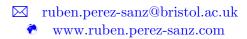
RUBÉN PÉREZ-SANZ

University of Bristol



RESEARCH

Job Market Paper: Firm Heterogeneity and Collective Agreements: a Structural Model of Minimum Wages in Spain

In an environment with high coverage of collective agreements, unions and employers in large firms are able to set the level of minimum wages that fit them best in terms of wages, and unemployment, because they can drive competitors out of the market, having detrimental effects on small firms. This paper develops a structural search and matching model with two-sided heterogeneity, minimum wages, and collective bargaining negotiations. The model is tested on Spanish data to explain why unions and surprisingly employers are willing to raise the minimum wage: because they gain labour market power. In a nutshell, the rise in the minimum wage level causes cost increases that push small firms out of the market, or leads them to fire workers not productive enough to pay for the minimum wage; large firms are not so much affected but enjoy a new stock of unemployed at their disposal and find it easier to fill vacancies; furthermore, employed workers have less alternative offers to bring the current employers into competition for their services and be granted a pay raise. In a counterfactual exercise, I show that in environments of low unemployment workers and employers would be willing to raise the minimum wage level. A social planner would promote representation of unions and employers in small firms to set the minimum wage level, and so reduce externalities.

Working papers

- Union Coordination under the Presence of Externalities and Costs in an Oligopoly Market. International Economics and Economic Policy (Forthcoming)
- Collective Bargaining Agreements and Worker Outcomes: Evidence from the 2012 Spanish Labor Market Reform
- Women's Representation and Family Friendly Firms

EDUCATION

Universitat Autònoma de Barcelona Ph.D. in Economics with honours Thesis Advisor: Joan Llull	2018 - 2022
Universitat Autònoma de Barcelona M.Res. in Economics	2016 - 2018
Universidad Carlos III de Madrid M.Sc. in Economics	2015 - 2016
CIFF M.Sc. in Statistics	2008 - 2009
Universidad Autonoma de Madrid Bachelor in Economics	2002 - 2008

PROFESSIONAL EXPERIENCE

University of Bristol Lecturer in Economics	2022 - Present
The Econometrics Journal Replication team	2021 - 202
MOVE Fundation Research Assistant of Joan Llull and Robert Miller	2020 - 202.
The Economic Journal Replication team	2019 - 202.
Banco Sabadell Research Assistant (Internship)	2013
Santander Bank UK London: Process Design and Change Management Consultant	2014 - 2013
Banco Santander Process Design and Change Management Consultant	2011 - 2012
Santander Bank Research Assistant (Internship)	2010
IBERIA L.A.E. Price Analyst	200.
Dinners Club	200
Analyst	200
	202. Sprin
Analyst ACHING Labour Economics (Masters), UoB	202.
Analyst ACHING Labour Economics (Masters), UoB Lecturer Introduction to Economics (undergraduate), UoB	202. Sprin 2023/2.
Analyst ACHING Labour Economics (Masters), UoB Lecturer Introduction to Economics (undergraduate), UoB Tutor Behavioural Economics (undergraduate), UoB	202. Sprin 2023/2. annuc 202
Analyst ACHING Labour Economics (Masters), UoB Lecturer Introduction to Economics (undergraduate), UoB Tutor Behavioural Economics (undergraduate), UoB Tutor Econometrics I (undergraduate), UoB	202 Sprin 2023/2 annua 202 Fa. 202
Analyst CACHING Labour Economics (Masters), UoB Lecturer Introduction to Economics (undergraduate), UoB Tutor Behavioural Economics (undergraduate), UoB Tutor Econometrics I (undergraduate), UoB Tutor Introduction to Economics (undergraduate), UoB	202 Sprin 2023/2 annuc 202 Fa 2022/2 annuc 202
Analyst ACHING Labour Economics (Masters), UoB Lecturer Introduction to Economics (undergraduate), UoB Tutor Behavioural Economics (undergraduate), UoB Tutor Econometrics I (undergraduate), UoB Tutor Introduction to Economics (undergraduate), UoB Tutor Econometrics I (undergraduate), UoB Tutor Econometrics I (undergraduate), UoB	202 Sprin 2023/2 annue 202 Fa 2022/2 annue 202 Fa 2022/2
Analyst ACHING Labour Economics (Masters), UoB Lecturer Introduction to Economics (undergraduate), UoB Tutor Behavioural Economics (undergraduate), UoB Tutor Econometrics I (undergraduate), UoB Tutor Introduction to Economics (undergraduate), UoB Tutor Econometrics I (undergraduate), UoB Tutor Econometrics I (undergraduate), UAB Instructor Econometrics I (Masters), UAB	202 Sprin 2023/2 annua 202 Fa 2022/2

Statistics II (undergraduate), UAB Teaching assistant of Vladimir Zaiats	2020 Spring
Math Brush-up (Masters), UAB Instructor	2019 Fall
TUTORING	
Masters Dissertation, UoB Abihinaya Kanakasabai, Akriti Jaiswal, Chenxuan Zhao Fancy Fan, Yinan Jiang	2023 Summer
SEMINARS AND CONFERENCES	
EALE, Prague	Sep 2023
SAEe, Barcelona	Dec 2021
SSSI, Moscow, Online	June 2021
Bellaterra Applied Working Group, Online	June 2021
Essex-Barcelona Workshop on Labor Economics, Online	May 2021
Bellaterra Applied Working Group, Online	March 2020
SAEe, Alicante	Dec 2019
Bellaterra Applied Working Group, Barcelona	May 2019
EVENT ORGANIZATION	
Coorganizer: BSE PhD Jamboree	2019
SUMMER SCHOOLS	
Attendance: Summer School on Socioeconomic Inequality HCEO & NES	2021
HONOURS AND AWARDS	
PIF-UAB Predoctoral Fellowship	2018-2022
Barcelona GSE - UAB IDEA Ph.D. Track Fellowship Agreement	2017-2018
SKILLS	
Programming skills: Stata, MATLAB, GAUS, LATEX, Eviews, Mathematica, MAPLE, R	
Languages: Spanish (native) English (advanced) Catalan (Basic), German (Basic).	
REFERENCES	

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