

# Clément BREBION

## Contact information

The Rockwool Foundation Research Unit  
Ny Kongensgade 6  
1472 København K, Denmark  
<https://sites.google.com/view/clementbrebion/home>

+33 (0)6 95 44 88 29  
Date of birth: April 25, 1991  
Citizenship: French

## RESEARCH FIELDS

---

Labour Economics, Education and Training, Industrial Relations

## ACADEMIC AFFILIATION

---

Since 03/2024 **Researcher in the Research Unit at the Rockwool Foundation**

## RESEARCH STAYS

---

2023 University of Chicago (February – April), Sponsor: Prof. John List  
2024 University of Rennes (April), Sponsor: H el ene Le Forner

## PAST POSITIONS

---

2019-2020 Postdoctoral researcher at the Conservatoire National des Arts et M etiers (CNAM)  
2020-2024 Postdoctoral researcher at the Copenhagen Business School

## EDUCATION

---

2015-2019 PhD in Economics, **Paris School of Economics**  
Dissertation: Vocational Training and Industrial Relations in France and Germany  
Supervisors: Philippe Askenazy & Christine Erhel  
Committee: Lutz Bellmann (referee), H el oise Petit (referee), Andrew Clark, Yannick L'Horty  
PhD Award: 2<sup>nd</sup> prize of the 2020 Best Ph.D. Dissertation Award on Labour Markets,  
French Public Employment Service

2014-2015 MSc in European and Comparative Social Policy, **London School of Economics**  
2013-2014 Master's degree in Analysis and Policy in Economics, **Paris School of Economics**  
2010-2015 Department of Economics, ** cole Normale Sup erieure (ENS) de Cachan**

## REFERENCES

---

**Prof. Philippe Askenazy**  
Ecole Normale Sup erieure  
48 boulevard Jourdan  
Paris, 75014 (France)  
[philippe.askenazy@ens.psl.fr](mailto:philippe.askenazy@ens.psl.fr)

**Prof. Andrew Clark**  
Paris School of Economics  
48 Boulevard Jourdan,  
Paris, 75014 (France)  
[andrew.clark@ens.fr](mailto:andrew.clark@ens.fr)

**Prof. John List**  
University of Chicago  
1126 E. 59th Street  
Chicago, Illinois 60637 (United States)  
[jlist@uchicago.edu](mailto:jlist@uchicago.edu)

**Prof. Pedro S. Martins**  
Nova School of Business and Economics  
R. da Holanda 1,  
Carcavelos, 2775-405 (Portugal)  
[pedro.martins@novasbe.pt](mailto:pedro.martins@novasbe.pt)

## PUBLICATIONS (peer-reviewed)

---

HRM strategies in response to the first Covid lockdown: a typology of French workplaces – joint with P. Askenazy, P. Courtioux, C. Erhel, M. Mofakhami (*Latest version*)  
*Accepted for publication at **Industrial Relations***

The wage impact of being a works council representative in Germany: A case of strategic discrimination?  
***Industrial Relations**, vol. 61, no.4, 2022, pp 418-455*

A poorly understood disease? The impact of COVID-19 on the income gradient in mortality over the course of the pandemic – joint with P. Brandily, S. Briole and L. Khoury  
***European Economic Review**, vol. 140, 2021.*  
*Media coverage: **The New York Times**, **Le Monde**, **Le Figaro**, **L'Humanité**, **Alternatives Economiques**, **Sud Ouest**, **Huffington Post**, **France Culture**, **France Inter**, **LCI***

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.* – French version here –  
*Media coverage: **Alternatives Economiques***

## WORKING PAPERS & ONGOING RESEARCH

---

### Working papers

- Unemployment Insurance Eligibility and Employment Duration – joint with S. Briole and L. Khoury  
**R&R at Review of Economic Studies**  
*Latest version* ; *Media coverage: **Le Monde***
- The Unexpected Effect of Subsidies to Apprenticeship Contracts on Firms' Training Behaviour  
*Latest version*
- The Unintended Consequences of Easing Access to Unemployment Insurance – joint with S. Briole and L. Khoury  
*Latest version*
- Firms' behavioural response to unsolicited applications for apprenticeship positions: a large randomized controlled experiment – joint with S. Briole  
*Slides, pre-analysis plan (AEA RCT R-0010014)*
- Selecting the Suitable Job Quality Items in Profiling and Job Matching Algorithms for Public Employment Services – joint with J. Leschke  
*Latest version*

### Selected work in progress

- The effect of constraining vocational schools to find apprenticeship contracts for their students in Denmark
- The impact of administrative extensions of branch-level agreements on firms' profits and on employment levels – joint with H. Petit
- Why did the long-lasting claims to copy the German vocational training system in France and England never materialized? A focus on the period 1870 - 1970.

## TEACHING ACTIVITIES

---

### Course (co-)coordination

- 2022-2024 Applied Business Research, MSc in Economics and Business Administration, CBS  
2022-2024 Statistics, HA in European Business, CBS  
2016-2018 Employment relations in Europe, BSc in Economics & Management, Paris Diderot (P7)

### Lectures

- Since 2022 Applied Business Research, MSc in Economics and Business Administration, CBS  
Since 2021 Statistics, HA in European Business, CBS  
2021 Business Data Analytics, Quantitative Methods and Visualization, BSc in Digital Management, CBS  
Since 2020 Business, labour market inequality and digital transformation, BSc in Economics & Business Administration, CBS  
2016-2018 Employment relations in Europe, BSc in Economics & Management, Paris Diderot (P7)

### Tutorials

- 2021-2022 Statistics, HA in European Business, CBS  
2019-2020 Econometrics, BSc in Economics & Management, Paris Diderot (P7)  
2016-2018 Employment relations in Europe, BSc in Economics & Management, Paris Diderot (P7)  
2015-2016 Macroeconomics, BSc in Economics & Management, Ecole Normale Supérieure de Cachan  
2015-2016 Microeconomics, BSc in Economics & Management, Ecole Normale Supérieure de Cachan  
2013-2014 Financial Markets, BSc in Economics, Paris Descartes (P5)  
2013-2014 Mathematics and Statistics, BSc in Economics, Paris Descartes (P5)  
2012-2013 Mathematics, Preps school to the French Grandes Ecoles, Prépa Intégrale

### Supervision

- 2023 2 Master theses (J. Divialle, MSc in Economic Policies and Dynamics, ENSAE & Centrale Lyon; M.P. Anker, MSc in Business, Language and Culture, CBS)  
2021 1 Bachelor thesis (BSc in Economics and Business Administration, CBS)  
2020 1 Master thesis (J.H. Rosenbeck, MSc. in Applied Economics and Finance, CBS) and 5 Bachelor theses (BSc in International Business and Politics, CBS)

## AWARDS, GRANTS AND FELLOWSHIPS

---

### Dissertation award

- 2020 2<sup>nd</sup> prize for the best PhD thesis from the French Public Employment Service

### Research grants

- 2023 Mobility grant, University of Rennes (1,600€)  
2023 Research grant, Chaire SPP, Science Po (11,000€)  
2023 Mobility grant, Otto Mønsted Foundation (15,000 DKK)  
2023 Mobility grant, ReNEW (70,000 DKK)  
2023 Research grant, Labour Chair, Paris School of Economics (3,600€)  
2022 Research grant, Chaire SPP, Science Po (20,000€)  
2020 Research grant, Cepremap (6,100€)  
2020 Research grant, Ecole Universitaire de Recherche (2,000€)  
2020 Research grant, Labour Chair, Paris School of Economics (4,500€)  
2019 Research grant, Labex OSE, Ouvrir la Science économique, PSE (3,000€)  
2018 Research grant, Labex OSE, Ouvrir la Science économique, PSE (1,500€)

### Fellowships

- 2018-2019 Full fellowship, Labour Chair (PSE)  
2015-2018 Doctoral Fellowship, French Ministry of Research  
2010-2015 Full Fellowship, École Normale Supérieure de Cachan.

### Scholarships

- 2014-2015 Graduate Support Scheme Award, London School of Economics  
2011 Mobility scholarship, Région Ile de France  
2008-2010 Merit-Based Grant, French Ministry of Education

## POLICY REPORTS AND MEDIA

---

- Podcast on [apprenticeship training and youth unemployment](#), *The Business of Society*, 01/09/2023
- [Quelles stratégies de gestion de l'emploi dans les entreprises face à la crise sanitaire ? Une analyse du premier confinement en France](#) – joint with P. Askenazy, P. Courtieux, C. Erhel, M. Mofakhami – *Connaissance de l'Emploi*, CEET, December 2022
- [Sustainable labour market integration: challenges and advancements in algorithmic profiling of jobseekers](#) – joint with J. Leschke - *The Business of Society*, CBS Blog, 7/04/2021
- [Technical report on data sources and data protection for algorithm development](#) – joint with S. Frid-Nielsen, J. Leschke and A. Næsborg-Andersen – *H2020 HECAT project*, December 2020
- [Assurance chômage et durée des emplois](#), *Note de la Chaire Travail*, PSE, April 2020
- [L'Allemagne : un modèle de relations professionnelles vraiment coopératif ?](#), *Connaissance de l'Emploi*, CEET, April 2020
- [Une pandémie de la pauvreté](#), *Le Grand Continent*, 5/09/2020
- [The impact of COVID-19 on mortality inequalities: The case of France](#), *The Business of Society*, CBS Blog, 7/04/2022
- [Vrai ou Fake: Le système des allocations nourrit-il le chômage ?](#), *France Info*, September 16th 2022

## REFEREEING AND SCIENTIFIC ACTIVITIES

---

### Referee

- Scientific journals:* Journal of the European Economic Association, Journal of Labor Economics, Economics of Education Review, International Tax and Public Finance, Journal of European Social Policy, Empirical Research in Vocational Education and Training, la Revue Economique, la Revue d'Economie Politique, Socio-Economie du Travail
- Research projects:* DARES, Statistical Unit of the French Ministry of Labour: Evaluation of the Skill Investment Project

### Seminar organization

Political Economy Seminar at PSE (2016-2017)

## SEMINARS AND CONFERENCES

---

- 2024  
(incl. expected) CREM, Rennes, France  
GAINS, Le Mans, France
- 2023  
University of Chicago x2, USA  
NorthWestern University, USA  
Matching Firms and Apprentices Online: The Adverse Effect of an Internet Recommender System – **IZA**, online

- Rockwool Foundation, Copenhagen, Denmark  
 Copenhagen Education Network, Copenhagen, Denmark  
 KU, Copenhagen, Denmark  
 Linnaeus University, Växjö, Sweden  
 CBS, Copenhagen, Denmark  
 CNAM, Paris, France
- 2022 Annual conf. of the European Association of Labour Economists (**EALE**), Padua, Italy  
 Annual conf. of the European Society for Population Economics (**ESPE**), Calabria, Italy  
 15th Nordic Summer Institute in Labor Economics, FAIR, Norway  
 Weekly Seminar, University of Rennes, France  
 Law, Institutions and Economics, Paris X Nanterre, France  
 7th Global Conference on Transparency Research, CBS, Denmark  
 Renew seminar – CBS, Copenhagen, Denmark  
 Journées de Microéconomie Appliquée, University of Rennes, France  
 HECAT meeting, Science Po, France
- 2021 26<sup>th</sup> Annual Meeting of the Society of Labour Economists (**SOLE**), online  
 10th European Meeting of the Urban Economics Association (UEA), CBS, Denmark  
 69th Congress of the French Economic Association (AFSE), Lille, France  
 Econ Brown Bag seminar - CBS, Copenhagen, Denmark  
 Journées de Microéconomie Appliquée – online  
 19th Workshop on « Spatial Econometrics and Statistics », Nantes, France  
 Seminar of the Employment Relations Research Centre, KU, Denmark  
 10th Annual Search and Matching Conference (SaM), CBS, Denmark  
 Velnet seminar series, RUC, Denmark  
 Inequality Platform – CBS, Copenhagen, Denmark  
 Renew seminar – CBS, Copenhagen, Denmark
- 2020 Annual congress of the European Economic Association (**EEA**) – Erasmus University of Rotterdam  
 IZA Workshop: Labor Market Institutions – **IZA**, Bonn, Germany  
 Labour Market Transitions – IAB, Nuremberg, Germany  
 Évaluation des politiques publiques – AFSE-DG Trésor, online  
 CBS Inequality Platform – CBS, Copenhagen, Denmark  
 Workshop on Labour Economics – IAAEU, Trier, Germany  
 Journée Jeunes Docteurs – Centre de Recherche en Economie & Management, Rennes
- 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’Etudes Européennes – Paris 8, France  
 Little Informal Seminar – Paris School of Economics, Paris, 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  
 Work in Progress Seminar – Paris School of Economics, Paris, 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  
Little Informal Seminar – Paris School of Economics, Paris, France  
Work in Progress Seminar – Paris School of Economics, Paris, France

2016      Labour in Political Economy Seminar – Paris Panthéon Sorbonne, Paris, France  
Séminaire Doctorissimes – Paris Panthéon Sorbonne, Paris, France

My co-authored papers were also presented by my coauthors at:

ASSA - Annual Meeting (2021), EEA - annual congress (2021), ESPE - Annual Conference (2021),  
ESPANET (2022), ADRES (2021), AFSE (2021), IIPF - Annual Congress (2021), JMA (2021), EEA -  
annual congress (2020), IAB - Labour Market Transitions (2020)

## LANGUAGES & Skills

---

French (native), English (fluent), Danish (modul 4=B1, PD3=B2 expected next spring), Spanish  
(intermediate)  
Stata, R, SAS, LaTeX