

Clément BREBION

Contact

Employment and Labour Research Centre (CEET)
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Date of birth: April 25, 1991
Citizenship: French

RESEARCH FIELDS

Labour Economics, Economics of Education, Political Economy, Microeconometrics

CURRENT POSITION

Postdoctoral researcher at the Employment and Labour Research Centre (CEET) of the Conservatoire National des Arts et Métiers (CNAM)

EDUCATION

2015-2019 **PhD in Economics**

Paris School of Economics & Ecole des Hautes Etudes en Sciences Sociales

Vocational training and industrial relations in France and Germany

Defended on November, 27th 2019

Supervisors: Philippe Askenazy & Christine Erhel

Committee: Lutz Bellmann (referee), Héloïse Petit (referee), Andrew Clark, Yannick L'Horty

2014-2015 **MSc in European and Comparative Social Policy**, London School of Economics

2013-2014 **Master degree in Analysis and Policy in Economics**, Paris School of Economics

2010-2015 **Department of Economics**, École Normale Supérieure (ENS), Cachan

PUBLICATIONS

Peer-reviewed articles

The returns to apprenticeship training on the labour market: better outcomes in France than in Germany – *Formation emploi*, vol. 146, no. 2, 2019, pp. 101-127.

This paper compares how well apprenticeship training helps open the door to the labour market in France and Germany between 1998 and 2013. The data used come from the German Socio-Economic Panel and the Enquêtes Génération from Céreq. Estimates using instrumental variables reveal that, in relation to standard academic studies, apprenticeships offer a greater labour market advantage in France than in Germany upon leaving secondary school. Hiring rates in training companies, at the end of an apprenticeship contract, are higher in Germany, but, for those who are unsuccessful, finding a job on the external market is easier in France. A higher education diploma in apprenticeship does not represent an advantage on the labour market in either country.

Working papers

Entitled to Leave: the Impact of Unemployment Insurance Eligibility on Employment Duration and Job Quality – joint with Laura Khoury (NHH) and Simon Briole (JPAL-PSE), [NHH Working Paper No. 2020-01](#).

Entitlement conditions are a little explored dimension of unemployment insurance (UI) schemes. In this paper, we provide a comprehensive evaluation of a reform that softened the minimum employment record condition to qualify for UI benefits in France after 2009. Using administrative panel data matching employment and unemployment spells, we first provide clear evidence that the reform induced a separation response at the eligibility threshold. It appears both at the micro level – through a jump in transitions from employment to unemployment – and at the macro level – through the scheduling of shorter contracts, in line with the new eligibility requirements. Exploiting the reform as well as relevant sample restrictions, we then estimate the effects of receiving UI benefits on subsequent labour market outcomes using a regression discontinuity design. Our findings point to a large negative impact of UI benefits receipt on employment probability up to 21 months after meeting the eligibility criterion, which is not counterbalanced by an increase in job quality.

The impact of works council membership on wages in Germany: a case of strategic discrimination? – [PSE Working Paper No. 2020-02](#).

This paper provides new insight into the quality of cooperation between employers and workers in Germany by estimating the impact of works council membership on wages between 2001 and 2015. It falls within a stream of research on collective organisations that has shifted focus away from the perspective of covered firms and their average worker to concentrate on the actors leading the negotiations. To my knowledge, this is the first economic analysis of a non-unionised form of representation to adopt this orientation. The main model of identification is an OLS with time and individual fixed effects conducted on a subsample of the German Socio-Economic Panel. I find that for individuals switching status without changing firm, being a works councilor increases the hourly gross wage by 4.5% in the manufacturing sector, while a penalty of 4% is evidenced in the service sector. I present several types of evidence showing that the impact is causal. Finally, I show that politically active representatives receive most of the (negative or positive) premium. Turning back to the context, I explain why this is likely to reflect a strategic behaviour of employers and a decline in the quality of cooperation in the country.

Policy Reports

Assurance chômage et durée des emplois, *Note de la Chaire Travail*, PSE, Forthcoming

Les politiques salariales des firmes envers les représentants du personnel allemands, *Connaissance de l'Emploi*, CEET, Forthcoming

ONGOING RESEARCH

The unexpected effect of subsidies to apprenticeship contracts on firms' training behaviour ([Latest version](#))

This paper offers both a theoretical model and an empirical analysis of firms' behavioural response to variations in the labour cost of apprenticeship contracts. I study two outcomes: (i) firms' propensity to train; (ii) retention of apprentices upon graduation in their training firm. The identification strategy relies on a French reform that entitled regions to change the amount and criteria of a large subsidy targeting employers of apprentices. Before the reform, the subsidy applied homogeneously across regions; after the reform, strong variations in its level and criteria appeared according to firms' location. The data come from 3 administrative databases and from regional regulations that I collected

from 16 regional services for apprenticeship training. Using triple-difference techniques, I show that subsidies foster the turnover of apprentices in firms that are already training without increasing the stock of firms that offer apprenticeship contracts.

The impact of administrative extensions of branch-level agreements on firms' profits and on employment levels – joint with H. Petit (Clersé, CEET)

Over the last decades, the French State has sought to foster negotiations between the social partners by promoting collective negotiations at the firm level and by attempting to increase the representativeness of trade unions. The most recent stage in this process is the opening of a debate on a possible reduction in the use of administrative extensions of sectoral agreements. The aim of this work is therefore to measure the impact of these extensions on firms' profits and on employment.

The causes of breaks in apprenticeship contracts and their consequences on the career paths of ex-apprentices and on firms' training behaviour.

Since the late 1990s, between 25% and 30% of the apprenticeship contracts signed each year are broken before their end. A number of factors explaining this long-term trend are well known. On the contrary, the consequences of these breaks for both the training companies and the apprentices are less clear. Using the administrative data sources Ari@ne (annual records of apprenticeship contracts) and DADS (data for social security), I first estimate the impact of breaks in apprenticeship contracts on the subsequent training behaviour of firms. In a second step, I analyse the labour market trajectory of ex-apprentices who experienced these breaks.

Selecting better to avoid the selection bias: an application to further training and job mobility.

Numerous papers use an instrumental variable strategy to analyse the impact of further training on job mobility. However, as the literature shows, it is difficult to find an instrument raising no doubt on whether the exclusion restriction holds. Leuven and Oosterbeek defined an alternative approach: they designed a survey in which agents who have not received training are explicitly asked whether they were prevented to get trained because of a random event. This question was reproduced in the recent database DEFIS (Céreq), with the advantage of providing a much larger sample. This research is therefore an application of the method mentioned to the French case.

TEACHING EXPERIENCE

Undergraduates in economics and management – Université Paris Diderot

2019-2020 T.A. in Econometrics

2016-2018 Lectures in Employment Relations in Europe

Undergraduates in economics – Ecole Normale Supérieure de Cachan

2015-2016 T.A. in Macroeconomics

Undergraduates in economics – Université Paris Descartes

2013-2014 T.A. in Financial Markets

2013-2014 T.A. in Mathematics

Classes préparatoire in Economics – Prépa Intégrale

2012-2013 T.A. in Mathematics

GRANTS AND SCHOLARSHIPS

2020	Funding for data access, Ecole Universitaire de Recherche
2020	Funding for data access from the Labour Chair (PSE)
2018-2019	Full fellowship, Labour Chair (PSE)
2019	Labex OSE, Ouvrir la Science économique, Paris School of Economics
2018	Labex OSE, Ouvrir la Science économique, Paris School of Economics
2015-2018	Doctoral Fellowship, French Ministry of Research
2014-2015	Graduate Support Scheme Award, London School of Economics
2011	Mobility Grant, Région Ile de France
2010-2015	Full Fellowship, École Normale Supérieure de Cachan.
2008-2010	Merit-Based Grant, French Ministry of Education

REFEREEING AND SCIENTIFIC ACTIVITIES

Reviewer for the *Revue Economique* & the *Revue d'Économie Politique*
Co-organization of the Political Economy Seminar at PSE (2016-2017)
Member of the team selected for a first use of the database DEFIS, Céreq, Marseille (2016-2018)

SEMINARS AND CONFERENCES (selected and most recent)

2020 (incl forthcoming)	Workshop on Labour Economics – IAAEU, Trier, Germany Journée Porte Ouverte d'EconomiX – Université Paris 10 Nanterre, France Journée Jeunes Docteurs – Centre de Recherche en Economie & Management, Rennes Séminaire du Ladyss – Paris 7, France Labor Chair seminar – PSE, France Atelier Connaissances de l'Emploi – CEET, France
2019	Workshop on Labour Economics – IAAEU, Trier, Germany Political Economy of Institutional Change – Paris 1, France Journées de Microéconomie Appliquée – FSJES, Casablanca, Maroc Colloque annuel de l'Institut d'Études Européennes – Paris 8, France
2018	IZA Workshop on the Economics of Employee Representation – IZA, Bonn, Germany German Socio-Economic Panel User Conference – DIW, Berlin, Germany Workshop on the DEFIS database – Céreq, Marseille, France Rencontres d'Aussois du Labex OSE – Aussois, France
2017	Annual conference of the Centre for Vocational Education Research – LSE, London, UK Conference Education, Skills & the Economic Challenges of the Future – IAW, Germany European Doctoral Program Jamboree – BGSE, Bonn, Germany Workshop on Education Economics – TIER, Maastricht, the Netherlands

JOB REFERENCES

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