

Editorial

This new year begins with two major events: the financial and economic crisis on the one hand, and the success of democracy that is the election of Obama in the US on the other hand.

For two or three decades, the doctrinal domination of contractualism and privatisation justified the marketisation of nearly every human activity: the extension of market rules in the public sphere, the development of the quasi-market in health or personal services, tradable pollution rights, even a commercialisation of social law. But today, the governments suddenly rediscover the virtues of the state, of public action and of Keynesian economic policies.

The crisis has disastrous consequences on employment and incomes. The economic recession increases unemployment and favours the spread of atypical jobs. In consequence it increases poverty and precariousness. We will see how the different welfare regimes will manage (or not) to protect in the short term those who are the most in need, to facilitate labour market integration, to help compensate for lower income, keeping up the principle of justice for all.

RECWOWE will observe all these changes, new orientations of the national social policies as well as EU interventions.

This newsletter presents one of the key parts of RECWOWE: [the training activity centre \(TAC\)](#). The activities organised by the TAC are really diversified: doctoral schools and summer schools, short term scientific missions, but also executive seminars aimed at high level professionals. It also announces numerous RECWOWE workshops that will take place before and after our key annual event, the [RECWOWE Integration Week](#), organised in June by the University of Utrecht.

Denis Bouget

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Publications in the area of work and
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RECWOWE Working Paper



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1 – INTERVIEW OF THE MONTH

INTERVIEW – JOCHEN CLASEN, UNIVERSITY OF EDINBURGH, DIRECTOR OF THE RECOWOWE TAC



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Jochen Clasen is Professor of Comparative Social Policy at the School of Social and Political Science of the University of Edinburgh. Previously holder of a Chair in Comparative Social Research at the University of Stirling and visiting researcher at the Universities of Roskilde and Tübingen, as well as at the EUI Florence. Jochen Clasen is also co-founder and co-chairman of ESPAnet, the European Social Policy Analysis network that collaborates with RECOWOWE, as well as co-editor of the *Journal of European Social Policy*.

Question: The RECOWOWE Training Activity Centre (TAC) prepares and coordinates RECOWOWE training activities. What kind of activities are they?

TAC coordinates the preparation of 4 types of activities: **summer schools** (annual, held at a different location each year, aimed at doctoral and possibly also master students, lasting 10 days and gathering around 20 students and about 10 staff participants), **doctoral workshops** (one or two a year, at a different partner organisation each time, 2 to 3 days, 16 to 20 PhD students and about 5 experts), **short-term scientific missions** (up to 4 weeks, for one researcher at a time) and **executive short courses** (aimed at mid-level professionals, 3 days, in Lausanne and other locations).

There have already been two summer schools (in Edinburgh the first year and in Utrecht in 2008), three doctoral workshops (Brno and Hamburg in 2007, Helsinki in 2008) and one executive short course. Seven researchers have already completed a short-time scientific mission at a partner organisation: 2 in 2007

by Anna Safuta

and 5 in 2008, which means that 8 more PhD students will be able to go on such a mission until 2011.

The activities aimed at students (mostly PhD researchers, but the network is open to applications from outstanding MA students as well) enable knowledge transfers from senior to junior researchers, while the aim of the executive short courses is to bring practice and academia together.

Indeed, as illustrated by the establishment of the RECOWOWE Dialogue Centre (DIACwowe), RECOWOWE actively seeks to disseminate the network's knowledge beyond academic circles, to create an on-going dialogue between the research community gathered within the network and the professionals working on labour market and welfare policies. The benefits of the executive short courses are reciprocal. There's a mutual knowledge transfer that allows researchers to present the results of their ongoing research to each other, as well as to get a grasp of the everyday challenges faced by employment and social sector practitioners.

While executive short courses consist mainly of researchers' presentations followed by discussions, doctoral workshops allow students to present a research piece they are working on to other PhD students, as well as to the senior researchers. Most of the exchanges during doctoral workshops happen in small groups of students working on a similar research topic, supervised by a senior researcher. Summer schools involve lectures by RECOWOWE members, discussions and work on set assignments, as well as allowing students to present their work and compare opinions within smaller research groups.

Question: What are the distinctive features of these training activities when compared with other doctoral workshops and courses dedicated to research on employment and welfare?

The RECWOWE training activities coordinated by TAC allow junior researchers and professionals to learn from and interact with the best European researchers working on employment and welfare. RECWOWE distinctive feature generally, and its training events in particular, is the focus on linkages between labour market changes and welfare state reform.

Question: Are all the teaching participants members of RECWOWE?

The teaching staff is indeed mostly made up of RECWOWE members, but, since our network cooperates closely with ESPAnet, an association of academics involved in the analysis of social policy in Europe, we sometimes recruit senior researchers from ESPAnet to teach during RECWOWE activities. ESPAnet usually also collaborates with the organisers of the summer schools and doctoral workshops.

Question: What are the 'target audiences' of the RECWOWE training activities?

The 'target audience' of the summer courses, doctoral workshops and short-term scientific missions are PhD researchers, although we take into account applications from talented MA students to the extent that spaces are available. Participants are mainly students from the RECWOWE partner universities and research centres, but researchers from non-participating universities are also invited to apply. The executive short courses are aimed at professionals, mainly civil servants working for public employment authorities in EU Member States and candidate countries, as well as in Switzerland or Norway. Practitioners from trade unions and employers associations, NGOs active in the field of social inclusion or international organisations are also welcome to apply.

Question: How do you choose the institution where each activity will be held?

Our first executive short course was held at the Institut des Hautes Etudes en Administration Publique (IDHEAP) in Lausanne.

The three other types of activities can be organised by any partner institution. Institutions participating in RECWOWE can also join forces and organise an event together. For example the 2008 doctoral workshop has been organised by the University of Tampere in cooperation with *Stakes*, the Finnish National Research and Development Centre for Welfare and Health. At each annual RECWOWE conference TAC organises a session with the aim of inviting (and sometimes enticing) partner organisations to volunteer as local organiser of one of the forthcoming training activities.

Question: What are the forthcoming TAC activities?

The 2009 RECWOWE **summer school**, devoted to '**Social Inclusion and Exclusion in a Changing Europe**', will be held from 2 to 11 July at the University of Bremen. This summer school is targeted at students who have just started or are about to start a PhD related to social inclusion and/or exclusion in Europe. The summer school will focus on social inclusion and exclusion due to changes in (social) citizenship and social security, employment and income distribution, gender roles and family models, trans-nationalism, migration, or social policy and activation.

As usual during RECWOWE summer schools, students will have the opportunity to present their PhD project and to discuss it with other participants, as well as with the participating scholars. This summer school will also offer lectures, discussions, assignments and workshops led by high-level European scholars from various disciplines such as sociology, social policy, political science, and economics. The programme will include a methodological workshop on measuring social inclusion/exclusion.

This year's RECWOWE **doctoral workshop** will take place on 18, 19 and 20 November at Tilburg University and will focus on '**Labour Market Flexibility, Social Protection and Family Life**'.

An executive short course will also be organised this year by Sciences Po Paris.

2 – NEWS FROM THE NETWORK

CONFERENCES/WORKSHOPS

- ‘Policy Innovations at National and Company Level that Promote Work-Family Balance’, Public Seminar, University of Ljubljana, 13 February 2009

Please refer to the [RECWOWE webpage](#) for the seminar programme.

- Cross-strand Workshop on Tensions, Maison des Sciences de l’Homme Ange Guépin (Nantes University), 25 and 26 February 2009
- ‘Unemployment Protection – Adapting to Post-Industrial Labour Markets?’, Workshop, University of Edinburgh, 6 and 7 March 2009
- Second EDACwowe Workshop, Danish Institute for Social Research, Copenhagen, 20 March 2009

The objective of this workshop is to evaluate [the EDACwowe website](#) and to prepare EDACwowe future activities (the Data Demonstration Project and the Tensions Data Project).

- ‘Labour Market and Welfare State Dualisation’, Conference, University of Oxford and Fondation nationale des Sciences Politiques, Oxford, April 2009

RECWOWE 3rd Annual Integration Week, University of Utrecht, 9-13 June 2009

Organised by the researchers of the Social Policy, Interventions and Integration programme (SOPINS) of the University of Utrecht, this year’s RECWOWE **integration week** aims at enabling participants to interact as much as possible with each other, mainly through presenting and discussing papers and deliverables related to RECWOWE topics. Yet the objectives of the Utrecht week are also to prepare the RECWOWE reports of activities due July-September 2009, as well as the network’s future activities. The week will consist of task sessions (workshops), work package sessions, plenary sessions, as well as governing meetings aimed at members of the Governing, Executive and Advisory Committees.

The registration deadline is **March 1st, 2009**.
More information: [here](#)

–‘Social Exclusion and Inclusion in a Changing Europe’, RECWOWE Annual Summer School, University of Bremen, 2-11 July 2009

This summer school is targeted at students who have just started or are about to start a PhD related to social inclusion and/or exclusion in Europe. The summer school will focus on social inclusion and exclusion due to changes in (social) citizenship and social security, employment and income distribution, gender roles and family models, trans-nationalism, migration, or social policy and activation.

Students will have the opportunity to present their PhD project and to discuss it with other participants, as well as with the participating scholars. This summer school will also offer lectures, discussions, assignments and workshops led by high-level European scholars from various disciplines such as sociology, social policy, political science, and economics. The programme will include a methodological workshop on measuring social inclusion/exclusion.

Applicants are kindly asked to submit (via e-mail attachment) a short description of their PhD-project (no more than 500 words), their CV and personal motivation (no more than 500 words), information on the year of their studies as well as a recommendation letter from their supervisor.

The deadline is: **April 15, 2009**.

Please send your application to:
summerschool2009@bigsss.uni-bremen.de
More information: [here](#)

- ‘Labour Market Flexibility, Social Protection and Family Life’, RECWOWE Doctoral Workshop, Tilburg University, 18-20 November 2009

EDACwowe Tensions Data Project

The RECWOWE European Data Centre for Work and Welfare (EDACwowe) is preparing the launch of its TENSIONS DATA PROJECT (TDP). The TDP will study the effects of work and welfare arrangements and institutions on the degree to which individuals in various social situations and in different European countries subjectively experience tensions in their work, family and personal life. RECWOWE members and other researchers interested in the project can contact its coordinator [Wim van Oorschot](#).



Established in 1636, the University of Utrecht has evolved into a leading modern research university with a growing international reputation. Utrecht University is a research university comprising seven faculties spanning the entire academic spectrum in teaching and research. In the 2008 Shanghai Academic Ranking of World Universities, Utrecht University came first in the Netherlands, ninth in Europe and 47th in the world. With nearly 30,000 students and 8,500 employees divided over 7 faculties, Utrecht University spans the entire spectrum of academic research and education.

Broad range of academic programmes

Utrecht University offers a broad range of 46 undergraduate and 196 graduate programmes, the latter including many English-taught programmes. Every year, more than 2,000 international students and researchers stay in Utrecht for variable periods of time.

Three campuses

Since its foundation, the University has been located in Utrecht's historical, medieval town centre. The inner city campus comprises two faculties. The other faculties are situated at the Uithof Campus, east of the town centre. The Faculty of Medicine is co-governed with the University Medical Center Utrecht (the university hospital). A third campus, just outside the town centre, is home to the University College Utrecht, Utrecht University's international undergraduate college.

De Uithof

In the 1960s, part of Utrecht University moved to the Uithof campus. Other higher education institutions such as the Hogeschool Utrecht and the Utrecht Medical Center were soon to follow. De Uithof is situated on the outskirts of the eastern side of the city; currently about 60,000 people work there. De Uithof has become the showcase of modern architecture with designs by internationally renowned Dutch architects such as Rem Koolhaas, as well as Dutch architects Wiel Arets and Erik van Egeraat.



The Inner City



The inner city contains traditional architecture as well as a combination of old and new, as illustrated by the renovation of the University Museum. The most well-known university building in the city centre is the University Hall (Academiegebouw) at the Domplein, embodying the heart of academic life.

University budget

The University budget is €715 million, 25 per cent of which comes from grants, fundraising and external contract activities, the remainder being financed by the Dutch government. Utrecht University closely liaises with business and industry on innovative and socially relevant research.

Department of Interdisciplinary Social Science

Within the Faculty of Social and Behavioural Sciences, the Department of Interdisciplinary Social Science coordinates a Bachelor degree, several Master programmes and three research programmes coordinated by the Research Institute of Interdisciplinary Social Science (IISS).

University of Utrecht within RECWOWE

Working on the reconciliation of work and family life and on activation policies, Utrecht University members of RECWOWE are mainly involved in working packages 2 and 4. The Utrecht RECWOWE members belong to the Departments of Interdisciplinary Social Science, Sociology, Economics and Public Administration.

Further information:

On the University: [here](#)

[Website](#) of the Research Institute in Interdisciplinary Social Science

[Website](#) of the RECWOWE 3rd Annual Integration Week 2009, organised by the University of Utrecht

– The Working Time Directive

On 17 December 2008, during the second reading of the modified Working Time Directive (directive 2003/88/EC concerning certain aspects of the organisation of working time), the European Parliament adopted all the Employment and Social Affairs Committee amendments to Council's common position. Through this vote, Members of the European Parliament (MEPs) expressed their strong disagreement with this common position, which has Commission's full support. The version of the directive agreed on by the EP stipulates that both active and inactive on-call time counts as working time, while the Council and the Commission favoured a distinction between 'active' on-call time (period during which the worker must be available at the workplace in order to work when required by the employer) and 'inactive' on-call time (period during which the worker is on call, but not required by his employer to work). Whereas national governments and the Commission upheld the opt-out possibility (currently 15 Member States use the opt-out), the directive proposal as amended by the European Parliament (EP) stipulates that all existing national opt-outs should end within three years after the adoption of the directive. MEPs also agreed that the average 48-hour working week should be calculated over 12 months, but allowed exceptions for certain categories of workers (e.g. senior managers).

There are now two solutions: there can either be a second reading at the Council, or the recast directive can go straight into conciliation procedure. In order to be able to hold a final vote on the directive before the EP's last plenary in May, before the elections, the conciliation procedure would have to start before 17. A third possibility could be that, in its opinion on EP's amendments, the Commission would propose a compromise text satisfactory for both parties. The Czech Presidency announced it intends to get an agreement between the EP and the Council on this issue.

European employers' and business organisations (BusinessEurope, Eurochambres, UEAPME, CEEP) were all strongly disappointed by the results of the vote, while the European Trade Union Confederation (ETUC) welcomed the EP's plenary vote. The ETUC has indeed

called for the abolition of the opt-out possibility and the recognition of all on-call time as working time, while European employers and business associations wanted the directive to allow exemptions from the 48-hours week rule and insisted on inactive on-call time not being counted as working time.

– Directive on Temporary Agency Work

On 21 October 2008, the EP adopted during second reading, without amendment, the Directive on Temporary Agency Work. This directive introduces the principle of equal treatment for temporary agency workers from the first day of their assignment, with limited possibilities of exemptions. The equal treatment principle applies also to cross-border agency workers. Under the directive, national restrictions or prohibitions on the use of temporary agency work can be maintained only if they are justified on grounds of general interest.

The progress of this directive proposal adopted by the Commission in March 2002 has been blocked for the past six years at Council level due to lack of agreement on the contentious question of equal treatment for temporary agency workers.

– Work-Life Balance Package

On 3 October 2008, the Commission has adopted a series of measures aiming at helping workers reconcile work, private and family lives: a Communication, two directive revision proposals (directive 95/85/EEC on maternity leave and directive 86/613/EEC on self-employed workers) and a report on progress made by EU Members towards the Barcelona targets for childcare provision. The legislative proposals aim to increase the minimum length of maternity leave from 14 to 18 weeks, to improve payment levels during such leave and to allow women to choose more freely when to go on leave, before or after giving birth.

The Commission also explained that it didn't put forward any proposals in the field of parental leave since formal negotiations on the updating of the Parental Leave Directive (directive 96/34/EC) have been launched by social partners last July.

– The Works Council Directive

As an informal political agreement on the revised version of the 1994 Directive on European Works Councils (directive 94/45/EC) has been concluded on 4 December 2008 by the EP, the French Presidency and the Commission, this recast directive is reaching the end of the legislative procedure. The EP having formally endorsed the informal deal on 16 December, the revised directive will enter into force after its formal adoption by the Council, scheduled for the beginning of this year.

Only 36 per cent of companies active in the EU fell within the scope of application of the Works Councils Directive. Therefore one of the objectives of the amendments introduced by the Commission in July 2008 to the 1994 directive was to broaden its scope, in order to increase the number of such councils, as well as to strengthen their position in comparison with national works councils.

Other amendments introduced by the Commission aimed to specify the terms 'information to workers' and 'consultation of workers' brought up in the 1994 text, to define the competences of these councils, to force workers' representatives to debrief and to allow them to benefit from training without loss of salary. Parliamentary amendments aimed to clarify the definition of the 'transnational nature' of an issue (MEPs agreed on considering as 'transnational' situations in which a decision taken in one Member State affects workers in another Member State) and to abolish the 50 workers threshold necessary to constitute special negotiating groups (such groups being necessary to establish European works councils).

– Social priorities of the Czech Presidency

The Czech presidency will focus on four main areas in terms of its employment and social policy interests. First and foremost, the Presidency will aim at extending and facilitating the free movement of workers: encouraging Member States to abolish or significantly reduce transitional arrangements that are still in place for workers from new accession countries, encouraging the removal of legal and administrative barriers for cross-border recognition of qualifications, as well as

putting pressure on Member States to facilitate the movement of workers from disadvantaged groups and their integration into the labour market. In concrete terms, the Presidency wants the EU to get rid of all barriers to the free movement of labour, plans to draft Council conclusions on the Commission's report on the free movement of workers after the enlargement and aims at the finalisation of the revised legislation on social security coordination for migrant workers.

The Czechs will look also to identify which aspects of labour legislation reduce the EU's competitiveness. Indeed, the Presidency's second objective will be to increase labour market flexibility. In the light of this priority, the Presidency will seek a compromise with the EP in case of the Working Time Directive going into conciliation procedure, as well as prepare Council's conclusions on the Commission's communication "New Skills for New Jobs". The Czechs will look to identify which aspects of labour legislation reduce EU competitiveness.

As part of the debate on a better work-life balance, the Presidency will aim at bringing the negotiations on the Commission's proposal to extend the Directive on Maternity Leave to a successful conclusion before July 2009. The Presidency will also open a debate on a possible review of the Barcelona objectives in the field of pre-school childcare services. The Presidency also emphasised each family's freedom to choose its own way of achieving work-life balance.

Commissioner Margot Wallström criticised the Czech Presidency for gender equality being only a marginal issue in their programme.

Finally, the presidency will examine social services as a tool for preventing social exclusion and as a source of new jobs for the most disadvantaged social groups (*e.g.* the handicapped). The availability, financing and quality of social services will also be addressed, particularly in the area of long-term care.

The Presidency will also approve amendments to the European Structural Fund and to the European Globalisation Adjustment Fund, The Presidency doesn't consider the equal treatment directive proposal put forward by the Commission last July as a priority.

4 – PUBLICATIONS

NETWORK MEMBERS' PUBLICATIONS IN THE AREA OF WORK AND WELFARE



Pensions in Europe: the Evolution of Pension Policy at National and Supranational Level, by David Natali, Brussels, PIE Peter Lang, 2008, 290 pages

In this book, David Natali from the *Observatoire social européen* (P11) aims to present the long-term and more recent evolution of retirement schemes and their regulation at national and supranational level. It gives detailed information about pensions in nine Western and Eastern European countries (Belgium, Cyprus, Estonia, France, Italy, Poland, Slovenia, Sweden and UK). In parallel it investigates EU action in the field, through regulation, the Stability and Growth Pact and the Open Method of Coordination. What does history tell us about the evolution of pensions? Is it a story of stability or change? Is there any convergence between European pension models? And then what is the role of the European Union in the field?

This book provides answers to these questions and offers scholars, students and policy-makers a comprehensive description of national retirement programmes, as well as a theoretical analysis of pension reforms, output and outcomes, with a focus on both national and European dynamics.

More information on the book [here](#)

- **‘Marktwirtschaftsmodelle und öffentliche Beschäftigungsregimes in der OECD’**, by Markus Tepe; Karin Gottschall and Bernard Kittel, in *der moderne staat*, Vol.2, 2008, pp.377-397

In this article in German, Karin Gottschall and Markus Tepe from the University of Bremen (P16) (with Bernhard Kittel from the University of Amsterdam) introduce varieties of capitalism and public employment regimes, drawing on the first results of the University of Bremen Collaborative Research Centre study entitled ‘The State as Employer’.

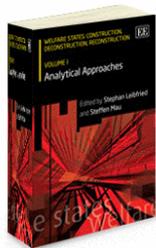
- **‘The new public service transnationals: consequences for labour’**, by Judith Clifton and Daniel Diaz-Fuentes, in *Work Organisation, Labour and Globalisation*, Vol.2, No.2, autumn 2008, pp.23-39.

In this article Judith Clifton and Daniel Diaz-Fuentes from the University of Oviedo (P07) examine the recent organisational transformations of public service providers, particularly those based in the European Union, that have been among the first to ‘transnationalise’, with a particular focus on electricity, telecommunications and postal services. Transnationalisation qualifies the cross-border expansion of public service providers previously defined as nationally-bound entities largely owned and controlled by the state. The authors argue that public service providers’ transformation, including transnationalisation, has significant consequences for work inside these organisations.

- **‘European comparative data on the situation of disabled persons: an annotated review’**, by Wim van Oorschot *et al.*, Report for the Academic Network of Disability Experts (ANED), November 2008

This report offers a detailed inventory and a brief discussion of the quantitative data available in the EU, which could be used for future benchmarking of the outcomes of disability policies to promote the social and economic participation of disabled persons. This report thus contributes importantly to the EU Disability Action.

PUBLICATIONS IN THE AREA OF WORK AND WELFARE



Welfare States: Construction, Deconstruction, Reconstruction, by Stephan Liebfried and Steffen Mau (eds.), Cheltenham, Edward Elgar, 2008, 3 vol., 2 176 pages

This 3-volume monumental compendium spans all the main disciplines dealing with welfare state analysis and probably the entire range of theoretical and empirical issues at stake. This book is a collection of articles devoted to welfare state and its reform, dating from the 1970s onwards. While the first volume is mainly devoted to welfare state theories, the second volume contains articles defining the varieties of welfare states and essays on welfare state retrenchment, globalization, post-industrialism, Europeanization and global social policy. The last volume addresses contemporary challenges faced by welfare states: their justification, economic results, multiculturalism, gender, the generational contract, etc.

To order the book [...](#)



The Working Poor in Europe: Employment, Poverty and Globalization, by H.-J. Andress and H. Lohmann (eds), Cheltenham, Edward Elgar, 2008, 336 pages

For a long-time in-work poverty wasn't associated with European welfare states, but recent evolutions such as welfare state retrenchment, labour market policy reforms and economic globalization have put increasing pressure on individuals and families. This book tends to provide explanations as to why in-work poverty is high in certain countries, while it's low in others. Since the authors of this book argue that in-work poverty cannot be understood without a thorough analysis of the national context (wage-setting schemes, level of de-commodification provided by the welfare regime, families' and households' structure), cross-country studies are combined here with in-depth national analyses.

To order the book [...](#)

RECOWE WORKING PAPER

– *National Welfare Reforms and the Question of Europeanization: From Impact to Usages* by Sophie Jacquot

The first RECOWE Working Paper has been published and can be downloaded [here](#). Sophie Jacquot is a researcher at the Centre for European Studies of Science Po Paris (P02).

This working paper begins with a literature review on the interactions between the EU and welfare state reforms. Two main strands can be identified in publications devoted to the matter. A first one investigates the possible influence of European integration on national welfare state reforms: does Europe matter at all? What is the content of this influence, its meaning and orientation?

The second strand is linked to the assessment of the influence of European integration on welfare state reform in a changing policy-making environment: how does the EU matter? Many variables have to be taken into account, including informal and interactive forms of influence.

Having reviewed these debates, this paper turns to the main axes of future research, pointing to the role of actors as mediators of European impact – and not only as transmission and intermediary variables. In order to capture the processes of transformation related to domestic adaptation to European integration, a crucial point is the political construction of impacts, i.e. the “usages” of Europe.

Download the paper [here](#)