

GRIGORIOS SPANOS

Contact Information

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Citizenship: Canadian, Greek
Languages: English, French, Greek

Research Interests:	Industrial Organization	Teaching Interests:	International Trade
	Urban Economics		Urban Economics
	International Trade		Econometrics
	Labor Economics		Microeconomics

References

Professor Gilles Duranton
Real Estate Department
University of Pennsylvania
1467 Steinberg-Dietrich Hall
3620 Locust Walk
Philadelphia, PA 19104-6302
phone: (215) 898-2859
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GATE-LSE
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10, Rue Tréfilerie
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Professor Nicolas Berman
Aix-Marseille School of Economics
GREQAM
Chemin du Chateau Lafarge
13290 Les Milles, France
email: nicolas.berman@univ-amu.fr

Current Position

Post-Doctoral Fellow, Aix-Marseille School of Economics, 2014-present.

Education

Ph.D. Economics, University of Toronto, 2014.
Advisors: Gilles Duranton (Co-Chair), Peter Morrow (Co-Chair), Kunal Dasgupta
M.A. Economics, McGill University, 2008.
B.Comm. Economics (Honours) & Mathematics (Major), McGill University, 2007.

Visiting Position

Visiting PhD Candidate, Aix-Marseille School of Economics, 2012-2013

Publications

Organization and Export Performance, 2016, *Economic Letters* 146, 130-134.

Working Papers

The Impact of Market Size on Firm Organization and Productivity (job market paper), 2016

Sorting Within and Across French Production Hierarchies (submitted), 2016

Product Differentiation, Firm Organization and Productivity (preliminary) , 2016

Teams, Trade and Comparative Advantage, 2014

Working in Progress

Spillovers from the Public to the Private Sector (with Joan Monras and Emeric Henry)

Re-Examining Minimum Wages Through the Lens of Organization (with Nicholas Lawson)

Conferences & Seminars

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| 2016 | ANR-DFG Workshop (ZEW), 5th Annual Lithuanian Conference on Economic Research |
| 2015 | Canadian Economics Association (CEA), Society of Labor Economists (SOLE),
Firms and Globalization Workshop, Urban Economics Association (UEA) |
| 2014 | Brock University, University of Toronto |
| 2012 | Aix-Marseille University |

Referee Activities

Management Science

Collective Responsibilities

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| 2016 | Organizer of AMSE Non-Sushi Seminar (internal lunch seminar) |
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Teaching & Research Assistance

Aix-Marseille University – Course Instructor

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| 2015-2016 | Public Economics, Graduate Level |
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University of Toronto – Teaching Assistant

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| 2013-2014 | International Monetary Theory, International Trade |
| 2011-2012 | Introductory Economics, International Monetary Economics,
Business in a Global Economy, International Financial Markets (Graduate),
Global Managerial Perspectives (MBA) |
| 2010-2011 | International Economic Institutions and Policy,
International Monetary Economics, International Trade |
| 2009-2010 | Principles of Economics for Non Specialists, Quantitative Methods |
| 2008-2009 | Urban Economics |

McGill University – Teaching Assistant

2007-2008 Money and Banking

University of Toronto – Research Assistant

2013-2014 Michel Serafinelli
2011-2012 Kunal Dasgupta
2010-2012 Bernardo Blum
2010-2011 Peter Morrow

Research Grants

2016- Member of ANR-DFG (FranceGermany) *Local Labour Markets: The Causes and Consequences of Spatial Differences in Labour Market Outcomes Across Cities in France and Germany*

Honors & Awards

2013-2014 SGS Travel Grant
2014 Thesis Completion Grant, University of Toronto
2012-2013 AMSE Pre-Doctoral Fellowship
2012-2013 SGS Travel Grant
2008-2012 Arts and Sciences Fellowship, University of Toronto
2008 C.B. Macpherson Graduate Admission Award, University of Toronto
2007-2008 Master's Scholarship, McGill University
2007 Finestone Economics Prize, McGill University
2007 First Class Honours in Economics, McGill University

Programming Skills

Stata, SAS, Matlab

Abstracts**The Impact of Market Size on Firm Organization and Productivity (JMP)**

Abstract: This paper provides a new mechanism to explain the productivity of firms across locations. Namely, firms in larger markets are more productive because they organize with a greater number of layers. I develop a theoretical model with heterogeneous firms, endogenous organizational choice, and endogenous markups that respond to the size of the market. The model yields two implications. First, in larger markets the distribution of organizations first-order stochastically dominates the distribution in smaller markets. Second, firms in larger markets are more productive because they organize production with a greater number of layers. Using administrative French data I examine the model's implications on industries where demand is determined at a local level. I emphasize three results. First, firms in denser markets operate with a greater number of layers. Second, an additional layer in a firm is associated with an increase in productivity. And third, I find that part of the productivity gains from operating in denser markets are explained by firms having a greater number of layers.

KEYWORDS: firm organization, heterogeneous firms, market size, density, regional disparities, wages, firm productivity.

JEL Codes: D22, L11, L22, L23, J24, R12.

Sorting Within and Across French Production Hierarchies (submitted)

This paper uses an administrative dataset of French workers to examine the assignment of workers to organizational layers and firms. To do this, I first classify employees as residing in different organizational layers such as production and administrative workers, supervisors, senior managers, and owners and CEOs, using occupational codes. From a panel wage regression I then obtain estimates of workers' ability. I emphasize three results. First, higher ability workers are employed in the higher layers of firms. Second, I find evidence of positive assortative matching between workers in the different layers of firms. Third, I find weak evidence that higher ability workers allow their managers to increase their span of control and employ more workers.

KEYWORDS: positive assortative matching, firm organization, matched employer-employee data, high-dimensional fixed effects.

JEL Codes: J01, J32, L23.

Organization and Export Performance (published)

Abstract: This paper presents new facts on firms' internal organization and their export performance. I find an ordering of the distribution of organizations and, both across and within firms, firms' number of layers is positively correlated with their export performance.

KEYWORDS: trade, firms, margins, exports, organization

JEL Codes: F14, L23.

Product Differentiation, Firm Organization and Productivity (preliminary)

Abstract: This paper provides a new mechanism to explain the productivity of firms across sectors. Namely, firms in homogenous good sectors are more productive because they organize with a greater number of layers. Using administrative French data, I first groups sectors by their degree of product differentiation. I emphasize three results. First, firms producing homogeneous goods operate with a greater number of layers. Second, an additional layer in a firm is associated with an increase in productivity. And third, I find that organization plays a role in explaining the productivity of firms across sectors.

KEYWORDS: firm organization, heterogeneous firms, product differentiation, firm productivity.

JEL Codes: D22, L11, L15, L16, L17, L22, L23, J24.