

Manuel F. Bagues

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Employment

- 2006-present Assistant Professor, Business Department, Universidad Carlos III, Madrid, Spain
- 2009-2010 Research Fellow, Research Department, Bank of Spain, Madrid, Spain
- 2004-2006 Post Doctoral Researcher, Laboratory in Economics and Management, Scuola Superiore Sant'Anna, Pisa, Italy

Education

- 2004 Ph.D. in Economics: Universitat Pompeu Fabra, Barcelona, Spain
Title: Three Essays on the Economic Theory Approach of Knowledge. Advisor: Walter García-Fontes

Fields of Interest

Personnel Economics, Gender Economics, Economics of Education, Political Economy

Recent Academic Publications

[Can Gender Parity Break the Glass Ceiling? Evidence from a Repeated Randomized Experiment](#) (with Berta Esteve-Volart), *Review of Economic Studies*, 77:4, pp. 1301-1328, 2010

[Do On-Line Labor Market Intermediaries Matter? The impact of AlmaLaurea on University-to-Work transition](#) (with Mauro Sylos Labini), in David H. Autor (ed), NBER book *Studies of Labor Market Intermediation* (pp. 127-154). Chicago: University of Chicago Press, 2009

[Differential Grading Standards and University Funding: Evidence from Italy](#) (with Mauro Sylos Labini and Natalia Zinovyeva), *CESifo Economic Studies* 54 (2), pp. 149-176, 2008

Working Papers

[Does gender matter for academic promotion? Evidence from a randomized natural experiment](#) (with Natalia Zinovyeva), FEDEA Working Paper #2010-15

[Are Women Pawns in the Political Game? Evidence from Elections to the Spanish Senate](#) (with Berta Esteve-Volart), FEDEA Working Paper #2009-30

[Multidimensional Statistical Discrimination - Why Do I like People like me?](#) (with María José Pérez Villadóniga), UC3M WP #2008-06

[Do recruiters prefer applicants with similar skills? Evidence from a randomized natural experiment](#) (with María José Pérez Villadóniga), UC3M WP #2009-62

Work in Progress

[Top Civil Service: Meritocracy or Nepotism?](#) (with Berta Esteve-Volart)

[Performance Pay and Judicial Production: Evidence from Spain](#) (with Berta Esteve-Volart)

[Politicians' Luck of the Draw: Evidence from the Spanish Christmas Lottery](#) (with Berta Esteve-Volart)

Popular Writing

[¿A quién le tocará este año el Gordo?](#) (with Berta Esteve-Volart)
Nadaesgratis.es, December 2010

[Does Gender Matter for Academic Promotion?](#) (with Natalia Zinovyeva)
Voxeu.org, December 2010

[Valorar el desempeño](#)
Cinco Días, April 2010

[La ley de Economía Sostenible y las Reformas Estructurales: 25 propuestas](#)
Co-editor (with Luis Garicano and Jesús Fernández-Villaverde), March 2010

[Selección y rendimiento en la función pública](#) (with Berta Esteve-Volart)
Chapter in "La Ley de Economía Sostenible y las reformas estructurales: 25 Propuestas", March 2010

[La reforma de la papeleta del Senado: otra vuelta de tuerca a la partidocracia](#)
(with Berta Esteve-Volart)
Nadaesgratis.es, October 2009

[Political Competition and Gender Quotas](#) (with Berta Esteve-Volart)
Voxeu.org, October 2009

[Paying Universities to Lower their Standards](#) (with Mauro Sylos Labini & Natalia Zinovyeva)
Voxeu.org, September 2008

[¿Son eficaces las cuotas de género en los tribunales de selección?](#) (with Berta Esteve-Volart)
Sociedadabierta.org, September de 2007

[Gender Quotas in Hiring Committees](#) (with Berta Esteve-Volart)
Voxeu.org, July 2007

[Las oposiciones: Análisis Estadístico](#)
Revista de Jueces para la Democracia, nº 59, pp. 25-36, July 2007

[La importancia de llamarse...](#)
La Vanguardia, May 2005

[¿Qué determina el éxito en unas oposiciones?](#)
Working paper #2005/1, Fundación de Estudios de Economía Aplicada (FEDEA), January 2005

Invited Presentations at the following Universities and Research Centers

Aarhus Business School (2008), Bank of Spain (2010), CEMFI (2006, 2010), Erasmus University Rotterdam (2007), FEDEA (2006, 2007, 2008), Hebrew University of Jerusalem (2011), Helsinki Center of Economic Research (2010), IMT Lucca (2008), Katholieke Universiteit Leuven (2005), Scuola Superiore Sant'Anna (2005), Tel Aviv University (2011), Universidad de Alicante (2008, 2010), Universidad Carlos III (2005, 2006, 2007, 2008, 2010), Universidad de Granada (2010), Universidad de Las Palmas de Gran Canaria (2005), Universidad de León (2007), Universidad de Oviedo (2006, 2008), Universidad del País Vasco (2006, 2009), Università Bocconi (2005), Università di Bologna (2010), Università di Pavia (2005), Università di Pisa (2005), Università Tor Vergata (2010), Università di Verona (2005), Universitat Autònoma de Barcelona (2010), Universitat Pompeu Fabra (2010), Université de Cergy-Pontoise (2007), Université Louis Pasteur Strasbourg (2007), WZB Berlin (2006)

Papers Presented at the following Conferences and Workshops

2010

MOVE Conference on Gender Differences in Competitiveness and Risk Taking, Barcelona, Spain

Econometric Society World Congress, Shanghai, China
EALE-SOLE 3rd International Conference, London, UK
3rd Workshop on Gender Economics, Madrid, Spain

2009

Simposio de Análisis Económico (SAE), Valencia, Spain
European Labour Economics Association (EALE), Tallinn, Estonia
European Economic Association (EEA), Barcelona, Spain
European Society for Population Economics (ESPE), Sevilla, Spain
2nd Workshop on Gender Economics, Granada, Spain
ZEW Conference on the Economics of ICT, Mannheim, Germany
COSME Workshop, Bank of Spain, Madrid, Spain
Society of Labor Economists (SOLE), Boston, US

2008

Simposio de Análisis Económico (SAE), Zaragoza, Spain
European Society for Population Economics (ESPE), UCL, London, UK
Society of Labor Economists (SOLE), NYC, US
Conference on University Autonomy, EUI, Florence, Italy
Workshop on Gender Economics (COSME), Granada, Spain
Workshop FEDEA Santander, FEDEA, Madrid, Spain
IZA/SOLE Transatlantic Meeting of Labor Economists, Ammersee, Germany

2007

Workshop Measuring Discriminations, Université d'Evry, Paris, France
CEPR Fourth Symposium of the Network Economics of Education and Education Policy in Europe, Madrid, Spain
European Labour Economics Association (EALE), Oslo, Norway
CESifo Workshop on Innovation and Higher Education, Venice, Italy
NBER Labor Market Intermediation Conference, Cambridge, US
Society of Labor Economists (SOLE), Chicago, US
Journées des inégalités dans le système de recherche, Strasbourg, France

2006

European Labour Economics Association (EALE), Prague, Czech Republic
Jornadas de Economía Industrial (JEI), Barcelona, Spain
ZEW conference on Policy Evaluation, Mannheim, Germany
Simposio de Análisis Económico (SAE), Oviedo, Spain
Workshop on the Process of Reform of University Systems (EIASM), Venice, Italy
Economía y Política de la Justicia, Universidad Complutense, Madrid, Spain
Urrutia Elejalde Foundation Winter Workshop on Economics & Philosophy, Madrid, Spain

2005

EALE-SOLE 2nd International Conference, San Francisco, US
Jornadas de Economía de la Educación, Oviedo, Spain

Simposio de Análisis Económico, Murcia, Spain
Jornadas de Economía Industrial, Bilbao, Spain
Encuentro de Economía Pública, Mallorca, Spain

2004

European Assoc. for Research in Industrial Economics (EARIE), Berlin, Germany
Simposio de Análisis Económico (SAE), Pamplona, Spain
Jornadas de Economía Industrial (JEI), Granada, Spain
Association of Southern European Economic Theorists (ASSET), Barcelona, Spain

Teaching Experience

- 2006-present Instructor, Economics of Organizations, Business Department,
Universidad Carlos III, Madrid, Spain
Ratings 2009: 4.5/5
- 2010-2011 Instructor, Applied Economics Workshop, Master in Economics
and Finance, CEMFI, Madrid, Spain
- 2005 Instructor, Strategy, Department of Economics & Business,
Universitat Pompeu Fabra, Barcelona, Spain
- 2000-2003 Teaching Assistant, Department of Economics & Business,
Universitat Pompeu Fabra, Barcelona, Spain

Financed Research Projects

- 2010-2012 “Selection and Productivity of the Judiciary: Evidence from Two
Large-Scale Randomized Experiments”, Standard Research Grant,
Social Sciences and Humanities Research Council of Canada, Co-
investigator (\$62.500)
- 2009-2011 “Human Capital, Immigration & Labour Supply: Policy
Evaluation” (ECO2008-06395-C05-05), Ministry of Science and
Innovation, Senior Researcher (€60.000)
- 2009-2011 “Measuring Institutions and Organizations” (ECO2008-01116),
Ministry of Science and Innovation, Senior Researcher (€90.000)

Scholarships & Fellowships

- 2010-2015 Ramón y Cajal Scholarship, granted by the Spanish Ministry of
Science and Innovation (€192.480)
- 2009-2010 Bank of Spain Fellowship

- 2003 Pre-Doctoral Fellowship, IGIER, Università Bocconi, Milano, Italy
- 2001-2002 Pre-Doctoral Scholarship, granted by the Catalan Government

Professional Service

Refereeing

CESifo Economic Studies, Economics Bulletin, Economic Inquiry, Economics of Education Review, European Economic Review, European Management Review, Industrial and Corporate Change, Investigaciones Económicas, Journal of Economics & Management Strategy, Journal of Productivity Analysis, Labour Economics, Management Science, Research Policy

Project Evaluation

National Science Foundation (US), Agencia Nacional de Evaluación y Prospectiva (Spain), Research Promotion Foundation (Cyprus)

Paper Discussions

Jornadas de Economía Industrial, UC3M, Madrid, 2010; 2nd Banco de España Workshop on Household Finance, Madrid, 2009; Workshop "Institutions and the Gender Dimension", Bocconi University, Milan, 2009; Workshop on Efficiency and Productivity, Gijón, 2008; CESifo Venice Summer Institute, Venice, 2007; Jornadas de Economía Industrial, IESE, Barcelona, 2006

Other

Elected board member at COSME, a subcommittee of the Spanish Economics Association charged with addressing the status of women in the economics profession (2010-present)

Scientific Committee, Workshop on Gender Economics (2010, 2011)

University Service

Internal seminar coordinator (2007-2008)
International students coordinator (2006-2009)
Career advisor, undergraduate level (2007-present)
Interviewer at the European Academic Job Market (2009, 2010)

Language Skills

Fluent Spanish, English, Catalan, Italian; intermediate French, basic Russian.