

## Dr Thérèse REBIÈRE

Assistant Professor

Affiliation: CNAM, Paris and IZA

Citizenship: French

Languages: English (fluent), French (native)

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## EDUCATION

- 2006-2009      Ph.D. in Labor Economics, University of Le Havre, France  
Thesis: Learning-by-Doing, Formal Education, and On-the-job Search  
Defense date: December 2, 2009.  
Honors: Summa Cum Laude
- 2005-2006      Master's in Microeconomic Modeling, major in Labor Economics  
University of Caen, France  
Honors: Cum laude

## PAST TEACHING & RESEARCH ACTIVITIES

- Since September 2010    Assistant Professor, CNAM Paris, France
- Since March 2010        IZA Research Fellow
- Fall Term 2008         Visiting Assistant in Research  
YALE University, Connecticut, USA (R.A. for Dr Björn Brügemann)
- 2006-2009                Teaching and Research Assistant (A.M.E.N.), University of Le Havre, France
- 2005-2006                Teaching Assistant, University of Le Havre, France

## RESEARCH INTERESTS

LABOR ECONOMICS: Matching models, On-the-job search, Labor Market Efficiency

PUBLIC ECONOMICS: Minimum Wage, Tax and Subsidy policy

MACROECONOMICS

## PUBLICATIONS

*Peer reviewed*

- Minimum wage, on-the-job search and employment: On the sectoral and aggregate equilibrium effect of the mandatory minimum wage (with F. Gavrel and I. Lebon), *Economic Modelling*, forthcoming.
- Career paths, unemployment and the efficiency of the labor market: should youth employment be subsidized? (with F. Gavrel and I. Lebon), *Journal of Public Economic Theory*, 12(3), 2010, pp.533-560.
- Layoff Taxes and Minimum Wage. Two complementary public policies (with F. Gavrel and I. Lebon), *Economics Letters*, 107(1), 2010, pp.30-32.
- Wages, Selectivity, and Vacancies: Evaluating the Short-Term and Long-Term Impact of the Minimum Wage on Unemployment (with F. Gavrel and I. Lebon), *Economic Modelling*, 27(5), 2010, pp.1274-1281.

*Book chapter (in French)*

- L'impact du salaire minimum et de la recherche d'emploi des salariés sur la structure par qualification et le nombre d'emploi de l'économie (with F. Gavrel and I. Lebon), In *Emploi et politiques sociales*, Trajectoires d'emploi et rémunérations, eds. Thomas Barnay and François Legendre, L'Harmattan, 2009, pp.321-331.

## WORKING PAPERS

- "Informal labor market and access to education in developing economies", working paper, LIRSA, April 2011.
- "Formal Education Versus Learning-by-doing" (with F. Gavrel and I. Lebon), working paper CERENE, January 2009.
- "Young workers' professional experience and access to high-skill jobs: a note", under revision at Economics Bulletin, 2012.

*In French*

- "Les bénéficiaires de la TVA Sociale" (with S. Gauthier), April 2007, working paper, CREST, CERENE.

## CONFERENCES & SEMINARS

- 2011 **IAB joint seminar**, Nuremberg. Minimum wage, On-the-job search and employment: on the partial and general equilibrium of the mandatory minimum wage.  
**EcoMod 2011**, The Azores, Portugal. Informal labor market and access to education in developing economies.
- 2010 **RES PhD Meeting**, London. Formal Education Versus Learning-by-Doing.  
**ADRES Doctoral Conference**, Lyon. Formal Education Versus Learning-by-Doing.  
**EEA 2010**, Glasgow. Wages, Selectivity, and Vacancies: Evaluating the Short-Term and Long-Term Impact of the Minimum Wage on Unemployment.  
**AFSE 2010**, Nanterre, France. Wages, Selectivity, and Vacancies: Evaluating the Short-Term and Long-Term Impact of the Minimum Wage on Unemployment.
- 2009 **EcoMod Annual Conference**, Ottawa. Layoff Taxes and Minimum Wage. Two complementary public policies.  
**EcoMod Annual Conference**, Ottawa. Formal Education Versus Learning-by-Doing.  
**European Economic Association (EEA) Annual Conference**, Barcelona. Formal Education Versus Learning-by-Doing.  
**European Association of Labour Economists (EALE) Annual Conference**, Tallinn. Formal Education Versus Learning-by-Doing.  
**French Association of Social Economics (AÉS) Annual Conference** (in French) on the theme of employment and social policies, Créteil (France). L'impact du salaire minimum et de la recherche d'emploi des salariés sur la structure par qualification et le nombre d'emploi de l'économie.  
**Thesis Pre-Defense** (in French), CREST, Paris. Learning-by-doing, formal education and on-the-job search: the on-the-job search process and its consequences on the labor market behavior.
- 2008 **EcoMod Annual Conference**, Berlin. Career paths, unemployment and the efficiency of the labor market: should youth employment be subsidized?.

**EcoMod** Annual Conference, Berlin. How does the minimum wage affect employment via on-the-job search intensity? On the partial and general equilibrium of the mandatory minimum wage.

**European Association of Labour Economists (EALE)** Annual Conference, Amsterdam. Minimum wage, On-the-job search and employment: on the partial and general equilibrium of the mandatory minimum wage.

**Yale Macroeconomic Lunch** (internal seminar), Yale University, USA. Minimum wage, On-the-job search and employment: on the partial and general equilibrium of the mandatory minimum wage.

2007 **French Association of Economics (AFSE)** Annual Conference, Paris. Les bénéficiaires de la TVA Sociale.

**French Association of Economics (AFSE)** Annual Conference, Paris. Précarité des jeunes actifs et fonctionnement du marché du travail dans un modèle d'appariement avec "on-the-job search".

**International Conference of the German Association of Political Economy** (Unemployment and Labour Market Policies: Novel Approaches), Nuremberg. Young workers' professional experience: employment instability and access to high-skill jobs.

## SUMMER SCHOOL PARTICIPATION

12th IZA European Summer School in Labor Economics, 2009, Ammersee, Germany.

## CURRENT TEACHING at CNAM Paris

Course	Year	Level
Macroeconomics	2010	Licence 1 (1st year Undergraduate)
Macroeconomics	2011-2012	Licence 3 (3rd year Undergraduate)
Political Economy	2011-2012	Master 1 (1st year Graduate)

## PAST TEACHING EXPERIENCE at the University of Le Havre

Course	Year	Level
Macroeconomics	2005-2009	Licence 1 (1st year Undergraduate)
Microeconomics	2005-2006, 2009	Licence 1 (1st year Undergraduate)
Computing	2009	Licence 1 (1st year Undergraduate)
Methodology	2006-2007, 2009	Licence 1 (1st year Undergraduate)
Monetary Economics	2007, 2009	Licence 2 (1st year Undergraduate)
Mathematics	2005-2006	Licence 2 (1st year Undergraduate)
Labor Economics	2007-2008	Licence 3 (3rd year Undergraduate)
Advanced Macroeconomics	2007-2008	Master 1 (1st year Graduate)
Industrial Economics	2009-2010	Master 2 (2nd year Graduate)

## OTHER RESPONSIBILITIES

Referee for *Economic Modelling*.

Designer and former Webmaster of the CERENE's website, the Economics Research Center of the University of Le Havre (<http://www.univ-lehavre.fr/recherche/cerene/index.php>), and of the Inha - Le Havre International Conference 2009 website (<http://www.univ-lehavre.fr/recherche/cerene/InternationalConference/index.php>).

## COMPUTER SKILLS

Data mining and data processing softwares : Stata, SAS, WinRats, Maple, Sphinx  
Word-processing softwares : Office, OpenOffice, L<sup>A</sup>T<sub>E</sub>X(WinEdt, TeXnicCenter)  
Programming languages : T<sub>E</sub>X, HTML, CSS, PHP

## FELLOWSHIPS & GRANTS

2006-2009      French government PhD Fellowship (Allocataire)  
                  Teaching Fellowship (Moniteur)  
2004-2005      French government merit-based Scholarship

## REFERENCES

Pr. Frédéric Gavrel  
(PhD Supervisor)  
University of Caen, France  
Email: frederic.gavrel@unicaen.fr  
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Dr. Björn Brügemann  
Assistant Professor of Economics  
Yale University, Connecticut, USA  
Email: bjoern.bruegemann@yale.edu  
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Pr. Isabelle Lebon  
(PhD Co-Supervisor / former Head of CERENE)  
University of Caen, France  
Email: isabelle.lebon@unicaen.fr  
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Pr. Morgane Chevé  
Professor of Economics (teaching advisor)  
University of Le Havre, France  
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# Abstracts

*papers based on chapters of my PhD dissertation*

## **Formal Education Versus Learning-by-Doing** (Job Market Paper)

This paper studies the efficiency of educational choices in a search-matching model where individuals face a tradeoff between acquiring formal education and learning-by-doing while on-the-job. The labor market is hierarchically segmented into two sectors. When their educational effort is successful, (educated) workers can directly obtain a high-skill / better-paying job; whereas when their effort is unsuccessful, uneducated workers must begin with a low-skill job, learn-by-doing and then search while on-the-job for a high-skill job. We state that low-skill firms suffer from a hold-up behavior by high-skill firms which create too many jobs. Job creation is thus suboptimal in the low-skill sector, and individuals devote too much effort to formal education. A self-financed tax and subsidy policy restores market efficiency.

**Keywords:** Formal education; Learning-by-doing; Market efficiency; On-the-job search; Search unemployment.

**JEL Codes:** H21, I20, J21, J64, J68.

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## **Career paths, unemployment, and the efficiency of the labor market: Should youth employment be subsidized?** (Published, *Journal of Public Economic Theory*)

This paper studies the implications of learning-by-doing on youth unemployment and market efficiency when workers benefiting from this kind of training experience search (while on the job) for a higher skill job. Firms with low-skill jobs suffer from a poaching behavior by firms with high-skill jobs, causing a shortage of low-skill jobs and excessive youth unemployment. An optimal policy, consisting of taxing the output of high-skill jobs and subsidizing the output of low-skill jobs, restores market efficiency and reduces youth unemployment.

**Keywords:** Learning-by-doing, On-the-job search, Market efficiency, Youth unemployment, Optimal public policy.

**JEL Codes:** H21, J38, J64, J65.

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## **Minimum wage, on-the-job search and employment: on the partial and general equilibrium of the mandatory minimum wage** (Forthcoming, *Economic Modelling*)

This paper studies the impact of the minimum wage in a segmented labor market describing career stages of workers. At the end of a learning-by-doing period, workers paid the minimum wage quit "bad jobs" for better paid "good jobs", according to an on-the-job search process with endogenous search intensity. A rise in the minimum wage reduces "bad job" creation and prompts workers to keep their "bad job" by reducing on-the-job search intensity. The balance between accession and separation flows, giving an ambiguous impact on unqualified employment, replicates and explains findings of several empirical studies. However, our macroeconomic result is consistent with the old view: a minimum wage rise reduces the overall employment and the output.

**Keywords:** Minimum wage; On-the-job search; Search intensity; unqualified employment.

**JEL Codes:** J38, J42, J64.