

# RUBÉN PÉREZ-SANZ

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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 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

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<b>Universitat Autònoma de Barcelona</b> Ph.D. in Economics with honours 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 Autonoma de Madrid</b> Bachelor in Economics	<i>2002 - 2008</i>

## PROFESSIONAL EXPERIENCE

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<b>Autonomous University of Madrid</b> Assistant Professor in Economics	<i>2024 - Present</i>
<b>University of Bristol</b> Lecturer in Economics	<i>2022 - 2024</i>
<b>The Econometrics Journal</b> Replication team	<i>2021 - 2021</i>
<b>MOVE Fundation</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 (Internship)	<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>

## TEACHING

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<b>Labour Economics (Masters), UoB</b> Lecturer	<i>2024 Spring</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 (Masters), UAB</b> Teaching assistant of Pau Milan	<i>2021 Winter</i>

<b>Math Brush-up (Masters), UAB</b> Instructor	<i>2020 Fall</i>
<b>Structural Microeconometrics (Masters), UAB</b> Teaching assistant of Joan Llull	<i>2020 Winter</i>
<b>Statistics II (undergraduate), UAB</b> Teaching assistant of Vladimir Zaiats	<i>2020 Spring</i>
<b>Math Brush-up (Masters), UAB</b> Instructor	<i>2019 Fall</i>

## TUTORING

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

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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

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Coorganizer: BSE PhD Jamboree	<i>2019</i>
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## SUMMER SCHOOLS

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

## SKILLS

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### Programming skills:

Stata, MATLAB, GAUS, L<sup>A</sup>T<sub>E</sub>X, Eviews, Mathematica, MAPLE, R

### Languages:

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

## REFERENCES

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**Joan Llull**

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MOVE, UAB, and BSE  
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