

RUBÉN PÉREZ-SANZ

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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

- *Collective Bargaining Agreements and Worker Outcomes: Evidence from the 2012 Spanish Labor Market Reform.* With Emil Bustos.

Publications

- Garcia-Louzao, J., Perez-Sanz, R. [Women's voice at work and family-friendly firms](#). *SERIEs* (2025).
- Perez-Sanz, R. [International monopoly union coordination under the presence of externalities and costs](#). *Int Econ Econ Policy* 21, 181–205 (2024).

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 Barcelona Assistant Professor in Economics	<i>2025 - Present</i>
Autonomous University of Madrid Assistant Professor in Economics	<i>2024 - 2025</i>
University of Bristol Lecturer in Economics	<i>2022 - 2024</i>
The Econometrics Journal Replication team	<i>2021 - 2021</i>
MOVE Foundation Research Assistant of Joan Llull and Robert Miller	<i>2020 - 2021</i>
The Economic Journal Replication team	<i>2019 - 2021</i>
Banco Sabadell Research Assistant (Internship)	<i>2019</i>
Santander Bank UK London: Process Design and Change Management Consultant	<i>2014 - 2015</i>
Banco Santander Process Design and Change Management Consultant	<i>2011 - 2014</i>
Santander Bank Research Assistant (Internship)	<i>2010</i>
IBERIA L.A.E. Price Analyst	<i>2009</i>
Dinners Club Analyst	<i>2009</i>

TEACHING

Impact Evaluation Methods (Masters), UAM Lecturer	<i>2025 Winter</i>
Econometrics I (Undergraduate), UAM Lecturer	<i>2025 Winter</i>
Labour Economics (Masters), UoB Lecturer	<i>2024 Spring</i>
Introduction to Economics (undergraduate), UoB Tutor	<i>2023/24 annual</i>
Behavioural Economics (undergraduate), UoB Tutor	<i>2022 Fall</i>
Econometrics I (undergraduate), UoB Tutor	<i>2022 Fall</i>

Introduction to Economics (undergraduate), UoB Tutor	<i>2022/23 annual</i>
Econometrics I (undergraduate), UAB Instructor	<i>2021 Fall</i>
Econometrics I (Masters), UAB Teaching assistant of Pau Milan	<i>2021 Winter</i>
Math Brush-up (Masters), UAB Instructor	<i>2020 Fall</i>
Structural Microeconometrics (Masters), UAB Teaching assistant of Joan Llull	<i>2020 Winter</i>
Statistics II (undergraduate), UAB Teaching assistant of Vladimir Zaiats	<i>2020 Spring</i>
Math Brush-up (Masters), UAB Instructor	<i>2019 Fall</i>

TUTORING

Masters Dissertation, UoB Abihinaya Kanakasabai, Akriti Jaiswal, Chenxuan Zhao Fancy Fan, Yinan Jiang	<i>2023 Summer</i>
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SEMINARS AND CONFERENCES

ESPE, Naples	<i>June 2025</i>
UdG, Girona	<i>February 2025</i>
UAM, Madrid	<i>December 2024</i>
UAH, Alcalá	<i>October 2024</i>
UAM, Madrid	<i>June 2024</i>
UB, Barcelona	<i>May 2024</i>
EALE, Prague	<i>Sep 2023</i>
SAEe, Barcelona	<i>Dec 2021</i>
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>
SAEe, Alicante	<i>Dec 2019</i>
Bellaterra Applied Working Group, Barcelona	<i>May 2019</i>

EVENT ORGANIZATION

Coorganizer: BSE PhD Jamboree	2019 Seminar Organiser	2024
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SUMMER SCHOOLS

Attendance: Summer School on Socioeconomic Inequality <i>HCEO & NES</i>	2021
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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

Joan Llull

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MOVE, UAB, and BSE

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Javier Fernandez-Blanco

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Helene Turon

Professor in Economics
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