November 8, 2026

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PERSONAL INFORMATION
Citizenship: British

Education

PhD in Economics, University College London	2021 - Present
MRes in Economics, University College London	2020 - 2021
MSc in Economics, University College London	2019 - 2020
BSc in Economics and Econometrics, University of Nottingham	2016 - 2019

References

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Research Interests

Labour Economics, Public Economics, International Trade

Working Papers

[JMP] The Labour Market Consequences of Trade Disintegration: Evidence from Brexit.
With J. Knuf and A. Tang.

We study the labour-market consequences of the largest episode of deep trade disintegration in recent history: Brexit, the United Kingdom's withdrawal from the European Union (EU). We develop a unified framework that jointly captures exposure to EU inputs, exports, and import competition. To estimate the effects of each of these three channels on labour market outcomes, we leverage rich administrative data on firm trade, employment, and worker wages in an exposure event study design with regional variation. We find that Brexit non-tariff barriers reduced wages by 2%, driven primarily by input exposure, while we detect little change in average regional employment. The adverse effects associated with export exposure were largely mitigated by firms reorienting sales towards domestic and non-EU markets. By contrast, we find little evidence that reduced import competition benefited workers. Decomposing regional effects into their firm-level components, we show that, despite limited regional employment effects, firms with greater input exposure experienced substantial employment declines. These contrasting results are categorised by worker reallocation toward less productive firms.

The Distributional Consequences of Public Pay Caps (submitted).

We study the distributional consequences of a common post-financial-crisis policy: public-sector pay caps. In the UK, caps limited nominal pay growth to 1% from 2010 to 2017 for public workers earning above £21,000 (15% of employees). Using counterfactual distribution methods, we find larger public wage losses at P90 than P50. The caps reduced the overall P90–P50 gap by 2.3pp by 2019, fully accounting for the observed decline in inequality, while widening gender and regional wage gaps by 0.9pp and 0.4pp. The contemporaneous decline in public-sector employment approximately doubled regional and gender effects to 1.9pp (17.5%) and 0.7pp (9.9%).

Low-wage Work and Labour Market Policies: A European Cross-country Study (submitted).
With T. Schack, J. Meekes, C. Barreto, S. Carcillo, J. Fluchtmann, A. Hijzen, B. Lochner, and R. Vejlin.

We study the incidence, sources, and dynamics of low-wage employment using harmonised linked employer-employee administrative data from Denmark, France, Germany, the Netherlands, Portugal, and the United Kingdom. We define low-wage employment relative to the country-specific median hourly wage and examine how worker characteristics, firm-specific wage premia, wage progression, and labour market institutions shape outcomes at different parts of the lower wage distribution. Three main findings emerge. First, worker characteristics account for most of the wage gap facing low-wage workers, though firm-specific wage premia matter too, especially at the very bottom, where they are around half as large as the worker component. These firm premia reflect both sorting across industries and pay differences across firms within industries. Second, low-wage employment is at least partly transitory, as workers at the bottom see faster subsequent wage growth and change firms more often. Third, minimum wages and marginal effective tax rates show limited systematic association with wage growth or job-to-job mobility, though higher minimum wages are linked to a smaller share of workers below 70% of the median. These patterns are broadly similar across countries and point to the joint importance of worker skills and access to higher-paying firms for improving low-wage workers' prospects.

Early Skills, Environments and Lifecycle Profiles of Earnings and Health.
With P. Carneiro and S. Cattan.

Earnings and health are correlated but imperfectly, so no one variable summarises how a life has gone. We ask whether lifecycle profiles of earnings and health fall into a small number of types. Applying multi-channel sequence analysis to the British 1958 birth cohort, followed from birth to age 50, we classify people by their joint trajectories of employment, earnings, physical health and mental health: five types among men, six among women. The types are nearly ordered, though some in the middle trade earnings against health. One — 5% of men and 9% of women — sits at or near the bottom of every outcome at every age, with employment falling from under 60% at 23 to around 20% at 50, against roughly 90% elsewhere. Membership is substantially predictable from childhood: skills and environments measured by 16 identify 59% of deprived men and 52% of deprived women, rising to 70% and 65% with basic labour-market information at 23.

Work in Progress

Technological Innovations and Worker Skills
With J. Onken and Y. Shen.

Capping Student Outcomes: The Long-Term Consequences of Teacher Pay Restraint

Research Grants and Awards

PhD Scholar Research Grant - James M. and Cathleen D. Stone Centre at UCL	2025
PhD Enrichment Scholarship - Institute for Fiscal Studies	2024
PhD Studentship - Centre for Research and Analysis of Migration	2023
UCL Student Choice Award for Inspiring Teaching (Honour Roll)	2024
Best Final Year Teaching Assistant in UCL Department of Economics	2023
Best Final Year Teaching Assistant in UCL Department of Economics	2022

Research Experience

Organisation for Economic Co-operation and Development — Paris, France
Consultant, Directorate for Employment, Labour and Social Affairs — 2025 - Present
Intern — 2025

UCL Stone Centre — London, England
PhD Scholar — 2025 - Present

ROCKWOOL Foundation Berlin — Berlin, Germany
Research Affiliate — 2024 - Present

Institute for Fiscal Studies — London, England
Research Scholar — 2022 - Present
PhD Enrichment Student — 2024 - 2025

Centre for Research and Analysis of Migration (CReAM) — London, England
Research Officer — 2022 - Present

UCL — London, England
Research Assistant for Prof. Lars Nesheim — 2020 - 2021

Conferences & Invited Talks

2026	Prime Minister's Office (London, UK) RFBerlin and CReAM Annual Summer Workshop (Nizza Monferrato, IT) Asia Meeting of the Econometric Society (Hong Kong) Society of Labor Economics Annual Meeting (Denver, US)
2025	Econometric Society World Congress (Seoul, KR) Organisation for Economic Co-operation and Development (Paris, FR) Institute for Fiscal Studies (London, UK) Warwick CAGE Conference* (Warwick, UK) HEC Paris PhD Conference* (Paris, FR)
2024	Asian-Australasian Society of Labor Economics Annual Conference (Bangkok, TH) UCL Applied Research Day (London, UK) Stone Centre Annual Conference (London, UK) RFBerlin and CReAM Annual Summer Workshop (Organiser; Nizza Monferrato, IT)

* Joint work presented by a co-author.

Teaching Experience

ECON0021: Microeconometrics (UCL) — 2021-2025
Departmental teaching prize, university-wide teaching prize

ECON0024: Economic Policy Analysis (UCL) — 2021-2024
Departmental teaching prize

Professional Experience

Amazon — London, England
Intern, Economic Decision Science — 2022

Caxton Associates — London, England
Intern, Portfolio Management — 2018

Insight Investment — London, England
Intern, Multi Asset Strategy Group — 2017

Policy Articles

Who Enters the Public Sector?
With C. von Bismarck Osten | FT coverage

Economic Lessons from 25 Years of Devolution
With D. Knight and C. May

Technical and Language Skills

Technical: Python, R, MATLAB, Stata, MS Office.
Languages: English (native), German (beginner), French (beginner).