

Universitat Autònoma de Barcelona, Barcelona GSE

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Personal Information

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Education

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, Universitat Autònoma de Barcelona, BGSE, Spain, 2013
Best Cohort Master Thesis, Grade A

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
Top student GPA, 17/20

Visiting Positions

2017-18 Visiting Researcher, Bank of Portugal (*1 month*)
2016-17 Visiting Ph.D. Student, Department Economics, University College London (*1 year*)

Research Fields

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

Teaching Experience

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

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

EWMES, 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
ENTER Jamboree, Stockholm School of Economics, 2014 (*discussant*)
Micro Lab, University Autònoma de Barcelona, 2014
SEEDEC, NHH Bergen, 2013 (*poster*)

Scholarships and Awards

2011-15 Doctoral Scholarship, Fundação Ciência e Tecnologia, Portugal
2008-09 Santos Barosa Academic Achievement, Best GPA Industrial Organization 20/20, Portugal
2006-07 Erasmus Mobility Scholarship (Tilburg University), EU

Research Papers

Better Together? CEO Identity and Firm Productivity (Job Market Paper)

This paper analyzes the relationship between CEO quality and firm productivity in the private sector using CEO job transitions. Using a matched employer-employee data set, I attempt to disentangle the role of the CEO type (identity) from that of the firm in revenue productivity and evaluate the existence and relevance of match complementarities between CEO and firm types. I present a proxy measure of CEO quality that takes advantage of differential patterns of CEO mobility throughout their careers 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 estimated 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 indicate that CEO-firm complementarities are significant in firm production, affecting the distribution of productivity positively in approximately 2-3%. The issue of CEO impact is of significant 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

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

References

Caterina Calsamiglia (<i>Supervisor</i>) ICREA Research Professor IPEG Barcelona, Spain ccalsamig@gmail.com	Ana Rute Cardoso Research Scientist Institut for Economic Analysis (IAE) Campus UAB, Barcelona, Spain anarute.cardoso@iae.csic.es
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