

**Universitat Autònoma de Barcelona, Barcelona GSE**

Placement Officer: Inês Macho-Stadler      [ines.macho@uab.es](mailto:ines.macho@uab.es)      (+34) 93 581 18 11  
Placement Secretary: Mercè Vicente      [merce.vicente@uab.cat](mailto:merce.vicente@uab.cat)      (+34) 93 581 13 59

**Personal Information**

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Address:      Departament d'Economia i d'Història Econòmica  
                 Facultat de Ciències Econòmiques, Edifici B  
                 Universitat Autònoma de Barcelona, 08193 Bellaterra  
                 Barcelona, Spain  
Phone:      +34 692 104 2341  
Nationality:      Portuguese

**Education**

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**Ph.D. in Economics**, Universitat Autònoma de Barcelona, BGSE, Spain (*expected 2018*)  
Thesis title: "Essays in Organisation and Labor Economics"  
Supervisor: Prof. Caterina Calsamiglia

**M.Res. in Economics (Distinction)**, Universitat Autònoma de Barcelona, BGSE, Spain, 2013  
**M.A. in Economics (Distinction)**, Nova School of Business and Economics, Portugal, 2009  
**B.A. in Economics (Distinction)**, Nova School of Business and Economics, Portugal, 2007

**Visiting Positions**

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2017-18 Visiting Researcher, Bank of Portugal  
2016-17 Visiting Ph.D. Student, Department of Economics, University College London

**Research Fields**

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Primary      Labor Economics, Organisation Economics, Applied Microeconometrics  
Secondary      Personnel Economics, Experimental Economics

**Teaching Experience**

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Spring 2013, 2015, 2016 Econometrics, PhD program, IDEA, Universitat Autònoma de Barcelona  
Fall 2014, 2015      Computation Brush-Up, Barcelona GSE  
Spring 2014, 2015      Quantitative Methods for Policy Evaluation, Barcelona GSE

**Research Positions and Other Employment**

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2016-17 Research Assistant Prof. Marcos Vera-Hernández, University College London  
2013-15 Research Assistant Prof. Lídia Farré, Prof. Francesco Fasani, Prof. Hannes Mueller, IAE  
2009-10 Research Assistant Prof. Pedro Pita Barros, Nova School of Business and Economics  
  
2009-11 Strategy and Operations Consultant, Deloitte Consulting  
2007-09 M&A Consultant, Pricewaterhouse Coopers  
2006-07 M&A Consultant, Freelance

## Presentations

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ESWM, Barcelona 2017 (*upcoming*)  
LACEA-LAMES 2017, Buenos Aires 2017  
EEA-ESEM Summer Meeting, Lisbon 2017  
Applied Economics Seminar, University Autònoma de Barcelona, 2017  
Ph.D Jamboree, Barcelona GSE, 2017  
Exchange Seminar, Department of Economic Studies, Bank of Portugal, 2017  
SWIPS Seminar, Department of Economics, University College of London, 2016  
Annual Ph.D. Conference, University of Leicester, 2015  
J-PAL Conference, Paris School of Economics, 2015  
ENTER Seminar, Department of Economics, Tilburg University, 2015  
Ph.D Jamboree, Barcelona GSE, 2014  
Micro Lab, University Autònoma de Barcelona, 2014  
SEEDEC, NHH Bergen, 2013 (*poster*)

## Scholarships and Awards

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2011-15	Doctoral Scholarship, Fundação Ciência e Tecnologia, Portugal
2009	Santos Barosa Award for Academic Achievement, Portugal
2007	Erasmus Mobility Scholarship (Tilburg University), EU

## Research Papers

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### **Manager Identity and Firm Productivity (Job Market Paper)**

This paper uses a combination of a reduced-form approach and a distributional framework to analyze the impact of top-managers (CEO) on firm revenue productivity. Using a matched employer-employee data set, I attempt to disentangle the role of CEO innate quality (identity) from firm's heterogeneity in firm revenue production and evaluate the existence and relevance of match-specific complementarities between CEO and firm. I present a novel proxy measure of CEO quality that takes advantage of differential patterns of CEO mobility throughout her career to circumvent endogenous CEO job mobility. I find that a one standard deviation increase in CEO quality results in 5% increase in firm production. Higher-quality CEOs are more likely to hold a higher education degree, have a larger experience as a manager, invest in innovation and less likely to work in a family firm. Moreover, results CEO-firm complementarities are significant in firm production, affecting the distribution of wages and productivity in the whole economy. The issue of CEO impact is of great practical importance to firms and policy makers alike, as it can partly explain the rise in wage inequality.

### **Matching non-monetary rewards and Intrinsic Motivations: Experimental Evidence from the Lab**

This paper focuses on identifying and disentangling the motivations for volunteering, and how they influence involvement of volunteers. I study the potential to directly incentivize volunteers to donate their time by awarding non-monetary rewards that respond their intrinsic motivations. I conducted a lab experiment entailing a real effort task which reverted to the subject or a nonprofit. Each subject ranked five different non-monetary rewards according to their preferences, one of which was randomly assigned to her. I find that the likelihood to contribute time to a charity is greater when the subject is assigned to the condition which he considers his most preferred (exact matching). Moreover, the average percentage donated is also greater under exact matching. Alongside, results suggest that incentives targeting identification with the cause motivations are the most effective in increasing productivity, whereas those concerning perceived tangible (monetary) rewards are less effective.

## **Sleepless Nights? The increase of emergency room cases in public hospitals** (joint with Pedro Pita Barros)

We address the problem of an unexpected and unprecedented 8% increase in the number of emergency episodes at Hospital de Santa Maria (HSM), the largest public hospital in Portugal, during 2008. The novelty of the paper lies in using the ALERT database from the HSM to infer drivers of emergency affluence. The methodology can be divided into three essential parts: 1) a demand curve estimation for emergency room (ER) visits is estimated along with other econometric models that explain users' behaviour when resorting to the ER; 2) a model accounting for the impact of the redrawing of the geographical area covered by HSM as an origin for ER cases; 3) a study of repeated use of the ER and its interaction with demographics, namely age and episode gravity. Results show that there is an upward trend in daily episodes, whose bulk stems for less serious cases or ones that could be treated in primary care facilities. The HSM plays a role where internal structure is concerned. However, population and health system features appear as the important drivers of changes in ER turnout.

### **Skills**

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Software	Stata, Latex, Z-Tree, R, Matlab
Languages	Portuguese & English (native), Spanish (bilingual), French & Catalan (intermediate)

### **References**

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Caterina Calsamiglia ( <i>Supervisor</i> ) ICEA Research Professor IPEG Barcelona, Spain <a href="mailto:ccalsamig@gmail.com">ccalsamig@gmail.com</a>	Ana Rute Cardoso Research Scientist Institut for Economic Analysis (IAE) Campus UAB, Barcelona, Spain <a href="mailto:anarute.cardoso@iae.csic.es">anarute.cardoso@iae.csic.es</a>
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Imran Rasul Professor of Economics University College London London, UK <a href="mailto:i.rasul@ucl.ac.uk">i.rasul@ucl.ac.uk</a>
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