and Economic Growth (CeLEG) at Luiss University since 2009.
- 2009 - Member of Research Centre CREAM, University of Cassino and Southern Lazio.
- 2008-2011 Researcher in the research unit of the University of Rome La Sapienza of the Seventh Framework Programme (FP7) project POLHIA "Monetary, Fiscal and Structural Policies with Heterogeneous Agents", Grant agreement no.: 225408.
- 2005-2007 Researcher and Coordinator for the local unit of the PRIN research project "*The evolution of inequalities in the Italian labour market between technological and institutional changes*", funded by MIUR (Ministry of Education, University, and Research).
- 2005-2006 Researcher and Coordinator in the research project "*Job Instability and changes in Family and household Trends: how to cope with these challenges through occupational and social policy actions based on a renewed Lisbon Strategy?*", funded by the European Commission, Call for Proposals VP/2005/012.
- 2005 Researcher in the Research Program DYNAMO (Dynamics of National Employment Model), funded by the European Commission, Project no. CIT2-CT-2004-508521.
- 2004 Researcher and Coordinator of a research project on "Activity and Employment Rates in Europe", funded by the StudiareSviluppo s.r.l. (Minister of Economy).
- 2002-2019 Fellow of the research partnership between the Department of Economics of the University of Rome La Sapienza and ISFOL (now INAPP) since 2002.
- 1998-1999 Researcher in Economics in the Italian Foreign Exchange Office (Ufficio Italiano dei Cambi, Bank of Italy). Research field: Crime Economics, Money Laundering and Economic Growth.
- 1997-1998 Researcher in Economics in a research project called NETS (*New Employment Opportunities in the Third Sector - TSER, Project 3181*), funded by the European Commission, and carried out by the University of Rome "La Sapienza" and LUNARIA, a non-profit organization.

## CONFERENCES

- *European Association of Labour Economists (EALE), Ghent (2016), Torino (2013), Bonn (2012), Tallin (2009), Amsterdam (2008), Praga (2006), Lisbon (2004), Seville (2003), Paris (2002).*
- *Workshop on Technology and the Labour Market, Columbia Business School, New York, 2015.*

- *Royal Economic Society Conference, Manchester (2014), Cambridge (2012), Warwick (2008).*
- *Italian Association of Labour Economists (AIEL), Salerno (2022, 2021), online (2020), Ancona (2018), Cosenza (2017), Trento (2016), Cagliari (2015), Pisa (2014), Roma (2013), Napoli (2012), Milano (2011), Pescara (2010), Sassari (2009), Napoli (2007), Udine (2006), Roma (2005), Modena (2004), Messina (2003), Salerno (2002).*
- *European Association of Regional Economics (ERSA), Barcellona (2011).*
- *ECINEQ conference: Paris (2019), New York (2017), Bari (2013), Catania (2011).*
- *Italian Congress of Econometrics and Applied Economics, CIDE, Salerno (2015), Genova (2013), Pisa (2011), Ancona (2009), Venezia (2005).*
- *European Economic Association (EEA), Milano (2008), Amsterdam (2005), Madrid (2004).*
- *SIE (Italian Economic Association) conference, Bologna (2018), Milano (2016), Trento (2014), Bologna (2013), Matera (2012), Roma (2011), Napoli (2005).*
- *Workshop Brucchi Luchino, Lugano (2021), Bologna (2008); Salerno (2007); Padova (2006); Milano (2005).*
- *Conferenza PRIN - EILM, Milano, Gennaio (2007), Final Conference PRIN, Roma (2008).*
- *Convegno annuale Società Italiana di Statistica (SIS), Torino (2006).*
- *Latin American and Caribbean Economic Association (LACEA), Paris (2005).*
- *26th Conf.of the International Working Party on Labour Market Segmentation, Berlin (2005), Roma (2003).*
- *'Jamboree meetings' dello European Doctoral Programme in Quantitative Economics, DELTA (Paris) 2001, London School of Economics 2002, Pompeu Fabra (Barcellona) 2003.*

### TEACHING

- 2014-2018: Macroeconomia Internazionale; International Macroeconomics; University of Roma Tre.
- University of Cassino: two courses, 'Labour economics' and 'The economics of human resources', from 2008 to 2013.
- Two modules within the PhD in Economics at the University of Rome La Sapienza: 'Skill biased change, human capital and inequalities in the labour market', 'Causality in economics: a microeconometrics approach'.
- Several teaching activities at Luiss University (econometrics, macroeconomics, economics).
- The course "Data analysis in quantitative studies 1" in the "Doctorate in Business Administration (DBA)", international program provided by the Chongqing University, the Grenoble Ecole de Management, the Scuola Universitaria Superiore Sant'Anna (Pisa).

### REFEREEING ACTIVITY

Review of Economic Studies, European Economic Review, Economic Journal, Journal of Economic Geography, Journal of Urban Economics, Regional Science and Urban Economics, Journal of Population Economics, Labour Economics, Journal of Economic Survey, Structural Change and Economic Dynamics, Economic Modelling, Applied Economics, Regional Studies, Labour, Kyklos, Economia Politica, Giornale degli Economisti, Economia e Lavoro.

### GRANTS AND PRIZES

- The paper "The Spatial Sorting and Matching of Skills and Firms", with Giordano Mion (LSE), has been honoured with the Robert Mundell prize for the best article in the *Canadian Journal of Economics* by a young economist in 2009.
- Marie Curie Fellowship - European Doctorate Program in Quantitative Economics, 2002-2003.
- Grants in 2002 from the Italian Minister of Education and University (MURST) for a research project "Job Flows, Worker Flows e Employment Protection in Italy".