

LAURA PAGANI

Office	Department of Economics, Management and Statistics (DEMS) Università Bicocca Piazza dell'Ateneo Nuovo, 1 - 20126 Milano e-mail: laura.pagani@unimib.it
Current Position	Full Professor of Economics, Università Bicocca, Milan, Italy

EDUCATION

1999	<i>Ph.D in Economics</i> <i>Thesis Title "Job Search in a Multi-Sectoral Labour Market"</i> <i>Supervisor: Prof. Piero Tedeschi</i> Università di Pavia
1994	<i>MSc in Economics and Social Sciences (110/110 cum laude)</i> <i>Thesis Title "Working Time Reduction and Labour Demand"</i> <i>Supervisor: prof. Piero Tedeschi</i> Università Bocconi, Milan

PAST POSITIONS

2013-2021	Università Bicocca, Milan <i>Associate Professor of Economics</i>
2005-2012	Università Bicocca, Milan <i>Assistant Professor of Economics</i>
2000-2005	Università dell'Insubria <i>Assistant Professor of Economics</i>
1998-2000	Università Bocconi, Milan <i>Research and Teaching Assistant</i>

RESEARCH

RESEARCH INTERESTS

Labour Economics, Economics of Education, Public Economics, Art Economics

PRIZES, PROJECTS AND RESEARCH GRANTS

2014	Tarantelli Prize For best paper presented at the Italian Labour Economics Association Conference for the paper " <i>The Labor Market in the Art Sector of Baroque Rome</i> " with F. Etro and S. Marchesi
2022-2024	MIUR, Ministero dell'Istruzione, Università e Ricerca Dealing with more than just the pandemic. Learning Loss in Mathematics in Primary Schools: Underlying Factors and Counteracting Interventions <i>Member of the local research team</i>
2020	Università Bicocca Winner of the competitive call of interest on "Distance learning in tertiary education" which includes the financing and supervision of a postdoc <i>Project leader</i>

2019	Università Bicocca (“Quota competitiva”, PRIN score 87/100) Tax schedules, audit rules, and tax compliance: Evidence from a real tax system <i>Coordinator of the local research team</i>
2007-2010	MIUR, Ministero dell’Istruzione, Università e Ricerca Institutions, Electoral Systems and National Policies <i>Member of the local research team</i>
2006-2008	MIUR, Ministero dell’Istruzione, Università e Ricerca Wage determination and fiscal policy in a unionised labour market <i>Member of the local research team</i>
2002-2004	MIUR, Ministero dell’Istruzione, Università e Ricerca Labour Taxation in Europe: Equity and Efficiency <i>Member of the local research team</i>
2001-2003	MIUR, Ministero dell’Istruzione, Università e Ricerca Microsimulation for the study of the redistributive effects of the fiscal system <i>Member of the local research team</i>

PRESENTATIONS (SELECTED)

39th AIEL Conference, 2024, Naples, Italy; 38th AIEL Conference, 2023, Genoa, Italy; 37th National Conference of Labour Economics, Salerno, Italy, 2022; 16th CSEF-IGIER Symposium on Economics and Institutions, Capri, Italy, 2022; XXXIV Annual Conference European Association of Labour Economists (EALE), Padua, Italy, 2022; Joint Workshop on Gender and Mathematics organized by INVALSI, Collegio Carlo Alberto, and University of Torino, Torino, Italy, 2021; XXX Annual Conference European Association of Labour Economists (EALE), Lyon, France, 2018; XVI Journées LAGV (LOUIS-ANDRÉ GÉRARD-VARET) - International conference in public economics, Aix-en-Provence, France, 2017; XXX Annual Conference of the European Society for Population Economics (ESPE), Berlin, Germany, 2016; IV SOLE-EALE World Conference, Montreal, Canada, 2015; XXV Annual Conference European Association of Labour Economists (EALE), Turin, Italy 2013; XXVI Annual Conference of the European Society for Population Economics (ESPE), Bern, Switzerland 2012; IX IZA Annual Migration Meeting (AM²), Bonn, Germany, 2012; XXIII Annual Conference of the European Association of Labour Economists (EALE), Paphos, Cyprus, 2011; XXIV Annual Conference of the European Society for Population Economics (ESPE), Essen, Germany, 2010; XIII CESifo Venice Summer Institute, San Servolo, Venice, Italy, 2007; II SOLE-EALE World Conference, San Francisco, USA, 2005

ORGANISATION OF WORKSHOPS AND CONFERENCES

2025	Local organizer of the 40 th AIEL Conference, Università di Milano Bicocca
2008-2015	Local organizer of the MILLS (Milano Lunch Labour Seminar) Annual Workshop

PUBLICATIONS

Articles in refereed journals

2025	A peer like me? Early exposure to high achievers in math and later educational outcomes, with G. Pica, <i>European Economic Review</i> , conditionally accepted
2024	Every cloud has a silver lining: The role of study time and class recordings on university students’ performance during COVID-19, with C. Binelli, S. Comi, and E. Meschi, <i>Journal of Economic Behavior and Organization</i> , 225, 305-328.
2024	Non-cognitive peer effects in early education: The influence of children born to teenage mothers on peers’ behavioral problems, with J. Gagete-Miranda and E. Meschi, <i>Economics Letters</i> (online)

- 2022 The deterrence effect of real-world operational tax audit on self-employed taxpayers: evidence from Italy, with G. Mazzolini and A. Santoro, *International Tax and Public Finance*, 29, 1014–1046
- 2022 Labour market inclusion and economic well-being: a trajectory analysis for some European countries (1995–2019), with P. Mariani, A. Marletta, M. Mussini, and P. Tedeschi, *Quality & Quantity*, 56(6), 4465–4486
- 2021 Last and furious: Relative position and school violence, with S. Comi, F. Origo and M. Tonello, *Journal of Economic Behavior and Organization*, 188, 736–756.
- 2021 The Effect of School Rank on Personality Traits, with S. Comi and F. Origo, *The Journal of Human Resources*, 56(4), 1187–1225
- 2020 Where Women Make a Difference: Gender Quotas and Firms' Performance in Three European Countries, with S. Comi, M. Grasseni and F. Origo, *Industrial and Labor Relations Review*, 73(3), 768–793
- 2017 Is it the way they use it? Teachers, ICT and student achievement, with G. Argentin, S. Comi, M. Gui and F. Origo, *Economics of Education Review*, 56, 24–39
- 2017 Junior Farmer Field Schools, Agricultural Knowledge and Spillover Effects: Quasi-experimental Evidence from Northern Uganda, with J. Bonan, *Journal of Development Studies*, 54, 2007–2022
- 2016 The Impact of Digital Skills on Educational Outcomes: Evidence from Performance Tests, with G. Argentin, M. Gui and L. Stanca, *Educational Studies*, 42:2, 137–162
- 2015 Earnings Differentials between Immigrants and Natives: The Role of Occupational Attainment, with C. Dell'Aringa and C. Lucifora, *IZA Journal of Migration*, 4:8
- 2015 Political knowledge and attitudes towards centralization in Europe, with F. Cerniglia, *Fiscal Studies*, 36(2)
- 2015 The Labor Market in the Art Sector of Baroque Rome, with F. Etro and S. Marchesi, *Economic Inquiry*, 53(1)
- 2013 The Market for Paintings in the Venetian Republic from Renaissance to Rococò, with F. Etro, *Journal of Cultural Economics*, 37(4)
- 2012 The Market for Paintings in Italy during the XVII Century, with F. Etro, *Journal of Economic History*, 72(2)
- 2011 Labour Market Assimilation and Over-Education: The Case of Immigrant Workers in Italy, with C. dell'Aringa, *Economia Politica*, 2
- 2009 Flexicurity and Job Satisfaction in Europe: The Importance of Perceived and Actual Job Stability for Well Being at Work, with F. Origo, *Labour Economics*, 16(5)
- 2009 The European Union and the Member States: An empirical analysis of Europeans' preferences for competences allocation, with F. Cerniglia, *CESifo Economic Studies*, 55(1)
- 2008 Workplace Flexibility and Job Satisfaction. Some Evidence from Europe, with F. Origo, *International Journal of Manpower*, 29(6)
- 2008 The Labour market Participation of Sandwich Generation Italian Women, with A. Marenzi, *Journal of Family and Economic Issues*, 29(3)
- 2007 Collective Bargaining and Wage Dispersion in Europe, with C. Dell'Aringa, *British Journal of Industrial Relations*, 45(1)
- 2005 The Effects of Unions on Wage Inequality. The Italian case in the Nineties, with D. Checchi, *Politica Economica*, 1
- 2005 Corporate financing decisions and non debt tax shields: Evidence from Italian experiences in the 1990s, with M. Bernasconi and A. Marenzi, *International Tax and Public Finance*, 12(6)

- 2005 The Impact of Elder Parents on Italian Women's Labour Market Participation, with A. Marenzi, *Rivista di Politica Economica*, 34
- 2005 Regional Wage differentials and Collective Bargaining in Italy, with C. Dell'Aringa, *Rivista Internazionale di Scienze Sociali*, 2005
- 2003 Why do People from Southern Italy Search Jobs in the Public Sector?. *Labour*, 17(1)
- 2003 Le scelte finanziarie delle imprese italiane, with A. Marenzi, *Politica Economica*, 2
- Manuscripts (working papers and in progress)
- 2022 Bars closed, books open: COVID-19, lockdowns and the achievement of university students (submitted), with C. Binelli, S. Comi and E. Meschi
- 2022 Study time, students' achievement and personality traits: evidence from the COVID-19 experience (in progress), with S. Comi and E. Meschi
- 2022 Peers born to teenage mothers and students' mental health (in progress), with J. Gagete-Miranda and E. Meschi
- 2021 A peer like me? Early exposure to high achievers in math and later educational outcomes, with G. Pica. CefES WP No 474 and CSEF WP No 619
- Chapters in book and book review (selected)
- 2021 Book review: Diana Seave Greenwald (2021), *Paintings by Numbers – Data-Driven Histories of Nineteenth-Century Art*, Princeton: Princeton University Press. *Journal of Cultural Economics* (online first 08 August 2021)
- 2017 I differenziali salariali territoriali, in C. Dell'Aringa, C. Lucifora and T. Treu (eds), *Salari, produttività, disuguaglianze*, Il Mulino, 237-256.
- 2015 Domanda di lavoro, with F. Origo, in Pepi De Caleo and Brucchi Luchino (eds), *Manuale di economia del lavoro*, Il Mulino, 51-94.
- 2014 Immigrati, mercato del lavoro e differenziali salariali: il problema della trasferibilità del capitale umano, with C. Dell'Aringa and C. Lucifora, in L. Cappellari and C. Lucifora (eds), *Disuguaglianza, famiglia e migrazioni*, Vita e Pensiero, 205-226.
- 2012 Flexicurity and Workers Well-Being in Europe: Is Temporary Employment Always Bad?, with F. Origo, in F. Maggino and G. Nuvolati (eds), *Quality of life in Italy. Research and Reflections*. Social Indicators Research Series 48. Springer, 243-261.
- 2012 La performance degli immigrati nel mercato del lavoro italiano, in C. Lucifora (ed), *Occupazione e salari in Italia: problemi e prospettive: studi in onore di Carlo Dell'Aringa*. Vita e Pensiero, 193-214.
- 2003 Struttura salariale e differenziali, in C. Lucifora (ed), *Mercato, occupazione e salari: la ricerca sul lavoro in Italia. Volume II (Salari, divari territoriali e politiche)*, Mondadori Università, 5-34.
- 2003 Costo del lavoro e retribuzione, in C. Lucifora (ed), *Mercato, occupazione e salari: la ricerca sul lavoro in Italia. Volume II (Salari, divari territoriali e politiche)*, Mondadori Università, 35-57.
- 2001 I modelli di determinazione del salario, in M. Samek Lodovici and E. Baici (eds), *La disoccupazione. Modelli, diagnosi e strategie per il mercato del lavoro in Italia*, Carocci.
- 2001 La teoria della ricerca del posto di lavoro, in M. Samek Lodovici and E. Baici (eds), *La disoccupazione. Modelli, diagnosi e strategie per il mercato del lavoro in Italia*, Carocci.
- Research reports
- 2001 L'occupazione non standard: caratteristiche, motivazioni e percorsi di mobilità, with F. Mazzolari, M. Samek Lodovici, R. Semenza, in M. Samek Lodovici, R. Semenza (eds), *L'occupazione non standard: Italia e Lombardia nel contesto europeo*, Franco Angeli.

2001	La dimensione territoriale e l'articolazione del lavoro, with I. Fellini, F. Mazzolari, M. Samek Lodovici, R. Semenza, in M. Samek Lodovici and R. Semenza (eds), <i>L'occupazione non standard: Italia e Lombardia nel contesto europeo</i> , Franco Angeli.
2000	Emu, contrattazione salariale e performance macroeconomica: i termini del dibattito, in P. Saraceno and C. Vignocchi (eds), <i>Rapporto IRS al CNEL sulle retribuzioni e il costo del lavoro. Volume 2 (Approfondimenti)</i> , Edizioni CNEL.
2000	Salari di riserva ed economia sommersa, in P. Saraceno and C. Vignocchi (eds), <i>Rapporto IRS al CNEL sulle retribuzioni e il costo del lavoro. Volume 1</i> , Edizioni CNEL.
2000	Unione europea e contrattazione salariale, with R. Bruno, F. Mazzolari, M. Samek Lodovici, P. Saraceno and C. Vignocchi (eds), <i>Rapporto IRS al CNEL sulle retribuzioni e il costo del lavoro. Volume 1</i> , Edizioni CNEL.
1999	Caratteristiche e aspirazioni salariali di chi cerca lavoro nel pubblico impiego, with T. Boeri, in C. Dell'aringa (ed), <i>Rapporto ARAN sulle retribuzioni</i> , Franco Angeli.

TEACHING

COURSES (DETAILS OF THE LAST 5 ACADEMIC YEARS)

A.Y. 2024-2025	<i>The Modern firm (Personnel Economics)</i> , MSc in Global Management, Università Bicocca <i>Microeconomia</i> , BA in Economia, Analisi dei Dati e Management, Università Bicocca <i>Organizzazione economica</i> , BA in Scienze Economiche, USI Università della Svizzera Italiana
A.Y. 2023-2024	<i>The Modern firm (Personnel Economics)</i> , MSc in Global Management, Università Bicocca <i>Microeconomia</i> , BA in Economia, Analisi dei Dati e Management, Università Bicocca <i>Organizzazione economica</i> , BA in Scienze Economiche, USI Università della Svizzera Italiana
A.Y. 2022-2023	<i>The Modern firm (Personnel Economics)</i> , MSc in Global Management, Università Bicocca <i>Microeconomia</i> , BA in Economia e Commercio, Università Bicocca
A.Y. 2021-2022	<i>The Modern firm (Personnel Economics)</i> , MSc in Global Management, Università Bicocca <i>Microeconomia</i> , BA in Economia e Commercio, Università Bicocca
A.Y. 2020-2021	<i>The Modern firm (Personnel Economics)</i> , MSc in Global Management, Università Bicocca <i>Industrial Organization</i> , MSc in Economics and MSc in Management, USI Università della Svizzera Italiana <i>Microeconomia</i> , BA in Economia e Commercio, Università Bicocca

SERVICE AND OTHER INFORMATION

Program Director of the BSc “Economia e Commercio” and “Economia, analisi dei dati e management” (2021-2024)

Member of the Executive Board of the Italian Association of Labour Economics (AIEL) (2022-present)

Member of the Quality Assurance Board, Università Bicocca (2024-present).

Member of “Osservatorio per le Pari Opportunità” (Observatory for Equal Opportunities), Università Bicocca (2022-2023; Rectoral Decree 6348/2022)

Delegate of the Rector to “Consorzio Interuniversitario AlmaLaurea” (AlmaLaurea Interuniversity Consortium), Università Bicocca (2020-present; protocol number 0104248/20)

Member of “Commissione Orientamento di Ateneo” (Guidance and Job Placement Academic Committee), Università Bicocca (2013-2023; Rectoral Decree of the latest appointment 5352/2020)

Department delegate to the “Gruppo di lavoro di Ateneo sulle tematiche di genere” (Gender Issues Committee), Università Bicocca (2020-2022; Rectoral Decree 6081/2020)

Member of the Scientific Committee of “Centro Interdipartimentale per gli Studi di Genere” (Interdepartmental Center for Gender Studies – ABCD), Università Bicocca (2007-2024)

Member of the Scientific Committee of “Festival GenerAzioni - Educazione, Sostenibilità, Giustizia sociale”, Università Bicocca (2021)

Member of the PhD Admission Committee, Università Bicocca (2019)

Member of the Department of Economics, Management and Statistics (DEMS) Job Market Committee (Rotterdam, 2019)

Member of the Editorial Board of the *Journal of Family and Economic Issues* (2008-present)

Member of the Academic Committee of the PhD in Economics and Statistics, Università Bicocca (2023-present)

Member of the Academic Committee of the PhD in Business for Society, Università Bicocca (2020-2022)

Member of the Academic Committee of the PhD in Economics and Statistics, Università Bicocca (2018-2020)

Member of the Academic Committee of the PhD in Economics (DEFAP), Università Bicocca (2013-2017)

Member of the Academic Committee of the PhD in Public Economics (DEFAP), Università Bicocca (2010-2012)

Member of the Academic Committee of the PhD in Economics, Università Bicocca (2006-2009)

Coordinator of the Labour Economics area of *Dizionario di Economia e Finanza* (ed F. Kistoris), Enciclopedia Treccani, 2012 (author of 138 headwords)

Referee for: *British Journal of Industrial Relations*, *Economia Politica*, *Economic Inquiry*, *Economic Journal*, *Economics of Education Review*, *Education Economics*, *European Journal of Law and Economics*, *European Journal of Political Economy*, *Feminist Economics*, *Industrial Relations*, *International Journal of Manpower*, *International Review of Economics*, *Industrial & Labor Relations Review*, *Journal of Economic Behavior and Organization*, *Journal of Family and Economic Issues*, *The Journal of Human Resources*, *Labour Economics*, *Labour*, *National Tax Journal*, *PLOS ONE*, *Review of Income and Wealth*, *Research in Economics*

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September 2025