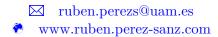
RUBÉN PÉREZ-SANZ

Autonomous University of Madrid



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.
- Women's Representation and Family Friendly Firms. With Jose Garcia-Louzao. CESifo Working Paper No. 10982

Publications

• Union Coordination under the Presence of Externalities and Costs in an Oligopoly Market. Int Econ Econ Policy (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

24 - 2025 22 - 2024 21 - 2021 20 - 2021 19 - 2021 2019 14 - 2015
21 - 2021 20 - 2021 19 - 2021 2019
20 - 2021 19 - 2021 2019
19 - 2021 2019
2019
14 - 2015
11 - 2014
2010
2009
2009
2025 $Winter$
$2025 \ Winter$
2024 Spring
2023/24 annual
2022 E-11
Fall

SUMMER SCHOOLS		
Coorganizer: BSE PhD Jamboree	2019 Seminar Organiser	2024
EVENT ORGANIZATION		
Bellaterra Applied Working Group, Barcelona		May 2019
SAEe, Alicante		Dec 2019
Bellaterra Applied Working Group, Online		March 2020
Essex-Barcelona Workshop on Labor Economics, Or	nline	May 2021
Bellaterra Applied Working Group, Online		June~2021
SSSI, Moscow, Online		June~2021
SAEe, Barcelona		Dec 2021
EALE, Prague		Sep 2023
UB, Barcelona		May 2024
UAM, Madrid		June~2024
UAH, Alcalá		October 2024
UAM, Madrid		December 2022
UdG, Girona		February 2028
ESPE, Naples		June 2028
Abihinaya Kanakasabai, Akriti Jaiswal, Chenxuan Z Fancy Fan, Yinan Jiang	Zhao	Summe
TUTORING Masters Dissertation, UoB		2023
Instructor		Fal
Teaching assistant of Vladimir Zaiats Math Brush-up (Masters), UAB		Spring
Statistics II (undergraduate), UAB		2020
Structural Microeconometrics (Masters), UA Teaching assistant of Joan Llull	В	2020 Winter
Math Brush-up (Masters), UAB Instructor		2020 Fal
Econometrics I (Masters), UAB Teaching assistant of Pau Milan		202. Winte
Econometrics I (undergraduate), UAB Instructor		202. Fal
Introduction to Economics (undergraduate), Tutor	UoB	2022/23 annua

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

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