

Spring 2010

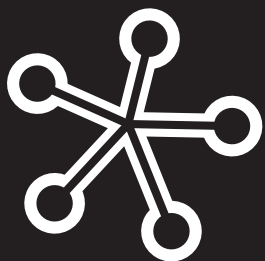
AIAS

Newsletter



**University
President
signs major
EU contract
'Impacts of
Inequality'**

**Amsterdam Institute for
Advanced labour Studies**



AIAS

University of Amsterdam



Wiemer Salverda

Introduction

Rectification

On 1 September 2009 Maarten Keune is appointed as extraordinary professor of Labour Relations at the University of Amsterdam. This special chair is funded by Stichting Instituut Gak. More information about Maarten can be found on our website www.uva-aias.net ► organisatie ► medewerkers
More information about Stichting Instituut Gak can be found on the website www.instituutgak.nl ●

Foraying into inequalities, their effects, and possible mending

The European Commission and the Amsterdam University president just contractually signed into being the major new international, AIAS-coordinated research project Growing Inequalities' Impacts (see page 3).

Another substantial research project *Solidarity in the 21st Century*, led by Paul de Beer at AIAS and generously supported by the Stichting Instituut GAK, completed the new team of researchers and started working as of 1 January. It addresses the consequences of ageing and immigration for formal and informal solidarity. AIAS is developing close cooperation with two newly established sister institutes in the Social Sciences Faculty: *Center for Global Health and Inequality* (cghi.nl), led by Anita Hardon and Jelle Visser, and *Amsterdam Centre for Inequality Studies* (amcis.eu), led by Herman van de Werfhorst. The former conducts comparative research into the global dynamics of health inequalities, the latter focuses on how institutions and structures mediate the impact of social origin, education, gender and ethnicity on outcomes in the domains of education, work, and income, political behaviour and opinions, and living arrangements.

Taken together this will provide a great boost to the interdisciplinary research of AIAS on the new four-year period 2010–2013. AIAS's point of departure is and remains labour – the main source of incomes in society, and thus of (financial) solidarity, the main field where immigration and ageing play out, the main producer of health care, and last but not least the main activity where educational attainment realises its potential. 'Main' is primarily a quantitative notion here and thus there is more – other parts and aspects of society are essential for a full understanding of what inequalities are, how they compare so that some seem more harmful than others, how they increase or decrease, how that may occur at the same time, and last but not least how society may be (un)willing and (un)able to tackle them. Cooperation with students of inequality beyond labour is essential for the full picture. In a new four-year Research programme AIAS spells out the consequences for such cooperation and also for its work on labour that is not directly linked to inequality.

More about that next time. ●

CONTENTS

Introduction	2
News	3
Conferences	4
Column	6
Publications	7
Working Papers	11
Teaching	13
Research	15
Data	16
AIAS	18
Announcements	20

COLOPHON

This is a publication of the Amsterdam Institute for Advanced labour Studies, Plantage Muidergracht 12, 1018 TV Amsterdam, The Netherlands

Subscriptions / address changes

aias@uva.nl or +31 20 525 4199

(Final) editing

Angelique Lieberton, Jan Cremers, Wiemer Salverda and Matthijs Visser.

Design / photo cover

Creative Es / Angelique Lieberton

Fotographer Jordi Huisman, www.jordihuisman.nl

Print run / edition

Print run: 2500 / © Spring 2010 AIAS

Printer: De Raat & De Vries, Thieme Grafimedia Groep



AIAS coordinates major project on societal impacts of inequalities



The European Commission signed a large new contract under the 7th Framework Programme for the project GINI: Growing Inequalities' Impacts. The project involves a cast of some 80 internationally leading experts in the different fields to be covered. The core partners organising the project are Abigail McKnight and Frank Cowell (London School of Economics / CASE), Brian Nolan (University College Dublin), Daniele Checchi (U. of Milan), István Toth (TÁRKI, Budapest), Ive Marx (U. Antwerp), Wiemer Salverda at UvA/AIAS, who is the project coordinator, and Herman van de Werfhorst at UvA/AMCIS.

The aim of the project is a major improvement in the understanding of changing inequalities and their impacts in the various countries of the European Union in comparison to other developed countries. This takes a longer-term perspective and pays attention to the impact on society as a whole. The project focus is inequalities in income/wealth and education and their social/political/cultural impacts. It combines an integrated interdisciplinary approach, improved methodologies, an improved understanding of inequality (bottom/middle/top, and the very top), wide country coverage, a clear policy dimension and broad dissemination of the results. It exploits differences between and within countries in inequality levels and inequality trends to understand their impacts and tease out the implications for policy and institutions. It highlights potential effects of individual distributional positions and increasing inequality for a host of 'bad outcomes' (societal and individual) and allows feedback from impacts to inequality in a frame of policy-oriented debate and comparison across 25 EU coun-

tries, USA, Japan, Canada and Australia. Social impacts include educational access and achievement, individual employment opportunities and labour-market behaviour, household joblessness, living standards and deprivation, family and household formation or breakdown, housing and intergenerational social mobility, individual health and life expectancy, and social cohesion versus social and economic polarisation. Underlying long-term trends, the economic cycle and the current financial and economic crisis will be incorporated. Politico-cultural impacts investigated are: Do increasing income/educational inequalities widen cultural and political 'distances', alienating people from politics, globalisation and European integration? Do they affect individuals' participation and general social trust? Is acceptance of inequality and policies of redistribution affected by inequality itself? What effects have political systems (coalitions/winner-takes-all)? Finally, the project focuses on costs and benefits of limiting income inequality and its efficiency for mitigating other inequalities (health, housing, education and opportunity). The ultimate aim is to consider the overall impact of changing inequalities on societies for the longer term and discuss whether agenda setting in politics may undergo structural change.

An outstanding Advisory Board, comprising Tony Atkinson (Nuffield), Gøsta Esping-Andersen (Pompeu Fabra), John Hills (LSE), Suzanne Mettler (Cornell), Marco Mira d'Ercole (OECD), Haya Stier (Tel Aviv), Jane Waldfogel (Columbia and LSE) and Richard Wilkinson (Nottingham), will provide expert advice to the project team for the many areas to be addressed by the project. The six core partners cover the main analytical topics, report on their own countries and supervise 23 other country teams that have responsibility for their country reports. A



*Prof. Van der Toorn signs GINI contract
Fotographer Jordi Huisman*

great set of highly expert Associates (Giuseppe Bertola, Thomas Piketty, Olli Kangas, Cecilia Garcia-Penalosa, John Micklewright, Holly Sutherland, Herwig Immervoll and many others) will contribute studies focusing on special subjects that complement the work done by the core partners.

The project will receive EU research support to the amount of Euro 2.7 million. The work will result in 4 main reports and a final report, some 70 discussion papers and 29 country reports. The start of the project is 1 February 2010 for a three-year period. Detailed information can be found at the new website GINI-research.org.

The first activity that kicks off the work is a conference Changing Inequalities: How Do They Affect Societies? to be held at the LSE in London mid-March. Contributors to its plenary programme are László Andor, the new EU Commissioner for Employment; Sir Tony Atkinson on analysing inequality; Robert Andersen (Toronto U.) on democratic values and inequality; Sir Michael Marmot (University College London) on societal fairness and health; Giuseppe Bertola (Turin U.) on European integration and Inequality, and Lane Kenworthy (U. of Arizona) on policy analysis of inequality. Theme sessions will discuss the coordination and time planning of the work. ●

CONFERENCES

Call for papers - Milan 2-3 July Economic and social implications of health and safety at work market flexicurity



*The aim of the conference is to provide a better understanding of the economic implications of health at work, bringing together the contributions of different disciplines: economics, sociology, occupational health and epidemiology. Keynotes are **Harvey M. Brenner**, University of North Texas and Berlin University of Technology and **Professor Maarten M. Lindeboom**, Free University of Amsterdam*

Indicative areas for submission of papers may include the relationship between health and working conditions; the economic costs of adverse work-related health conditions; the impact of work-related health and the social and economic value of improvement of health at work on factors such as injury rates, absenteeism and quits; compensation for adverse working conditions; research on data and indicators for health and safety, absenteeism and accidents at work.

Contributors should submit a full draft paper in PDF format by 30 March 2010, to

- Ioannis Theodossiou (theod@abdn.ac.uk) and
- Claudio Lucifora (claudio.lucifora@unicatt.it).

Decisions on acceptance will be announced by 30 April 2010. Papers to be considered for selection must be delivered in finalised form at the conference, with the full text submitted by 1 August 2010. Participation fee (meetings, access to papers, lunches and conference dinner): £150 (£80 for PhD students).

Please use the payment and registration facility at www.abdn.ac.uk/haw/
(AIAS is partner to the Health at Work project) ●

AIAS/IZA conference

Amsterdam - 26 March Active inclusion of immigrants

IZA Bonn and AIAS (Aslan Zorlu and Marieke Beentjes) convene a half day meeting on the 'Active Inclusion of Immigrants: Challenges, Tools, and Solutions'.

The presentations at the conference will provide an overview of trends and determinants of immigrants' participation in the labour market and welfare system in the Netherlands and other European countries. The major aims are to address different stakeholders who are involved in this topic from various perspectives, and to initiate a much needed dialogue on the major issues taking into account their needs and concerns. Therefore stakeholders are welcome to participate in the open-floor discussion on the channels through which migration, welfare and social policies interact, and how these interactions impinge upon the social and economic situation of immigrants.

Participation is free but we urge you to register before 15 March 2010 at www.uva-aias.net/events ●

CONFERENCES



Jan Cremers at Taiwanese conference on the Strategy of labour market flexibility

On 8 and 9 December 2009 the Taiwanese Ministry of Labor Affairs organised an international conference on the Strategy of Labor Market Flexicurity. Jan Cremers, guest researcher at AIAS, participated as keynote speaker in this conference in Taipei, Taiwan



The conference's subject was the European flexicurity debate with panels on: international experiences with the flexicurity concept, flexicurity and labour law, the relationship with collective bargaining and with social dialogue.

Cremers started with a comparison to the famous Taiwanese pineapple cake: one of the crucial things about pineapple cake is that it needs a firm body, and that is what

flexicurity should be about.

In the 1990s it became apparent that the neoclassical theory had serious problems to cope with the positive functioning of some regulated labour markets (Austria, the Nordic countries, the Netherlands) with a more balanced economy, a social agenda and strong social partnership. This provided little evidence for a straightforward relationship between the level of social and

employment protection and (un)employment. The European Commission acknowledged in its annual Employment reports that deregulation and easing of hiring and firing had no clear impact on employment levels.

In the European political arena the analytical flexicurity concept has not created consensus on political choices. And the trade unions have expressed great distrust because of the instrumental use by conservative and neoliberal politicians.

What are the preconditions for flexicurity on the basis of the European experiences? The regulatory frame of labour law and collective bargaining has to be solid enough to promote stable jobs and contracts. This frame has to prevent the emergence of a casual workforce moving from one short-term contract to another, causing precariousness in the labour market and to provide the security needed to face challenges in a positive, constructive way.

The countries that survived best during the financial crisis have stronger regulatory frames in which workers are treated as stakeholders. These regulatory frames are perhaps costly, but they serve as guarantee and as an anti-cyclical instrument in times of crisis. In this framework, it fits to promote collective bargaining, to avoid erosion of social relationships, and finally to strengthen the workers' voice. In the speaker's view the flexicurity concept has a future in only the few countries that can fulfil those conditions to guarantee that flexibility does take into account security. ●

Successful Dutch Labour Market Day

On 14 October 2009 AIAS organised on behalf of the Foundation Dutch Labour Market Day (NAD) and the Dutch Journal for Labour Studies (*Tijdschrift voor Arbeidsvraagstukken*, TvA) the conference 'Work in crisis?'

This conference revived an old tradition of biennial labour conferences. In the premises of the Social and Economic Council (SER) in The Hague about 150 participants listened to speeches by, amongst others, Coen Teulings (Netherlands Bureau for Economic Policy Analysis, CPB), Egbert Holthuis (European Commission) and Véronique Timmerhuis (SER) on work and employment in a time of economic crisis. Coen Teulings advocated a relaxation of dismissal protection of older workers in order to improve the functioning of the labour market for this group. Egbert Holthuis explained the role of the EU in softening the consequences of the crisis. Véronique Timmerhuis argued that, even after the breakdown of the negotiations on the postponing of the retirement age, the SER still plays a crucial role in Dutch socio-economic policies.

At the conference the 25th anniversary jubilee issue of the Dutch Journal for Labour Studies was presented which gives an overview of 25 years of multidisciplinary labour studies (www.lemma-tijdschriften.nl/index-TA.htm).

Parallel workshops discussed 35 papers on recent labour studies. The papers cover subjects such as flexicurity, ageing, re-employment of benefit claimants, the work-life balance and HRM. All papers (many of them in English) can be downloaded from the website www.arbeidsconferentie.nl.

In the first half of 2010 a book with a selection of the speeches and papers will be published. ●



Negotiating for Social Justice 60 years of ILO Convention 98

Last year marked the 60th anniversary of ILO Convention 98 on the Right to Organize and Collective Bargaining (1949), one of the key instruments of the ILO to promote social justice. To celebrate this anniversary the ILO organised a High Level Tripartite Meeting, attended by some 150 government representatives, employers, unionists and academics from all over the world who shared experiences from their regions, countries or companies.

My task at the meeting was to present a paper, co-written with Vera Glassner, on collective bargaining in Europe during the crisis. So I discussed issues like the role of collective bargaining in implementing crisis-related short-time working schemes, temporary exemptions from sector agreements for companies in economic difficulties, and the danger that the crisis may undermine long-established and well-functioning multi-employer bargaining systems.

My expectations for the rest of the meeting were not very high. With Europe being the world's traditional stronghold of collective bargaining, with the crisis ravaging the economy, and with the end of collective bargaining being frequently announced, I expected to hear gloomy stories about the further decline of already scarce bargaining practices from my fellow presenters from other continents. Fortunately, I was wrong.

Three examples to show you why. First, in Australia, a new regulatory system for workplace

relations, Fair Work, came into effect from 1 July 2009. It is the present government's answer to many years of deregulation under previous governments. Fair Work, apart from introducing new minimum employment conditions, new regulations against unfair dismissal, a revamped labour inspection, etc., also underlines the benefits of collective bargaining. It aims to phase out individual agreements and replace them by enterprise agreements. It puts in place the respective institutional framework and offers assistance in making agreements and in resolving related disputes. As a result, collective bargaining is on the rise in Australia.

Secondly, in Uruguay the government that came into power in 2005 restored collective bargaining rights and expanded coverage to more workers, adding the rural sector and domestic service to the traditional private-sector wage councils, and expanding public-sector bargaining. As a result, today almost 100% of workers in the formal sector are covered by collective agreements, up from some 25% in 2000.



*Prof. dr Maarten Keune
m.j.keune@uva.nl*

Thirdly, there was the case of Kaiser Permanente, the largest not-for-profit health provider in the US, employing 167,300 employees. Management and union representatives jointly presented Kaiser Permanente's labour management partnership which has a highly innovative bargaining agenda in which wages, working conditions, training, innovation and productivity are jointly discussed and firmly linked to each other.

Of course, the ILO carefully chose the cases to be presented at this anniversary meeting. Still, I noticed I left the meeting with renewed optimism, thinking that collective bargaining may actually have a bright future and that also Europe can learn something in this respect from the rest of the world. ●





Bonding social capital in a post-communist region

Monika Ewa Kaminska
Social capital is acknowledged as an important factor in local economies. However, depending on their specific characteristics, social capital resources may have both positive and negative effects on socioeconomic development: The outcomes are related to whether the local contexts are endowed with bonding or bridging social capital.

This article investigates the impact of the bonding social capital present in a local production system in a Polish region. The findings reveal that although the “rise and demise” of this local economy cannot be ascribed only to the quality of social capital, bonding social capital brought positive results in the form of rapid economic growth of the local companies and neutralizing the effects of the post-1989 crisis. It has subsequently hampered cooperative behavior, impeded learning and unlearning, and finally contributed to the incapacity of the local production system to adapt to new market economy conditions. Bonding social capital resources originating from the communist period have been further reproduced through local economic governance mechanisms, heavily influenced by the shadow economy. ●

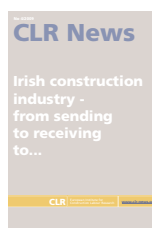
SAGE journals online
American Behavioral Scientist

Irish construction industry - from sending to receiving to...

Jan Cremers
The Number 4 issue of the quarterly CLR-News is dedicated to the consequences of the crisis in Ireland.

The Celtic tiger was long seen as the figurehead and prototype of European neoliberalism. The country did everything to please business, with low taxation and a ‘capital’ friendly climate. Combined with steady EU subsidies and low cost economic indicators at the start, prosperity was reached and the outlook became cheerful. But the overheated boom proved to be unsustainable. Failing property-related investments lead to a collapse and the heavy correction in property prices caused a serious decline in construction activity.

It looks like a self-evident and simple statement in the analysis of the General Household Survey (by Berthoud, 2009) that ‘People with poor educational qualifications, and members of minority ethnic groups, are both exceptionally sensitive to a recession’.



CLR-News 4-2009,
7-20, Brussels,
ISSN 1997-1745
www.clr-news.org

CLR News

But the consequences in hard times are enormous. Many of those concerned seem to have been temporary workers or temporary agency workers. Cutbacks in employment seem to have also mostly affected low-skilled workers, as employers have sought to retain their skilled workers. Moreover younger low skilled workers have been affected, while in several countries (Ireland, Spain & UK) migrant workers were affected too by jobs cuts.

In Ireland, it is reported that many migrants who have lost their jobs are returning to their home country. In addition, it is expected that some Irish nationals who have lost their construction jobs will be looking abroad for employment.

Apart from the country report, written by chief editor Jan Cremers from AIAS., the quarterly includes the article ‘Findings on migration in Irish construction’, by Torben Krings from the Migrant Careers and Aspirations project run by the University of Dublin. ●

Self-employment & bogus self-employment

SOCIALISME & DEMOCRATIE

In a short intervention Jan Cremers (former MEP) criticises the glorification of the status of self-employed that is omnipresent in present-day Dutch economic and political thinking.

The juridical status of many self-employed is unclear. Besides a group of older, well qualified independent workers and high skilled ‘handymen’ there is a growing group of self employed in vulnerable positions. These workers are economically dependent on one client, often the former employer, and suffer from a lack of legal protection. The free movement in Europe and especially the free provision of services has created a new hunting ground for gang masters that abuse this loophole in the labour market. Cremers therefore advocates European legislative action. Socialisme & Democratie 12/2009, Boom Amsterdam, Dec. 2009 (ISSN 0037-8135). ●

The labour market triangle

Employment protection, unemployment compensation and activation in Europe

As part of the research project on the distribution of responsibility for social security and labour market policies, AIAS researcher Paul de Beer and AIAS fellow Trudie Schils have edited this volume, published by Edward Elgar.



Currently, European governments are being challenged to find an optimal social policy strategy that fosters 'flexicurity', whereby a flexible, well-functioning labour market is achieved, whilst protection for workers is maintained. This book presents an in-depth study of the particular combination of unemployment insurance, employment protection and active labour market policies that prevail in seven European countries (Belgium, Denmark, France, Germany, the Netherlands, Sweden and the United Kingdom). The editors explore the formal laws and regulations, as well as the administration and implementation of social policy, paying special attention to the role of the social partners. The country comparison shows that the combination of social policy instruments is important to labour market performance, but that multiple optimal mixes already seem to exist. The book includes country contributions by Jean-Claude Barbier, Jochen Clasen, Johan De Deken, Bernhard Ebbinghaus, Werner Eichhorst, Per Kongshøj Madsen and Eskil Wadensjö. More info: (www.e-elgar-publicpolicy.com/bookentry_main.lasso?id=13523) ●

Division of roles in social security needs reconsideration

Paul de Beer, Marcel Hogenboom, Lucy Kok and Trudie Schils
The distribution of responsibilities with respect to social insurance needs reconsideration. A larger role for the social partners – trade unions and employers associations – next to the government deserves serious attention.

Thus conclude Paul de Beer, Marcel Hoogenboom, Lucy Kok and Trudie Schils in the book *Wie zorgt voor zekerheid?* (Who takes care of security?). However, decentralisation of the administration to the municipalities is also an option worth considering.

For more than a century debates have been running in the Netherlands about who should be in control of social security. Should social insurance be the prime responsibility of government, of social partners or of private companies? This fight over the distribution of responsibilities is not finished, yet. Some plead a larger role of the social partners. At the same time plans are being developed to delegate responsibility for partially disabled workers to private insurance companies.

The book *Wie zorgt voor zekerheid?* tries to shed light on the pros and cons of various models for distributing responsibilities. The book considers a private model, a public model, a union model and a mixed model for the distribution of responsibilities. Each model is discussed from an economic perspective, a historical perspective and an international comparative perspective. For further information see:

www.sdu.nl/catalogus/9789012382601 ●



Individualization & globalization do not endanger solidarity

Amsterdam University Press and The University of Chicago Press published *Sticking Together or Falling Apart? Solidarity in an Era of Individualization and Globalization* by Paul de Beer and Ferry Koster.



The volume examines the impact of globalization and individualization on social solidarity, in both a theoretical and empirical context, focusing on types of informal solidarity, such as volunteering, charitable giving, and care, as well as more formal types, such as government benefits and developmental aid. The first thorough study of international comparative data on solidarity, *Sticking Together or Falling Apart* concludes that, overall, solidarity is on the rise rather than declining, despite the ambiguous effects of both globalization and individualization. For further information see:

www.press.uchicago.edu/ ●

PUBLICATIONS



Special issue of the International Journal of Labour Research

Global capital strategies and trade union responses

In February 2010 the second issue of the *International Journal of Labour Research*, a new ILO journal, will be published. The issue, edited by Maarten Keune (AIAS/HSI) and Verena Schmidt (ILO), presents a collection of papers that discuss the impact of global capital strategies on workers and trade union responses to these strategies.

It is often labour that suffers the consequences of globalization and of the strategies capital deploys within the global economy first. Labour is affected by rising job insecurity and labour market instability, pressure on wages and working conditions and rising precariousness, informalisation of employment relations or limits on collective representation. These developments are often aggravated as a result of the present economic and financial crisis. Trade unions have experienced difficulties in dealing with these issues at a transnational level and are often pushed on the defensive. At the same time, unions have experimented with a variety of strategies to strengthen their position towards capital and to soften the impact of globalization. In particular, efforts have been made to develop innovative forms of transnational cooperation and collective bargaining to counter global capital strategies and to regain the initiative. It is these counter-strategies from the side of labour that form the core subject of this issue. Contributors include well-known industrial relations scholars like Colin Crouch and Paul Marginson, trade union researchers from a variety of countries (South Africa, Brazil, Nepal, Germany, Malaysia) and international trade unions, and ILO officials. For more information see: www.ilo.org/actrav/what/pubs/lang--en/index.htm

Edited by
Maarten Keune and
Verena Schmidt



Various publications

Blázquez Cuesta, M. B. and Ramos Martín N. E., 'Part-time Employment and Gender: A Comparative Analysis of Spain and the Netherlands', *European Journal of Law and Economics* (2009).

Ramos Martin, N., van Klaveren M. & Tijdens, K Chapters: 'El tiempo de trabajo', 'Los salarios bajos', 'La formación', 'Los trabajadores de edad avanzada' in van Klaveren M. & Tijdens, K., *Cuestiones para la negociación colectiva entre países y sectores*, ETUI-REHS, Brussels 2009, pp. 29-160, Online publication:

www.wageindicator.org/documents/publicationslist/publications-2009/WageIndicator-2009-SP-book.pdf



World War II in Utrecht / Maliebaan

Wout Buitelaar is associated with the Master HRM course. AIAS compliments him with his book about *World War II in Utrecht / Maliebaan area (2008)*. It will have a third edition in Spring 2010.

It is a narrative-historical description of two 'faces' of a street in wartime: German occupation and Dutch resistance. Tipified in Anton Mussert (the NSB-leader) and Marie Anne Tellegen (resistance name 'Dr. Max'), next to other actors in this area.

The book will also be partly linked to a historical-cultural exhibition called "Four centuries in action on the Maliebaan" organized by the Utrechts Archief during the period June 26th-September 23rd 2010.

Panden die verhalen. Een kleine oorlogsgeschiedenis van de Utrechtse Maliebaan
Utrecht: Stichting Matrijs, 2010



After the Euro and enlargement Social pacts in the EU

Brussels, ETUI - Pochet, Ph., Keune, M. and Natali, D. (eds.) (2010)

The participation of social partners in the management of socio-economic variables has been an important feature of European politics.

One major form of such participation has been through social pacts, formal or informal agreements between representatives of governments and organised interests who negotiate and implement policy change across a number of inter-connected policy areas. Yet, the role of social pacts has varied over the post-war period. The first period of neo-corporatist agreements ended at the beginning of the 1980s. A second wave of social pacts emerged in the 1990s, often following the logic of competitive corporatism and often responding to the pressures created by European integration and in particular by the requirements of the European Monetary Union (EMU). These pacts have been extensively discussed in two volumes edited by Giuseppe Fajertag and Philippe Pochet in 1997 and 2000.

Building on these two volumes, the present book discusses the role of social pacts since 2000 in Western and Central and Eastern EU countries. Within the new context of an enlarged EU and a well-established EMU, 11 country chapters and three transversal chapters summarise the recent experiences with social pacts across the EU. They show that in a number of EU countries social pacts have continued to play a major role in employment, wage and welfare reforms over the last decade. They discuss what the key determinants of these pacts are, what their contribution to reforms has been, the extent to which they have been institutionalised, and what the prospects are for social pacts in the future. However, in particular where the Central and Eastern European member states are concerned, they also discuss why in



most of these countries social pacts have not played any role of importance, even though from a functionalist perspective they could have been expected to emerge.

The book is dedicated to the memory of one of its contributors, Franz Traxler, one of Europe's most outstanding industrial relations scholars, who suddenly passed away in January 2010.

The book is published in February 2010. For more information, see: www.etui.org

New ETUI book **After the crisis**

Wiemer Salverda

The current crisis automatically puts on the public agenda the question what to do? Unprecedented governments and central bank assistance has provided essential lifelines to keep the economies running, shifting the question to what to do next?

The crisis seems to have resulted not from an outside shock but from the way economies have been developing since the 1970s. This has strongly undermined existing views on how well economies were actually performing and how well they are run by policy and regulation. That adds to the agenda the preliminary question of how to improve the sustainability of economic development and prevent new economic devastation. In autumn 2009 Andy Watt and Andreas Botsch at the European Trade Union Institute took the initiative of bringing together for discussion a wide variety of views on the subject in a book: *After the Crisis: Towards a Sustainable Growth Model*. Among contributors are Eileen Appelbaum, Paul de Grauwe, Robert Kuttner, Jill Rubery, Ronald Schettkat, Iain Begg, Bruno

Amable and many others. Wiemer Salverda contributed a chapter "Inequality and the great (wage) moderation". An e-book version was presented and discussed at a meeting in the European Economic and Social Committee building in Brussels on 13 January (see etui.org/en/Events/Past-events/2010/January-13-Brussels-Conference-After-the-crisis-towards-a-sustainable-growth-model). The printed book will be available in March. A good companion is a similar collection entitled *Aftershocks: Economic Crisis and Institutional Choice* (eds. Anton Hemerijck et al.) just published by the Dutch Scientific Council for Government Policy (www.wrr.nl/content.jsp?objectid=5150). It was presented and discussed in Brussels on 25 February 2010.



WP 09-74

Flexibility and security: an asymmetrical relationship?

Aliki Mouriki (AIAS guest from 1 October 2008 - 31 March 2009)

Against a background of growing international competition and pervasive uncertainty and fluidity, flexicurity policies are being actively promoted in the EU policy agenda as a useful policy tool to address the needs of business to respond to rapid changes, while providing workers with a safety net.

On the one hand, businesses need to be able to adjust to new challenges and improve their competitiveness. On the other, the European social model needs to be reinforced and provide workers with protection, but also opportunities, in a volatile and threatening environment.

The flexicurity model seems to provide the link between these seemingly incompatible goals.

However, some critical questions arise as to the universal relevance of this model:

1. Is the flexicurity model the only way forward to achieve economic efficiency for business and adequate protection or workers? What is the cost of not intro-



ducing flexicurity measures in an economy that struggles to remain competitive?

2. Can flexicurity policies (however broad their scope) be adjusted to fit in with the idiosyncrasies of widely varied national and institutional backgrounds, whilst retaining their main characteristics?

3. Does the flexicurity trade-off by definition always lead to a “win-win situation” for all the actors involved, regardless of the national context?

The aim of this work is to address the above questions, as well as to shed some light on four particular aspects of the flexicurity agenda and the concurrent debate. ●

WP 09-75

Welfare reform in the UK, Netherlands and Finland

Minna van Gerven

In this article, we ask whether the principles of welfare redistribution have been altered in the era of ‘permanent austerity’; when pressures to dismantle (or at least cut down the costs) of social welfare institutions due to unfavourable economic and demographic developments have been strong.

The primary finding from a systematic analysis of disability benefit reform in the UK, the Netherlands and Finland between 1980 and 2006 is that, regardless of the ‘irresistible forces’ (Pierson 1998) urging for reforms, the core principles of European social security provision have been preserved. Our findings speak for path dependence of institutions, but also call into question the deterministic views on path dependence. It is argued in the paper that path dependence does not predict that policy makers are unable to alter the systems, rather we claim that it delimits the number of options available for the policy makers. ●

WP 09-76

Different weighting procedures volunteer web surveys

Stephanie Steinmetz & Kea Tjstens

The strengths and weaknesses of web surveys have been widely described in the literature. Of particular interest is the question to which degree the obtained results can be generalised for the whole population.

To deal with the question above, weighting adjustment, like post-stratification and propensity score adjustment (PSA) have been seen as a possible solution. In the scientific community, however, particularly PSA has traditionally not been applied in the field of surveys, and there has been a minimal amount of evidence for its applicability and performance, and the implications are not conclusive. Against this background, the paper attempts to explore the two statistical weighting procedures for the German and Dutch WageIndicator Survey 2006. To evaluate the effectiveness of the weighting techniques in adjusting biases arising from non-randomised sample selection, the existing selection bias has been explored and the efficiency of the weights has been tested by comparing un-weighted and weighted results from with those that could be found using data from the German SOEP and the Dutch OSA Panel for the same year. ●



WORKING PAPERS

WP 77 till 83

An overview of women's work and employment in Mozambique, Angola, South Africa, Zambia, Botswana, Malawi and Brazil

Maarten van Klaveren, Kea Tjzens, Melanie Hughie-Williams, Nuria Ramos Martin

These report provides information on Mozambique, Angola, South Africa, Zambia, Botswana, Malawi and Brazil on behalf of the implementation of the DECISIONS FOR LIFE project in those countries.

The DECISIONS FOR LIFE project aims to raise awareness amongst young female workers about their employment opportunities and career possibilities, family building and the work-family balance. These reports are part of the Inventories, to be made by the University of Amsterdam for all 14 countries involved. They focus on a gender analysis of work and employment. ●



WP 09-84

Working time flexibility components of companies in Europe

Heejung Chung & Kea Tjzens

Working-time flexibility comprises a wide variety of arrangements, from part-time and overtime, to long-term leave.

Theoretical approaches to grouping these arrangements have been developed, but empirical underpinnings are rare. This paper investigates the bundles that can be found for various flexible working time arrangements, using data of the Establishment Survey on Working Time (ESWT), 2004/2005, covering 21 EU member states and 13 industries. Using factor analyses, the results confirmed that working time arrangements can be grouped into two bundles, one for the employee-centred arrangements, a second for the employer-centred arrangements, and that these two bundles are separate dimensions. The factor analysis result is rather stable, even when we examine it separately for each country and for each sector, although some deviations are found. Lastly, we examine how countries can be grouped using the working time component approach, which results in three clusters reflecting the results found in previous studies. ●



Forthcoming WP 85, 86 & 87

Three working papers are still forthcoming.

WP 09-85

Multinationals versus domestic firms: Wages, working hours and industrial relations

Kea Tjzens and Maarten van Klaveren

WP 10-86

Measuring occupations in web-surveys.

The WISCO database of occupations

Kea Tjzens

WP 10-87

Emigration and labour shortages: An opportunity for trade unions in new member states?

Monika Ewa Kaminska and Marta Kahancová ●

First generation of HRM students graduates

At the end of 2009 there was a historical landmark in the rich AIAS tradition of professional master education. The first cohort of the Master Human Resource Management – Labour, Organisation and Policy celebrated its graduation.

All ten participants obtained the degree of Master of Science in HRM. The Marinus Behrenszaal of the Economy faculty was fully packed with invitees as each of the students held a presentation of his or her master thesis. The main objective of the thesis is to execute an empirical study of a labour related topic. For embedding the empirical research in a theoretical framework at least two academic perspectives should be used, giving the thesis the typical multidisciplinary AIAS approach.

A variety of topics was studied, clustered around a few main themes. Not surprisingly, the economic crisis played a role in some of the topics. One thesis was about the effectiveness of working-time reduction in three companies in the northern part of the Netherlands. Compensation and pay were studied in a statistical database analysis about discrimination in payment. Another pay-related thesis studied the effectiveness of performance management at a large bank and yet another presented a historical overview of developments in Dutch pay policies in the last decades.

The topic of employer branding was the subject of two theses, one about the gap between external and internal brands in selected companies and another about the relationship between employer branding and the psychological contract between employers and employees. Commitment and labor relations were also discussed in a study about the importance of education as a form of compensation at a housing corporation and a thesis about 'Het nieuwe werken', a form of social innovation, at a banking company. Diversity and participation finally formed the subject of a thesis about the representation of female professionals in management positions at a large Dutch bank and a broad study of seniority policy on the Dutch labor market.

These graduates of the 2007-2009 class are succeeded by two new classes of students following the master programmes 2008-2010 and 2009-2011.

Furthermore preparations are made for the upcoming reaccreditation of the HRM master for NVAO and a new meeting of the growing alumni network will take place in spring.

For more information about the Master HRM, please contact course manager Matthijs Visser, m.visser@uva.nl



Information meetings Master HRM

Want to become a HRM graduate as well? Come to one of the information meetings for more information on this Dutch Master.

At this meeting, the course manager presents the course *Master HRM - Arbeid, Organisatie en Beleid*. You will receive information on the curriculum, costs, admission, study hours etc. Often a former student is present to answer questions. Please send an email to aias@uva.nl if you like to attend.

Meetings take place in Amsterdam from 19.00 - 20.30 hrs.

- Tuesday 16 March
- Thursday 22 April
- Wednesday 26 May
- Tuesday 15 June

New elective course COLOS

There is a new elective course on Comparative and European Social Security Law for the master programmes: COLOS, European Union Law, that Nuria Ramos will lecture with Prof. dr. Maarten Keune.

The course will focus on international and comparative social security law. The course deals with EU rules on coordination of national social security systems, particularly with regard to mobility within the European Community and with comparative European social security law. In the first part of the course, several issues will be discussed, such as, the EU rules on coordination of social security systems, the implementation

of the principle of equal treatment for men and women in matters of social security, the situation as regards occupational social security and the promotion of a closer cooperation between the EU Member States in modernising their social protection systems, which face similar challenges throughout the EU. The second part of the course offers a comparative perspective and discusses the social security reforms in several EU Member States.

You can find more information on the following link:

<http://studiegids.uva.nl/web/uva/sgs/en/c/10122.html>

Matra Training for European cooperation, social affairs and employment

In cooperation with the Netherlands Institute for international relations Clingendael and the Europa Institute of Utrecht University, AIAS organizes a course about the EU's social and employment policies.

Participants are government officials coming from EU member states, candidate countries and potential candidate countries. The course will take place in April 2010.



Lector of great influence

Hogeschool van Amsterdam – UvA/AIAS

Higher Vocational Education (HBO) has an increasingly important role to play in initiating and carrying out applied scientific research. The institutions, including the Hogeschool van Amsterdam (HvA) which is the University of Amsterdam's HBO counterpart, are still poorly equipped for this and have been appointing Principal Lecturers recently to get this started.

AIAS has supported this development from the beginning. The Principal Lecturer of the "Domain" of Economics and Management of the HvA, Martha Meerman, has been an active member of the AIAS community since 2004. The domain's area of study includes labour studies, especially HRM. As a result, applied researchers and more fundamental researchers (read HvA and AIAS researchers respectively) have been cooperating for research as well as teaching. On the one hand, Martha Meerman is involved in the teaching of several courses at AIAS while on the other hand HvA teaching personnel is pursuing PhD studies. The latter is strongly stimulated as a means of upgrading the quality of personnel at HBO in general and HvA in particular. AIAS is currently considering to provide organised support to the often difficult process of successfully pursuing a PhD. Potential problems concern the persons' lack of recent experience in research as well as the demands that are put

by the need to continue teaching while working on a PhD for several years. Such support can be provided by means of a PhD Laboratory that aims to bring a cohort of PhD's together in a group. People in the group can mutually motivate each other in facing competing demands over the years. The laboratory will also enable providing focused teaching to improve research and writing capabilities.

Recently an external audit has taken place on the research performed by the HvA's domain. The Audit Committee has heard many people, including Wiemer Salverda and Paul de Beer of AIAS. In its report, the Committee commends the favourable interaction between HvA and UvA / AIAS. In its view, the shared appointment of the Principal Lecturer has played a positive role in creating smooth coordination. The committee opines that such shared appointments set a good practice to be followed throughout the UvA-HvA organization.



New European project **GUSTO**

A new collaborative research project funded by the European Commission's FP7 programme and headed by Colin Crouch from Warwick University was initiated in the course of last year.



Under the acronym GUSTO, the project brings together research teams in the UK, Denmark, Belgium, the Netherlands, France, Germany, the Czech Republic, Hungary, Italy, Spain, and Canada.

The full title of the project is 'Meeting the challenges of economic uncertainty and sustainability through employment, industrial relations, social and environmental policies in European countries'.

It explores various models of policies as well as systems of governance to cope with uncertainty while seeking security and to appraise their relative success. Coping with economic uncertainty while seeking security is a central dilemma of public policy in a globalising economy. A complex set of deals and conflicts is involved in the process of distributing the advantages and the disadvantages of that uncertainty, and various forms of employment contracts and labour and social policies express their outcome. In the course of conflict a number of different institutions engage in new practices and there is a new diversity of employment forms and tenures. Social policy becomes increasingly integrated with employment and industrial relations practices, while both the sustainability of the institutions themselves and their impact on the natural environment require consideration. Challenges are also presented by the different forms of governance at work in the various policy fields. This project is concerned with the study of these processes and their implications for societal models.

Maarten Keune (AIAS/HSI) is involved in three of GUSTO's six work packages. One concerns the theoretical and methodological foundations of the project; the second deals with European-level strategies for integrating economic, social and environmental issues, and their impact on national models and the third studies how collective bargaining is being reoriented to address employment, flexibility, environment, security and competitiveness issues, in the context of the relationship between collective bargaining and other governance modes. The UvA is also represented in GUSTO by Els Sol at HSI who participates in two of the project's work packages. ●

New research programme **Worker involvement in the European Company (Societas Europaea)**

Since November 2009 the AIAS-institute cooperates with the SEEurope network based at the European Trade Union Institute (ETUI). Jan Cremers and Elwin Wolters (new junior researcher at AIAS) work together with the SEEurope network on the project: 'Worker involvement in the European Company (Societas Europaea, SE)'.

The motive of the SE-legislation is to create a flexible European legal structure for companies with multinational business. The SE Statute deals with the formation of a SE, its seat, the board structure (two-tier or one-tier) and worker involvement. The two AIAS researchers are responsible for researching the functioning of the SE and especially the worker's involvement and participation in these SEs.

SEEurope pursues a twofold aim:

- To monitor the transposition to national law of the European Company legislation and specific instances of its implementation. The relevant European legislation (the Regulation on the SE statute and the SE Directive on employee involvement) provides for compulsory participation. By offering workers the opportunity to influence management decisions, the establishment of an SE opens up new forms of cross-border representation for workers and trade unions
- To develop, for the purposes of future research, the interface between worker's involvement in company decision-making and shaping of the future European Social Model.

The project will last at least two years and will lead to a revised handbook for negotiators on worker involvement in the SE.

See also: www.worker-participation.eu ●



New research programme Solidarity in the 21st century

On January 1, 2010, AIAS has started a new four year research programme on solidarity in the 21st century. This programme, which is supported by a grant of one million Euros by Stichting Instiut Gak, will study the impact of the changing composition of the population by age and ethnicity on the solidarity between and within different groups.

A research team, led by AIAS researcher Paul de Beer, will try to answer the question which motives and which conditions and circumstances foster solidarity between people that do or do not belong to the same social category. It focuses primarily on (the lack of) solidarity between natives and migrants (or ethnic minorities) and between the young and the old casu quo between generations. Solidarity will include both informal solidarity, such as voluntary work and care, and formal solidarity, as embodied by the welfare state. The study is unique in investigating the solidarity between these different groups simultaneously and in applying various methods at the same time. A qualitative study, performed by Ph.D student Laurens Buijs, will include field re-

search in a number of neighbourhoods in a few Dutch and two foreign cities. This study examines to what extent the composition of the population of a neighbourhood affects the willingness to act out of solidarity towards fellow residents.

A quantitative study, to be performed by postdoc researcher and AIAS fellow Ferry Koster from Leiden University, will analyse a number of Dutch and international surveys to estimate the impact of variables such as ethnic diversity, age composition and the inflow of migrants on solidary attitudes and behaviour and the support for the welfare state among the population of various countries.

In a third study the motives and conditions for solidarity will be studied by means of

laboratory experiments. Postdoc researcher Maarten Berg, assisted by AIAS researcher Klarita Gërzhani, will develop computer experiments to assess the willingness of individual subjects to act in a solidary manner. The advantage of lab experiments is that the conditions under which people act can be fully controlled. This study also includes the development of a survey in which vignettes are used to examine the effect of the features of a potential beneficiary on the willingness to act out of solidarity.

Postdoc researcher Dorota Lepianka will study the image of the different groups – native, ethnic minorities, youth, and elderly – in the mass media. What positive, negative or neutral qualifications are bestowed on these groups? By relating the results of this study to the field research and the lab experiments we try to find out whether the mass media affect the willingness of individuals to act out of solidarity towards their fellow citizens.

The research programme will be concluded with an overarching study that connects the results of the various studies in order to draw general conclusions about the motives and conditions for solidarity in the 21st century.

More information: www.solidariteit.info



Solidarity in the 21st century

POPULATION AGEING, IMMIGRATION AND SOLIDARITY

Effects of the crisis new research for the ILO

The International Labour Organisation in cooperation with the European Commission has started a new international study of "Inequalities in the World of Work: The Effects of the Crisis - Assessment and Policy Answers".

The project will first seek to provide an overview of inequalities in the crisis: Is the crisis exacerbating inequalities? Is it affecting all workers, including the most protected? In addition to assessments of national trends by national experts, enterprise case studies will help to identify concrete policy solutions adopted at local level to address



inequalities. Wiemer Salverda takes part for the Netherlands. Other countries to be covered are Bulgaria, Croatia, Estonia, France, Germany, Hungary, Italy, Spain, Turkey and the UK. Sweden may join the crowd.

Results will be discussed at a special conference in early 2011.

World database of occupations - WISCO

The World Database of ISCO Occupations (WISCO) holds occupational titles for almost 50 countries in and outside Europe. It is based on the EurOccupations project (2006-2009), in which AIAS has participated (Kea Tijdens, Marc van der Meer, Barbora Brngálová).

The EurOccupations project aimed to build a publicly available database containing the most frequent occupations for use in multi-country data-collection, through the Internet or otherwise. It covered eight EU countries, notably Belgium, France, Germany, Italy, Netherlands, Poland, Spain, and United Kingdom. The database includes a source list of 1,594 distinct occupational titles within the ISCO-08 classification, country-specific translations and a search tree to navigate through the database. EurOccupations has investigated the similarity of occupations in eight countries for 150 occupations selected from the source list. The test focussed on job content, required skill levels, and competencies. The test was based on information gathered via existing databases and via experts from interest organisations and social science researchers. The database contains job descriptions and task lists as well as expert ratings with regard to the frequencies of the tasks and the required entry qualification for eight countries and 150 occupations.

AIAS-staff Kea Tijdens and Melanie Hughie-Williams and the WageIndicator Foundation have extended the translations to almost 50 countries in and outside Europe. Therefore the database has been renamed the World Database of ISCO Occupations (WISCO). Data-collectors, experts on occupations and jobholders from all over the world are invited to use and to contribute to the WISCO Database of Occupations. Suggestions for improvements of occupational titles in a particular country/ language are welcomed and so are reflections on the search tree.

Apart from the databases, EurOccupations has developed several tools, among others a procedure for drafting new task lists, a procedure for expert data collection, a web-survey on occupations for experts, CASCOT software for coding job titles, a website to search tasks frequencies. In addition, it has produced research papers about the state-of-the-art of occupational classifications, the occupational structure in Poland, on social stratification, on gender and skill bias in the EurOccupations Database, and on the principles underlying the design of the EurOccupations Database. ●

www.euroccupations.org, www.wageindicator.org/main/occupation-data-base

● ● ● WageIndicator.org



Visit report of Zhang Xiaohua

AIAS guest from 21 October – 20 November 2009

By Zhang Xiaohua

Supported by the Exchange Accord signed by CASS (Chinese Academy of Social Sciences) and KNAW (The Royal Netherlands Academy of Arts and Sciences) I had the pleasure of a one-month academic visit to AIAS by the end of 2009.

The visit was both fruitful and pleasant.

The purpose of my visit was to learn more about Dutch 'Part-time employment economy' which was once acclaimed as the 'Dutch Model' in place of the 'Swedish Model', so that I could make a comparative study with the project I have been doing, 'On the History of Swedish Full-employment Policy', which has been approved as a project of China's National Social Sciences Fund.

'Let those that have the capability to work have work to do'. To my mind, that's the starting point of 'Part-time employment

economy'. It benefits everybody, the state included. The relations between 'Part-time employment economy' and the increase of GDP, the future role of Trade Unions and the protection of workers' rights, the improvement of labor-market relation, etc. need to be studied further.

During my stay at AIAS, I got a lot of help and guidance. Director and professor Wiemer Salverda, the author of 'Part-time Employment Economy in Europe' busy as he was, accepted my request and gave me an exclusive interview on European diversified comments on the Dutch 'Part-time employment economy'. His talk was frank and impressive. Director and professor Jelle Visser co-author of 'The Dutch Miracle' gave me an interview on Dutch Part-time employment economy as it was. His talk was sharp and right to the point. Professor Kea Tijdens, my host professor, gave me two talks on development, including a little bit

of history, of 'Part-time employment' with emphasis on women, the 'main force of part-time employment economy'. She expressed her views on the achievements and some problems of female employment. She also tried very hard to get two trade union experts to talk to me about the problem trade unions are confronted with. Unfortunately it didn't take place owing to time difficulties. I also participated in two seminars held at AIAS.

I thoroughly enjoyed my stay at AIAS. The arrangement Professor Kea made for me was thoughtful. Office facilities were sufficient for my work. On the scholarship, the AIAS, and particularly Director Wiemer gave me utmost help. It was a fruitful and pleasant trip indeed.

Zhang Xiaohua

The Institute of World History-CASS
zhangxh007@yahoo.com.cn



New at AIAS

Danny de Vries

The globalization of the health workforce

With much appreciation and after working in the United States for 13 year, AIAS and the medical anthropology research group at AISSR brought Danny back to Holland. To help build a project lead by Jelle Visser called "Toward a world labour market for health professionals" and to support UvA's new Center for Global Health and Inequality.

In the coming three years his aim is to develop a research programme investigating the extent and way in which health work-

force diaspora successfully provide positive contributions to source countries, despite the generally negative impact of brain drain. Previous to this fellowship, he worked as Monitoring, Evaluation & Research Manager for USAID's Capacity Project (www.capacityproject.org). He obtained his Ph.D. in Anthropology (Human Ecology) from the University of North Carolina at Chapel Hill and his M.A. in Social & Organizational Psychology at the University of Groningen. He lives in Haarlem with his wife and children.

Danny can be contacted at:
d.h.devries@uva.nl

New at AIAS

As of January 1st, 2010, four new staff-members have joined AIAS for the research programme 'Solidarity in the 21st Century'. This programme focuses on the conditions and motives for solidarity between the young and the old and between natives and ethnic minorities.

Maarten Berg will, as a postdoc researcher, design and execute a number of laboratory experiments to study the conditions under which individuals are willing to support others. Maarten studied econometrics and social psychology and is at present finishing his Ph.D. thesis on conditions for happiness with professor Veenman at Erasmus University Rotterdam. He has also worked for the Ministry of Social Affairs and Employment.

Dorota Lepianka the second postdoc, will study the representation of young, old, native and ethnic groups in the mass media. Dorota studied American Culture and Sociology in Warsaw and took her Ph.D. at Tilburg University with a thesis on Popular Poverty Attributions. She has worked for a private market research bureau.

Laurens Buijs will perform a qualitative study of solidary attitudes and behaviour in a number of areas in the Netherlands and abroad. This study will be his Ph.D. research. Laurens studied sociology at the University of Amsterdam and has done a study on anti-gay violence.

Merle Zwiers studies Gender, Sexuality and Politics at the International School for Humanities and Social Science of the University of Amsterdam. She will assist the other researchers in the programme. ●

Hester Houwing defends her thesis on 26 February 2010

A Dutch approach to flexicurity?

The Dutch Law on Flexibility and Security, enacted in 1999, aims to create a new balance between flexibility and security in the labour market. Because of this integrated policy strategy aimed at simultaneously increasing both flexibility and security, the European Commission calls it an 'example of flexicurity'.

This book asks to what extent this 'flexicurity law' can indeed be considered an example by investigating how employers and social partners make sense of the law within the daily realities of the workplace, and if this new framework has led to a new balance of risks. Despite the attempts to reform the Dutch labour market, the Dutch flexicurity framework, with its key role for social partners, shows that while they are institutionalised at national level, social partners are not always able to create a balance between flexibility and security in collective labour agreements. Flexibilisation is mostly realised by extending flexibility for temporary workers; risks have in practice not been substantially redistributed between regular and temporary workers. ●

Also new...

Zoe Goldstein
Junior researcher

Florian Sniekers
Junior researcher

Clare Spronk
Junior researcher

Eva Vernooij
Junior researcher

Elwin Wolters
Junior researcher

Left AIAS...

Minna van Gerven
Postdoc

Herman Janzon
Financial employee

Guests in 2010

1 February - 1 August 2010
Jan Zutavern
European University institute
Dept. of political and social sciences
Italy

1 March – 1 July 2010
Ahmet Bekmen
Istanbul University-
Faculty of Political Science
Turkey

October 2010 (foreseen)
Zyab Ibañez
University of Manchester
The European Work and Employment Research Centre (EWERC)

ANNOUNCEMENT

AIAS annual conference Labour market policies and the crisis

Wednesday 26 May 2010 - University of Amsterdam

This year's annual conference of AIAS will take place on Wednesday 26 May, at the premises of the University of Amsterdam. The theme of the conference is labour market policies in a period of economic crisis.

In the past decade, many European countries have tried to shift the focus of their welfare state from passive policies - income protection - to active policies, aimed at the prevention of unemployment and re-integration of benefit claimants. Now that unemployment rates are soaring again as a consequence of the economic crisis, it is the right time to examine whether this shift in focus has been a success. At the conference, the experience of various European countries in tackling the consequences of the economic crisis will be discussed.

In the morning, three renowned researchers from Denmark (Per Konshøj Madsen), Germany (Werner Eichhorst) and the United Kingdom (Jochen Clasen), will give an up-to-date account of the labour market policies in their country. Ruud Muffels (Tilburg University) will comment on their presentations and compare these three countries with recent Dutch experiences.

In the afternoon the conference will focus on the current situation in the Netherlands. The effects of Dutch active and passive labour market policies on the evolution of unemployment and the re-integration of beneficiaries will be assessed. The conference will be concluded with a panel discussion between representatives of the Dutch government, the social partners (amongst whom FNV president Agnes Jongerius) and business.

For up-to-date information on the programme of the conference, refer to the AIAS website.

www.uva-aias.net/events

Speakers

(amongst others)

Per Konshøj Madsen
University of Aalborg, Denmark

Werner Eichhorst
IZA, Germany

Jochen Clasen
*University of Edinburgh,
United Kingdom*

Ruud Muffels
Tilburg University, Netherlands

Agnes Jongerius
FNV, Netherlands

