

# 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? How are firms of different sizes affected? Participants in collective agreements set the minimum wage that fits them best, not internalising the effects imposed on non-participants. I analyse minimum wage bargaining and its effects on workers and firms in a model of two-sided heterogeneity with on-the-job search. I estimate the model using Spanish Social Security records for the metal industry in Madrid. By exogenously varying minimum wage levels, I show that large firms gain most from raising minimum wages. This is through two channels. On the one hand, large firms increase their advantage in hiring over small firms. On the other hand, higher minimum wages slow down wage growth. This especially decreases the wage bill for large firms because they hire more experienced workers. Lastly, I find that letting everyone participate in collective bargaining would result in a lower wage floor of €1150 instead of €1250. The profits of large firms would be reduced by 4.4% and those of small firms increased by 6.9%.

### Working papers

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

## EDUCATION

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<b>Universitat Autònoma de Barcelona</b> PhD in Economics Thesis Advisor: Joan Llull	<i>2018 - Present</i>
<b>Universitat Autònoma de Barcelona</b> M.Res. in Economics	<i>2016 - 2018</i>
<b>Universidad Carlos III de Madrid</b> M.Sc. in Economics	<i>2015 - 2016</i>
<b>CIFF</b> M.Sc. in Statistics	<i>2008 - 2009</i>
<b>Universidad Autonoma de Madrid</b> Bachelor in Economics	<i>2002 - 2008</i>

## PROFESSIONAL EXPERIENCE

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<b>The Econometrics Journal</b> Replication team	<i>2021 - Present</i>
<b>MOVE Fundation</b> Research Assistant of Joan Llull and Robert Miller	<i>2020 - Present</i>
<b>The Economic Journal</b> Replication team	<i>2019 - Present</i>

<b>Banco Sabadell</b> Research Assistant (Internship)	<i>2019</i>
<b>Santander Bank UK</b> London: Process Design and Change Management Consultant	<i>2014 - 2015</i>
<b>Banco Santander</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 (undergraduate), UAB</b> Instructor	<i>2021 Fall</i>
<b>Econometrics I (graduate), UAB</b> Teaching assistant of Pau Milan	<i>2021 Winter</i>
<b>Math Brush-up (graduate), UAB</b> Instructor	<i>2020 Fall</i>
<b>Structural Microeconometrics (graduate), UAB</b> Teaching assistant of Joan Llull	<i>2020 Winter</i>
<b>Statistics II (undergraduate), UAB</b> Teaching assistant of Vladimir Zaiats	<i>2021 Spring</i>
<b>Math Brush-up (graduate), UAB</b> Instructor	<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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## 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  
MOVE, UAB and BSE  
[joan.llull@movebarcelona.eu](mailto:joan.llull@movebarcelona.eu)

### **Javier Fernandez-Blanco**

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### **Hanna Wang**

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