

FEDERICA MELUZZI

RESEARCH FIELDS

Labor Economics
Public Economics, Gender

REFERENCES

Professor Pierre Cahuc
Sciences Po
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Professor Camille Landais
London School of Economics
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Professor Arne Uhlenborff
CREST, Institut Polytechnique de Paris
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Professor Patrick Kline
University of California, Berkeley
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Professor Roland Rathelot
CREST, Institut Polytechnique de Paris
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ACADEMIC APPOINTMENTS

LMU Munich *2026-*
Assistant Professor, Department of Economics

Bocconi University *2025-2026*
Postdoctoral Fellow, Department of Economics and IGIER

DOCTORAL STUDIES

CREST (ENSAE - École Polytechnique) *2021-2025*
PhD in Economics - defended on October 1st, 2025
Advisors: Professor Pierre Cahuc and Professor Arne Uhlenborff
Jury: Sydnee Caldwell, Gabrielle Fack, Barbara Petrongolo, Roland Rathelot
Research Fellow at the Research Directorate of the French Ministry of Labor (DARES)

University of California, Berkeley *Spring 2024*
Visiting student
Host: Professor Patrick Kline

London School of Economics and Political Science (LSE) *Spring 2023*
Visiting student
Host: Professor Camille Landais

RESEARCH GRANTS AND AWARDS

Upjohn Institute's 2026 Early Career Research Awards [\$7,500] *2026*
Carlo Dell'Aarringa Young Economist Prize 2025 (Italian Association of Labor Economists, AIEL) *2025*
Selected for EALE Tour 2025 (European Association of Labour Economists) *2024*
EALE Young Labour Economist Prize 2024 (European Association of Labour Economists) *2024*

Unicredit Foundation Award for Best Paper in Gender Economics	2024
4th Discrimination and Diversity Workshop Outstanding Paper Award	2024
Roberto Einaudi Research Grant, Fondazione Luigi Einaudi [\$25,000]	2022-2023
Research Grant Chaire Sécurisation des Parcours Professionnels [€3,000]	2022-2023
PhD Research Grant, EUR DATA EFM (GENES) [€1,500]	2022
Graduate merit award scholarship, University of Bologna [€1,500]	2016
Graduate merit award for 2 best students at M.Sc. in Econ, University of Bologna [€1,500]	2016
Undergraduate merit award scholarship, University of Bologna [€1,500]	2013

AFFILIATIONS

Rockwool Foundation Berlin (RF Berlin) Research Affiliate	2025–
Direction de l'Animation de la Recherche, des Études et des Statistiques (DARES) , French Ministry of Labor Research Fellow (Chargée d'études)	2021–2025

PRE-DOCTORAL STUDIES

European University Institute M.Res. in Economics	2018-2019
University of Bologna M.Sc. in Economics (LMEC), Summa Cum Laude	2015-2017
School of Public Policies, AREL (Scuole di Politiche)	2015-2016
University of Bologna B.Sc. in Economics and Finance (CLEF), Summa Cum Laude	2012-2015
Université Paris-Dauphine Erasmus+ Mobility - L3 Ingénierie Financière	Autumn 2014

TEACHING

LMU Munich <i>Gender in the Labor Market</i> (undergraduate) Lecturer	Summer 2026
École Polytechnique <i>Applied Econometrics</i> (M.Sc. in Economics) Teaching Fellow for Professor Pauline Rossi and Professor Arne Uhlenдорff	2022, 2023
<i>Applied Econometrics 1</i> (B.Sc. in Economics and Mathematics) Teaching Fellow for Professor Arne Uhlenдорff	2021, 2022
ENSAE <i>Econometrics 1</i> (M.Sc. in Economics) Teaching Fellow for Professor Xavier D'Haltfoeuille and Professor Elia Lapenta	2021, 2022
University of Bologna <i>Time Series Econometrics</i> (M.Sc. in Economics) Teaching Fellow for Professor Renzo Orsi	2018
<i>International Finance</i> (B.Sc. in Economics and Finance) Teaching Fellow for Professor Giorgio Bellettini	2016, 2017, 2018

EMPLOYMENT

Organisation for Economic Co-operation and Development (OECD) - Centre for Skills *2020*
Policy Analyst, Supervisors: Dr. Francesca Borgonovi and Dr. Fabio Manca

Organisation for Economic Co-operation and Development (OECD) - Science, Technology
and Innovation Directorate *2019*
Consultant, Supervisor: Dr. Fernando Galindo-Rueda

RESEARCH

University of Bologna *2018*
Research Assistant for Prof. Margherita Fort and Prof. Chiara Monfardini

European Central Bank, Research Directorate *2017*
Research Assistant for Dr. Johannes Breckenfelder, Dr. Miguel Ampudia and Prof. Thorsten Beck

WORKING PAPERS

The College Melting Pot: Peers, Culture and Women’s Job Search

Abstract: Gender norms are widely recognized as key drivers of persistent gender gaps in the labor market, yet little is known about how these norms evolve or can be influenced. This paper provides new evidence that exposure to university classmates born in more gender-equal environments shapes women’s early-career labor market outcomes. I exploit quasi-random, cross-cohort variation in the geographical origins of peers within Master’s programs in Italy, leveraging comprehensive administrative and survey data covering the universe of students. Exposure to female classmates born in provinces with one standard deviation higher female labor force participation significantly increases women’s likelihood of entering full-time jobs and sorting into higher-paying occupations, reducing early-career gender gaps by 21–40%. Using new data I collected on students’ job-search preferences and beliefs, I show that peer effects operate primarily through two channels: reductions in the value women place on hours’ flexibility, and learning about job offer arrival rates. Peer effects are highly asymmetric, concentrated among women from less gender-equal regions, indicating that exposure can mitigate early-career disadvantages rooted in childhood environments. The results underscore the potential of educational policies that promote geographical diversity to shift gender norms and advance gender equality in the labor market.

Who cares? Parental Leave Benefits and Household Division of Childcare (with Pia Molitor and Jakob Wegmann)

Abstract: Low take-up of parental leave by fathers is a key driver of the unequal career costs of parenthood for men and women. Can the design of public policies effectively increase fathers’ participation in parental leave? This paper provides the first causal evidence on how financial incentives shape the intra-household allocation of childcare. We exploit exogenous variation in parental leave benefits induced by a sharp kink in the benefit schedule relative to individual pre-birth net income, combined with novel German administrative data covering millions of households between 2014 and 2018. Using a double Regression Kink Design—an extension of the RKD methodology by Card et al. (2015)—we estimate the behavioral responses of both mothers and fathers to changes in their own and their partner’s replacement rates. We find that a reduction in the mother’s benefit leads to a substitution in parental inputs, decreasing her leave duration while increasing the father’s take-up, especially along the intensive margin, without altering the total duration of parental leave taken by the household. However, responses are quantitatively modest, reflecting persistent traditional gender roles, and are stronger when fathers face lower opportunity costs and in more egalitarian regions. Our findings highlight how financial incentives interact with cultural and economic constraints to shape household decisions, with implications for the design of family policies aimed at fostering gender equality.

Gender Differences in the Impact of Unemployment Benefits: Evidence from a Regression Kink Design (with Antoine Ferey, Pierre Rousseaux and Arne Uhlenndorff)

Abstract: This paper shows the existence of gender differences in the impact of unemployment insurance (UI) benefits on unemployment duration. Leveraging a kink in the relationship between previous earnings and UI benefits in the French UI system, we estimate that a 1% increase in the amount of UI benefits leads on average to a 0.9 to 2.0% increase in unemployment duration. However, this average effect masks an important heterogeneity across gender: we find strong positive elasticities for males (1.3 to 2.7), whereas estimated elasticities for females are small (0 to 0.9) and not statistically different from zero. These differences cannot be explained by gender differences in observed characteristics like age, education and experience. Instead, we provide suggestive evidence that they are partly explained by gender differences in job search preferences—particularly with regard to temporal flexibility—that tend to emerge around the time of parenthood.

SELECTED WORK IN PROGRESS

Taxing the Gender Pay Gap: Evidence from France (with Daniel Gyetvai)

Equilibrium Discrimination: The Role of Biased Beliefs (with Camille Landais)

Pay Transparency and Firm Wage Premia (with Pietro Campa)

SEMINARS AND CONFERENCES

2026: Milan Labor Lunch Seminar (U Bocconi), ROCKWOOL Foundation Berlin, Free University of Bozen (exp.), Tilburg University (exp.), EIEF-World Bank Mend the Gap Workshop (exp.), PSE Workshop in Labor Economics (exp.), Sciences Po Economic Opportunity European Conference (exp.), CSEF-IGIER Symposium on Economics and Institutions (exp.)

2025: NHH (Bergen), IIES (Stockholm), Imperial College Business School, Columbia Business School, University of Geneva, Bank of Italy, INSEAD (Paris), LMU, CUNEF (Madrid), University of Copenhagen, IZA, Universitat Pompeu Fabra, USI Lugano, Università Roma Tre, Bocconi University, University of Bristol, EIEF Junior Applied Micro Conference (invited), COSME Workshop (invited discussant), CEPR-PSE Policy Forum (invited discussant), AIEL Annual Conference, Bank of Italy Gender Economics Workshop

2024: Unicredit Workshop on Gender Inequality (Bocconi), LSE-WU-ZEW Workshop on Wealth Inequality, Social Mobility, and Equality of Opportunity (Vienna), Gender Norms and the Law (IEA & World Bank), IZA Workshop on the Economics of Education (Bonn), EALE Conference (Bergen), Discrimination and Diversity Workshop (online), UCL PhD Conference (London), EAYE Conference (PSE), SOLE Annual Congress (Portland), UC Berkeley Labor Seminar, UC Berkeley IRLE Seminar, INSEAD-Collège de France seminar

2023: CEPR Paris Symposium (Sciences Po), Fondazione Luigi Einaudi Annual Workshop (Turin), EALE Conference (Prague), EEA-ESEM Congress (UPF), Cesifo Labor Economics Area Conference (Munich), IZA Summer School (Berlin), PSE-CEPR Policy Forum (PSE), SEHO Conference (Copenhagen), AFSE Annual Congress (Sciences Po), QMUL PhD Workshop (London), LSE Public WiP Seminar, SOLE Annual Congress (Philadelphia), AMSE PhD Seminar (Marseille), Search and Matching Workshop (Bristol), LSE Labour WiP Seminar

2022: VPDE Workshop Collegio Carlo Alberto (Turin), CREST-INSEE Workshop (Paris), DARES Research Seminar (French Ministry of Labor)

ACADEMIC SERVICE

Referee for *Review of Economic Studies*, *Journal of Public Economics*, *Economic Journal*, *Labour Economics*, *European Economic Review*, *Management Science*, *Annals of Economics and Statistics*
Volunteer, EEA Job Market Mock Interviews (AY 2025-2026)
External Reviewer, European Association of Young Economists Annual Meeting (2025, 2026)
Co-organizer, Applied Labor Economics Reading Group, CREST (AY 2021–2022)
Speaker, Economics Nobel Prize Lecture (2023), with Prof. R. Rathelot and S. Signorelli, Institut Polytechnique de Paris

POLICY WORK

Une proportion plus élevée de femmes dans l'entreprise s'accompagne-t-elle de meilleures notes à l'index de l'égalité professionnelle?, with K. Briard and V. Simonnet, DARES Analyses, 2025

Index de l'égalité professionnelle: quel bilan depuis son entrée en vigueur?, with K. Briard and M. Ruault, DARES Analyses, 2021

OECD (2021), OECD Skills Outlook 2021: Learning for Life, OECD Publishing, Paris

Strengthening online learning when schools are closed: The role of families and teachers in supporting students during the COVID-19 crisis, with F. Manca, OECD Policy Responses to Coronavirus, 2020

MEDIA ARTICLES AND DISSEMINATION

Quando l'università riduce le disuguaglianze di genere, *La Voce*, March 2026

La sostenibilità è anche una questione di genere, *ECO*, December 2025

Book chapter: Gli effetti del COVID-19 sul lavoro delle donne, with A. Casarico, in *Le parole della crisi, le politiche dopo la pandemia*, Editoriale Scientifica, 2020

SKILLS

Languages Italian (native), English (fluent), French (fluent), German (intermediate)
Programming Languages Stata, R, MATLAB