

## Andrea Garnero

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CONTACT INFORMATION	OECD 2, André Pascal 75775 Paris Cedex 16 - France	<i>Tel:</i> +33 1 45 24 96 92 <i>E-mail:</i> andrea.garnero@oecd.org <a href="https://sites.google.com/site/andreagarnero">https://sites.google.com/site/andreagarnero</a>
DATE OF BIRTH	June 8th, 1986 in Italy	
CURRENT POSITIONS	<b>OECD</b> , Paris, France.	<b>November 2014 to now</b>
	Economist at Directorate for Employment, Labour and Social Affairs	
	<b>Institut zur Zukunft der Arbeit (IZA)</b> , Bonn	<b>July 2014 to now</b>
	Research Affiliate (2014-2020)	
	Research Fellow (2020-now)	
	<b>Université libre de Bruxelles</b> , Brussels	<b>January 2016 to now</b>
	Affiliate researcher	
	<b>Groupe d'experts sur le SMIC</b> , Paris	<b>August 2017 to now</b>
	Member of the French expert group on the minimum wage	
	<b>Scuola di Politiche</b> , Rome	<b>July 2015 to now</b>
	Member of the executive board and of the scientific committee	
PROFESSIONAL EXPERIENCE	<b>Prime Minister's Office</b> , Rome, Italy.	<b>June 2013 to February 2014</b>
	Assistant for Economic Affairs and G20 Assistant Sherpa.	
	<b>Economic Consultant</b>	<b>September 2011 to October 2014</b>
	Consultancy for the European Commission, European Parliament, Quorum SaS, Partito Democratico, ICF GHK, Women in Parliaments Global Forum.	
	<b>European Commission</b> , Brussels, Belgium.	<b>October 2010 to August 2011</b>
	Economist at Directorate General for Employment, Social Affairs and Equal Opportunities, Employment Analysis Unit	
	<b>OECD</b> , Paris, France.	<b>May 2009 to September 2009</b>
	Trainee at Directorate for Employment, Labour and Social Affairs, Employment Analysis and Policy Division	
	<b>Free-Lance Journalist</b> , Italy	<b>2003 to 2018</b>

EDUCATION

**Ecole Normale Supérieure** (Paris, France), **Paris School of Economics** (Paris, France) and **Université Libre de Bruxelles** (Brussels, Belgium) **September 2011 to January 2015**

Ph.D. in Economics.

- Thesis Topic: *Institutions and Heterogeneity in the Labour Market*.
- Supervisors: Pr. Philippe Askenazy (PSE) and Pr. Francois Rycx (ULB)

**Ecole Normale Supérieure**, Paris, France **2008 to 2011**

Eleve boursier de la selection internationale, tutor: Pr. Philippe Askenazy

**Paris School of Economics**, Paris, France **2008 to 2010**

M.Sc., Public Policy and Development

**Università di Bologna**, Bologna, Italy **2005 to 2008**

Bachelor, Economia, mercati e istituzioni, *Magna cum Laude*

**Université Paris X-Nanterre**, Paris, France **2007 to 2008**

Erasmus Exchange Program

**Collegio Superiore**, Bologna, Italy **2005 to 2010**

Licenza, tutors: Pr. Luca Enriques (2005-2007) and Pr. Gianfranco Pasquino (2007-2010)

HONORS AND SCHOLARSHIPS

2014-2015 Fonds David and Alice Van Buuren - Brussels, end of PhD Scholarship  
 2011-2014 Ecole Normale Supérieure - Paris, Ph.D. Scholarship  
 2008-2010 Ecole Normale Supérieure - Paris, International Student  
 2005-2010 Collegio Superiore di Bologna, Student

TEACHING

2011-2012 Thematic workshop on Employment Protection, European Commission, DG EMPL, Brussels.  
 2011/12 TA Economie politique (introduction to economics), Bachelor, ULB, Brussels.  
 2012/13 TA Quantitative methodology, Doctoral Training, ULB, Brussels.  
 2013-now: Cepremap Seminar at Master PPD, Paris School of Economics, Paris.  
 2015-now: Classes at Scuola di Politiche (on youth employment, future of work, minimum wages, demographic trends), Rome, Cesenatico, Arcavacata  
 2018: Brexit, Sciences Po, Paris.

PUBLICATIONS

**International peer-reviewed journals**

- Garnero, A. (forthcoming), “The role of collective bargaining for employment and wage inequality: evidence from a new taxonomy of bargaining systems”, *European Journal of Industrial Relations*.
- Garnero, A., F. Rycx and I. Terraz (forthcoming), “Productivity and wage effects of firm-level collective agreements: Evidence from Belgian linked panel data”, *British Journal of Industrial Relations*.
- Garnero, A., A. Hijzen and S. Martin (2019), “More Unequal, but More Mobile? Earnings Inequality and Mobility in OECD Countries”, *Labour Economics*, vol. 56, pp. 26-35.
- Garnero, A. (2018), “The Dog That Barks Doesn’t Bite: Coverage and compliance of sectoral minimum wages in Italy”, *IZA Journal of Labor Policy*, vol. 7 (3).

- Garnero, A. (2016), “Are Part-Time Workers Less Productive and Underpaid?”, *IZA World of Labor* 249.
- Garnero, A., R. Giuliano, B. Mahy and F. Rycx (2016), “Productivity, Wages, and Profits among Belgian Firms: Do Fixed-Term Contracts Matter?”, *International Journal of Manpower*, Vol. 37(2), pp. 303-322.
- Garnero, A., S. Kampelmann and F. Rycx (2015), “Sharp Teeth or Empty Mouths? Revisiting the Minimum Wages Bite with Sectoral Data”, *British Journal of Industrial Relations*, vol. 53 (4), pp. 760-788.
- Garnero, A., S. Kampelmann and F. Rycx (2015), “Minimum Wage Systems and Earnings Inequalities: Does Institutional Diversity Matter?”, *European Journal of Industrial Relations*, vol. 21 (2), pp. 115-130.
- Garnero, A., S. Kampelmann and F. Rycx (2014), “Part-time Work, Wages and Productivity: Evidence from Belgian Matched Panel Data”, *Industrial and Labor Relations Review*, vol. 67 (3), pp. 926-954.
- Garnero, A., S. Kampelmann and F. Rycx (2014), “The Heterogeneous Effects of Workplace Diversity on Productivity, Wages and Profits”, *Industrial Relations: A Journal of Economy and Society*, 53 (3), pp. 430-477.
- Bassanini, A. and A. Garnero (2013), “Dismissal Protection and Worker Flows in OECD Countries: Evidence from Cross-Country/Cross-Industry Data”, *Labour Economics*, 21, pp. 25-41.
- Other journals**
- Garnero, A. and C. Lucifora (2020), “L’erosione della contrattazione collettiva in Italia e il dibattito sul salario minimo legale”, *Giornale di diritto del lavoro e di relazioni industriali*, No. 166, 2.
- Bassanini, A., S. Broecke, S. Cazes, A. Garnero and C. Touzet (2020), “Collective Bargaining in Times of Platform Work”, *CPI Antitrust Chronicle*, Winter 2020, vol. 1(2).
- Garnero, A. and C. Touzet (2019), “Negotiating Our Way Up: i punti chiave dell’ultimo rapporto OCSE sulla contrattazione collettiva”, *Diritto delle Relazioni Industriali*, No. 4/XXIX, pp. 1261-1264.
- Garnero, A. (2019), “Un salario minimo per legge in Italia? Una proposta per il dibattito”, *Diritto delle Relazioni Industriali*, No. 3/XXIX, pp. 810-837.
- Garnero, A. (2017), “Diversité de la main-d’oeuvre, productivité et salaires: le rôle des managers et des propriétaires en France”, *Travail et Emploi*, vol. 152, pp. 59-87.
- Garnero, A., S. Kampelmann and F. Rycx (2016), “Is Workforce Diversity Always Performance-enhancing? A Literature Review”, *Reflète et perspectives de la vie économique*, vol. LV (4), pp. 81-91.
- Garnero, A. and U. Marengo (2011), “La fabbrica divisa”, *il Mulino*, p. 407-414.

### **Working papers**

Bassanini, A., A. Garnero, P. Marianna and S. Martin (2010), “Institutional Determinants of Worker Flows: A Cross-Country/Cross-Industry Approach”, OECD Social, Employment and Migration Working Papers 107, OECD Publishing.

Garnero, A., A. Hijzen and S. Martin (2016), “More Unequal, but More Mobile? Earnings Inequality and Mobility in OECD Countries”, OECD Social, Employment and Migration Working Papers 177, OECD Publishing.

### **Policy reports**

*Institutional Determinants of Worker Flows: A Cross-country/Cross-industry Approach*, in OECD Employment Outlook 2010, OECD Publishing.

*Is working enough to avoid poverty? In-work poverty mechanisms and policies in the EU*, in Employment and Social Developments in Europe 2011, European Commission.

*Social Protection Systems Confronting the Crisis*, in Employment and Social Developments in Europe 2012, European Commission.

*Minimum wages in Europe: does the diversity of systems lead to a diversity of outcomes?*, ETUI Report 2013, joint with S. Kampelmann and F. Rycx.

*Recent labour market developments with a focus on minimum wages*, in OECD Employment Outlook 2015, OECD Publishing.

*The quality of working lives: Earnings mobility, labour market risk and long-term inequality*, in OECD Employment Outlook 2015, OECD Publishing.

*How good is your job? Measuring and assessing job quality?*, OECD Publishing, 2016.

*Recent labour market developments and the short-term outlook*, in OECD Employment Outlook 2016, OECD Publishing, 2016.

*Collective bargaining in a changing world of work*, in OECD Employment Outlook 2017, OECD Publishing, 2017.

*The role of collective bargaining systems for good labour market performance*, in OECD Employment Outlook 2018, OECD Publishing, 2018.

*Promoting fair wages and labour taxes*, in “Good jobs for all in a changing world of work. The OECD Jobs Strategy”, OECD Publishing, 2018.

*Facing the future of work: How to make the most of collective bargaining*, in OECD Employment Outlook 2019, OECD Publishing, 2019.

*Negotiating Our Way Up: Collective bargaining and workers’ voice in OECD countries*, OECD Publishing, 2019.

*Supporting people and companies to deal with the Covid-19 virus: Options for an immediate employment and social-policy response*, OECD Policy Brief, 2020

*COVID-19: From a health to a jobs crisis*, Chapter 1 in *OECD Employment Outlook 2020*, OECD Publishing, 2020.

### Books or chapters

*L'Unione Divisa. Convergere per crescere insieme in Europa.* (edited with Simona Milio, LSE), AREL/il Mulino, 2014.

“Unione europea: tra no-euro, eurobond e una difficile collocazione politica” in *Alfabeto Grillo* (ed. M. Laudonio e M. Panarari), Mimesis edizioni, 2014.

“The Impact of COVID-19 on the Italian Labour Market and the Policy Response” in *The Italian economy after COVID-19. Short-term Costs and Long-term Adjustments* edited by G. Bellettini and A. Goldstein, Bononia University Press, 2020.

### WORK IN PROGRESS

Turning a blind eye? Compliance to minimum wages and employment (with C. Lucifora).

### OP-EDS

See <https://sites.google.com/site/andreagarnero/in-the-media/op-eds>

### CONFERENCES AND SEMINARS

2011: IAB (Nuremberg, Germany).

2012: Banca d'Italia (Rome, Italy); MSE (Paris, France), PSE (Paris, France); AIEL (Caserta, Italy); IAB (Nuremberg, Germany); KUL (Leuven, Belgium).

2013: European Commission (Brussels, Belgium); Eurofound (Dublin, Ireland); Sorbonne (Paris, France); IZA Summer School (Buch am Ammersee, Germany); AFSE (Aix-en-Provence, France); EALE (Turin, Italy); Eurofound (Dublin, Ireland); AIEL (Rome, Italy); ETUI (Brussels, Belgium).

2014: Biannual Assisi Workshop (Assisi, Italy); SOLE (Washington, USA); France Stratégie (Paris, France); PSE (Paris, France); IBS (Warsaw, Poland).

2015: IZA/World Bank (Bonn, Germany); OECD (Paris, France); Mutual Learning Program (London, UK); Journées de l'économie (Lyon, France); IAB (Nuremberg, Germany); PSE (Paris, France).

2016: Cepremap, (Paris, France); Scuola di Politiche, (Rome, Italy); Eurofound (Dublin, Ireland); France Stratégie (Paris, France); IZA (Rome, Italy); OECD (Paris, France); World Bank, (Washington DC, USA).

2017: OECD (Paris, France); Università di Bergamo e ADAPT (Bergamo, Italy); Korean Labor Institute (Seoul, Korea); ETUI (Brussels, Belgium); Cepremap, (Paris, France).

2018: OECD (Paris, France); Università di Cagliari (Cagliari, Italy); Università Sapienza (Roma, Italy); Cepremap, (Paris, France); France Strategie (Paris, France); Forum Disuguaglianza e Diversità (Milan, Italy); Low Pay Commission (London, United Kingdom); Banque de France (Paris, France); Festival Città Impresa (Bergamo, Italy).

2019: OECD (Paris, France); Low Pay Commission (Dublin, Ireland); HM Treasury (London, United Kingdom); Avanzi (Bologna, Italy); Allianz (Costa Navarino, Greece); Low Pay Commission (London, United Kingdom); Science po (Paris, France); Wired Legal (Milan, Italy); TCO (Stockholm, Sweden).

2020: Università della Calabria (Arcavacata, Italy); FIA (Dublin, Ireland); Università Cattolica del Sacro Cuore (Milan, Italy).

### REFEREE ACTIVITIES

Applied Economics Letters; British Journal of Industrial Relations; Brussels Economics Review; Employee Relations; European Economic Review; Gender, Work & Organization; Industrial and Corporate Change; Industrial Relations; International Journal of Manpower; International Journal of Public Administration; IZA Journal of Labor Economics; Journal of Applied Economics; Journal of Public Economics; Journal of Urban Economics; Kyklos; LABOUR; Labour Economics; National Science Foundation; Oxford Bulletin of Economics and Statistics; Politica Economica-Journal of Economic Policy; Révue de l'OFCE; Routledge; The Journal of Economic Inequality; Social Sci-

ence Journal.

MEDIA MENTIONS AND INTERVIEWS Financial Times, Wall Street Journal, AFP, Le Monde, Les Echos, la Tribune, La Libre Belgique, Trends, Corriere della Sera, Repubblica, La Stampa, il Foglio, Espresso, Europa, Class CNBC, Radio 2, Radio 3, Radio24, Radio Capital, Radio Monte Carlo, Radio Radicale, il Sole 24 ore, Trentino, Unità, il Fatto Quotidiano, actuEL-RH, Rai 1, Rai2, RaiNews, La7, Wired, SkyTg24 Economia, TG5.

LANGUAGES Italian (native), English, French (fluent), German (intermediate).