

# Manuel Bagues

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Postal Address: Aalto University, Department of Economics, P.O. Box 21240, 00076, Helsinki, Finland  
Visiting Address: Office A209, Arkadiankatu 7, Helsinki, Finland

**Current Position** Associate Professor, Department of Economics, Aalto University 2016-present

Full Professor, Dept. of Economics, University of Warwick *Starting April 2018*

**Previous Positions** Assistant Professor, Department of Economics, Aalto University 2013-2016

Assistant Professor, Business Department, Universidad Carlos III 2006-2013

Post Doctoral Researcher, Laboratory in Economics and Management, Scuola Superiore Sant'Anna, Pisa, Italy 2004-2006

**Other Appointments** Affiliate, The Abdul Latif Jameel Poverty Action Lab (J-Pal) 2017-present

Research Fellow, Centre for Economic Policy Research (CEPR) 2016-present

Research Fellow, Institute for the Study of Labor (IZA) 2011-present

Visiting Professor, CEMFI, Madrid, Spain Fall 2014

Visiting Scholar, Department of Economics, Aalto University School of Business, Helsinki, Finland Sep 2012-Feb 2013

Visiting Scholar, Research Department, Bank of Spain, Madrid, Spain 2009-2010

Research Affiliate, Chair Human Capital and Employment, Fundación de Economía Aplicada (FEDEA), Madrid, Spain 2007-2011

**Education** Ph.D. in Economics, Universitat Pompeu Fabra, Barcelona, Spain 2004

**Fields of interest** Labor Economics, Economics of Education, Political Economy

**Academic Publications** Does the Gender Composition of Scientific Committees Matter? (with Mauro Sylos Labini and Natalia Zinovyeva)

*American Economic Review*, 2017, Vol. 107(4), pp. 1207-1238

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

*Journal of Political Economy*, 2016, Vol. 124(5), pp. 1269-1294

The Role of Connections in Academic Promotions (with Natalia Zinovyeva)  
*American Economic Journals: Applied Economics*, 2015, Vol. 7(2), pp. 264-292

Why Do I Like People Like Me? (with María José Pérez Villadóniga)  
*Journal of Economic Theory*, 2013, Vol. 148(3), pp. 1292-1299

Are Women Pawns in the Political Game? Evidence from Elections to the Spanish Senate (with Berta Esteve-Volart),  
*Journal of Public Economics*, 2012, Vol. 96, pp. 387-399

Do Recruiters Prefer Applicants with Similar Skills? Evidence from a Randomized Natural Experiment (with María José Pérez Villadóniga),  
*Journal of Economic Behavior & Organization*, 2012, Vol. 82, pp. 12-20

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

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 volume 'Studies of Labor Market Intermediation'*, 2009, Chicago: University of Chicago Press, pp. 127-154  
A translation of this article into Italian appeared at *L'università in transizione: Laureati vecchi e nuovi alla luce della riforma*, edited by Andrea Cammelli. Bologna: Il Mulino.

Differential Grading Standards and University Funding: Evidence from Italy (with Mauro Sylos Labini and Natalia Zinovyeva),  
*CEifo Economic Studies*, 2008, Vol. 54(2), pp. 149-176  
A translation of this article into Russian appeared at the *Journal of Educational Studies*, 2009, Vol. 4

## Working Papers

What You Know Can't Hurt You (for Long): A Field Experiment on Relative Performance Feedback (with Ghazala Azmat, Antonio Cabrales and Nagore Iriberrí)  
CEPR Working Paper No. 11201, IZA Discussion Paper No. 9853

Connections in Scientific Committees and Applicants' Self-selection: Evidence from a Natural Randomized Experiment (with Mauro Sylos Labini and Natalia Zinovyeva)  
IZA Discussion Paper No. 9594

A Walk on the Wild Side: an Investigation into the Quantity and Quality of 'Predatory' Publications in Italian Academia (joint with Mauro Sylos-Labini and Natalia Zinovyeva)  
LEM Working Paper No. 2017/01

Can Gender Quotas in Candidate Lists Empower Women? Evidence from a Regression Discontinuity Design (with Pamela Campa)  
CEPR Discussion paper No. 12149, IZA Discussion Paper No. 10888

Women and Power: Unpopular, Unwilling, or Held Back? Comment (with Pamela Campa)

**Work in Progress** Do Gender Quotas in Hiring Committees Help Women? Evidence from Spain (joint with Berta Esteve-Volart)

The Production Function of College Education: Evidence from a Natural Experiment (with Inés Berniell and Antonio Cabrales)

The Effect of Ballot Order: Evidence from the Spanish Senate (with Berta Esteve-Volart)

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

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

Gender and Overconfidence in Selection Processes: Evidence from Public Examinations (with Berta Esteve-Volart)

**Popular Writing** Regular contributor to the leading economic blog in Spain, nadaesgratis (+50 blog posts), and occasional contributor to several other blogs (VoxEU, Lavoce, ingenere), newspapers (La Vanguardia, Cinco Días), reports (Informe CyD, Newsletter of the Spanish Committee on the Situation of Women in the Economic Profession), magazines (Revista de Jueces para la Democracia), radio (Cadena Ser, Radio Nacional, Canal Nou) and TV (LaSexta).

My research has been featured in the main Spanish newspapers (ABC, Cinco Días, Correo, El País, Expansión, La Gaceta de los Negocios, La Vanguardia, Levante...)

Webpage with statistical information on public exams in Spain addressed to a general audience that has attracted more than 500,000 visits and author of several popular articles on the topic, including ¿Qué determina el éxito en unas oposiciones?

Co-editor and author of three chapters in the book *La ley de Economía Sostenible y las Reformas Estructurales*, jointly with Jesús Fernández-Villaverde and Luis Garicano, 2010. Author of three chapters in the 3rd FEDEA monograph *Talento, esfuerzo y movilidad social*, 2011

**Invited Seminars, Conferences and Workshops** 2017 (including scheduled) - Workshop on Political Economy and Political Science (*Invited speaker*, Santiago, Chile), IZA/CREST/OECD Workshop: Recent Advances in the Economics of Discrimination (*Invited speaker*, Paris, France), Conference of the Society for Institutional & Organizational Economics (New York, US), Workshop ‘A Gender Agenda’ (SIEPR, Stanford, US), COSME Workshop on Gender Economics (Madrid, Spain), Erasmus University (Rotterdam, Netherlands), Oslo University (Norway), Graduate Institute of International and Development Studies (Geneve, Switzerland), Annual Meeting of the Finnish Economic Association (Jyväskylä, Finland), American Economic Association AEA (Chicago, US),

2016 Simposio de Análisis Económico (Bilbao, Spain), Zurich University (Switzerland), Warwick University (UK), Vienna University (Austria), Humboldt University (Berlin, Germany), Tinbergen Institute (Amsterdam, Netherlands), European University Institute (Florence, Italy), American Economic Association AEA (San Francisco, US)

2015 - Simposio de Análisis Económico (Girona, Spain), Universitat Pompeu Fabra,

Universitat Autònoma de Barcelona (Economics Dept.) & Institut d'Anàlisi Econòmic, JPAL conference on Field Experiments in Labor Economics and Social Policies" (Paris, France), 1st GPEFM PhD Alumni Meeting (Barcelona, Spain), Annual Congress of the European Economic Association (Mannheim, Germany), Society of Labor Economics (Montreal, Canada), Workshop on Empirical Political Economics and Political Science (Stockholm, Sweden), New Economic School (Moscow, Russia), University of Bergen, IIES/Stockholm University, Lund University, University of Zurich, CERGE-EI (Prague, Czech Republic), Universitat Autònoma de Barcelona (Applied Economics Dept.), Annual Meeting of the Finnish Economic Association (Helsinki, Finland)

2014 - Stockholm Institute of Transition Economics, Simposio de Análisis Económico (Palma de Mallorca, Spain), Universidad de Alicante, UC3M Business, UC3M Economics, CEMFI, Associazione Italiana Economisti del Lavoro (Pisa, Italy), Bank of Italy (Rome, Italy), Meeting of the French Economic Association (*Invited Session*, Lyon, France), Workshop Gender in the Boardroom (Sheffield, UK), Festival dell'Economia (Trento, Italy), COSME Gender Workshop (*Invited speaker*, Madrid, Spain), Norwegian School of Economics, Swedish Institute for Social Research (SOFI), University of Jyväskylä, Hitotsubashi University, Gender Workshop at Nagoya University (*Keynote speaker*, Nagoya, Japan), Meeting of the Finnish Economic Association (Kuopio, Finland), Institute of Fiscal Studies (IFS)

2013 - University of Chicago Booth School of Business, Calgary University, Banco de España, Collegio Carlo Alberto (Torino, Italy), Open University School of Philosophy (UNED), Universidad de Málaga, Universidad de Vigo, Universidad Carlos III Economics, Warwick University, University of Bern, London School of Economics, University of Essex, York University, Gender Economics workshop organised by UniCredit and Università Bocconi (*Keynote speaker*, Milan, Italy), Workshop "Els joves NINI: com evitar una generació perduda?" organized by IVALUA (Barcelona, Spain), Monday's Meeting on Political Economy (Málaga, Spain), Society of Labor Economists SOLE (Boston, US), American Economic Association AEA (San Diego, US)

2012 - Queen Mary University, Turku University, VATT Helsinki, University of Bristol, University of Edinburgh, Università della Svizzera Italiana at Lugano, Helsinki Center of Economic Research, BI Norwegian Business School, Institut d'Economia de Barcelona, European Labour Economics Association EALE (Bonn, Germany), European Economic Association and the Econometric Society European meeting EEA-ESEM (Málaga, Spain), NBER Summer Institute (Boston, US), European Society for Population Economics ESPE (Bern, Switzerland), American Economic Association AEA (Chicago, US)

2011 - IPP-CSIC, Hebrew University of Jerusalem, Tel Aviv University, DIW Berlin, Westminster University, Simposio de Análisis Económico SAE (Málaga, Spain), Conference of the European Political Science Association EPSA (Dublin, Ireland), Workshop on Personnel Economics and the Public Sector (Ravello, Italy), International Meeting on Experimental and Behavioral Economics IMEBE (Barcelona, Spain)

2010 - Università Tor Vergata, Universitat Autònoma de Barcelona, Universitat Pompeu Fabra, Università di Bologna, Helsinki Center of Economic Research, Universidad Carlos III Econ, Universidad de Granada, Universidad de Alicante, CEMFI, 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 COSME (Madrid, Spain)

2009 - Universidad del País Vasco, Bank of Spain, 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 COSME (Granada, Spain), ZEW Conference on the Economics of ICT (Mannheim, Germany) COSME Workshop at the Bank of Spain (Madrid, Spain), Society of Labor Economists SOLE (Boston, US)

2008 - Aarhus Business School, IMT Lucca, Universidad de Alicante, FEDEA, Universidad de Oviedo, Simposio de Análisis Económico SAE (Zaragoza, Spain), European Society for Population Economics ESPE (London, UK), Society of Labor Economists SOLE (NYC, US), Conference on University Autonomy at the EUI (Florence, Italy), 1st Workshop on Gender Economics COSME (Granada, Spain), Workshop Cátedra Capital Humano y Empleo at FEDEA (Madrid, Spain), IZA/SOLE Transatlantic Meeting of Labor Economists (Ammersee, Germany)

2007 - Erasmus University Rotterdam, Universidad de León, Université de Cergy-Pontoise, Université Louis Pasteur Strasbourg, FEDEA, Workshop Measuring Discriminations at 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 - CEMFI, FEDEA, Universidad de Oviedo, Universidad del País Vasco, WZB Berlin, 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), Workshop Economía y Política de la Justicia, (Madrid, Spain), Urrutia Elejalde Foundation Winter Workshop on Economics & Philosophy (Madrid, Spain)

2005 - Katholieke Universiteit Leuven, Scuola Superiore Sant'Anna, Universidad Carlos III Business, Universidad de Las Palmas de Gran Canaria, Università Bocconi, Università di Pavia, Università di Pisa, Università di Verona, EALE-SOLE 2nd International Conference (San Francisco, US), Jornadas de Economía de la Educación (Oviedo, Spain), Simposio de Análisis Económico SAE (Murcia, Spain), Jornadas de Economía Industrial JEI (Bilbao, Spain), Encuentro de Economía Pública (Mallorca, Spain)

2004 - European Association 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)

## Grants

2017 - Principal Investigator, Microsoft, "The impact of startup and job placement services - Evidence from Microsoft's Polku program", €60,000

2013-2015 - Principal Investigator, Institute of Women, Ministry of Health, Social Services and Equality, project Q2818029G, "Determinants of Gender differences in Academic Careers", €28,575

2013-2015 - Senior Researcher, Spanish Ministry of Science and Innovation, project

ECO2012-31358, "Individual Decisions and Economic and Social Development: Empirical Applications to Family Economics, Labour Economics, and Industrial Organization", €65,500

2011-2013 - *Ramón y Cajal* Scholarship, granted by the Spanish Ministry of Science and Innovation, €192,480

2010-2013 - Co-investigator, Standard Research Grant, Social Sciences and Humanities Research Council of Canada, "Selection and Productivity of the Judiciary: Evidence from Two Large-Scale Randomized Experiments", \$62,500

2009-2011 - Senior Researcher, Spanish Ministry of Science and Innovation, project ECO2008-06395-C05-05, "Human Capital, Immigration and Labour Supply: Policy Evaluation", €60,000

2009-2011 - Senior Researcher, Spanish Ministry of Science and Innovation, project ECO2008-01116, "Measuring Institutions and Organizations", €90,000

## Teaching

### *Graduate level:*

Applied Microeconomics II 2015-2017  
M.Sci. in Economics and Business Administration, Aalto University  
Ratings: 4.75/5 (2017), 5/5 (2016), 4.62/5 (2015)

Applied Microeconomics I 2016  
M.Sci. in Economics and Business Administration, Aalto University  
Ratings: 4.57/5 (2016)

Applied Microeconomics 2016  
Sant'Anna-IUSS Doctoral Program in Economics  
Ratings: N/A

Labor Economics 2015-2016  
M.Sci. in Economics and Business Administration, Aalto University  
Ratings: 4.63/5 (2016), 4.25/5 (2015)

Labor Economics 2014  
Master in Economics and Finance, CEMFI, Madrid  
Ratings: 4.1/5

Applied Microeconomics  
Finnish Doctoral Program in Economics, Helsinki 2013  
Ratings: 4.64/5

Research Methods 2012-2013  
PhD in Business Administration and Quantitative Methods  
Universidad Carlos III de Madrid  
Ratings: 4.75/5 (2013); 4.44/5 (2012)

### *Undergraduate level:*

Economics of Organizations,  
Bachelor in Economics, Bachelor in Management  
Universidad Carlos III de Madrid 2006-2011

Ratings: 3.94/5 (2011); 4.43/5 (2010)

**Doctoral Student Supervision**

*Advisor:* Maria Inés Berniell (CEMFI 2015; First placement: Max Weber Post-doctoral Fellow, European University Institute, Florence), Riikka Savolainen (Aalto University 2015; First placement: Researcher, Labour Institute for Economic Research, Helsinki)

*Committee member, Aalto University:* Laura Ansala, Milla Nyssölä, Krista Riukula, Anna Sahari, Salla Simola.

**Professional Service**

*Aalto University:* Reading Group in Empirical Microeconomics (2016), HECER Lunch Seminar organizer (2014-present), PhD Second Year Research Seminar (2014-present), Member of the Business School Dissertation Committee (2013-present).

*Universidad Carlos III:* Member of the Ph.D. Program Committee (2011-2013), Scholarship Coordinator and Career Advisor at the Undergraduate Level (2007-2013), Coordinator of the Internal Seminar Series (2007-2008), International Students Coordinator (2006-2009), Co-organizer of the UC3M/CEMFI Policy Evaluation Workshop (2010-2013).

*PhD thesis external examiner:* Sandra Garcia Uribe (CEMFI 2017), Vicente Bermejo (UC3M 2016), Andreu Arenas-Jal (European University Institute 2016), Zsuzsanna Szemerédi (Universidad Complutense 2015), Miguel Ángel Borrella Mas (Universidad de Alicante 2015), Jan Bietenbeck, (CEMFI 2015), Patricia Boyallian (UC3M 2014), Natalia Nollenberger (Universitat Autònoma de Barcelona 2013), Ainara González de San Román (Universidad del País Vasco 2013), Dolores de la Mata (UC3M 2011).

*Master thesis:* Advisor of 20+ master theses at several institutions (UC3M, CEMFI, Aalto University); examiner of 40+ master theses at several institutions (UC3M, Cemfi, Aalto University, New Economic School).

*Refereeing:* American Economic Review, Journal of Political Economy, Quarterly Journal of Economics, Review of Economic Studies, CESifo Economic Studies, Economica, Economics Bulletin, Economic Inquiry, Economics Letters, Economics of Education Review, Estudios Economía Aplicada, European Economic Review, European Management Review, Finnish Economic Papers, Hacienda Pública Española Industrial and Corporate Change, Investigaciones Económicas, Journal of Economic Interaction and Coordination, Journal of Economics and Management Strategy, Journal of the European Economic Association, Journal of Productivity Analysis, Journal of Public Economics, Labour Economics, LABOUR, Leadership Quarterly, Management Science, RAND Journal of Economics, Research Policy, Revista Española de Financiación y Contabilidad, Scandinavian Journal of Economics, SERIEs - Journal of the Spanish Economic Association.

*Project and Scholarship Evaluation:* Agenzia Nazionale per la Valutazione del sistema Universitario e della Ricerca (ANVUR, Italy), Agencia Nacional de Evaluación y Prospectiva (ANEP, Spain), Cajastur-London School of Economics Scholarships (Spain), Czech Science Foundation, National Science Foundation (US), Netherlands Organisation for Scientific Research, Research Promotion Foundation (Cyprus), Swiss National Science Foundation

*Discussions:* Barcelona Summer Forum ‘The Economic Analysis of Electoral Politics’, 2017, FDPE Workshop on Public and Labor Economics, Helsinki, 2015; Conference of

the Finnish Economic Association, Helsinki, 2015, Meeting of the American Economic Association, Philadelphia, 2014; FDPE Workshop on Public and Labor Economics, Helsinki, 2014; Conference of the Finnish Economic Association, Kuopio, 2014, Nordic Workshop on Public Policy, Helsinki, 2013; 6th COSME Gender Workshop, FEDEA, Madrid, 2013; 5th COSME Gender Workshop, FEDEA, Madrid, 2012; Banco de Portugal Labour Market Conference, Porto, 2011; 4th COSME Gender Workshop, IAE, Barcelona, 2011; 1st Work & Organizations Workshop, UC3M, Madrid, 2011; Jornadas de Economía Industrial, UC3M, Madrid, 2010; 2nd Bank of Spain 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

<b>Editorial Roles</b>	Co-editor, SERIEs - Journal of the Spanish Economic Association	2015-present
	Associate editor, SERIEs - Journal of the Spanish Economic Association	2014
<b>Committees</b>	Fellow of the Spanish Economic Association	since 2016
	Elected board member at the Spanish Economic Association	2013-2015
	Honorary member of COSME, a subcommittee of the Spanish Economic Association charged with addressing the status of women in the economics profession	since 2014
	Elected board member at COSME	2010-2013
	Scientific committee, Spanish Economic Association Conference (SAEe)	2012-2016
	Scientific committee, COSME Workshop on Gender Economics	2010-2013

*Last update: June 2017*