



## SECURISATION DES PARCOURS PROFESSIONNELS

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**Academic partner(s) :** Sciences Po Paris, CREST-ENSAE-GENES

**Financial partner(s) :** Ministry of Labor (DGEFP, DARES), Pôle emploi, Groupe Alpha, Caisse des Dépôts

**Scientific director(s) :** Pierre Cahuc (Sciences Po), Arne Uhlenborff (CREST)

**Website :** <https://www.chaire-securisation.fr>

### RESEARCH PROGRAM DESCRIPTION

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The Chair *Sécurisation des Parcours professionnels*, created ten years ago in 2012, aims to contribute to a better understanding of the functioning of the labor market by creating synergies between market players and researchers. It currently includes the Alpha Group, the Ministry of Labor, the Caisse des Dépôts, and Pôle Emploi on the side of funding partners and two academic institutions with the Group of National Schools of Economics and Statistics (GENES) and Sciences Po.

The activities of the Chair are diverse: funding of research projects, funding of PhD students, invitation of foreign professors, organization of conferences, website presenting recent research on labor markets, regular information letters on research news, publication of popular research literature and policy brief to disseminate research in the public debate.

Since its creation, the Chair has become an important player in labor market research. The Chair hosts researchers and doctoral students, belonging to various academic institutions and affiliated to the Chair. Since its inception, it has already financed 13 doctorates, 45 research projects, published numerous papers in top five journals and in top field or top 10 general interest journals (*Economic Journal*, *JEEA*, *AEJ-macro*, *AEJ-micro*, *IER*). These publications cover in particular the following topics: unemployment insurance, job protection, education and training, youth unemployment, workers' mobility, collective bargaining, discrimination, employment policies. The Chair has also 33 working papers in its own collection, organized 54 conferences and seminars, sent 56 newsletters, and published 27 books at the *Presses de Sciences Po* commented on more than one hundred press articles. It has had a notable impact on the general audience thanks to the media coverage of its summary work published by the *Presses de Sciences Po*. It contributed to advanced research and to the debate on public policy, particularly about vocational training, unemployment insurance, social dialogue and the use of short-term contracts. All these themes reflect key priorities of the Chair's financial partners.

The Chair was renewed in 2017 for a 5-year period until April 2022 and renewed a second time for another 5-year from 2022 to 2027. The aim of the Chair is to continue to develop research projects of interest for the current partners and to look for new partners.

## RESEARCH TEAM

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### Researchers

- Antonin BERGEAUD, HEC Paris
  - Clément BRÉBION, Copenhagen Business School
  - Pauline CARRY, University of Chicago
  - Bruno CRÉPON, CREST-ENSAE
  - Christophe GAILLAC, University of Oxford
  - Mathilde GODARD, Université de Lyon
  - Sophie HATTE, ENS Lyon
  - Clément MALGOUYRES, CREST
  - Marco PALLADINO, Sciences Po
  - Matteo SARTORI, CEMFI
  - Sara SIGNORELLI, CREST-X
  - Marie-Claire VILLEVAL, Université de Lyon
  - Thomas ZUBER, Banque de France
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- Yann ALGAN, HEC
  - Stéphane AURAY, CREST-ENSAI
  - Thomas BARNAY, Université Paris-Est Créteil
  - Christian BELZIL, X-IZA
  - Hélène BENGHALEM, Université de Lausanne
  - Thomas BREDA, PSE + LSE
  - Pierre-Yves CABANNES, Insee
  - Stéphane CARCILLO, Université Paris 1 et Sciences-Po Paris
  - Dany COHEN, Sciences-Po Paris
  - Hélène COUPRIE, Université de Cergy-Pontoise
  - Jean-Benoît EYMEOUD, Sciences-Po, LIEPP
  - Jacky FAYOLLE, INSEE
  - François FONTAINE, Université Paris 1 + PSE
  - Denis FOUGÈRE, CREST
  - David FULLER, University of Concordia, Montreal
  - Olivier GALLAND, GEMASS
  - Laurent GAMET, Université Paris 13 et Sciences- Po Paris
  - Robert GARY-BOBO, CREST
  - Erwan GAUTIER, Banque de France (Paris)
  - Hélise HUILLERY, Sciences Po Paris
  - Anett JOHN, CREST
  - Florence JUSOT, Université Paris-Dauphine et LEDA-LEGOS

- Francis KRAMARZ, CREST
- Thomas LE BARBANCHON, CREST
- Etienne LEHMANN, Université Panthéon Assas Paris II
- Nicolas LEPAGE-SAUCIER, ENSAI
- Laurent LESNARD, Sciences-Po Paris
- Franck MALHERBET, CREST
- Isabelle MÉJEAN, CREST
- Sébastien MOLLA, Consultant en entreprise et Science Po Paris
- Horatia MUIR-WATT, Sciences-Po Paris
- Sandra NEVOUX, Banque de France (Paris)
- Julien PRAT, CREST
- Roland RATHELOT, CREST
- Anne REVILLARD, Sciences Po Paris, LIEPP
- Jean-Marc ROBIN, Sciences Po Paris + UCL
- Sophie ROBIN-OLIVIER, Ecole de droit de la Sorbonne, Université Paris 1
- Alexandra ROULET, INSEAD
- Mirna SAFI, CREST
- Frédéric-Guillaume SCHNEIDER, University of Cambridge
- Marie-Anne VALFORT, OECD + PSE

#### **Postdoctoral Researchers**

- Jérémy HERVELIN, CY Cergy Paris University

#### **PhD Students**

- Federica MELUZZI, CREST + DARES – *Gender discrimination in the labor market and public policies*
- Nicolas GHIO, Sciences Po + DARES – *Public policies for long-term unemployed*
- Meryl MERRAN, Sciences Po + DGEFP – *Fonction éducative de l'entreprise : le rôle des entreprises dans la formation des jeunes les moins diplômés*
- Aurélien FROT, CREST + Pôle emploi – *Design de l'information pour améliorer les comportements de recherche d'emploi*

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#### **Interns**

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- Zehyu ZANG, Groupe Alpha
- Mouad BERNOUSSI, Groupe Alpha + DARES
- Jonathan GARSON, DARES
- Mathieu NAOUR, DARES

## PUBLICATIONS OF THE YEAR DIRECTLY RELATED TO THE RESEARCH PROGRAM

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### Published

- CAHUC Pierre and Jérémy HERVELIN. “The Effect of Workplace vs School-Based Vocational Education on Youth Unemployment: Evidence from France”, *European Economic Review*, online, 2023.
- CAHUC Pierre, CARCILLO Stéphane, PATAULT Bérengère and MOREAU Flavien. “Judge Bias in Labor Courts and Firm Performance”, *Journal of the European Economic Association*, jvad046, 2023.
- CAHUC Pierre, BENGHALEM Hélène and VILLEDIEU Pierre. “The Lock-In Effects of Information on Part-Time Unemployment Benefits”, *Journal of Human Resources*, online, 2023.
- UHLENDORFF Arne, CALIENDO Marco, COBB-CLARK Deborah and OBST Cosima. “Risk Preferences and Training Investments”, *Journal of Economic Behavior and Organization*, vol. 205, pp. 668-686, 2023.

### Under review

- HERVELIN J. and VILLEDIEU P. *The Benefits of Early Work Experience for School Dropouts: Evidence from a Field Experiment*
- HERVELIN J. *Firm Retention and Productivity of Apprentices*

### Working papers

- CARRY, Pauline, « The Effects of the Legal Minimum Working Time on Workers, Firms and the Labor Market », CSSP WP 2022-11, updated in November 2023
- CREPON, Bruno, Guillaume BIED, Solal NATHAN, Elia PERENNES, Morgane HOFFMANN, Philippe CAILLOU, Christophe GAILLAC et Michèle SEBAG, « Toward Job Recommendation for All », Proceedings of the Thirty-Second International Joint Conference on Artificial Intelligence (IJCAI-23), 2023
- CREPON, Bruno, Guillaume BIED, Solal NATHAN, Morgane HOFFMANN, Philippe CAILLOU, Christophe GAILLAC et Michèle SEBAG, « Fairness in job recommendations: estimating, explaining and reducing gender gaps », *Aequitas 2023: Workshop on Fairness and Bias in AI*, 2023
- COUPRIE, Hélène, « Les institutions du marché du travail modifient-elles le lien entre précarité de l’emploi et cohésion sociale ? Une étude expérimentale », CSPP WP 2023-01
- LE BIHAN, Maxime et Marie-Claire VILLEVAL, « Do Job Seekers (Really) Procrastinate ? », CSSP WP 2023-09

### Reports, books, press articles, etc.

- [Press article] CAHUC, Pierre et Jérémy HERVELIN, « Pourquoi l’apprentissage favorise l’emploi des jeunes ? », *Regard(s) d’expert(s)*, Groupe Caisse des Dépôts, novembre 2023
- [Book] MEURS, Dominique, « Les entreprises et l’égalité femmes-hommes », *Sécuriser l’emploi*, Sciences Po les Presses, novembre 2023
- [Report] CAHUC, Pierre, Jérémy HERVELIN, Arnaud LARGY et Arne UHLENDORFF, « Expérimentation Avenir Pro : Rapport intermédiaire », mis en œuvre par Pôle emploi, le Ministère de l’éducation nationale et de la jeunesse, le Ministère du travail, du plein emploi et de la formation, Les rectorats des académies d’Aix-Marseille, Bordeaux, Créteil, Limoges, Lyon, Nancy-Metz, Nantes, Nice, Orléans-Tours, Paris, Poitiers, Reims, Rennes, Strasbourg, Toulouse et Versailles, avril 2023
- [Book] CAHUC, Pierre et Jérémy HERVELIN, « Quelles politiques de l’emploi pour les jeunes ? »,

- Sécuriser l'emploi*, Sciences Po les Presses, juin 2023
- [Book] FOUCAULT, Martial et Guy GROUX, « L'État et le dialogue social », *Sécuriser l'emploi*, Sciences Po les Presses, avril 2023

## MAJOR COMMUNICATIONS RELATED TO THE RESEARCH PROGRAM

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### Major academic conferences, invited speaker, etc.

- *Invited speaker: Tito BOERI, Bocconi University, invited in February 2023*

### Events organized by the program

- *Book press conference: Martial FOUCAULT and Guy GROUX, "L'État et le dialogue social", co-organized with ILB, June 2023*
- *Book press conference: Pierre CAHUC et Jérémy HERVELIN, "Quelles politiques de l'emploi pour les jeunes ?", co-organized with ILB, September 2023*

## OTHER HIGHLIGHTS

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Awards, scientific recognition, organization of calls for projects, involvement in master's courses, PhD program visiting researchers, etc...

- Generalization of the AvenirPro experimentation in French vocational schools:  
<https://www.avenirpro-ope.com/équipe-de-recherche>;  
<https://www.francetravail.org/regions/centre-val-de-loire/acteurs-de-lemploi/partenariat/avenir-pro.html?type=article>; <https://www.ekole.fr/blog/generalisation-dispositif-avenir-pro-en-2025>
- Pauline Carry: EALE Tour, RESTUD Tour, W.E. Upjohn Institute for Employment Research
- Maxime Le Bihan: PhD Defense at Université Lyon 2 on December, 12<sup>th</sup> 2023