

Amsterdam Institute

**AIAS**

for Advanced Labour Studies

**Annual Report**

**2005**



# **AIAS Annual Report 2005**

# Annual Report 2005



Amsterdams Institute **AIAS**  
for Advanced Labour Studies

UNIVERSITEIT VAN AMSTERDAM

Annual Report 2005

*design* Kok Korpershoek [KO], Amsterdam

*production* Amsterdam University Press

© AIAS

Amsterdam, May 2007

This report can be downloaded

[www.uva-aias.net/files/aias/annualreport2005.pdf](http://www.uva-aias.net/files/aias/annualreport2005.pdf)

Amsterdam Institute for Advanced Labour Studies

Plantage Muidersgracht 12

1018 TV Amsterdam

The Netherlands

*tel* +31 20 525 4199

*fax* +31 20 525 4301

*e-mail* [aias@uva.nl](mailto:aias@uva.nl)

[www.uva-aias.net](http://www.uva-aias.net)

# Table of contents

7	<b>Introduction</b>
7	AIAS' Research and Teaching mission
8	Publications and seminars
10	<b>The Research Activities</b>
10	Introduction
10	The Research Objectives of the <i>Labour-In<sup>3</sup></i> research programme
15	Comparative assessment of the research programme
15	Socio-economic data
18	<b>Teaching activities</b>
18	Master in Advanced Labour Studies/ Human Resources
19	Master in Comparative Labour and Organization Studies (COLOS)
20	Master in Human Resource Management
21	Alumni network
22	AIAS/De Burcht seminars
23	<b>General activities and initiatives</b>
23	AIAS website
24	AIAS affiliates
24	AIAS visitors
24	Events organised or hosted by AIAS
26	AIAS Lunch seminars

27	<b>Management</b>
27	Finances
29	Personnel
31	Fellows
31	Evaluation of the Institute's Management
32	Infrastructure
35	<b>The View of the Steering Committee</b>
35	Views
35	Activities
37	<b>APPENDIX 1</b>
	<b>AIAS Board, Staff and Affiliated</b>
	<b>Researchers in 2005</b>
41	<b>APPENDIX 2</b>
	<b>Publications of AIAS Staff in 2005</b>
51	<b>APPENDIX 3</b>
	<b>Students and Lecture Series in 2005</b>
52	<b>APPENDIX 4</b>
	<b>AIAS Annual Accounts in 2005</b>
53	<b>APPENDIX 5</b>
	<b>AIAS Lunch Seminars</b>

# Introduction

**E**stablished in 1998 as a separate ‘interfaculty’ unit, outside the regular departmental structure, AIAS is a multidisciplinary institute aiming to bring together the high-level expertise at the University of Amsterdam from five disciplines, namely Labour Law, Labour Economics, Labour Sociology, Labour Psychology, and Occupational Health and Safety Studies. The purpose is to provide multidisciplinary teaching and create interdisciplinary research projects whenever problems and developments in the fields of labour require such. Staff from different disciplines cooperate and enter into debate with each other. By combining insights from different disciplines, AIAS aspires to add value to the insights provided by each of the disciplines separately. This annual report presents and evaluates the 2005 progress of the AIAS research and teaching programme.

## AIAS’ Research and Teaching Mission

AIAS desires to be a leading academic centre with a threefold task:

- To perform and facilitate *research* aimed at developing and empirically testing and applying theories that can explain the working of labour markets, labour relations and organizations, and social and labour policies in an internationally comparative perspective.
- To develop integrated and multidisciplinary *teaching* programmes concerning these issues in cooperation with partners both inside and outside the University, both nationally and internationally, that attract foreign and Dutch students.

- To provide expertise to *society* by supplying analytical tools, results and data to enlighten policymaking in the field of labour and to contribute to the intellectual and public debate on labour, employment and social policies.

In the academic field of industrial relations, labour market research and social and employment policy there is a need to go beyond national boundaries. AIAS is an active contributor to this development. In 2005 the research programme intensified its already strong international orientation, primarily towards the European Union, but also beyond Europe. The granting of several research proposals greatly strengthened the institute's active cooperation with the most important universities and centres of teaching and research in the area of work, income, labour relations and social policy.

Methodological approaches include basic and strategic research, industrial relations and social and employment policy assessment and evaluation, and employee and employer surveys. Common research methodologies such as econometric analysis of large representative datasets, survey-based sociological research, comparative studies of collective bargaining clauses or policy measures, and studies using in-depth interviews are regularly employed. Partly, public datasets are used, but AIAS has also substantial experience in collecting data itself, becoming a centre for data collection and information for Dutch and foreign scholars. External funding also substantially reinforced these efforts.

## **Publications and seminars**

The AIAS publication policy primarily focuses on publications in journals and books in the English language. On special occasions, AIAS also publishes books, for example on its annual conferences.

In 2005, ten Working Papers have been published. The Working Papers offer staff, PhD students, fellows and visitors an opportunity to communicate their research to the national and international research communities. As the institute's publication policy addresses primarily international refereed

journal articles and books, submitted papers will mostly be published as AIAS Working Papers as a preparatory step. For commissioned research it is common to publish the results as an AIAS Working Paper.

**Table 1 – PhD Projects in 2005**

<b>PhD Student</b>	<b>starting year</b>	<b>supervision</b>	<b>discipline</b>	<b>research school</b>	<b>funding faculty or organisation</b>
<b>Chris Moll*</b>	1999	Vd Heijden Visser	Law	Law	CAOP
<b>Kilian Schreuder</b>	2001	Tijdens Visser	Economics		NOW
<b>Mara Yerkes</b>	2002	Leijnse Visser	Sociology	ASSR	Reaal Insurance
<b>Rob de Boer</b>	2004	Visser	Sociology	ASSR	NOW
<b>Birgitte Bentzen</b>	2004	Visser	Sociology	ASSR	NOW
<b>Charlotte West</b>	2004	Visser	Sociology	ASSR	NOW
<b>Janneke Vosse</b>	2005	Verhulp			
<b>Jeroen Groeneveld</b>	2005	Tijdens	Sociology	ASSR	EU

\* discontinued in 2004 \*\* part-time

# The Research Activities

## Introduction

**I**n 2003 the new programme for research, the AIAS *Labour-In<sup>3</sup>* research programme received the endorsement of the Steering Committee. This section presents the three objectives of the research programme and gives an overview of the research projects and their results in 2005.

## The Research Objectives of the *Labour-In<sup>3</sup>* research programme

The three main research objectives of the *Labour-In<sup>3</sup>* programme reflect the three I's of institutions, inequality and internationalisation. More in particular, the programme seeks to

- investigate and explain the processes and consequences of *internationalisation* in labour markets and labour relations, in particular in relation to employee representation, corporate governance, social insurance and social dialogue (I).
- identify, explore and explain the evolution of *institutions* and mechanism of institutional order, change and social learning in labour markets, employment relations, work organisation and social policy (II).
- examine and explain the causes, transmission and consequences of *inequalities* in formal and informal labour markets, especially with a view to the (causal) role of institutions and incentives (III).

These three research agendas cover various levels of aggregation in the comparative analysis of labour markets, welfare states, work organizations and

labour relations: states and national or international institutions; organizations, networks or groups; and individuals or households. This methodological distinction loosely fits the customary triad of macro-meso-micro. The macro-micro link is present in each part of the *Labour-In<sup>3</sup>* programme but what constitutes macro and micro may change with the research question posed.

At the macro level we focus on the analysis of the comparative advantage of and competition between national systems and institutions, and on the role and the development of international regimes and multilevel governance. Here, AIAS research seeks to explore and analyse mechanism of institutional change, especially in a context of competitive pressures between states and the development of international regimes and multilevel government as in the EU. The micro level of analysis in this case is constituted by the organizations and agencies (states, firms, unions, international organizations) that compete or collaborate with one another, and may engage in learning or experimenting behaviour.

At the meso level we concentrate on the organization of firms, trade unions, employers' associations, etc. and the processes of conflict, bargaining and cooperation between them. In this context, AIAS researchers study the new international economic environment for firms and work organizations and its consequences for the organization of internal and external labour markets, labour relations, solidarity and the associability of labour and business, both nationally and internationally. Processes of conflict, cooperation and coordination are of prime interest in this type of research and have macro implications and micro (behavioural) foundations.

At the micro level, processes and mechanisms of allocation, selection, remuneration and stratification in work organizations and labour markets are the focus of research. The emphasis is on micro-level data and outcomes, particularly when relating to the conditions of pay and work, and the mechanisms and dynamics of inequality as manifested in modern labour markets. The central research agenda concerns how these inequalities express themselves

(gender and ethnic pay and career gaps, inequalities related to skill, age and experience, etc.) and how they relate to macro conditions (economic development; political conditions) and meso-level institutions (education; wage-setting; formal or informal norms of exclusion or self-exclusion; employer selection, public care and social policy) and processes of internationalisation (investment and trade patterns, migration, labour standards, etc.).

Financial support for the research in this cluster comes from various sources. On national level this includes the Organisation for Scientific Research (NWO), the Department of Social Affairs and Employment, and Dutch private organisations. On international level sources are among others the European Commission (6<sup>th</sup> Framework Programme), and the Russell Sage Foundation.

More information about the research programme can be found on our website [www.uva-aias.net](http://www.uva-aias.net)

**Table 2 – Research Projects in 2005: I Internationalisation**

INTERNATIONAL REFORM MONITOR: new modes of governance	Bertelsmann Stiftung
GOVERNANCE AS LEARNING	EU-EUI
ARBEIDSMIGRATIE IN DE ZORGSECTOR	NWO
NWO-ISW BEURS	ABVAKABO/FNV
BENCHMARKING: evaluation of its uses in the European Employment Strategy	NWO SZW

**Table 3 – Research Projects in 2005: II Inequalities**

Representativeness of social partners at sectoral level in the EU	CUL
TEMP WORK RESEARCH MONITOR	HSI
DUCADAM – Dutch Collective Labour Agreements Database and Monitor	NWO
AGENDA-SETTING: gender and determinants in the agenda-setting processes in collective bargaining	NWO
RECRUITMENT: Formal and informal institutions and recruitment strategies of employers	ASSR/AIAS
Bakkerij-2	John miltenburg Groep
Solidarity and the Welfare State	GAK Fund

**Table 4 – Research Projects in 2005: III Inequalities**

LoWER 2: European Low-wage Employment Research Network, Phase 2: Can improving low- skilled consumer-services jobs help European employment growth?	EU-DG RES (FP5)
EVASION: formal and informal institutions, labour markets and tax evasion	UvA
EPICURUS: societal and economic effects on quality of life and well-being: Preference identification and priority setting in response to changes in labour market status	EU-DG RES (FP5)
FEMINISATION of the labour market and part time work in three EU countries	Reaal Insurance
OLDER WORKERS: The position of older workers in the Netherlands	OECD
LOW WAGE: Low wage Work in the Netherlands	Russell Sage Foundation
LoWER 3 – European Low-wage Employment research Network, 3rd Phase: The Insecure Perspectives of the Low-Skilled in the Knowledge Society	EU-FP6
WOLIWEB: a European Women’s Wage Indicator	EU-FP6
EQUALSOC: economic change, social inequality and social cohesion in the knowledge economy	EU-FP6
HRM DATA: survey in the Amsterdam region about HRM	City of Amsterdam
Job content of secretaries 2004	FNV
Actual and preferred working hours in the Netherlands	EU
SEO-BKZ-Beloniingsprofielen	SEO
Ouderenbeleid: onderzoek binnen bedrijven in de regio Amsterdam	Regionaal platform Arbeidsmarktbeleid

## **Comparative assessment of the research programme**

In June 2004 the period 2000-2004 was evaluated at the request of the Board of the University to provide a basis for considering funding for the third period 2005-2008. AIAS accomplished what was recommended. The Review Committee strongly advised the Board to continue and to provide a solid ground for continuation. The third period was funded.

In 2005, AIAS has been very successful in attracting funding from a variety of sources and AIAS has undertaken various new and promising activities in education. In 2005, the biggest challenge was to make a successful continuation to the two Sixth Framework Programmes, for which AIAS acts as the coordinator, notably LoWER 3, a so-called Coordination Action, and WOLIWEB, a so-called Strep project. In several other projects AIAS acted as a participant, among which EQUALSOC, a large network program, coordinated in Sweden.

In terms of acquiring funded research projects the developments during the reporting year have been very satisfactory. AIAS has already gained status as an important centre of expertise in labour studies and was frequently asked to contribute its views. The institute's mission centres on scientific development and debate, not on acquiring as much commissioned ("derde geldstroom") research as possible. Such research should fit the scientific mission, support its purpose of training young scholars, help to disseminate research and establish genuine and lasting contacts with other scholars in the field. Commissioned research can also be a good springboard for public-private research networks and projects.

## **Socio-economic data**

AIAS intends to establish itself as an important academic repository of socio-economic data in the Netherlands. In 2004, AIAS has received the DATA ARCHIVE grant from the Netherlands Organisation for Scientific Research NWO to put strong efforts in harmonizing and synchronizing several datasets. In 2005 most of the work has been done for this grant. AIAS participates in several databases with data on industrial relations, labour organizations, labour market and working conditions in the Netherlands and abroad, such as:

- The International Reform Monitor, which includes descriptions about innovative socio-economic policies in legislation and collective agreements for fifteen OECD-countries, is collected by the Bertelsmann Stiftung, for which AIAS is the Dutch correspondent.
- The DUES dataset is developed and managed in cooperation with MZES at Mannheim University, the International Labour Organisation ILO and the OECD. It contains six datasets, with longitudinal data series on union organization and membership for 101 countries from 1890 to 2002. In 2005, the data will be harmonized thanks to the DATA ARCHIVE grant.
- The Industrial Relations Indicators dataset contains historical indicators on various aspects of industrial relations, collective bargaining and wage setting in 25 EU Countries and eight non-EU OECD countries. In 2005, the data will be harmonized with the DUES dataset thanks to the DATA ARCHIVE grant.
- The WAGE INDICATOR DATA stems from a continuous employee questionnaire on the Wage Indicator website in the Netherlands (1999-current). By the end of 2004, thanks to the FP6 Woliweb grant, the questionnaire covered an additional eight European Union member states. The dataset has variables regarding wages, working hours, household composition and attitudes. In 2005, the Dutch dataset with more than 60,000 observations covering the period 2000-2003 and 2003-2004 will be merged thanks to the DATA ARCHIVE grant.
- The DUCADAM-collective agreements dataset is initiated in cooperation with the FNV CAO-databank. It has coded data of almost all Dutch collective agreements from 1995 onwards, in total more than 3,000 of which approximately 750 recent agreements. In 2005, the signing parties of all agreements will be coded, thanks to the DATA ARCHIVE grant.

- The Annual Social Reports database is an ongoing collection of social annual reports of more than 300 Dutch private and public organisations employing 200 persons and over, concerning their human resources management policies and labour use strategies.
- The Intermediar Best Employers dataset is continuous employer questionnaire of HRM-policies, used for the Best Employers list in the Intermediar weekly. In 2005, AIAS has again acted as an adviser for the questionnaire, and in return receives the dataset.
- The Occupational database consists of several datasets with job content data of occupational groups gathered through large-scale surveys. The datasets include surveys of cleaning staff (1993), clerical staff (1991, 1992, 1993, 2001), IT-professionals (1999, 2003), secretaries (1993, 2000, 2004), printing and publishing employees (2001), and bank employees (1991, 1994, 1996).
- The Employees' IT-Use dataset is a longitudinal dataset, based on a representative sample of employees. The survey is a joint project of AIAS and the Erasmus University of Rotterdam. In 2005, AIAS and the Erasmus University of Rotterdam have published a number of journal articles about the dataset.
- The Employees in banking dataset holds several surveys of employees in the banking sector (1980, 1991, 1994, 1996), partly related to the introduction of the 36 hours working week.

# Teaching Activities

**A**IAS organises education programmes at different levels. The overall coordination of the education programme was in the hands of dr Marc van der Meer.

## **Master in Advanced Labour Studies/Human Resources**

The professional Master programme in Advanced Labour Studies/Human Resources started in January 2005 with 14 participants, the sixth group to follow the programme. There was a big diversity in their backgrounds. Being all employed in the field of Labour, Organisation and HRM, a part of them had jobs in the public sector (like for instance a bank and insurance company, a lawyers firm and an IT-company) and another part in the public sector (for example a ministerial department and an employers organisation). Their ages varied between approximately 30 to 55 years and there was a slight over-representation of female participants in comparison to male students.

The acquisition in 2005 for the new 2006 cohort resulted in a group of 13 participants. For this purpose several ways of advertising and marketing were used. Apart from the information meetings which are organised on a monthly basis, flyers and brochures were distributed among candidates who visit the AIAS website or the website of Millian. Approximately 10 to 15 times a year ads are placed in national newspapers and magazines in the field of HRM.

In may 2005 five participants of the fourth cohort finished the course and graduated as well as three students of the third cohort. Their theses had the following subjects:

- Employee and HRM-policies for elder workers at the police corps Rotterdam-Rijnmond
- The process of developing working conditions in the metal sector and hospitals
- Employee evaluation and pay in a 'learning organization'
- Attrition among employees of a police organization in relation to commitment
- Flexibility and contracts of nursing practitioners at the hospital 'Deventer'
- Information problems in recruitment and selection situations
- The psychological contract and health issues in relation to the HRM policy of the Eindhoven University
- A study of the evaluation and pay systems of construction company Strukton

### **Master in Comparative and European Labour Studies (COLOS)**

The Amsterdam programme in comparative labour and organization studies covers the sociological and interdisciplinary understanding of employment relations, the organisation of work processes and the position of labour in the wider society. The first year of study started in the 2004-2005.

The programme has two distinctive features: First, the strong focus on comparative analysis of issues concerning labour and organization and second, the special emphasis on processes of integration and convergence in world markets of both employment relations and organizational policies. The programme builds on the increasingly global interplay between questions of economic costs, risks and benefits, questions of corporate policy,

management, and organisation, and the social and legal regulation of labour process and business.

The master programme is organised by the ISHSS in close cooperation with the Amsterdam Institute for Advanced Labour Studies (AIAS). The language of instruction is English. Dutch and foreign students in the programme are invited to acquire a particular credit in 'European labour studies' by participating in the Europe-wide exchange programme and spending one semester in another European university related to our programme.

The Master in Comparative Labour and Organization Studies prepares students for a position as (policy) researchers and advisors in international organisations, multi-national companies, European and national government bodies, NGO's, independent journalism, research institutions and postgraduate research.

The programme includes several required courses. The courses in the second semester are also a preparation for the thesis project. On top of the required courses the student is expected to do an elective course, preferably also relevant to the topic of the thesis. The programme will be completed with an MSc thesis (10 ECTS, about 10000 words).

In spring of each academic year an international seminar about policy-analysis with respect to labour and organisation studies will be organized by AIAS. Students are expected to take part in this as it marks the start of the period of writing one's master thesis. The thesis develops a theoretical statement, which is based on original empirical research. Two department members supervise the student's thesis work.

## **Master in Human Resource Management**

In February 2003, AIAS initiated a discussion with the Amsterdam graduate Business School (AgBS) of the University of Amsterdam and the *Personeel en Arbeid* (Personnel and Labour) department of the Hogeschool van Amsterdam (HvA – the Amsterdam polytechnic for higher professional education,

which in the course of 2004 came to be governed by the same board as the university) to start a Master programme in Human Resource Management. AIAS has developed the curriculum of this 60 ECTS credits programme at the scientific level. It consists of five general modules on HRM, Organizational Behaviour, Industrial Relations, Learning and Development, and Research and Accounting. In addition, there is a problem-oriented module with methodological training in how to 'read' and how to 'count' organizations, and the obligation to write a Master thesis. After finishing, students are awarded a Master in HRM from the University.

In addition to this programme, the criteria for access and the contents of a pre-Master course have been defined for Bachelor's students who graduate in the higher professional programmes offered by the Hogeschool van Amsterdam (HvA) and want to participate in the University's Master programme. As a direct result of this discussion, the curriculum of the HvA has been evaluated by AIAS, which has led to changes aimed at increasing the substantive knowledge base of these students as well as their scientific orientation and working methods. For students who want to make the step from HvA to the University, an additional course in statistics is required.

The responsibility for the contents and coherence of the proposed programme in HRM is under the supervision of the AIAS Scientific Director. The programme will be organized and administered, however, by the Amsterdam graduate Business School (AgBS) of the Department of Economics and Econometrics. The programme started in September 2005, and it is expected that within five years the programme should be attracting some 80-100 students each year.

## **Alumni network**

Since 2002 AIAS organises activities for former students of the Master programme as well as Minor students and offers the possibility for them to participate in activities like the annual conference, the De Burcht/AIAS courses etc. On an annual basis an alumni conference especially for AIAS alumni is organised. In 2005 AIAS-researcher Martha Meerman was invited to give a

lecture for this conference about diversity management in organisations. Due to the fact that she held her inaugural speech for her job as a teacher/researcher at the school for higher vocational studies in Amsterdam (HvA) in the same period of the year, a combination was made of the alumni congress and the HvA lecture which was attended by a number of (former) Minor and Master students.

### **AIAS/De Burcht seminars**

The AIAS and the Common Institute for the Guidance of Works Councils (GBIO) for the second time organised a course on social deliberation in works councils in the winter of 2005-2006. Our concern with the quality of worker participation in the Netherlands has been our primary motivation to develop this specific course. The course is intended for current and new works council trainers in the Netherlands, works council advisors and students in the field.

The content responsibility resides with Marc van der Meer (AIAS) and Jan Cremers (GBIO managing director).

# General Activities and Initiatives

**A**IAS aims to reach a broader public than academics only. HRM practitioners, representatives of employers' organizations or trade unions, policy officials of government and other organizations, former students, and the general public interested or engaged in the broad field of labour studies are being addressed in a range of activities. AIAS organizes conferences, workshops and seminars on various issues, as well as the annual AIAS conference, which always has a special focus. Since 2002, the Thursday lunch seminars have become a regular event.

## **AIAS website**

In 2002, AIAS finalised the development of its own website ([www.uva-aias.net](http://www.uva-aias.net)), presenting information on research projects, the AIAS Working Paper and Research Report series, recent publications, agenda, workshops, links, references, and information about industrial relations in the Netherlands and in Europe. Since 2003 five AIAS projects have had their own pages within the AIAS website, notably LoWER, DUCADAM, the WAGE INDICATOR, TEMPWORK RESEARCH and RUSSELL SAGE. For the outside world the website is the most direct means of accessing the Institute. This year we focussed on the English version of the website. Because of the accrual of new projects and rapid technological developments there has been made a start with a revision of the site.

## **AIAS affiliates**

AIAS tries to strengthen its research network through research fellows and international guests (see Appendix 1). In 2005, colleagues from other institutes who regularly contribute to the research and teaching of the Institute have been appointed AIAS fellows (for a list of fellows, see Appendix 1). These include persons working at policymaking/policy preparing institutions, such as Dr. Jan-Peter van de Toren (former occupant of the Henri Polak Chair and currently advisor to the Prime Minister), Dr. Anton Hemerijck (director of the Scientific Council for Government Policy), Dr. Bart van Riel (senior staff member of the Social-Economic Council) and Dr. Maurice Rojer (senior researcher at the Ministry of Social Affairs and Employment). They give for example lectures in the Master programme or cooperate with AIAS in research- and dataprojects. AIAS also hosts a number of (special) Chairs of the University of Amsterdam (see Appendix 1).

## **AIAS visitors**

AIAS offers foreign visitors a place to conduct their research, particularly a desk and a computer. Foreign visitors come to AIAS partly through the networks of AIAS staff, and partly on their own initiative. Visitors are encouraged to publish the results of their investigation in the AIAS Working Papers series. Visitors range from well-known researchers to foreign PhD students. During 2005 AIAS hosted 6 researchers, PhD candidates and postdoctoral fellows from other research institutions and universities for periods ranging from a few days to a few months. When possible, these visitors take part in conferences, seminars and workshops.

## **Events organised or hosted by AIAS**

AIAS regularly organises conferences, workshops and seminars for those who are interested or engaged in the broad field of labour studies, including the AIAS annual conference for the general public of which the first was held in 1998. Of each of these annual conferences AIAS published a booklet, which is distributed among participants and the wider public. The topic of the 2005 conference was: "Shifting Responsibilities". During 2005 AIAS organised other key events and conferences. These are highlighted on page 25.

**Table 5 – AIAS Visitors 2005**

Researcher	From	At AIAS from-to
Elena Sirvent Garcia del Valle	Universidad del Pais Vasco	14 April - 1 May 2005
Flavia Blumetti	Italy	20 April - 30 July 2005
Carmen Jover Ramirez	University of Cádiz, Spain	11 - 23 July 2005
Stefania Marino	Universita degli Studi di Milano, Italy	1 sept 2005 - 1 sept 2006
Pablo Depedraza	Universidad de Salamanca, Spain	4 - 7 October 2005
Lui Jun	Chinese Academy of Social Sciences, China	1 - 10 October 2005

**Table 6 – AIAS Events 2005**

Jan-feb	Internal workshop Woliweb, AIAS	Kea Tijdens
22-23 April	LoWER Annual Conference, ZEW, Mannheim	Wiemer Salverda
14 June	ABU congres: Financial incentives and temping	Kea Tijdens, Els Sol
16 June	AIAS Annual Conference 2005: Shifting Responsibilities	Paul de Beer
24-27 August	The 20th Annual Congress of the European Economic Association (EEA)	Wiemer salverda
13 October	Ducadam workshop, AIAS, Amsterdam	Kea Tijdens

## **AIAS Lunch seminars**

Since 2002 the Thursday lunch seminars have become a regular event. The bi-weekly lunch seminars are organised to discuss research results of AIAS staff, PhD students, fellows and visitors. It is one of the means by which AIAS shows that it is a lively research community. In 2005, 15 lunch seminars have been organised (see appendix 5).

# Management

**T**his chapter reports on the finances and organisation of the institute.

## Finances

The University Board and the four contributing Faculties provide the basic funding of the AIAS. In addition, income is generated by the teaching and training activities, on the one hand, and research projects that are financed by outside parties, mostly the Dutch (NWO) and the European Union's (Fifth/Sixth Framework) research programmes but also the Russell Sage Foundation and the GAK Foundation (SIG), on the other hand.

Table 7 below gives an overview, based on the more detailed table of Appendix 4. In 2005 receipts and personnel expenditures expanded but other costs were halved. The latter was entirely due to a decrease in transfers to partners of research projects coordinated by AIAS and the routing in 2005 of the International Labour Process Conference through the books of the institute. The overall financial balance was again positive, but this largely reflects future obligations – e.g. not all project vacancies could be filled according to the scheduled timing – and institute overheads to be levied at the end of the projects.

The contribution of the university's basic funding of the institute lagged further behind as its share in total income fell from 34 to 30 per cent while the percentage of third-party financing grew from 65 to 70. Again it should be stressed that there are limits to further expansion of external funding if the

**Table 7: AIAS Finances 2005 and 2004 (€)**

TYPE	2005		2004	
Receipts	1,678,086	100%	1,592,875	100%
University	512,232	30%	539,049	34%
Third parties*	1,165,854	70%	1,039,550	65%
Expenditures	1,463,046	100%	1,757,981	100%
Personnel	1,022,018	70%	875,256	50%
Other	441,026	30%	882,725	50%
Balance	215,030		-165,106	

\* Without funding for PhD students and contributions from NWO and FP5 contributions by DG Research of the European Commission not directly made to AIAS though organised at AIAS. See also footnote \* to detailed table in Appendix 5.

basic funding remains unchanged. Projects have to be acquired and managed and often these projects pay primarily for additional costs and leave little income to cover such costs.

Together with its absolute level, personnel costs saw their share in total expenditures increase significantly. However, this meant a return to the previous situation as the share of 2004 was exceptionally low.

Table 8 considers the financial outcomes on the basis of the projects performed in the areas of teaching and research and concerning the events that were organised by the institute. The balance turned positive again in 2005 for teaching – bringing it back to the break-even point – and research, and less negative for events.

Table 8: AIAS Project Outcomes (€)

YEAR	TOTAL	TEACHING	RESEARCH	EVENTS ETC.
<b>2005</b>				
Income	1,364,800	201,200	1,128,700	34,800
Expenditures	1,046,800	191,300	817,300	38,200
Balance	317,900	9,900	311,500	-3,400
<b>2004</b>				
Income	985,300	132,900	760,600	91,800
Expenditures	1,104,600	194,300	802,800	107,000
Balance	-119,300	-61,400	-42,200	-15,100

## Personnel

The governance and management of the Institute are provided by the Steering Committee and the two directors. Jelle Visser (Scientific director) and Wiemer Salverda (Managing director) direct the Institute's activities. In September Jelle Visser left for a sabbatical leave at the European University Institute in Florence until August 2005 but he remained in regular contact for important issues and events.

The Institute's secretariat contributes most directly to the organization of events and public relations, while providing support for the educational and research activities. With Angelique Lieberton as office manager, Florian Coltof and Wouter Schutte provided administrative support. Casper Kaandorp provided ICT support, primarily for software problems and website management but if necessary also for hardware problems – this is not trivial in an era of spam and hacking. Herman Janzon continued to provide bookkeeping support.

Again in 2005, this very small staff – mostly working part-time for the institute – faced an enormous work load of initiating, composing, submitting, contracting and managing new research projects and new teaching programmes.

The educational activities of AIAS, including the development of new courses and programmes, are the responsibility of Marc van der Meer, Director of Studies, and Matthijs Visser, course manager of the professional Master programme.

The individual members of the scientific research staff are Van der Meer, Salverda, Tijdens and Visser (Jelle) who were joined by Paul de Beer in September 2003. He was appointed Henri Polak professor of industrial relations and contributes the other half of his time to AIAS. Kea Tijdens was appointed professor of Women and Employment at Erasmus University Rotterdam for part of her time at the Faculty of Economics and Econometrics leaving her time at AIAS unchanged. Each initiates research projects and usually acts as the project coordinator of the projects they have acquired. Kea Tijdens provides general coordination to the research activities, taking care of its reporting and the dissemination of the results by means of working papers and seminars. She is also responsible for the management of the datasets. She made a key contribution to the success of the Wage Indicator and its internationalisation. The separate foundation (Stichting Loonwijzer) established in 2003 to guarantee the continuity of the Indicator, protect its copyright and cover the legal risks was continued. Together with the main trade union confederation FNV, the Dutch branch of Monsterboard (the career and vacancy site), the Managing director of AIAS makes up the supervisory board of the foundation (and acts as its chair).

Wiemer Salverda has special responsibility for European labour market studies, Jelle Visser for all projects involving PhD students.

## **Fellows**

The lecturers and researchers who contribute to the teaching and/or research projects of AIAS are drawn from the participating faculties and other university institutes. Table 10 lists their names.

## **Evaluation of the Institute's Management**

The financial support given by the University Board in co-operation with the four supporting faculties – Law, Economics, Social and Behavioural Sciences and Medicine – guaranteed for the preceding four-year period 2001-2004, provided again a good, albeit relatively diminishing, base for the functioning of the AIAS. The year 2005 was the first of the new four-year period and it took quite some time to get this reconfirmed in spite of the favourable external evaluation of the institute's performance in 2004. The funding will be more consciously used to reinforce the links of AIAS with the faculties in the field of research by way of seed money aimed at acquiring externally funded research projects. A start was made for health studies in the course of the next year, 2006.

Together with the finalisation of existing projects, the co-ordination of new ones and the preparation of other submissions continued to put a great strain on a very limited number of senior staff. This is was taken into account as part of the AIAS business plan 2005-2008 as far as present constrained university finances allow.

Summarising, the year 2005 provided a good start for the new four-year period.

## Infrastructure

AIAS shares the building with SISWO, the University's social policy institute. The general provision of computer and network infrastructure is shared with SISWO. However, the future development of that institute was an increasing concern.

AIAS staff services and personnel function are provided by Law Faculty, which also serves as the legal representative of the Institute. Hence, with the exception of staff on secondment from other departments, AIAS permanent and temporary staff is hired through the Law Faculty. Financial bookkeeping services are provided by the University Centre for Administration (AC). The Institute's activities expanded significantly and much attention was paid to the concomitant expansion and improvement of the organizational and administrative support provided by the secretariat staff. As expansion is continuing apace the need for further improvement remains. With the start of several new substantial projects more activities will be administrated by AIAS rather than by the faculties. First measures were taken to face this challenge and the results will be shown in 2006.

Table 9A: **Permanent Staff\* of AIAS in 2005**

NAME	POSITION	FACULTY
Prof. dr Jelle Visser	scientific director	AIAS/FMG
Dr Wiemer Salverda	managing director	AIAS/FEE
Prof. dr Kea Tjzens	research co-ordinator	AIAS/FEE
Dr Marc van der Meer	director of studies	AIAS/Law
Drs** Matthijs Visser	course manager	AIAS/Law
Ms Angelique Lieberton	office manager	AIAS/Law
Ms Florian Coltof	management assistant	AIAS/Law

\* AIAS Staff is administrated via the Law Faculty unless appointed in another faculty.

\*\* Drs (doctorandus) is a Dutch graduate title, roughly compmparable to MA.

Table 9B: **Temporary Staff\* of AIAS in 2005**

NAME	POSITION	FACULTY
Dr Wiemer Salverda	research co-ordinator	AIAS/FEE
Prof. dr Paul de Beer	senior researcher	AIAS/FMG
Dr Ada Ferrer-i-Carbonell	post-doc researcher	AIAS/LAW
Dr Klarita Gërkhani	post-doc researcher	AIAS/LAW
Dr Judith Roosblad	post-doc researcher	AIAS/ASSR
Dr Aslan Zorlu (<1 April)	post-doc researcher	AIAS/FEE
Drs Chris Moll	PhD	AIAS/CAOP
Drs Kilian Schreuder	PhD	FEE (NWO)
Ms Mara Yerkes, MSc	PhD	ASSR (FMG)
Mr Damian Raess, MSc	PhD	ASSR (FMG)
Drs Casper Kaandorp	programmer	AIAS/LAW
Mr Herman Janzon	financial administrator	Administratief Centrum/Law
Ms Mr Marieke van Essen (>1 March)	Policy officer student-assistant	AIAS/Law
Ms Anna Dragstra	bijzonder hoogleraar	AIAS/Law
Piet Emmer	Phd	AIAS
Jeroen Groeneveld	system manager	AIAS/FEE
Leo van der Heide	coordinator extern	SISWO
Nick van de Heuvel	systems	SISWO
Joyce Jacobs	researcher	AIAS
Maarten van Klaveren	researcher	AIAS
Ferry Koster	Post-doc	AIAS
Suzan Leydesdorff	student-assistant	AIAS
Stefania Marino	trainee	AIAS
Froukje Mebius	assistent	FEE
Martha Meerman	reader	AIAS
Lone van Meyenfeldt	trainee	AIAS
Roos van Os		
van den Abeelen	student-assistent	AIAS
Nuria Ramos Martin	Post-doc	AIAS/FMG
Trudie Schils	Post-doc	AIAS
Kilian Schreuder	PhD	AIAS
Vid Stimac	student-assistent	AIAS
Herman van de Werfhorst	researcher	AIAS/ASSR
Cecile Wetzels	researcher	FEE

\* AIAS Staff is administrated via the Law Faculty unless appointed in another faculty.

\*\* Drs (doctorandus) is a Dutch graduate title, roughly compmparable to MA.

Table 10: **Fellows of AIAS 31 December 2005**

NAME	INSTITUTE
Prof. dr N.R. (Neil) Anderson	UvA, Faculty of Psychology
Mr (LL.M.) R.M. (Ronald) Beltzer	UvA, Faculteit der Rechtsgeleerdheid
Dr J.P. Bruggeman	UvA, Faculty of Social and Behavioural Sciences
Prof. Dr. W. Buitelaar	UvA, FEE, Director Master HRM
Dr A.C. (Anton) Hemerijck	Scientific Council for Government Policy
Dr A. (Arjan) Heyma	UvA, SEO Amsterdam Economics
Dr Robbert van het Kaar,	HugoSinzheimer Instituut
Dr A. (Adriaan) Kalwij	University of Tilburg
Prof. dr B.E.A. (Bernhard) Kittel	UvA, Faculty of Social and Behavioural Sciences
Prof. dr H. (Henriëtte) Maassen van den Brink	UvA, Faculty of Economics, SCHOLAR
Dr J. (Jan) te Nijenhuis	Open University, Heerlen
Prof. dr B.M.S. (Bernard) van Praag	University of Amsterdam (SCHOLAR), honorary fellow AIAS
Dr B. (Bart) van Riel	The Social and Economic Council of the Netherlands
Dr M.P.F. (Maurice) Rojer	Dutch Ministry of Social Affairs and Employment
Dr M. (Martin) Schludi	Institute of Employment Research, Nürnberg
Prof. mr J.M. (Jaap) van Slooten	UvA, Faculty of Law, Stibbe
Dr C.C.A.M. (Els) Sol	UvA, Hugo Sinzheimer Instituut
Dr B. (Bram) Steijn,	Erasmus University Rotterdam
Prof. dr H.K. (Henk) Thierry	University of Brabant, Faculty of Psychology
Dr J.P. (Jan-Peter) van den Toren	Ministry of General Affairs
Dr W.A. (Willem) Trommel	Technical University of Twente
W. (Wim) van Velzen	Former Europarlement
Dr H.G. (Herman) van de Werfhorst	UvA, Faculty of Social and Behavioural Sciences
Dr M. (Mies) Westerveld	UvA, Hugo Sinzheimer Instituut
Prof. dr C.J.M. (Ton) Wilthagen	University of Tilburg, Institute for Labour Studies
Dr B.C.H. (Bart) de Zwart	Astri Labour and Social Security

# The View of the Steering Committee

**T**his chapter presents the opinions of the board of the institute.

## Views

The Steering Committee represents the faculties, supports the AIAS and acts as the board of the institute. Generally, the Committee is well involved in the activities undertaken by the institute and plays a highly stimulating role as regards the programming of the activities. Some of its members also actively contribute to the teaching programme while others are involved in (supervising) AIAS research projects. In 2005, Coen Teulings, director of SEO, continued to act as the chairperson of the AIAS. Further membership was also unchanged: Frank van Dijk for the Faculty of Medicine Joop Hartog on behalf of the Economics faculty, Evert Verhulp for Law, Annelies van Vianen for Psychology.

## Activities

In 2005 the Steering Committee met once, on 7 November, for a discussion focused on the teaching activities and the reinforcement of the linkages for research of AIAS with its sister institutes Coronel, HSI and SEO.



# AIAS Board, Staff and Affiliated Researchers in 2005

## **PARTICIPATING FACULTIES AND RESEARCH INSTITUTES**

Faculty of Economics and Econometrics and the associated Foundation for Economic Research (SEO)

Faculty of Medicine and the associated Coronel Institute for Work, Environment and Health

Faculty of Social Sciences (sub faculty of Psychology) and the associated Foundation Mind at Work

Faculty of Social Sciences (sub faculty of Sociology) and the associated Centre for Research for European Societies and Industrial Relations (CESAR)

Faculty of Law and the associated Hugo Sinzheimer Institute (HSI)

## **AIAS STEERING COMMITTEE**

Prof. dr C.N. Teulings, SEO, chairperson (from September, replacing Prof. dr H.A. Keuzenkamp who became director at Delta Lloyd Group insurances)

Prof. dr F.J.H. van Dijk, AMC, Coronel Institute

Prof. dr A.E.M. van Vianen, Faculty of Social Sciences, sub faculty of Psychology

Prof. dr J. Hartog, Faculty of Economic Science and Econometrics

Prof. dr E. Verhulp, Faculty of Law, HSI

## **AIAS BOARD**

Prof. dr Coen Teulings (Hugo Keuzenkamp)

*chairperson*

Prof. dr Jelle Visser

*scientific director*

Dr Wiemer Salverda

*managing director*

## **AIAS RESEARCH AND TEACHING STAFF**

Prof. dr Paul de Beer	<i>Senior Researcher</i>
Dr Ada Ferrer Carbonell	<i>Post doc researcher</i>
Mr (LL.M.) Marieke van Essen	<i>Policy assistant</i>
Dr Klarita Gërxhani	<i>Post doc researcher</i>
Drs Hester Houwing	<i>Junior researcher</i>
Drs David Hollanders	<i>Junior researcher</i>
Dr Marc van der Meer	<i>Director of studies</i>
Dr Martha Meerman	<i>Lector and Senior researcher</i>
Dr Judith Roosblad	<i>Post doc researcher</i>
Dr Wiemer Salverda	<i>Managing director</i>
Prof. dr Kea Tijdens	<i>Research coordinator</i>
Prof. dr Jelle Visser	<i>Scientific director</i>
Drs Matthijs Visser	<i>Course manager Master in Advanced Labour Studies/ Human Resources</i>
Dr Aslan Zorlu	<i>Post doc researcher</i>

## **AIAS SECRETARIAL SUPPORT**

Angelique Lieberton	<i>office manager</i>
Florien Coltof	<i>management assistant</i>
Wouter Schütte	<i>administrative employee</i>
Casper Kaandorp	<i>programmer</i>

## **SPECIAL CHAIRS**

*Henri Polak Chair*: Professor Paul de Beer, Faculty of Social and Behavioural Sciences (earlier: Prof. Jan Peter van der Toren)

*Willem Drees Chair* : Professor Frans Leijnse, Faculty of Social and Behavioural Sciences

*Randstad Chair*: Professor dr Piet Emmer, Faculty of Economics

## **AIAS FELLOWS**

Prof. dr B.M.S. (Bernard) van Praag, University of Amsterdam (SCHOLAR),  
honorary fellow AIAS

Prof. dr C.J.M. (Ton) Wilthagen, University of Tilburg, Institute for Labour  
Studies

Prof. dr N.R. (Neil) Anderson, UvA, Faculty of Psychology

Prof. dr W. Buitelaar, UvA, FEE, Director Master HRM

Mr (LL.M.) R.M. (Ronald) Beltzer, UvA, Faculteit der Rechtsgeleerdheid

Dr J.P. Bruggeman, UvA, Faculty of Social and Behavioural Sciences

Dr A.C. (Anton) Hemerijck, Scientific Council for Government Policy

Dr A. (Arjan) Heyma, UvA, SEO Amsterdam Economics

Dr Robbert van het Kaar, Hugo Sinzheimer Instituut

Dr A. (Adriaan) Kalwij, University of Tilburg

Prof. dr B.E.A. (Bernhard) Kittel, UvA, Faculty of Social and Behavioural  
Sciences

Prof. dr H. (Henriëtte) Maassen van den Brink, UvA, Faculty of Economics,  
SCHOLAR

Dr J. (Jan) te Nijenhuis, Open University, Heerlen

Dr B. (Bart) van Riel, The Social and Economic Council of the Netherlands

Dr M.P.F. (Maurice) Rojer, Dutch Ministry of Social Affairs and Employment

Dr M. (Martin) Schludi, Institute of Employment Research, Nürnberg

Prof. mr J.M. (Jaap) van Slooten, UvA, Faculty of Law, Stibbe

Dr C.C.A.M. (Els) Sol, UvA, Hugo Sinzheimer Instituut

Dr B. (Bram) Steijn, Erasmus University Rotterdam

Prof. dr H.K. (Henk) Thierry, University of Brabant, Faculty of Psychology

Dr J.P. (Jan-Peter) van den Toren, Ministry of General Affairs

Dr W.A. (Willem) Trommel, Technical University of Twente

W. (Wim) van Velzen, former Europarlement

Dr H.G. (Herman) van de Werfhorst, UvA, Faculty of Social and Behavioural  
Sciences

Dr M. (Mies) Westerveld, UvA, Hugo Sinzheimer Instituut

Dr B.C.H. (Bart) de Zwart, Astri Labour and Social Security

## **INTERNATIONAL GUESTS**

Elena Sirvent Garcia del Valle, Universidad del Pais Vasco

Flavia Blumetti, Italy

Carmen Jover Raminez, University of Cádiz, Spain

Stefania Marino, Universtita degli Studi di Milano, Italy

Pablo Depedraza, Universidad de Salamanca, Spain

Lui Jun, Chinese Academy of Social Science, China

## Publications of AIAS Staff in 2005

### AIAS WORKING PAPERS

Working Paper WP 42 – “Wage Bargaining Institutions in Europe: a happy Marriage or preparing for Divorce?”

Jelle Visser

Working Paper WP 41 – “The Work-Family Balance on the Union’s Agenda”

Kilian Schreuder

Working Paper WP 40 – “Boxing and dancing: Dutch Trade Union and Works Council Experiences Revisited”, Maarten van Klaveren &

Wim Spencer

Working Paper WP 39 – “Analysing employment practices in Western European Multinationals: coordination, industrial relations and employment flexibility in Poland”

Marta Kahancova & Marc van der Meer

Working Paper WP 38 – “Income distribution in the Netherlands in the 20th century: long-run developments and cyclical properties”

Emiel Afman

Working Paper WP 37 – “Search, Mismatch and Unemployment”

Maite Blazques & Marcel Jansen

Working Paper WP 36 – “Women’s Preferences or Delineated Policies?  
The development of part-time work in the Netherlands, Germany and  
the United Kingdom”  
Mara Yerkes & Jelle Visser

Working Paper WP 35 – “Vissen in een vreemde vijver: Het werven van  
verpleegkundigen en verzorgenden in het buitenland”  
Judith Roosblad

Working Paper WP 34 – “Female part-time employment in the Netherlands  
and Spain: an analysis of the reasons for taking a part-time job and of  
the major sectors in which these jobs are performed”  
Elena Sirvent Garcia del Valle

Working Paper WP 33 – “Een Functie met Inhoud 2004 – Een enquête  
naar de taakinhoud van secretaresses 2004, 2000, 1994”  
Kea Tijdens

## **PUBLICATIONS STAFF**

Afman, Emiel and Salverda, Wiemer, 2005, ‘Topinkomensaandelen in de  
twintigste eeuw’, in *Economisch Statistische Berichten*, 2005, 7 October,  
444-446

Afman, Emiel, 2005, ‘Income distribution in the Netherlands in the 20th  
century: long-run developments and cyclical properties’

Beer, Paul de, 2005, ‘De risico’s van solidariteit’, in *Geron*, 7, 3, 7-9

Beer, Paul de, 2005, ‘Kennis bedreigt solidariteit’, in *Filosofie Magazine*,  
14, 9, 44-49

Beer, Paul de, 2005, ‘Solidariteit in de risicosamenleving’, in Boutellier,  
Hans, Drenth von Februar, Marjolijn and Gude, René (Eds.), *Leven in de  
risicosamenleving*, Amsterdam University Press/Salomé, Amsterdam

Beer, Paul de, 2005, ‘Tegen de westenwind in zeilen? Bespreking van P.F.  
van der Heijden, *Westenwind*’, in *Socialisme & Democratie*, 62, 7/8, 85-87

- Beer, Paul de, 2005, 'Perspectief op de arbeidsmarkt', Bohn Stafleu van Loghum, Houten
- Beer, Paul de, 2005, 'Naar een nieuwe verantwoordelijkheidsverdeling in de sociale zekerheid', in *Werk & Inkomen*, 1, 1, 9-11
- Beer, Paul de, 2005, 'Sociaal manifest leidt tot onduidelijke verdeling van verantwoordelijkheden'
- Beer, Paul de, 2005, 'Hoe solidair is de Nederlander nog?'
- Beer, Paul de, Bussemaker, Jet and Kalma, Paul, 2005, 'Een kwestie van kiezen', in *Zeggenschap*, 16, 1, 26-28
- Beer, Paul de, 2005, 'De solidariteit onder druk', 26-37, 2005, 'Keuzen in de sociale zekerheid'
- Wielers, Rudi and Beer, Paul de, 2005, 'De (in)effectiviteit van het arbeidsmarktbeleid', in *Tijdschrift voor Arbeidsvraagstukken*, 21, 1, 7-9
- Beer, Paul de, 2005, 'Oude thema's in een nieuwe eeuw', in *Tijdschrift voor Arbeidsvraagstukken*, 21, 1, 5-6
- Boer, Rob de, Benedictus, Hester and Meer, Marc van der, 2005, 'Broadening without intensification: the added value of the European social and sectoral dialogue', in *European Journal of Industrial Relations*, pp. 51-70
- Boer, Rob de, Benedictus, Hester and Meer, Marc van der, 2005, 'Broadening without intensification: the added value of the European social and sectoral dialogue', in *European Journal of Industrial Relations*, pp. 51-70
- Essen, Marieke van, 2005, 'Selectie op de Arbeidsmarkt – conferentieverslag 2004'
- A. Ferrer-i-Carbonell, 2005, 'Income and Well-being. An Empirical Analysis of the Comparison Income Effect', in *Journal of Public Economics*, 89(5-6): 997-1019.
- Fidrmuc, Jan and Gërzhani, Klarita, 2005, 'Formation of social capital in Central and Eastern Europe', in *Beyond Transition*, vol. 16, no. 3, pp. 18-20
- Gërzhani, Klarita, 2005, 'Politico – economic institutions and the informal sector in Albania', in Bezemer, D.J. (ed.), *On eagle*, New York: NovaScience Publishers, (forthcoming)

- Gërkhani, Klarita and Arthur Schram, 2005, 'Clan-based polarization in transition: A political-economic analysis', in *European Economic Review*, (under review)
- Marianne Oldenburg, Tijdens, Kea and Groeneveld, Jeroen, 2005, 'WageIndicator master-questionnaire'
- Kahancova, Marta and Meer, Marc van der, 2005, 'Analysing employment practices in Western European multinationals: coordination, industrial relations and employment flexibility in Poland', AIAS working paper nr.39
- Kahancova, Marta and Meer, Marc van der, 2005, 'Analysing employment practices in Western European Multinationals: coordination, industrial relations and employment flexibility in Poland'
- Klaveren, Maarten van and Sprenger, Wim, 2005, 'Boxing and Dancing: Dutch Trade Union and Works Council Experiences Revisited'
- Klaveren, Maarten van and Tijdens, Kea, 2005, 'Toekomstverwachtingen in de ICT', in *Zeggenschap*, 16, 3, 46
- Tijdens, Kea and Klaveren, Maarten van, 2005, 'Oudere werknemers', in *Zeggenschap*, 16,1
- Koster, Ferry and Sanders, Karin, 2005, 'Burgerschap', in Van Emmerik, Hetty and Sanders, Karin (Eds.), *Solidair gedrag binnen moderne organisaties: Onderzoek naar het geven van steun en hulp op de werkplek*, Aksant, Amsterdam
- Koster, Ferry, 2005, 'Tijdelijk contract, net zo solidair', in *Zeggenschap*, 16(2): 16-19
- Koster, Ferry, Stokman, Frans, Hodson, Randy and Sanders, Karin, 2005, 'Solidarity Through Networks: The Effects of Task and Informal Interdependence on Cooperation within Teams', in *Paper prepared for the Academy of Management Meeting, August 5-10 2005*, Honolulu, Hawaii
- Koster, Ferry, 2005, 'For the time being: Accounting for inconclusive findings concerning the effects of temporary employment relationships on solidary behavior of employees', Universal Press, Veenendaal
- Justin Byrne, Linda Clark and Meer, Marc van der, 2005, 'Gender and ethnic minority exclusion from European construction: an international comparison', in *Construction Management and Economics*, pp. 1025-1034

- Meer, Marc van der, Visser, Jelle and Wilthagen, Ton, 2005, 'Adaptive and reflexive governance- the limits of organised decentralisation', in *European journal for industrial relations*, pp. 347-365
- Meer, Marc van der, 2005, 'Arbeidsvoorziening: meten is weten?', in Arentsen, M. and Trommel, W. (Eds.), *Moderniteit en Overheidsbeleid: hardnekkige beleidsproblemen en hun oorzaken*, Coutinho
- Schaapman, Marian and Meer, Marc van der, 2005, 'The representativeness of social interest organisations in the shipbuilding industry in the Netherlands', report to the European Commission
- Schaapman, Marian and Meer, Marc van der, 2005, 'The representativeness of social interest organisations in the chemical industry in the Netherlands', report to the European Commission
- Roberto Branco Martins and Meer, Marc van der, 2005, 'The representativeness of social interest organisations in the football sector in the Netherlands', report to the European Commission
- Meer, Marc van der and Visser, Jelle, 2005, 'Shifting positions and hidden resources – the tortuous negotiation of the Autumn Agreement of 2004 in the Netherlands, New Governance Project, The Emergence and Evolution of Social Pacts – Country Papers'
- Meer, Marc van der and Frans Leijnse, 2005, 'Life-course savings schemes and social policy reform in the Netherlands', TLM working paper nr. 15
- Kahancova, Marta and Meer, Marc van der, 2005, 'Analysing employment practices in Western European multinationals: coordination, industrial relations and employment flexibility in Poland', AIAS working paper nr. 39
- Meer, Marc van der, 2005, 'Werkende armen, arme werkenden, internationaal signalement in zeggenschap'
- Kahancova, Marta and Meer, Marc van der, 2005, 'Analysing employment practices in Western European Multinationals: coordination, industrial relations and employment flexibility in Poland'
- Boer, Rob de, Benedictus, Hester and Meer, Marc van der, 2005, 'Broadening without intensification: the added value of the European social and sectoral dialogue', in *European Journal of Industrial Relations*, pp. 51-70

- Meerman, 2005, 'Diversiteit in HRbeleid', in , *Leerboek personeelsmanagement*, Wolters Noordhof
- Ramos, Nuria, 2005, 'Acción positiva en favor de la mujer en el Derecho Comunitario', in *La Igualdad ante la Ley y la No Discriminacion en las Relaciones Laborales*, Ministerio de Trabajo y Asuntos Sociales, Madrid
- Roosblad, Judith, 2005, 'Vissen in een vreemde vijver: Het werven van verpleegkundigen en verzorgenden in het buitenland. Ervaringen met en toekomstverwachtingen over arbeidsmigratie'
- Afman, Emiel and Salverda, Wiemer, 2005, 'Topinkomensaandelen in de twintigste eeuw', in *Economisch Statistische Berichten*, 2005, 7 October, 444-446
- Stephen Bazen, Claudio Lucifora and Salverda, Wiemer, 2005, 'Introduction', in Stephen Bazen, Claudio Lucifora and Salverda, Wiemer (Eds.), *Job Quality and Employer Behaviour*, Palgrave, Basingstoke
- Salverda, Wiemer, 2005, 'Employment and pay in Europe and the US, food for thought about flexibility and the European Social Model', in Maria Jepsen and Amparo Serrano (Eds.), *Unwrapping the European Social Model*, Policy Press, Bristol (forthcoming)
- Stephen Bazen, Claudio Lucifora and Salverda, Wiemer, 2005, 'Job Quality and Employer Behaviour', Palgrave, Basingstoke
- Salverda, Wiemer, 2005, 'Low Pay and Wage Flexibility in Europe: What Does the Taskforce Offer?', in *Beiträge zur Arbeitsmarkt- und Berufsforschung*, no 293: The Report of the European Employment Task Force, 35-50
- Salverda, Wiemer, 2005, 'Gender Balancing in Europe', in *Industrial Relations Journal*, 36:4, 333-335
- Ive Marx and Salverda, Wiemer, 2005, 'Low-wage Employment in Europe: Perspectives for Improvement', ACCO, Leuven
- Salverda, Wiemer, Ronald Schettkat and Mary Gregory, 2005, 'European and American Employment: The Role of Demand Patterns and Structural Change', Princeton University Press (forthcoming)
- Claudio Lucifora, Abigail McKnight and Salverda, Wiemer, 2005, 'Low-Wage Employment in Europe: A Review of the Evidence', in *Socio-Economic Review*, 3, 259-292

- Salverda, Wiemer, 2005, 'Benchmarking Low-wage Employment', in Ivo Marx and Salverda, Wiemer (Eds.), *Low-wage Employment in Europe: Perspectives for Improvement*, ACCO, Leuven
- A.B. Atkinson and Salverda, Wiemer, 2005, 'Top Incomes in the Netherlands and the United Kingdom over the Twentieth Century', in *Journal of the European Economic Association*, 3:4 (June), 1-32
- Salverda, Wiemer, 2005, 'Does Low Dutch Unemployment Reflect Superior Performance or Labour Market Transformation?', in Barry Bluestone and Andrew Sharpe (Eds.), *A New Architecture for Labor Market Statistics*, University of Chicago Press (forthcoming)
- Salverda, Wiemer, 2005, 'The Dutch Model: Magic in a Flat Landscape', in Uwe Becker and Herman Schwartz (Eds.), *Employment 'Miracles', A Critical Comparison of the Dutch, Scandinavian, Swiss, Australian and Irish Cases versus Germany and the US*, Amsterdam University Press, Amsterdam
- Schils, Trudie, 2005, 'Early retirement patterns in Europe – a comparative panel study', Dutch University Press, Amsterdam
- Schreuder, Kilian, 2005, 'The work-family balance on the union's agenda', AIAS WPO5-41
- Schreuder, Kilian, 2005, 'The Work-Family Balance on the Union'
- Steijn, Bram and Tijdens, Kea, 2005, 'Workers and Their Willingness to Learn: Will ICT-Implementation Strategies and HRP Practices Contribute to Innovation?', in *Creativity and Innovation Management*, 14, 2, 150-158
- Tijdens, Kea and Steijn, Bram, 2005, 'The determinants of ICT competencies among employees', in *New Technology, Work and Employment*, 20, 1, 60-73
- Bram Steijn and Tijdens, Kea, 2005, 'The use of ICT in the workplace: opening the black box', in Anderson, B., Brynin, M. and Raban, Y. (Eds.), *Information and Communications Technologies in Society*, Routledge, London
- Klaveren, Maarten van and Tijdens, Kea, 2005, 'Toekomstverwachtingen in de ICT', in *Zeggenschap*, 16,3,46
- Tijdens, Kea, 2005, 'Onderzoeksrapport: een functie met inhoud 2004. Een enquête naar de taakhoud van secretaresses 2004, 2000, 1994'
- Marianne Oldenburg, Tijdens, Kea and Groeneveld, Jeroen, 2005, 'WagelIndicator master-questionnaire'

- Tijdens, Kea, 2005, 'Measuring industries and occupations in the WageIndicator questionnaire', in *WOLIWEB research report D17b*
- Tijdens, Kea and Wetzels, Cecile, 2005, 'Classifications and the chooser-technique used in the WageIndicator questionnaire', in *WOLIWEB research paper D17a*
- Pablo Pedraza, Rafael Munoz de Bustillo and Tijdens, Kea, 2005, 'Measuring job insecurity in the WageIndicator questionnaire', in *WOLIWEB research report D13*
- Heiner Dribbusch, Reinhard Bispinck and Tijdens, Kea, 2005, 'Measuring collective bargaining coverage in the WageIndicator questionnaire'
- Tijdens, Kea, Wetzels, Cecile, Andralojc, Magda and Michon, Piotr, 2005, 'Measuring working hours in the WageIndicator questionnaire', in *WOLIWEB research report D09*
- Tijdens, Kea, Wetzels, Cecile, Andralojc, Magda and Michon, Piotr, 2005, 'Measuring wages, and calculating hourly wages in the WageIndicator dataset', in *WOLIWEB research report D07*
- Tijdens, Kea, 2005, 'Calculating coefficients for a Salary Check in the WageIndicator Websites.'
- Tijdens, Kea and Klaveren, Maarten van, 2005, 'Oudere werknemers', in *Zeggenschap*, 16,1
- Tijdens, Kea, 2005, 'Onderzoeksrapport Een functie met inhoud 2004. Een enquête naar de taakhoud van secretaresses 2004, 2000, 1994.', in *AIAS Working Paper 33*
- Steijn, Bram and Tijdens, Kea, 2005, 'Workers and Their Willingness to Learn: Will ICT-Implementation Strategies and HRM Practices Contribute to Innovation?', in *Creativity and Innovation Management*, 14, 2, 150-158
- Tijdens, Kea and Steijn, Bram, 2005, 'The determinants of ICT competencies among employees', in *New Technology, Work and Employment*, 20, 1, 60-73
- Visser, Jelle, 2005, 'Wage Bargaining Institutions in Europe: a happy Marriage or preparing for Divorce?'
- Meer, Marc van der, Visser, Jelle and Wilthagen, Ton, 2005, 'Adaptive and reflexive governance- the limits of organised decentralisation', in *European journal for industrial relations*, pp. 347-365

- Meer, Marc van der and Visser, Jelle, 2005, 'Shifting positions and hidden resources – the tortuous negotiation of the Autumn Agreement of 2004 in the Netherlands, New Governance Project, The Emergence and Evolution of Social Pacts – Country Papers'
- Yerkes, Mara and Visser, Jelle, 2005, 'Women's Preferences or Delineated Policies? The development of part-time work in the Netherlands, Germany and the United Kingdom'
- Van de Werfhorst, Herman G. and Andersen, R., 2005, 'Social Background, Credential Inflation and Educational Strategies', in *Acta Sociologica*, 48(4): 321-340
- Van de Werfhorst, Herman G., 2005, 'Diplomainflatie en Onderwijsongelijkheid', in *Mens & Maatschappij*, 80 (1): 25-47
- Van de Werfhorst, Herman G., 2005, 'Engere verbanden tussen theorie en hypothesen. Een toepassing op de sociologie van onderwijs en arbeidsmarkt', in *Rapport van de KNAW Commissie Toekomstverkenning Sociologie*
- Tijdens, Kea and Wetzels, Cecile, 2005, 'Classifications and the choosertechnique used in the WageIndicator questionnaire', in *WOLIWEB reserach paper D17a*
- Tijdens, Kea, Wetzels, Cecile, Andralojc, Magda and Michon, Piotr, 2005, 'Measuring working hours in the WageIndicator questionnaire', in *WOLIWEB reserach report D09*
- Tijdens, Kea, Wetzels, Cecile, Andralojc, Magda and Michon, Piotr, 2005, 'Measuring wages, and calculating hourly wages in the WageIndicator dataset', in *WOLIWEB reserach report D07*
- Meer, Marc van der, Visser, Jelle and Wilthagen, Ton, 2005, 'Adaptive and reflexive governance- the limits of organised decentralisation', in *European journal for industrial relations*, pp. 347-365
- Visser, Jelle, 2005, 'Lavoro part-time e politiche di conciliazione', in *La Rivista della Politiche Sociali/Italian Journal of Social Policy*
- Visser, Jelle, 2005, 'Beneath the Surface of Stability: New and old Modes of Governance in European Industrial Relations', in *European Journal of Industrial Relations*

- Visser, Jelle, Checchi, Danielle, 2005, 'Patterns Persistence in European Trade Union Density – A longitudinal analysis 1950-1996', in *European sociological Review*
- Visser, Jelle, 2005, 'Learning Ahead of Failure: Can Europe improve the coordination of economic, employment and societal policy and mobilise societal support for reform?' in *Beitrage zur Arbeitsmarkt- und Berufsforschung*
- Visser, Jelle Rasmussen, Erling Lind, Jens, 2005, 'Divergence in Part-Time Work in New Zealand, Denmark and the Netherlands', in *British Journal of Industrial Relations*
- Visser, Jelle, 2005, 'Investeren in arbeidsvoorziening', in *Forthcoming in Jaarboek Beleid en Maatschappij*
- Visser, Jelle, 2005, 'The OMC as Selective Amplifier for National Strategies of Reform- What the Netherlands want and learns from Europe', in J. Zeitlin and Ph. Pochet *The Open Method of Coordination in Action*
- Visser, Jelle, 2005, 'Concertation and Social Pacts Twenty Years Later – What has remained of Tarantelli's insights? Italian Associations of Labour Economists, International conference on Social Pacts, Employment and Growth
- Visser, Jelle, 2005, 'Diluting Status Customizing Contracts in Labour Markets'. European Science Foundation, Conference on Revisiting the Concepts and Status under Changing Employment, Welfare and Gender Relations
- Visser, Jelle Van de Werfhorst, Herman, 2005, 'Inequality and Union Membership. The impact of egalitarian attitudes across countries and time'. European Consortium for Sociological Research, Conference on Comparative European Studies
- Visser, Jelle, 2005, 'Regulation of Labour Markets'. Conference on Social Conditions in the Enlarged Europe.
- Visser, Jelle Avdagic, Sabina and Rhodes, Martin, 2005, 'The Emergence and Evolution of Social Pacts: A provisional framework for comparative analysis', in EUROGOV; European Governance Papers

## Students and Lecture Series

### **Master in advanced labour studies/human resources**

Six students graduated in 2005. Their theses:

- Jan van Dorst: Ouderenbeleid, een droom of werkelijkheid?  
– Een studie naar het verloop van beleidsprocessen over ouderenbeleid bij de politie Rotterdam-Rijnmond
- Frank Bluiminck: Verdeel en heers – Een onderzoek naar arbeidsvoorwaardenvorming in de Metalektro en ziekenhuizen
- Esther Daamen: Beoordelen en belonen in een lerende organisatie
- Arie de Jong: Geboeid door de politie? – Een kwalitatief onderzoek naar personeelsverloop onder N.P.A.-ers bij de regiopolitie Rotterdam-Rijnmond
- Henk Klaasboer: Personele flexibiliteit met betrekking tot de verpleegkundige functie binnen het Deventer Ziekenhuis

### **AIAS/De Burcht Series of Lectures**

The programme of the course Social Deliberation in Enterprises: a course on worker consultation consisted of the following seminars.

- Macro-developments in industrial relations
- The changing organisation of enterprises
- Capita selecta Labour Law
- Choices in working time: from fixed and secure to loose and flexible
- Negotiations in case of clashing interests and differing opinions
- Industrial relations at enterprise level

# AIAS Annual Accounts in 2005

<i>Receipt and expenditures*</i> )	EURO	%
<b>Receipts</b>		
Allocated budgets	270,000	16
Contributions other units UvA	242,232	14
Master fees & sales of syllabi**	196,124	12
Services and consulting; contract research***	937,709	56
Events	22,061	1
Interest	9,960	1
<b>TOTAL</b>	<b>1,678,086</b>	<b>100</b>
<b>Costs</b>		
<i>Personnel expenditures</i>	1,022,018	70
Own personnel	972,386	66
– scientific staff	782,351	53
– supporting staff	190,035	13
Other personnel	49,632	3
– temp agency workers etc.	0	0
– guest teachers and speakers	49,632	3
<i>Other expenditures</i>	441,037	30
Project transfers	46,611	3
Housing	55,200	4
Equipment	6,511	0
Subcontracted work and advice	140,109	10
Travel subsistence & representation	78,116	5
Events	3,536	0
Documentation & printing	52,588	4
Mail & telephone	3,193	0
Banking costs & insurance	259	0
Publicity	51,230	4
Office supplies	3,684	0
<b>TOTAL</b>	<b>1,463,056</b>	<b>100</b>
<b>Results</b>	<b>215,030</b>	

\*) Strictly SAP-bedrijf 29)    \*\*) excluding € 37,500 advance payments

\*\*\*) excluding € 201,500 work in progress, on balance between 2004/2005 and 2005/2006

## AIAS Lunch Seminars

Date 2005	Subject	Speaker
10-Feb-05	Potentials and pitfalls of new public management: the case of the public labour provision in the Netherlands Transitional Labour Markets: A Multinational	Marc van der Meer, AIAS
10-March-05	Research Proposal with some Empirical Examples from Canada	Axel van den Bergh, SISWO
24-March-05	Productive Skills, Positional Good, or Social Closure? Three Selection Functions of Educational Qualifications in Structural-Institutional Labour Market Settings	dr Herman v/d Werfhorst, AIAS
07-Apr-05	Exploring the worklife-balance issue; from legislation to lived experience	Louis Wattis, John Moores Univ.
21-Apr-05	Women's Work Revisited: 1992-2002	Mara Yerkes, ASSR /AIAS
12-May-05	Low-wage Employment and Mobility in Spain	Maite Blazquez, AIAS
26-May-05	Current Issues in EU Equality Law	Nuria Ramos, AIAS
07-June-05	Decline and Innovation in Unions in the Anglophone World with Special Reference to Australia and New Zealand	David Peetz, Griffith University, Australia

Date 2005	Subject	Speaker
09-June-05	Corporatist And Pluralist Labor Law: How Does Law Matter To Industrial Relations?	Guy Mundlak, Tel-Aviv University
15-Sept-05	The evolution of the public-private wage gap in the Netherlands (1979-1996): evidence from OLS and quantile regression	David Hollanders, AIAS
29-Sept-05	Leeftijdscriminatie en de 65 jaargrens in arbeid en sociale zekerheid	Mies Westerveld, HIS
13-Oct-05	The mismatch between macro and micro in labour market institutions – diluting status and customizing contracts	Jelle Visser, AIAS
27-Oct-05	Intra-Class Conflicts, Wage-Bargaining and the Structure of Labor Taxation.	Achim Kemmerling, wzb, Berlin
10-Nov-05	Early retirement patterns in Europe – A comparative panel study	Trudie Schils, AIAS
24-Nov-05	The work-family balance on the union agenda	Kilian Schreuder, AIAS



AMSTERDAMS INSTITUUT  
VOOR ARBEIDSSTUDIES

Universiteit van Amsterdam

Plantage Muidergracht 12

1018 TV Amsterdam

The Netherlands

tel +31 20 525 4199 fax +31 20 525 4301

[aias@uva.nl](mailto:aias@uva.nl) [www.uva-aias.net](http://www.uva-aias.net)