

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

2018 - 2022

Ph.D. in Economics with honours

Thesis Advisor: Joan Llull

Universitat Autònoma de Barcelona

2016 - 2018

M.Res. in Economics

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

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

TEACHING

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

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

TUTORING

Masters Dissertation, UoB	<i>2023</i>
Abhinaya Kanakasabai, Akriti Jaiswal, Chenxuan Zhao	<i>Summer</i>
Fancy Fan, Yinan Jiang	

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>	<i>2021</i>
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HONOURS AND AWARDS

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

SKILLS

Programming skills:

Stata, MATLAB, GAUS, L^AT_EX, Eviews, Mathematica, MAPLE, R

Languages:

Spanish (native) English (advanced) Catalan (Basic), German (Basic).

REFERENCES

Joan Llull

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Javier Fernandez-Blanco

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UAB, MOVE, and BSE
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Helene Turon

Professor in Economics
Research Fellow, IZA
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