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PROFESSIONAL EXPERIENCE

Research Fellow, Melbourne Institute of Applied Economic and Social Research, University of Melbourne, 2026 – now

Research Fellow, School of Economics and Centre for Policy Futures, University of Queensland, 2023 – 2026

Guest lecturer at the Social Statistics Course, BA in Statistics, University of Florence, March 2022 and May 2023

Visiting position at the Italian National Social Security Institute (INPS) for the project "*Understanding the non-take up and labour market outcomes of the Italian Reddito di Cittadinanza*", 2020 – 2024

Research Assistant for the Local Opportunities Lab project, 2020

Research Assistant at Bocconi University, Support to the ERC project IFAMID led by Prof. Aassve Arnstein, 2018

Internship at the OECD, Social Policy Division, Tax-Benefit Team, 2016

EDUCATION

PhD in Political and Social Sciences, European University Institute, 2023

Thesis Title: "*A target on the head? Welfare targeting, conditionality and the persistence of disadvantage*"

Master of Science in Economics and Social Sciences, Bocconi University, 2018

Bachelor's Degree in Economics and Social Sciences, Bocconi University, 2015

JOB MARKET PAPER

Mind the (Employment) Gap: The Power of Reasons in Reshaping Employers' Beliefs

(Co-authored with Todd Morris and Christine Ablaza; available at [SSRN](https://ssrn.com/abstract=4588888))

Workers with long employment gaps often face discrimination from employers and are commonly advised to explain these gaps. Yet such explanations may be ineffective or even backfire. Using a vignette experiment with over 1,500 Australian employers, we provide the first evidence on how gap duration and reasons jointly shape employer perceptions. When no reason is provided, we find that candidates with long gaps (24–26 months) are rated 0.4 standard deviations lower than those with short gaps (2–4 months) on the interview and hiring scale and are perceived as lacking motivation, mental fitness, and soft skills. Providing a reason for the gap eliminates three-quarters of this penalty, consistent with Bayesian updating. However, we find significant heterogeneity across reasons. Explanations like caregiving or firm shutdown significantly improve employers' intentions to interview and hire candidates with long gaps. Disclosing a physical injury harms only short-gap candidates, while a mental health condition harms both, revealing strong mental health stigma. These results suggest low-cost, scalable interventions: employment services can provide tailored guidance on when disclosing the reason improves hiring prospects.

Gatta, A. (2025). Do Employers Discriminate Against Active Labour Market Policies Participants? A Field Experiment on the Youth Guarantee Internship in Italy. *European Economic Review*, 105190. (A* in ABDC list)

Ablaza, C., **Gatta, A.**, Stambe, R., and Marston, G. (2025). Non-standard Employment and Job Satisfaction: the Mediating Role of Job Characteristics. *British Journal of Industrial Relations*. Online first. (A* in ABDC list)

Gatta, A., Ablaza, C., Stambe, R., and Marston, G. (2025). What is a Good Job and Who Gets it? Exploring the Multidimensionality of Job Quality. *Social Indicators Research*, 179, 481–504. (A in ABDC list)

Gatta, A., Mattioli, F., Mencarini, L., and Vignoli, D. (2022). Employment Uncertainty and Fertility Intentions: Stability or Resilience? *Population Studies*, 76(3), 387–406. (A in ABDC list)

CHAPTERS IN BOOKS

Gatta, A. (2025). Le indagini sui senzatetto in Italia: Fonti, dati, metodologie. [Eng translation: Homeless surveys in Italy: Sources, data, methodologies]. In: Fonti di dati sulla popolazione senzatetto: un'indagine PIT (Point in Time) nel comune di Roma. [Eng translation: Data sources on the homeless population: a PIT (Point in Time) survey in the municipality of Rome]. *Italian Bureau of Statistics*. (Forthcoming)

Gatta, A., Chiocchio, F., and Bonvecchio, A.. (2020). Questi Giovani che non mettono su famiglia. In: *Ci pensiamo noi. Dieci proposte per far spazio ai giovani in Italia*. Egea. [Eng translation: These youths who do not start a family]

Gatta, A., Bidut, E. and Conte, M. (2020). Partenza in salita. In: *Ci pensiamo noi. Dieci proposte per far spazio ai giovani in Italia*. Egea. [Eng translation: Uphill departure]

WORKING PAPERS

Understanding the non-take-up of the Italian Minimum Income Scheme.

(R&R at the *Journal of Economic Inequality*; A in ABDC list; co-authored with Giovanni Gallo and Massimo Baldini)

The activation paradox: Employer perceptions of Active Labour Market Programs in Sweden and Australia.

(R&R at the *Journal of Social Policy*; A in ABDC list; co-authored with Rose Stambe, Anna Angelin and Rickard Ulmestig)

Housing Discrimination as a Field in the Making: Institutional Coupling, Epistemic Accumulation, and the Uneven Production of Knowledge (1972–2022)

(R&R at the *Journal of Housing and the Built Environment*; 18th percentile in Scimago Jr Social Sciences; co-authored with Vanessa Ioannoni and Tommaso Vitale)

The determinants of duration dependence: labour market conditions and employer beliefs

(Co-authored with Mario Spiezio)

SELECTED WORK IN PROGRESS

Active Labour Market Policies as a way to overcome unemployment stigma? Evidence from a vignette experiment and Australian administrative data.

(Lead author, co-authored with Christine Ablaza and Todd Morris)

Breaking the Pink Collar: Increasing attraction and gender diversity in the aged care sector

(Lead author, co-authored with Christine Ablaza, Robert Arcidiacono and Greg Marston)

GRANTS AND CONTRACT RESEARCH

- 2025 CI of project "*Evaluating the role of First Nations jobs & revenue within First Nations-led organisations in advancing economic self-determination*" with Sharlene Leroy-Dyer, Julie Moschion, Sam Coom, Gaala Watson and Emma Olssen. Total value: **75,759 AUD**
- 2024 CI of Anglicare Southern Queensland grant for the project "*Building a resilient and sustainable workforce for the future*" with Greg Marston and Christine Ablaza. Total value: **135,494 AUD**
- 2023 Lead CI of UQ seed funding Bel Connect Grant for the project "*What do employers want? Examining the mismatch of labour demand and supply through a study of employment services*" with Todd Morris, Christine Ablaza, Rose-Marie Stambe and Greg Marston. Collaboration between the School of Economics, the Centre for Policy Futures and **Workways Australia**. Total value: 19,966 + 10,000 AUD = **29,966 AUD**
- 2021 CI of external competitive grant by Lazio Region (Italy) to evaluate the Italian regional policy "*Torno Subito*". Total value: **18,000 EUR** ≈ **29,340 AUD**
- 2020 Lead CI of the project "*Towards a more inclusive welfare: understanding non take up of welfare provisions in Italy*". Competitive external grant awarded by Fondazione Roberto Franceschi Onlus. Total value: **7,850 EUR** ≈ **12,796 AUD**

INDUSTRY REPORTS

Arcidiacono, R., **Gatta, A.**, Marston, G., Ablaza, C. (2025). Anglicare Southern Queensland Workforce Analysis. Building a resilient and sustainable workforce for the future. *The University of Queensland*. [link](#)
Commissioned by: Anglicare Southern Queensland

Lorenzo, A., Buongiorno Sottoriva, C., Cuttica, G., Fontana, A., **Gatta, A.** (2023). Ri...Torno subito. Valutazione di una policy della Regione Lazio sulla fuga dei cervelli e lo sviluppo di competenze. *Tortuga Policy Reports*. [Eng: Ri...Torno subito. Evaluation of a policy from Lazio Region on brain drain and skills development] [link](#)
Commissioned by: Lazio Region

Gatta, A. (2022). Non avere dimora a Roma. Accesso alla residenza, alle misure di sostegno al reddito e alle cure mediche per le persone senza dimora della Capitale. *Osservatorio Fio.PSD*. [Eng translation: Being homeless in Rome. Access to residence, income support measures and medical care for homeless people in the Capital] [link](#)
Commissioned by: Fondazione Roberto Franceschi Onlus

Gatta A., Paladino E., Annichiarico B., Buongiorno Sottoriva, C. (2021). La costruzione di una vita autonoma. Strumenti e politiche per il supporto ai Care leavers in Italia. *Tortuga Policy Reports*. [Eng translation: Building an autonomous life. Tools and policies to support Care leavers in Italy] [link](#)
Commissioned by: Former Italian MP Emanuela Rossini

POLICY BRIEFS

Arcidiacono, R., **Gatta, A.**, Marston, G. (2025). Building a resilient and sustainable workforce for the future. Addressing Attraction and Retention in the Community Care Sector. *Centre for Policy Futures Policy Takeaways*. [link](#)

Gatta, A., Ablaza, C., Stambe, R., Marston, G. (2025). The Global Job Quality Divide: Evidence of Winners and Losers in the World of Work. *The University of Queensland*. [link](#)

Coego, A., **Gatta, A.**, Lionetti, F., Lloyd, A., Molard, S., Nordberg, A., Plouin, M., Proietti, P., Spinnenwijn, Stamos, I., Van Heerden, S. (2024). The Different Faces of Homelessness: Exploring Specific Data and Policy Needs. *European Commission – Joint Research Centre, JRC124457*. [link](#)

Baldini, M., Gallo, G. and **Gatta, A.** (2023). Il take-up di Reddito e Pensione di Cittadinanza [The take up of the Citizenship Income]. *Rome, Italy: Istituto Nazionale della Previdenza Sociale (INPS) – Italian National Social Security Institute*. [link](#)

SELECTED MEDIA ARTICLES

Stambe, R., **Gatta, A.**, Ablaza, C. (2025). Not all insecure work has to be a 'bad job': research shows job design can make a big difference. *The Conversation*. [link](#)

Baldini, M., Gallo, G., **Gatta, A.** (2024). Se non basta lavorare per uscire dalla povertà [If working is not enough to exit poverty]. *Eco*, n°1. (Only paper version available)

Gatta, A. (2023). Dal Reddito di Cittadinanza all'Assegno di Inclusione: continua il percorso ad ostacoli per le persone senza dimora [From Citizenship Income to Inclusion Allowance: the obstacle course for homeless people continues]. *Menabo* (199). [link](#)

Gatta, A. (2023). Verso un welfare più inclusivo: comprendere le barriere di accesso al welfare per le persone senza dimora. [Towards a more inclusive welfare: understanding the barriers to accessing welfare for homeless people]. *Fondazione Roberto Franceschi Onlus*. [link](#)

Gatta, A. (2021). Reddito di cittadinanza e Legge di Bilancio: ci vuole più coraggio. *Econopoly*. [Minimum Income Scheme and the Budget Law: More Courage is Needed]. [link](#)

Gatta, A. (2020). Care Leavers: giovani su cui scommettere. *Welforum*. [Care Leavers: Young People Worth Backing]. [link](#)

INVITED INDUSTRY, POLICY AND ACADEMIC TALKS

Apr	2026	Online presentation "Without home, without rights? The challenge of measurement for public policies", University of Modena and Reggio Emilia
Sept	2025	Invited talk at the National Employment Services Association (NESA) Conference, Melbourne
Nov	2024	Invited talk at the Annual Meeting of Workways Australia
Nov	2024	Seminar speaker, Melbourne Institute
Jul	2024	Seminar speaker at the Welfare and Work Lab, University of Melbourne
Jun	2024	JRC Future of Cities Webinar - Homelessness in the EU: Exploring Data and Policy Needs
May	2024	Seminar for Fondazione Roberto Franceschi Onlus
Feb	2024	Understanding the non-take-up of the Italian Minimum Income Scheme, VisitINPS Seminar Series
Dec	2023	Seminar for PhD course in Labour, Development and Innovation, University of Modena and Reggio Emilia
Dec	2023	Seminar Scuola Universitaria Professionale della Svizzera Italiana, Lugano, Switzerland
Oct	2022	The Italian Minimum Income Scheme, in between social and employment policies, University of Salerno
May	2022	Consensus Conference promoted by the Italian Federation of the Organisations for the Homeless (fio.PSD)

CONFERENCE AND SEMINAR PRESENTATIONS

2026	General Meeting of the Italian Scientists in Australia, Canberra; 5th International Behavioural Public Policy Conference, Brisbane (Upcoming)
2025	Annual Conference on Experimental Sociology, Leipzig; 14 th International Labour and Employment Relations Association Conference, Durham.
2024	Centre for Efficiency and Productivity Analysis Conference, Brisbane; International Conference on Advancements in People Management, Bangalore.
2023	XXI ISA Conference, Melbourne; Australian Social Policy Conference, Canberra.
2022	Asian and Australasian Society of Labour Economics Conference, Tokyo; 16 th European Research Conference on Homelessness, Bergamo; 34 th Annual European Association of Evolutionary Political Economy Conference, Naples; 4 th Annual Conference on Experimental Sociology, Utrecht; 117 th Annual Meeting of the American Sociological Association, Los Angeles; 6 th SISEC Conference, Bologna; VisitINPS Seminar Series.
2021	European Consortium of Sociological Research, Online Conference; 14 th ESPAnet Italy Conference, Online.
2020	2 nd CESifo Europe Workshop on Public Policy Evaluation and Optimal Design Policy, Online.

UNIVERSITY AND DEPARTMENT SERVICE

Student outreach at Career Expo in Brisbane (2025); Speaker for students visiting UQ under the QASMT program (2025); Brown Bag Seminars coordinator at UQ School of Economics (2025); Member of LNR Ethics Committee for the faculty of Humanities, Arts and Social Sciences (2023-2025); Member of the organising committee of the Labour Econometrics Workshop (2024); Member of the Subcommittee on Culturally and Linguistically Diverse People within the Equity, Diversity and Inclusion Committee of the Business, Economics and Law faculty (2023-2024)

PROFESSIONAL SERVICE

Journal Reviewer:

Review of the Economics of the Household; Australian Economic Review; Economic Record; Social Indicators Research; Applied Research in Quality of Life; Australian Journal of Social Issues (x2); Italian Economic Journal; Statistics, Policy and Politics; Socius; Population Studies; Cartografie Sociali; Autonomie Locali e Servizi Sociali.

Other professional service:

Discussant at the Annual Workshop of Public Finance 2026, Canberra (Upcoming)
Discussant at the Labour Econometrics Workshop 2025, Melbourne
Moderator at the Annual Workshop of Public Finance 2025, Canberra
Member of the Economic Analytical Working Group, Australian Bureau of Statistics
Member of the network of experts on measuring homelessness in Rome, Italian Bureau of Statistics
Alumni of the Italian Think Tank Tortuga, member from 2017 to 2023