

# Eloïse Menestrier

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## CURRENT POSITION

2022– **DARES**, Postdoctoral researcher.

## RESEARCH FIELDS

Primary field Labour Economics, Job Insecurity  
Secondary field Applied microeconometrics

## EDUCATION

- 2018–2023 **CY Cergy Paris University**, Ph.D. in Economics.  
*Supervisors:* Olivier Charlot (CYU), Franck Malherbet (ENSAE)  
*Title:* Essays in labour economics: contract dualism and subsidized employment  
*Jury:* Sylvie Blasco (Université Caen Normandie), François Fontaine (Paris I-PSE), Véronique Simonnet (DARES), Hélène Turon (University of Bristol)
- 2015–2017 **Paris School of Economics**, Master degree in Economics, Analysis and Policy in Economics.  
*Thesis:* Firing costs and job insecurity | *Supervisor:* Éric Maurin
- 2014–2015 **Paris I Panthéon-Sorbonne**, Bachelor in Economics, Econometrics.

## WORK IN PROGRESS

**Recalls in Dual Labour Markets: Insights from French Administrative Data**, with Olivier Charlot (CYU) and Franck Malherbet (ENSAE)

**Abstract:** This paper analyzes recalls, the process by which former employees who were previously laid off or furloughed are rehired by the same employer. To do so, we leverage unique administrative linked employer-employee data for France between 2012 and 2019. We focus on the private non-farm sector and examine the characteristics of the contracts, the workers, the firms, and the sectors in which recall is most important. We find that the recall rate in France is very high, around 44%, and deeply rooted in the segmentation of the labour market. The vast majority of recalls are on fixed-term contracts of very short duration, highlighting the importance of institutional factors in shaping this phenomenon. We also find evidence indicating that recalls are concentrated among a relatively small share of workers, predominantly women and older individuals, for whom they are more particularly recurrent. Furthermore, our results show that recalls occur more frequently in larger and older firms. Recall rates are higher in sectors where the regulatory framework is less stringent, however the practice is important and becoming more and more common in other sectors. Taken together, our findings suggest that recalls result in increased fragmentation of employment spells and heightened segmentation within the labour market.

**Unpacking the Small Effects of Subsidized Employment: the Role of Gender and Parenthood**, with Sarah Gharbi (University of Cologne) and Valentina Melentyeva (University of Cologne)

**Abstract:** Subsidized employment has been widely used to tackle unemployment. Nevertheless, our understanding of the gender-specific effects of these policies remains limited. In this study, we assess the impact of a subsidized employment program in France allowing for heterogeneous effects across gender. We apply a dynamic difference-in-differences approach where older non-participating cohorts serve as a control group. Starting with the average effects, our findings reveal robust positive effects on annual earnings, working hours, and job conditions following program completion. However, the effect on the employment probability – the primary objective of these policies – is close to 0 and only marginally significant. When considering gender heterogeneity, our analysis indicates significant and positive effects on all outcomes for men. For women, the program fails to enhance the likelihood of employment. As parenthood is a major factor in gender inequality within the labour market, we investigate the influence of childbirth. Our analysis shows that the lack of impact on employment probability is due to smaller effects for fathers and especially mothers, who do not experience improved job prospects. Childless young men see their situ-

ation significantly improved. Women giving birth during the program turn out to be worse off at the end of the program.

### Early-stage Career in a Dual Labour Market and Homeownership

**Abstract:** In France and many European countries, there are rising concerns about the growth of temporary employment. Temporary work represents 16.4% of total employment in France in 2019 (OECD, 2020) and the number of hires on fixed-term contracts of less than a month between 2000 and 2019 rose about 178%. This paper sheds light on the unequal access to the real estate market due to this growing labour market insecurity. From French administrative data on a representative sample of people born between 1975 and 1997, the estimation of a duration model provides evidence that having for the first time an open-ended contract has a stronger effect than having a temporary contract on the probability of becoming a homeowner. I provide evidence that this differentiated access is persistent over time.

### Quota Policy for Disabled Workers: Evaluation of the 2020 French Reform

## NON-ACADEMIC PUBLICATION

**L'emploi des personnes handicapées : Quel impact sur la performance des entreprises?**, with Catherine Bruneau (Paris I Panthéon-Sorbonne) Discussion Paper, France Stratégie, 2020.

## SEMINARS

- 2024 2024 ADRES Job Market Conference (ENS Paris-Saclay)
- 2023 PhD seminar (ThEMA - CYU); Séminaire interne DARES; Theoretical and Applied Economics Seminar (ThEMA, CYU); 9<sup>ème</sup> conférence Évaluation de Politiques Publiques (AFSE - DG Trésor)
- 2022 PhD seminar (ThEMA - CYU); 14th Workshop on Labour Economics (IAAEU, online); 38<sup>èmes</sup> Journées de Microéconomie Appliquée (Rennes, France)
- 2021 PhD seminar (ThEMA - CYU)
- 2019 PhD seminar (ThEMA - CYU); Theoretical and Applied Economics Seminar (ThEMA - CYU)

## SCHOLARSHIPS AND GRANTS

- 2022–2024 Postdoctoral fellowship, Dares
- 2018–2021 PhD Scholarship CY Cergy Paris University

## TEACHING

- Macro-economics Paris I Panthéon-Sorbonne, Teaching Assistant, 2018, Professors E.Cudeville and J-O.Hairault. Macroeconomics courses for second year students of a Bachelor in Economics  
CY Cergy Paris University, Teaching Assistant, 2019, 2020 and 2021, Professors T.Brodaty and A.Pérez-Barahona. Macroeconomics courses for first year students of a Bachelor in Economics
- Micro-economics CY Cergy Paris University, Teaching Assistant, 2019, Professors C.Bosquet and R.Renault. Microeconomics courses for first year students of a Bachelor in Economics
- Tutoring Paris II Panthéon-Assas, Help in mathematics and microeconomics to first year students of a Bachelor in Economics, 2016-2017

## WORK EXPERIENCE

- 2017–2018 **France Stratégie**, Research fellow at Prime Minister's Services.  
Work on disabled people and firms performances  
*Technical skills:* Panel, probit and IV-method

## OTHER ACTIVITIES

- 2020–2023 Representative of the non-permanent members on the ThEMA laboratory board
- July 2019 Barcelona GSE Summer School : one week course on quantitative methods for public policy evaluation
- June 2021 PSE Summer School : one week course, program Microeconometrics and Policy Evaluation-Modern Estimation Methods and Machine Learning

## LANGUAGES & SKILLS

Languages English (advanced), Spanish (novice), French (native)

Software Stata, R, SAS, MATLAB, L<sup>A</sup>T<sub>E</sub>X, Office