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PLACEMENT	Chairs: Donald Davis drd28@columbia.edu and Martín Uribe mu2166@columbia.edu Assistant: Amy Devine aed2152@columbia.edu at 212-856-6881	
EDUCATION	Ph.D. in Economics, Columbia University (expected) M.Phil. in Economics, Columbia University M.A. in Economics, Columbia University B.A. in Philosophy, Politics, and Economics (PPE), University of Pennsylvania; <i>summa cum laude</i>	2020 2017 2016 2011
HONORS AND AWARDS	Dissertation Fellowship, Columbia University CORE-Teagle Fellow, CORE USA CDEP Student Research Grant, Center for Development Economics and Policy Wueller Pre-Dissertation Award (runner-up), Columbia University Lead Teaching Fellow in Economics, Columbia University Wueller Teaching Award, Columbia University Ford Foundation Predoctoral Fellow, National Academy of Sciences Provost Diversity Fellow, Columbia University Goldstone Prize for Best Senior Honors Thesis, University of Pennsylvania Phi Beta Kappa	2019-2020 2019 2018, 2017 2017 2017 2016 2014 2014 2011 2011
FIELDS	Labor Economics, Development Economics, and Public Economics	
JOB MARKET PAPER	<p>Labor Market Institutions and the Structure of Work Compensation: The Impact of Collective Bargaining on Wages and Amenities in Brazil</p> <p><i>Abstract:</i> Labor market institutions—unions in particular—affect the structure of work compensation. While there has been considerable work on the effects of unionization on wages, both the role of collective bargaining and the amenity component of work compensation have often been overlooked. This paper studies how a collective bargaining institution affects workers’ wages and amenities. The particular institution of interest is automatic extensions, which dictate that negotiated benefits cannot be phased out except through new collective bargaining agreements (CBAs). The introduction of automatic extensions in Brazil shocked the collective bargaining process by 1) allowing unions to holdout during negotiations; 2) expanding the time horizons over what is negotiated; and 3) increasing the relative value of amenities to wages. I find that mean wages fall at establishments with extended CBAs. Considering that workers also value non-pay job characteristics, I build a model where unions allocate bargaining effort between wages and amenities. The model predicts that automatic extensions incentivize unions to focus on amenities, especially when the union is strong enough to overcome push-back from employers. As predicted by the model, I find that bargaining units with strong unions secure additional amenities valued above the decrease in wages. Focusing on worker flows, I find that an increase in hiring rates brings an influx of low-skill workers to affected establishments. These results are rationalized as compression in the value of jobs within firms.</p>	
WORKING PAPERS	“Assortative Matching or Exclusionary Hiring? The Impact of Firm Policies on Racial Wage Differences in Brazil” (joint with François Gerard, Edson Severnini, and David Card) NBER Working Paper # 25176 ; R&R, American Economic Review	

“Violence and Credit Use: Evidence from MSEs in Mexico’s Drug War” [Link to paper](#)
 “The Minimum Wage and Racial Wage Differentials: Evidence from Brazil” (joint with Ellora Derenoncourt, François Gerard, and Claire Montialoux) Work in progress

RESEARCH AND WORK EXPERIENCE	Research Assistant for Supreet Kaur and Massimo Morelli, Columbia University	2013-2014		
	Intern for Shannon K. O’Neil, Council on Foreign Relations (CFR)	2013		
	Analyst, First Manhattan Consulting Group (FMCG)	2011-2012		
	Intern, Mexican Federal Competition Commission (Cofece)	2010		
TEACHING EXPERIENCE	Principles of Economics (Undergraduate), Teaching Assistant for Sunil Gulati	Spring 2019		
	Economics of Race (Undergraduate), Teaching Assistant for Brendan O’Flaherty	Fall 2019		
	Labor Economics (Undergraduate), Main Instructor	Summer 2018		
	Public Economics (Undergraduate), Teaching Assistant for François Gerard	Spring 2017		
	Econometrics I (Masters), Teaching Assistant for Steven Olley	Fall 2016		
OTHER ACTIVITIES	Referee service: <i>Journal of the European Economic Association</i>			
	Community service: Tutor at South Bronx United (2015) and West Philly Tutoring Project (2010)			
	Leadership: President of Mexican Student Association at the University of Pennsylvania, Head of Organizing Committee for <i>Convergencias</i> Conference (2009-2011)			
REFERENCES	Suresh Naidu	Eric Verhoogen	Bentley W. MacLeod	François Gerard
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