

# JONATHAN GARITA

University of Texas at Austin  
Department of Economics  
2225 Speedway C3100  
Austin, TX 78712

Citizenship: Costa Rica  
cell: 737-222-9540  
jgth24@utexas.edu

<https://jonathangarita.com>

---

## EDUCATION

Ph.D. Candidate, Economics, University of Texas at Austin, 2016-2021 (Expected)

Dissertation Title: *"Essays on the Economic Incidence of Minimum Wage Policies"*

M.S., Economics, University of Texas at Austin, 2018

Lic., Economics, University of Costa Rica, Honors, 2012

B.A., Economics, University of Costa Rica, 2011

## REFERENCES

Aysegul Sahin (Co-Chair)  
Department of Economics  
University of Texas at Austin  
512-471-3664  
aysegul.sahin@austin.utexas.edu

Andreas I. Mueller (Co-Chair)  
Department of Economics  
University of Texas at Austin  
512-232-3894  
andimueller@austin.utexas.edu

Stephen Trejo  
Department of Economics  
University of Texas at Austin  
512-475-8425  
trejo@austin.utexas.edu

## TEACHING AND RESEARCH FIELDS

**Fields:** Macro-Labor Economics

**Sub-Fields:** Applied Microeconomics, Industrial Organization

## HONORS, SCHOLARSHIPS, AND FELLOWSHIPS

2020	The Washington Center for Equitable Growth Doctoral Grant (US\$15,000)
2020	Graduate Student Data Grant, University of Texas at Austin
2018-2019	Summer Research Fellowship, University of Texas at Austin
2016	Graduate Student Fellowship, University of Texas at Austin

## RESEARCH EXPERIENCE AND OTHER EMPLOYMENT

2019	Research Assistant for Professors Nitya Pandalai-Nayar and Christoph E. Boehm.
2014 – 2016	Junior Researcher, Economic Research Department, Central Bank of Costa Rica
2013 – 2014	Research Coordinator. Consejeros Económicos y Financieros S.A., Costa Rica.
2010 – 2013	Research Assistant. Consejeros Económicos y Financieros S.A., Costa Rica.
2012	Research Assistant, Institute for Research in Economic Sciences, University of Costa Rica

## TEACHING EXPERIENCE

Summer 2020	Probability and Statistics (MA)*, Teaching Assistant for Professor James Scott, University of Texas at Austin
Spring 2020	Economics of the European Union*, Teaching Assistant for Professor Valerie Bencivenga, University of Texas at Austin
Fall 2018, 2020	International Trade and Investment*, Teaching Assistant for Professor Nitya Pandalai-Nayar, University of Texas at Austin
Spring 2018	Energy Economics, Teaching Assistant for Professor Michael Sadler, University of Texas at Austin
Fall, 2017	Introduction to Macroeconomics, Teaching Assistant for Professor Michael Sadler, University of Texas at Austin
2013	Introduction to Economics, Instructor, University of Costa Rica
2011-2012	Microeconomic Theory, Public Finance, Teaching Assistant, University of Costa Rica

*\*Denotes classes for which I prepared and led regular review sessions*

## PROFESSIONAL ACTIVITIES

### **Conferences:**

2020	Central Bank of Costa Rica, Ministry of National Planning and Economic Policy of Costa Rica, Workshop in Labor Economics-Trier University (Cancelled), Young Economists Symposium (presenter and discussant), Missouri Valley Economic Association, Empirics and Methods in Economics Conference 2020 (presenter and discussant), Econometric Society Winter Meeting 2020 (Scheduled)
------	---

<b>Referee:</b>	Journal of Econometrics
-----------------	-------------------------

## PRE-DOCTORAL WORK

### **Peer Reviewed Publications**

- “Misallocation and Productivity in Costa Rica” (2018). OECD Economic Survey of Costa Rica: Research Findings on Productivity, OECD Publishing, Paris. *(With Alonso Alfaro-Urena)*
- “Analysis of the transitional dynamics and duration of unemployment in Costa Rica.” *Revista de Ciencias Económicas* 32.2 (2014). *(With Juan Manuel Castro-Vincenzi and Mariana Odio)*
- “Welfare Effects of Trade Liberalization in Costa Rica, 1995-2006” -In Spanish (2013) *Revista de Ciencias Económicas* 31.2 (2013). *(With Sergio Chacon and Alejandra Lobo)*

## WORKING PAPERS

“Minimum Wages and Firm Dynamics: Evidence From Costa Rica’s Occupation-Based System” (*Job Market Paper*)

This paper analyzes the impact of minimum wages on different margins of firm dynamics. I examine Costa Rica's high binding and occupation-specific minimum wage setting. I assemble rich administrative data covering the universe of workers and firms in 2006-2017 to construct firm-level exposure measures to the minimum wage policy. Then I estimate the impact of differential exposure to the minimum wage on firm outcomes at several year horizons. Minimum wages induce firms to increase their labor shares, but with a negative and longstanding impact on their profitability. The positive effect on the labor shares moderates as firms reduce their employment levels and expand their capital stocks. Minimum wages additionally lead to higher revenues and labor productivity improvements but increase firm exit. Finally, raising minimum wages lowers firm entry, with an estimated adverse effect on employment of 0.8 percent due to the missing entrants associated with the policy.

## “Minimum Wages, Firm Pay Policies, and Employment Flows”

This paper provides new evidence on the minimum wage impact on employment flows. I examine Costa Rica's distinctive occupation-based setting in which minimum wage adjustments are sizable and permanent. I construct firm-level minimum wage exposure measures and transition rates from administrative data from 2006-2017 to estimate short and longer-term responses to the policy. Results indicate that firms increase their pay premiums in compliance with the policy. However, higher minimum wages have a negative and longstanding impact on hiring rates and induce a temporary increase in separation rates. Still, the policy helps firms to retain workers from moving to other firms. I propose a wage-posting model featuring worker and firm heterogeneity and endogenous job creation to rationalize the results.

## Work in Progress

“Endogenous Market Power and the Minimum Wage”

## SKILLS

Programs: Stata, R, Matlab, Python (basic)

Languages: English (fluent), Spanish (native), French (basic)