

# Martina Uccioli

---

IZA – Institute of Labor Economics  
Niederlagstrasse 11, 10117 Berlin, Germany  
uccioli@iza.org  
www.martinauccioli.com

## ACADEMIC POSITIONS

**IZA Institute of Labor Economics**, Berlin, Germany  
Postdoctoral Scholar, 2023-2024

**University of Nottingham, School of Economics**, Nottingham, UK  
Assistant Professor (Lecturer), 2023 - (on leave for the academic year 2023-2024)

## EDUCATION

**Massachusetts Institute of Technology**, Cambridge (MA), USA  
Ph.D. in Economics, 2023

Thesis: *Essays in Labor Economics*

Supervisors: Amy Finkelstein, Simon Jäger, Daron Acemoglu

**University of Oxford**, Oxford, UK  
Master of Philosophy in Economics, 2015  
*Distinction*

**Princeton University**, Princeton (NJ), USA  
Visiting student in Economics, 2012-2013

**Università Commerciale Luigi Bocconi**, Milan, Italy  
Bachelor of International Economics, Management and Finance, 2013  
*110/110 Cum Laude*

## FELLOWSHIPS, HONORS, AND AWARDS

NBER Pre-Doctoral Fellowships in Retirement and Disability Policy Research	2020-2022
Jerry A. Hausman Graduate Dissertation Fellowships	2020-2022
MIT Economics Departmental Fellowship	2018-2019
Bank of Italy “Ando-Modigliani” Fellowship	2017-2018
Bocconi-ISU Scholarship	2012-2013

## RESEARCH PAPERS

**“What Works for Working Mothers? A Regular Schedule Lowers the Child Penalty”** (with Ludovica Ciasullo)

Which work arrangements do mothers prefer, and how do these work arrangements affect the child penalty they experience? 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 two main results. First, if allowed to request a change in work arrangements, new mothers ask for regularity in their schedule. Second, with regular schedules, working mothers’ child penalty declined from a 47 percent drop in hours worked to a 40 percent drop. For the most exposed mothers, the Fair Work Act led to both a doubling in schedule regularity, and a 30% decrease in the child penalty in hours of work.

**“Employment Protection and the Direction of Technology Adoption”**  
(with Andrea Manera)

We study the impact of employment protection legislation (EPL) on firms’ innovation, through an event-study analysis of labor market reforms occurring in Europe over 2000-2016. Data from the Community Innovation Survey reveal that substantial drops in EPL for temporary workers prompt a reallocation of innovation towards the introduction of new products, away from process innovation aimed at cutting labor costs. Among innovative firms, the share of product innovators increases by 15% of the pre-reform value, while the share of firms specializing in process innovation falls by 35%. We develop a theoretical framework of directed technical change to rationalize our findings.

**“Optimal Labor Income Taxation in the Assortative Matching Model”**  
(2015)

I consider an assortative matching model in which workers who differ in ability match with firms which differ in size. I first extend the original (Beckerian) model in order to account for endogenous labor supply choice, and show that in this case positive assortative matching is optimal when the firms’ production function is supermodular and the worker cost of effort function is submodular, or vice-versa. I then derive the optimal linear tax rate in presence of assortative matching, and compare it with the tax rate in Rothschild and Scheuer’s (2011) Self-Confirming Policy Equilibrium (SCPE), the tax policy believed to be optimal by a government that assumes a frictionless labor market with exogenous wages. I show that the rigidities introduced by assortative matching make the optimal linear tax rate generally larger than the one in the SCPE when the effect on firms’ profits is not taken into account (partial equilibrium), but the optimal linear tax rate is typically smaller than the one in the SCPE when general equilibrium effects are considered.

**RESEARCH IN  
PROGRESS**

“The Effects of Sectoral Bargaining: Quasi-Experimental Evidence from Contract Extensions in Germany” (with Jörg Heining, Ingo Isphording, Simon Jäger, and Benjamin Schoefer)

“Maternal Labor Market Prospects and Intra-household Bargaining over Time Allocation” (with Ludovica Ciasullo)

“Full-Time Mothers, Part-Time Workers” (with Ludovica Ciasullo, and Valeria Zurla)

**TEACHING**

MIT 14.32 Econometric Data Science (undergraduate) - Teaching 2023  
Assistant to Professor Josh Angrist

MIT 14.13 Psychology and Economics (undergraduate) - Teaching 2023  
Assistant to Professor Frank Schilbach

MIT 14.33 Research and Communication in Economics 2022  
(undergraduate) - Teaching Assistant to Professor Simon Jäger

**RELEVANT  
PAST  
POSITIONS**

Research Assistant to Professors Simon Jäger and Benjamin Schoefer (MIT)	2019-2020
Research Assistant to Professors Daron Acemoglu and Pascual Restrepo (MIT)	2018
Research Assistant to Professors Ivan Werning and Arnaud Costinot (MIT)	2018
Research Assistant to Professor Amy Finkelstein (NBER)	2015-2017
Research Intern (Oxera, Economic consulting)	2014

**PROFESSIONAL Referee:** AER: Insights, Journal of Public Economics  
**ACTIVITIES**

**Presentations:**

*2023:* 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, Society of Economics of the Household (SEHO)\*

*2022:* Society of Labor Economists (SOLE)

*2021:* IZA Workshop: Labor Market Institutions\*; European Economic Association (EEA); European Association of Labour Economists (EALE)

\*coauthor presenting

**Service:** Graduate Economic Association (GEA) co-president (2018-19), MIT third-fourth year lunch co-organizer (2019-21), MIT Labor coffee co-organizer (2020-22), MIT Application Assistance and Mentorship Program (2020)