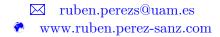
# RUBÉN PÉREZ-SANZ

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

Autonomous University of Madrid Assistant Professor in Economics	2024 - Present
University of Bristol Lecturer in Economics	2022 - 2024
The Econometrics Journal Replication team	2021 - 2023
MOVE Fundation Research Assistant of Joan Llull and Robert Miller	2020 - 202.
The Economic Journal Replication team	2019 - 202.
Banco Sabadell Research Assistant (Internship)	2013
Santander Bank UK London: Process Design and Change Management Consultant	2014 - 2018
Banco Santander Process Design and Change Management Consultant	2011 - 2012
Santander Bank Research Assistant (Internship)	201
IBERIA L.A.E. Price Analyst	2003
Dinners Club Analyst	2009
EACHING	
Labour Economics (Masters), UoB Lecturer	202. Sprin
Introduction to Economics (undergraduate), UoB Tutor	2023/2. annua
Behavioural Economics (undergraduate), UoB Tutor	202. Fal
Econometrics I (undergraduate), UoB Tutor	202. Fai
Introduction to Economics (undergraduate), UoB Tutor	2022/2. annua
Econometrics I (undergraduate), UAB Instructor	202 Fac
Econometrics I (Masters), UAB Teaching assistant of Pau Milan	202. Winte

Math Brush-up (Masters), UAB Instructor	2020 Fall
Structural Microeconometrics (Masters), UAB Teaching assistant of Joan Llull	2020 Winter
Statistics II (undergraduate), UAB Teaching assistant of Vladimir Zaiats	$2020 \ Spring$
Math Brush-up (Masters), UAB Instructor	2019 Fall
TUTORING	
Masters Dissertation, UoB Abihinaya Kanakasabai, Akriti Jaiswal, Chenxuan Zhao Fancy Fan, Yinan Jiang	2023 Summer
SEMINARS AND CONFERENCES	
UB, Barcelona	May 2024
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	
Coorganizer: BSE PhD Jamboree	2019
SUMMER SCHOOLS	
Attendance: Summer School on Socioeconomic Inequality HCEO & NES	2021
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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# Helene Turon

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