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November 19, 2024

Universitat de les Illes Balears  
Departament d'Economia de l'Empresa  
Edifici Jovellanos Universitat de les Illes Balears, Campus Cra. Valldemossa Km. 7.5  
Gaspar Melchor de Jovellanos, Palma de Mallorca, Illes Balears, 07122, Spain

Dear Members of the Search Committee,

I am writing to apply for the Assistant Professor in Business Economics position advertised on the JOE website. I am currently a Ph.D. candidate in economics at Universitat Pompeu Fabra, expecting to receive my degree in July 2025. My primary focus is labor economics, with secondary research interest in organizational economics, migration and development. In my research, I combine methods from empirical microeconomics and theory. I have expertise with large administrative datasets and geo-referenced data.

In my **Job Market Paper**, *Buying Out the Means of Production: Wages, Employment and Productivity in Labor-managed Firms*, I study the effect of labor management - the majority ownership and control of a firm by its workers - on the within-firm wage distribution, employment and productivity. My findings show that labor management reduces within-firm wage inequality without impacting the average wage level, employment and firm productivity. This paper received the *Luis Toharia Grant* at the Spanish Labor Economics Meeting in 2024 and was selected for the VisitInps 2022 Program.

Beyond my research in labor economics, I also study topics in development and migration. In a co-authored working paper, *The Local (Informal) Multiplier of Industrial Jobs*, we study how the creation of an additional job in manufacturing affects employment and wages in Ethiopia. We find that one formal job in manufacturing creates 0.1 additional jobs and raises wages in local informal firms. In a coauthored work in progress, we estimate the impact of a large migrant regularization program in Spain on migrants' working conditions. In my **Research Statement**, I discuss my research agenda.

As a graduate student at Universitat Pompeu Fabra and the Barcelona School of Economics, I have served as both a teaching assistant and a main instructor. These experiences have prepared me to teach courses in econometrics, policy evaluation, causal inference and data science. My commitment to teaching has resulted in a portfolio of outstanding evaluations from students. I discuss my teaching philosophy and student evaluations more in depth in my **Teaching Statement**.

I believe I would be a strong fit at UIB. My research on the impact of firm organization on productivity and wage inequality suits very well with existing strengths at your department. I am eager to contribute to your graduate programs with outstanding teaching and mentoring.

As part of my application, I am including my curriculum vitae, a job market paper and an additional working paper. You should also expect to receive letters of recommendation from Professors Albrecht Glitz, Gianmarco León-Ciliotta and Francesco Amodio.

I will gladly provide more details about my background and experience upon request. Thank you in advance for your consideration.

Sincerely,

Elia Benveniste  
Ph.D. Candidate  
Department of Economics and Business  
Universitat Pompeu Fabra