

# 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*

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 costs to increase 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*
- *Collective Bargaining Agreements and Worker Outcomes: Evidence from the 2012 Spanish Labor Market Reform*
- *Women's Representation and Family Friendly Firms*

## EDUCATION

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<b>Universitat Autònoma de Barcelona</b> PhD in Economics Thesis Advisor: Joan Llull	<i>2018 - 2022</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 Autónoma de Madrid</b> Bachelor in Economics	<i>2002 - 2008</i>

## PROFESSIONAL EXPERIENCE

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<b>University of Bristol</b> Replication team	<i>2022 - Present</i>
<b>The Econometrics Journal</b> Replication team	<i>2021 - 2021</i>
<b>MOVE Foundation</b> Research Assistant of Joan Llull and Robert Miller	<i>2020 - 2021</i>
<b>The Economic Journal</b> Replication team	<i>2019 - 2021</i>
<b>Banco Sabadell</b> Research Assistant (Intership)	<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>Labour Economics (graduate), UoB</b> Lecturer	<i>2024 Fall</i>
<b>Introduction to Economics (undergraduate), UoB</b> Tutor	<i>2023/24 annual</i>
<b>Behavioural Economics (undergraduate), UoB</b> Tutor	<i>2022 Fall</i>
<b>Econometrics I (undergraduate), UoB</b> Tutor	<i>2022 Fall</i>
<b>Introduction to Economics (undergraduate), UoB</b> Tutor	<i>2022/23 annual</i>
<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>

**Structural Microeconometrics (graduate), UAB**

Teaching assistant of Joan Llull

2020

Winter

**Statistics II (undergraduate), UAB**

Teaching assistant of Vladimir Zaiats

2020

Spring

**Math Brush-up (graduate), UAB**

Instructor

2019

Fall

**TUTORING**

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**Masters Dissertation, UoB**

Abihinaya Kanakasabai, Akriti Jaiswal, Chenxuan Zhao

Fancy Fan, Yinan Jiang

2023

Summer

**SEMINARS AND CONFERENCES**

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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**

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Coorganizer: BSE PhD Jamboree

2019

**SUMMER SCHOOLS**

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Attendance: Summer School on Socioeconomic Inequality *HCEO & NES*

2021

**SKILLS**

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**Programming skills:**Stata, MATLAB, GAUS,  $\text{\LaTeX}$ , 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**Associate Professor of Economics  
UAB, MOVE and BSE[javier.fernandez@barcelonagse.eu](mailto:javier.fernandez@barcelonagse.eu)**Hanna Wang**Assistant Professor  
MOVE, UAB and BSE[hannaw.econ@gmail.com](mailto:hannaw.econ@gmail.com)