

# RUBÉN PÉREZ-SANZ

UAB and BSE

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## RESEARCH

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

Does widespread coverage of collective agreements introduce inefficiencies in the labour market? What are the welfare losses if at all? What would the optimal bargaining protocol be? Participants of the political process of collective agreements set the institutions that fit them best, not internalising the effects posed on the outsiders. I analyse how participants set minimum wages in a model of two-sided heterogeneity with on-the-job search. Then, I estimate the model using exhaustive working histories from Spanish Social Security data for the metal industry in Madrid. In a counterfactual exercise I show that current levels of wage floors at €1,256 correspond to an unemployment rate of 31%, relaxing this threshold to €1,000 would result in a decrease of unemployment about 4p.p., simultaneously, wages are more dispersed and careers are more vibrant. In the political economy side, unions and employers associations bargaining to set the level of minimum wages. Surprisingly, employers are the most interested in raising this level because they drive competitors away.

### Working papers

- *Union Coordination under the Presence of Externalities and Costs in an Oligopoly Market*

## EDUCATION

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**Universitat Autònoma de Barcelona**

*2016 - Present*

PhD in Economics

Thesis Advisor: Joan Llull

**Universidad Carlos III de Madrid**

*2015 - 2016*

M.Sc. in Economics

**CIFF**

*2008 - 2009*

M.Sc. in Statistics

**Universidad Autonoma de Madrid**

*2002 - 2008*

Bachelor in Economics

## PROFESSIONAL EXPERIENCE

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**The Econometrics Journal**

*2021 - Present*

Replication team

**MOVE Foundation**

*2020 - Present*

Research Assistant of Joan Llull and Robert Miller

**The Economic Journal**

*2019 - Present*

Replication team

**Sabadell Bank**

*2019*

Research Assistant (Intership)

<b>Santander Bank UK</b> London: Process Design and Change Management Consultant	<i>2014 - 2015</i>
<b>Santander Bank</b> Process Design and Change Management Consultant	<i>2011 - 2014</i>
<b>Santander Bank</b> Research Assistant (Internship)	<i>2010</i>
<b>IBERIA L.A.E.</b> Price Analyst	<i>2009</i>
<b>Dinners Club</b> Analyst	<i>2009</i>

## HONOURS AND AWARDS

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<b>PIF-UAB Predoctoral Fellowship</b>	<i>2018-2022</i>
<b>Barcelona GSE - UAB IDEA Ph.D. Track Fellowship Agreement</b>	<i>2017-2018</i>

## TEACHING

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<b>Econometrics I (Bachelor), UAB</b> Professor	<i>2021 Fall</i>
<b>Econometrics I (Masters), UAB</b> Teacher assistant of Pau Milan	<i>2021 Winter</i>
<b>Math Brush-up (Masters), UAB</b> Professor	<i>2020 Fall</i>
<b>Structural Microeconometrics (Masters), UAB</b> Teacher assistant of Joan Llull	<i>2020 Winter</i>
<b>Statistics II (Bachelor), UAB</b> Teacher assistant of Vladimir Zaiats	<i>2021 Spring</i>
<b>Math Brush-up (Masters), UAB</b> Professor	<i>2019 Fall</i>

## SEMINARS AND PRESENTATIONS

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SSSI, Moscow, Online	<i>June 2021</i>
Bellaterra Applied Working Group, Online	<i>June 2021</i>
Essex-Barcelona Workshop on Labor Economics, Online	<i>May 2021</i>
Bellaterra Applied Working Group, Online	<i>March 2020</i>
Bellaterra Applied Working Group, Barcelona	<i>May 2019</i>

## EVENT ORGANIZATION

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Coorganizer: BSE PhD Jamboree	<i>2019</i>
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## EVENT ORGANIZATION

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Attendance: Summer School on Socioeconomic Inequality <i>HCEO &amp; NES</i>	<i>2021</i>
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## SKILLS

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### **Programming skills:**

Stata, MATLAB, GAUS, L<sup>A</sup>T<sub>E</sub>X, Eviews, Mathematica, MAPLE, R

### **Languages:**

Spanish (Native) English (Advance) Catalan (Basic), German (Basic).

## REFERENCES

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### **Joan Llull**

Associate Professor of Economics  
UAB, BSE and MOVE

[joan.llull@movebarcelona.eu](mailto:joan.llull@movebarcelona.eu)

### **Javier Fernandez-Blanco**

Associate Professor of Economics  
UAB, BSE and MOVE

[javier.fernandez@barcelonagse.eu](mailto:javier.fernandez@barcelonagse.eu)

### **Hanna Wang**

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UAB, BSE and MOVE

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