

# Elena Grinza, Ph.D.

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Born on September 20th, 1988, in Turin, Italy.  
Italian citizen.  
Married with Riccardo.  
One daughter, Brigitta, born on December 9th, 2022.

## Research Interests

Applied Microeconomics; Labor Economics; Business Economics; Gender Economics; Economics of Innovation.

## Current Positions

Associate Professor of Political Economy (13/A2; SECS-P/02), Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin, December 2024-present.

Research Fellow, LABORatorio Riccardo Revelli - Centre for Employment Studies (LABOR), November 2020-present.

Research Fellow, Centre Emile Bernheim de Recherche Interdisciplinaire en Gestion (CEBRIG) - Department of Human Resources, Organisation, and Labor Economics, Solvay Brussels School of Economics and Management, Université Libre de Bruxelles, May 2020-present.

## National Academic Qualifications, Honors, and Awards

National Academic Qualification as a Full Professor in Applied Economics (13/A4; SECS-P/06), May 2023-present.

National Academic Qualification as an Associate Professor in Political Economy (13/A2; SECS-P/02), June 2021-present.

National Academic Qualification as an Associate Professor in Applied Economics (13/A4; SECS-P/06), November 2020-present.

Award within the "Bando di premialità per ricercatori a tempo determinato", University of Turin, Turin, October 2022.

Young Italian Economist Award, Italian Economic Association (SIE), Palermo, October 2019.

"Prof. Fabio Gobbo" Doctoral Award, Italian Society of Industrial Economics (SIEPI), Florence, February 2016.

Best Paper Award, Eurasia Business and Economics Society (EBES), Sharjah (UAE), January 2016.

Full Ph.D. Scholarship, Compagnia di San Paolo, January 2013-December 2015.

## Research Programs

Scientific Director (Responsabile scientifico), postdoctoral fellowship (assegno di ricerca), Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin, research project: "Il settore bancario e le sfide del cambiamento climatico: il ruolo delle nuove frontiere del machine learning, dell'econometria e della statistica nell'identificazione e gestione del rischio operativo e di credito", postdoctoral fellow: Parisa Madhooshiarzanagh, January 2024-present.

Associated Investigator (Responsabile di unità locale), PRIN: Progetti di Ricerca di Rilevante Interesse Nazionale - Bando 2022, Ministero dell'Università e della Ricerca (MUR), research project: "The banking sector facing the challenges of climate-change: how new frontiers in machine learning, econometrics and statistics can help in the identification and management of credit and operational risk", principal investigator: Christophe Feder, September 2023-present.

Member of the Research Group, NextGenerationEU, European Union and Ministero dell'Università e della Ricerca (MUR), "GRINS - Growing Resilient, INclusive and Sustainable", Theme No. 9 "Economic and Financial Sustainability of Systems and Territories" (proponent: Alma Mater Studiorum Università di Bologna), Spoke No. 5 "Innovation - Ecosystems for the Circular Economy" (leader spoke: University of Turin), February 2023-July 2023.

Principal Investigator (Responsabile scientifico), VisitINPS program scholars di tipo B, Istituto Nazionale della Previdenza Sociale (INPS), research project: "Advanced digital technologies and labor market outcomes", collaborator: Lorien Sabatino, July 2022-June 2023.

Member of the Research Group, Appel Interdisciplinaire MAKerS, MAKerS Making European Society - Université de Strasbourg, research project: "Le rôle de l'Union Européenne dans la transformation des systèmes de négociation collective des Etats membres", principal investigators: Marco Rocca and Isabelle Terraz, January 2022-present.

Member of the Research Group, Progetti per una nuova pubblica amministrazione, raccolta di idee per orientare il cambiamento delle amministrazioni pubbliche, Scuola Nazionale dell'Amministrazione (SNA), research project: "Digitalizzazione e politiche attive del lavoro: indicazioni per la trasformazione organizzativa e la governance dei Centri per l'impiego (DIGIPAL)", principal investigator: Stefano Sacchi, September 2020-October 2021.

Collaborator, VisitINPS program scholars di tipo B, Istituto Nazionale della Previdenza Sociale (INPS), research project: "Network agreements, job careers, and female managers", principal investigator: Alessandro Manello, September 2019-December 2021.

Collaborator, Collegio Carlo Alberto, research project: "Study on the economic benefits of gender equality in the European Union", European Institute for Gender Equality (EIGE), project number: EIGE/2015/OPER/28, March 2016-June 2017.

## Previous Positions and Other Research Activities

Senior Assistant Professor of Political Economy (RTD-B; 13/A2; SECS-P/02), Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin, December 2021-November 2024.

Junior Assistant Professor in Applied Economics (RTD-A; 13/A4; SECS-P/06), Department of Management and Production Engineering, Politecnico di Torino, July 2019-November 2021.

Postdoctoral Fellow (Assegnista di ricerca), Department of Economics, Management, and Quantitative Methods, University of Milan, March 2018-July 2019.

Postdoctoral Fellow (Assegnista di ricerca), Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin, April 2016-February 2018.

Research Assistant, Collegio Carlo Alberto, December 2013.

## Education

Ph.D. in Economics “Vilfredo Pareto”, University of Turin (in cooperation with Collegio Carlo Alberto), January 2016.

M.Sc. in Economics, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin, July 2012.

BA in Economics (Economia e Commercio), Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin, October 2010.

## Other Education Activities

Summer School, “An introduction to machine learning and text mining for economists using Stata, Python, and R”, Italian Econometric Association (SIdE), July 2021

## Publications

Devicienti, F., Grinza, E., Manello, A., Vannoni, D. (2024). *Employer Cooperation, Productivity, and Wages: New Evidence from Inter-Firm Formal Network Agreements*. **Economica**, Online first.

Abrardi, L., Grinza, E., Manello, A., Porta, F. (2024). *Work from Home Arrangements and Organizational Performance in Italian SMEs: Evidence from the COVID-19 Pandemic*. **Empirical Economics**, vol. 67.

Cambini, C., Grinza, E., Sabatino, L. (2023). *Ultra-Fast Broadband Access and Productivity: Evidence from Italian Firms*. **International Journal of Industrial Organization**, vol. 86.

Gagliardi, N., Grinza, E., Rycx, F. (2023). *Workers’ Tenure and Firm Productivity: New Evidence from Matched Employer-Employee Panel Data*. **Industrial Relations: A Journal of Economy and Society**, vol. 62, p. 3-33.

Grinza, E., Devicienti, F., Rossi, M., Vannoni, D. (2022). *How Entry into Parenthood Shapes Gender Role Attitudes: New Evidence from Longitudinal UK Data*. **Feminist Economics**, vol. 28, p. 194-220.

Benassi, M., Grinza, E., Rentocchini, F., Rondi, L. (2022). *Patenting in 4IR Technologies and Firm Performance*. **Industrial and Corporate Change**, vol. 31, p. 112-136.

Colombelli, A., Grinza, E., Meliciani, V., Rossi, M. (2021). *Pulling Effects in Immigrant Entrepreneurship: Does Gender Matter?*. **Economic Geography**, vol. 97, p. 1-33.

Grinza, E. (2021). *Worker Flows, Reallocation Dynamics, and Firm Productivity: New Evidence from Longitudinal Matched Employer-Employee Data*. **Industrial and Corporate Change**, vol. 30, p. 75-108.

Devicienti, F., Grinza, E., Vannoni, D. (2020). *Why Do Firms (Dis)Like Part-Time Contracts?*. **Labour Economics**, vol. 65.

Benassi, M., Grinza, E., Rentocchini, F. (2020). *The Rush for Patents in the Fourth Industrial Revolution*. **Journal of Industrial and Business Economics - Economia e Politica Industriale**, vol. 47, p. 559-588.

Grinza, E., Rycx, F. (2020). *The Impact of Sickness Absenteeism on Firm Productivity: New Evidence from Belgian Matched Employer-Employee Panel Data*. **Industrial Relations: A Journal of Economy and Society**, vol. 59, p. 150-194.

Grinza, E., Kampelmann, S., Rycx, F. (2020). *L’Union Fait la Force? Evidence for Wage Discrimination in Firms with High Diversity*. **The Journal of Economic Inequality**, vol. 18, p. 181-211.

Grinza, E., Quattraro, F. (2019). *Workers' Replacements and Firms' Innovation Dynamics: New Evidence from Italian Matched Longitudinal Data*. **Research Policy**, vol. 48.

Devicienti, F., Grinza, E., Manello, A., Vannoni, D. (2019). *What Are the Benefits of Having More Female Leaders? Evidence from the Use of Part-Time Work in Italy*. **Industrial & Labor Relations Review**, vol. 72, p. 897-926.

Devicienti, F., Grinza, E., Vannoni, D. (2018). *The Impact of Part-Time Work on Firm Productivity: Evidence from Italy*. **Industrial and Corporate Change**, vol. 27, p. 321-347.

Villosio, C., Di Tommaso, M. L., Grinza, E., Rossi, M., Piazzalunga, D., Mantouvalou, K., Caisl, J. (2017). *Economic Benefits of Gender Equality in the European Union - Literature Review: Existing Evidence and Methodological Approaches*, European Institute for Gender Equality (EIGE).

## Working Papers

Gagliardi, N., Grinza, E., Rycx, F. (2024). *The Productivity Impact of Global Warming: Firm-Level Evidence for Europe*. IZA Discussion Papers No. 17241. - Revision requested at **Management Science**

Abrardi, L., Cambini, C., Grinza, E., Sabatino, L. (2024). *Advanced Digital Technologies and Firm-Level Employment Outcomes*. LABORatorio Riccardo Revelli Working Paper Series No. 189. - Revision requested at **Oxford Bulletin of Economics and Statistics**

Falavigna, G., Grinza, E., Manello, A., Oggero, N. (2024). *Women in Local Politics and Gender Effects on Entrepreneurship: Evidence from Italian Municipalities Undergoing a Gender Quota Reform*. LABORatorio Riccardo Revelli Working Paper Series No. 190. - Invitation to resubmit at **Journal of Economic Geography**

## Work in Progress

*Credit Risk in the Banking Sector and Climate Change: A Critical Literature Review*, joint with P. Madhoosiarzanagh and C. R. Nava.

*Operational Risk in the Banking Sector and Climate Change: A Critical Literature Review*, joint with P. Madhoosiarzanagh and C. R. Nava.

*The Impact of U.S.-China Trade War on a Bystander Country: Firm-level Evidence from Italy*, joint with C. Campos, F. Devicienti, A. Manello, and D. Vannoni.

*Circular Economy, Environment and Trade*, joint with N. M. Bilgin, F. Devicienti, A. Manello, and D. Vannoni.

## Conferences, Workshops, and Seminars

2024 65th Annual Conference, Italian Economic Association, Urbino (Italy); LABORatorio R. Revelli Labor Seminars Series (invited speaker), LABORatorio Riccardo Revelli - Centre for Employment Studies, Turin; 39th National Conference of Labour Economics, Italian Association of Labour Economics, Naples; 36th EALE Conference, European Association of Labour Economists, Bergen (Norway); 22nd Annual Workshop, Italian Society of Industrial Economics, Bergamo (Italy).

2023 LABORatorio R. Revelli Labor Seminars Series (invited speaker), LABORatorio Riccardo Revelli - Centre for Employment Studies, Turin/Online; 9th European Conference on Corporate R&D and Innovation (CONCORDi 2023), European Commission - Joint Research Centre, Seville; 64th Annual Conference, Italian Economic Association, L'Aquila (Italy); 35th EALE Conference, European Association of Labour Economists, Prague; 38th National Conference of Labour Economics, Italian Association of Labour Economics, Genoa; 21st Annual Workshop, Italian Society of Industrial Economics, Naples.

2022 63rd Annual Conference, Italian Economic Association, Turin; 37th National Conference of Labour Economics, Italian Association of Labour Economics, Salerno (Italy); 34th EALE Conference, European Association of Labour Economists, Padua (Italy); Research Seminars in Applied Economics and Management (invited speaker), Centre Emile Bernheim de Recherche Interdisciplinaire en Gestion - Université Libre de Bruxelles, Brussels/Online; Monday Lunch Seminar (invited speaker), Collegio Carlo Alberto, Turin; ESOMAS - Internal Seminars in Economics (invited speaker), Department of Economics, Social Studies, Applied Mathematics, and Statistics - University of Turin, Turin; 39th EBES Conference, Eurasia Business and Economics Society, Rome/Online; VisitINPS Scholars Seminar, Istituto Nazionale della Previdenza Sociale (INPS), Online.

2021 36th National Conference of Labour Economics, Italian Association of Labour Economics, Online; Lunch Seminar Economics (invited speaker), Department of Economics - University of Bergamo, Bergamo (Italy); 62nd Annual Conference, Italian Economic Association, Online; IIIrd Year Online Advisory Board Meeting - Project "Dipartimento di Eccellenza 2018-2022", Department of Management and Production Engineering - Politecnico di Torino, Online.

2020 61st Annual Conference, Italian Economic Association, Online; 35th National Conference of Labour Economics, Italian Association of Labour Economics, Online; 18th Annual Workshop, Italian Society of Industrial Economics, Venice.

2019 60th Annual Conference, Italian Economic Association, Palermo; 34th National Conference of Labour Economics, Italian Association of Labour Economics, Novara (Italy); 17th Annual Workshop, Italian Society of Industrial Economics, Rome.

2018 Launch Event of the Understanding Society's Insights Report 2018-2019 (invited contributor), Understanding Society, London; 16th Annual Workshop, Italian Society of Industrial Economics, Ferrara (Italy).

2017 58th Annual Conference, Italian Economic Association, Arcavacate di Rende (Italy); Understanding Society Scientific Conference 2017, University of Essex, Colchester (UK); 15th Annual Workshop, Italian Society of Industrial Economics, Palermo.

2016 Doctoral Awarding Ceremony (invited speaker), University of Turin, Turin; IWH Research Seminars in Economics (invited speaker), Halle Institute for Economic Research, Halle (Germany); 14th Annual Workshop, Italian Society of Industrial Economics, Florence; IfW Research Seminars in Economics (invited speaker), Kiel Institute for the World Economy, Kiel (Germany).

2015 56th Annual Conference, Italian Economic Association, Naples; 3rd CIdE Workshop for Ph.D. Students in Econometrics and Empirical Economics, Inter-university Center for Econometrics and Bank of Italy, Perugia (Italy); 3rd Turin-Lyon Ph.D. Workshop in Economics, Université Jean Moulin Lyon 3, Lyon; European Workshop on Efficiency and Productivity Analysis, Aalto University School of Economics, Helsinki; 3rd Ph.D.-Student Workshop in Industrial and Public Economics, Universitat Rovira i Virgili, Reus (Spain).

2014 Multidisciplinary Academic Conference on Economics, Management, and Marketing, Czech Technical University, Prague; 2nd CIdE Workshop for Ph.D. Students in Econometrics and Empirical Economics, Inter-university Center for Econometrics and Bank of Italy, Perugia (Italy); 2nd Turin-Lyon Ph.D. Workshop in Economics, Collegio Carlo Alberto, Moncalieri (Italy).

## Teaching

### Courses

Theory and Data Analysis - Lab (Teoria e analisi dei dati - Laboratorio di analisi dei dati), Master WEDA (Master in Welfare: Fondamenti teorici e Data Analysis, master universitario di II livello), Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin in collaboration with Istituto Nazionale della Previdenza Sociale (INPS), A.Y. 2023/2024-present. [holder of the course]

Economic Theory of the Firm - Lab (Teoria economica dell'impresa - laboratorio analisi), Master WEDA (Master in Welfare: Fondamenti teorici e Data Analysis, master universitario di II livello), Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin in collaboration with Istituto Nazionale della Previdenza Sociale (INPS), A.Y. 2022/2023. [holder of the course]

Introduction to Data Science - Data Management and Programming (in English), BA in Economics, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin, A.Y. 2021/2022-present. [holder of the course; co-taught, in A.Y. 2022/2023 and A.Y. 2024/2025, with Prof. Vincent Vandenberghe (Université Catholique de Louvain - Visiting Professor at University of Turin).]

Econometrics Lab - Productivity and Efficiency Analysis of Firms (in English), BA in Economics, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin, A.Y. 2021/2022 and A.Y. 2023/2024-present. [holder of the course]

Microeconomic Theory (Analisi dei sistemi economici - suddivisione AA-KZ), M.Sc. in Management Engineering, Department of Management and Production Engineering, Politecnico di Torino, A.Y. 2020/2021-2021/2022. [holder of the course]

Work and Enterprise in the Knowledge Society (Lavoro e impresa nella società della conoscenza), M.Sc. in Markets and Strategies, Faculty of Economics, Catholic University of the Sacred Heart in Milan, A.Y. 2019/2020-2020/2021. [holder of the course]

Microeconomic Theory (Microeconomia B), BA in Business Management, Department of Management "Valter Cantino", University of Turin, A.Y. 2016/2017-A.Y. 2018/2019. [holder of the course]

Microeconomic Theory (Analisi dei sistemi economici - suddivisione AA-KZ), M.Sc. in Management Engineering, Department of Management and Production Engineering, Politecnico di Torino, A.Y. 2019/2020. [teaching collaborator]

Microeconomic Theory (Analisi dei sistemi economici - suddivisione LA-ZZ), M.Sc. in Management Engineering, Department of Management and Production Engineering, Politecnico di Torino, A.Y. 2018/2019-2021/2022. [teaching collaborator]

Management of Innovation (in English), M.Sc. in Innovation and Entrepreneurship, Department of Economics, Management, and Quantitative Methods, University of Milan, A.Y. 2018/2019. [teaching assistant]

Microeconomic Theory (Microeconomia), BA in Economics, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin, A.Y. 2016/2017. [teaching assistant]

Microeconomic and Macroeconomic Theory (Economia politica), BA in International Sciences, Department of Cultures, Politics, and Society, University of Turin, A.Y. 2013/2014. [teaching assistant]

### ***Invited Lectures***

2024 "Production function estimation: endogeneity issues, econometric methods, and applications", Ph.D. in Economics "Vilfredo Pareto", University of Turin.

2023 "Production function estimation: endogeneity issues, econometric methods, and applications", Ph.D. in Economics "Vilfredo Pareto", University of Turin.

2022 "Production function estimation: endogeneity issues, econometric methods, and applications", Ph.D. in Economics "Vilfredo Pareto", University of Turin.

2021 "Production function estimation: endogeneity issues, econometric methods, and applications", Ph.D. in Economics "Vilfredo Pareto", University of Turin.

2017 "STATA: basic commands and regressions", M.Sc. in Economics, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin; "STATA: basic commands and regressions", M.Sc. in Economics and Management, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin.

2014 “Production function estimation: endogeneity issues and econometric methods”, M.Sc. in Economics, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin; “Unemployment: theory and facts”, M.Sc. in Economics and Management, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin; “STATA and MATA Basics”, Ph.D. in Economics “Vilfredo Pareto”, University of Turin.

2013 “Structural *versus* reduced-form estimation”, M.Sc. in Economics, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin; “Unemployment: theory and facts”, M.Sc. in Economics and Management, Department of Economics, Social Studies, Applied Mathematics, and Statistics, University of Turin.

## In the Press

“Gli imprenditori stranieri investono più al centro-nord”, *Il Bollettino*, 01/10/2021. [Interview]

“L’ancienneté professionnelle favorise-t-elle la productivité des entreprises?”, *The Conversation - France*, 08/09/2021.

“Shorter workweek isn’t boon for job gains”, *Wall Street Journal*, 11/10/2020. [Citation of *The Impact of Part-Time Work on Firm Productivity: Evidence from Italy*, *Industrial and Corporate Change*, 2018, vol. 27, p. 321-347]

“Quei migranti che hanno creato piccole e medie imprese in Italia. Uno studio”, *Luis Open*, 19/06/2020.

“Quando l’imprenditore è donna e straniera”, *lavoce.info*, 09/06/2020.

“Imprenditrici straniere come modello”, *InGenere*, 09/06/2020.

“Perché le aziende non amano il part-time”, *lavoce.info*, 30/04/2019.

“Quando è meglio avere un manager donna”, *lavoce.info*, 01/06/2018.

“Diventare genitori ci rende più tradizionalisti”, *InGenere*, 20/02/2018.

## Memberships

Eurasia Business and Economics Society (EBES); European Association of Labour Economists (EALE); Italian Association of Labour Economics (AIEL); Italian Economic Association (SIE); Italian Society of Industrial Economics (SIEPI).

## Referee Activities

British Journal of Industrial Relations; Economics of Innovation and New Technology; Industrial and Corporate Change; Journal of Economic Behavior & Organization; Journal of Economic Geography; Journal of Industrial and Business Economics - *Economia e Politica Industriale*; Industrial Relations: A Journal of Economy and Society; Labour; PLOS ONE; Regional Studies; Research Policy; Small Business Economics; Scientific Reports; Technological Forecasting and Social Change; The Journal of Technology Transfer.

## Organization of Workshops and Third Mission

Speaker, European Researchers’ Night (UNIGHT), title: “Cambiamento climatico e imprese: sfide e opportunità”, Turin, September 2024.

Organizer of the Guest Lecture by Prof. Vincent Vandenberghe (Université Catholique de Louvain), title: “On the economic challenges of population ageing (and on the numerous ways to address them)”, School of Management and Economics - University of Turin, Turin, October 2022.

Speaker, European Researchers' Night (UNIGHT), title: "Disuguaglianze di genere: stereotipi e sfide", University of Turin, Turin, September 2022.

Member of the Organizing Team, II Biannual Workshop, LABORatorio Riccardo Revelli and Youth Employment PartnerSHIP, Collegio Carlo Alberto, Turin, February 2022.

Member of the Organizing Team, Festival della Tecnologia, stand of the Department of Management and Production Engineering - Politecnico di Torino, Politecnico di Torino, Turin, November 2019.

Member of the Organizing Team, European Researchers' Night (UNIGHT), stand of the Department of Economics, Social Studies, Applied Mathematics, and Statistics - University of Turin, Turin, September 2017.

Member of the Organizing Team, European Researchers' Night (UNIGHT), stand of the Department of Economics, Social Studies, Applied Mathematics, and Statistics - University of Turin, Turin, September 2016.

Member of the Organizing Team, 8th Italian Doctoral Workshop in Empirical Economics, Collegio Carlo Alberto, Moncalieri (Italy), December 2015.

Member of the Organizing Team, 7th Italian Doctoral Workshop in Empirical Economics, Collegio Carlo Alberto, Moncalieri (Italy), December 2014.

## Languages and Computer Skills

Italian (mother tongue), English (fluent), French (basic), Spanish (basic).

Windows and macOS, Office, STATA and MATA, R, Eviews, Python, Netlogo, L<sup>A</sup>T<sub>E</sub>X.

## Other Information

From December 3rd, 2022 to May 9th, 2023, I was on mandatory maternity leave in accordance with Legislative Decree March 26, 2001, no. 151.