

Editorial

The current economic crisis simultaneously affects employment and the social welfare systems. In the short term, many socio-economic policies try to stop this crisis from turning into a global catastrophe worsening the current employment and social difficulties. The virtues of the state, and of the social policies seem to be rediscovered. However, beyond the fight against the dramatic increase in the unemployment and its social consequences, we note that the destruction of jobs, and of certain types of activities will entail structural changes into the types and the quality of jobs.

Among the four main tensions between the labour market and the social welfare regimes, RECWOWE planned a workpackage on the tensions between quality and quantity of work. This workpackage (strand 3) is managed by Ana Guillén (Oviedo) and Sonja Drobnič (Hamburg). They summarise the activities of this group of researchers in the interview.

This Newsletter also presents another RECWOWE partner and its researchers activities within RECWOWE: the University of Hamburg.

In the next months we've noted an increase of meetings organised by or in partnership with RECWOWE. You will find information on the closest ones in the 'News from the network' section, the main event being the [Utrecht Integration Week](#) that will take place in June 2009.

Among other publications by RECWOWE members, we are also very pleased to announce the first book being the result of the activities of a workpackage: *Calidad del Trabajo en la Unión Europea. Concepto, Tensiones, Dimensiones* edited by Ana Guillén and her colleagues.

Finally, this newsletter also provides us with a summary of the most recent decisions from the European institutions

Denis Bouget and Bruno Palier

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Executive Manager: Amélie Guisseau
Maison des Sciences de l'Homme
Ange Guépin, Nantes, France
amelie.guisseau@univ-nantes.fr
Tel: +33.(0)2/40 48 39 76
Fax: +33.(0)2/40 48 39 98

Website: <http://recwowe.eu/>

This newsletter has been written by Anna Safuta.

LAYOUT AND WEBMASTER:

Valérie Cotulelli and Renaud Smoes

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1 – INTERVIEW OF THE MONTH

INTERVIEW – ANA MARTA GUILLÉN, UNIVERSITY OF OVIEDO AND SONJA DROBNIČ, UNIVERSITY OF HAMBURG, COORDINATORS OF STRAND 3 'QUALITY AND QUANTITY OF JOBS'

by Anna Safuta



Ana Marta Guillén
Strand 3 – Quality and Quantity of Jobs
Partner 07 – University of Oviedo



Sonja Drobnič
Strand 3 – Quality and Quantity of Jobs
Partner 15 – University of Hamburg

Concern about quality of employment is a relatively new aspect of Member States' and EU-level labour market strategies and as such deserves to be insisted upon in times of crisis. The current international context sheds new light on the topicality of the research conducted within RECOWE Strand 03, dealing with tensions between the quantity of jobs and their quality. As explained by Strand 03 coordinators Ana Guillén and Sonja Drobnič, labour market policies shouldn't just aim at creating more jobs, but also at improving the quality of employment. Stimulating the creation of low-quality jobs could have disastrous consequences for EU's future.

Ana Guillén has been Professor of Sociology at the University of Oviedo since 1993. Sonja Drobnič is Professor of Sociology at the Institute of Sociology and member of the Centre for Globalisation and Governance (CGG) of the University of Hamburg. She coordinates Strand 03 activities in collaboration with Prof. Guillén since 2008, when she succeeded to Sverre-Åge Dahl.

Question: What are the main objectives of the research tasks conducted within RECOWE Strand 03?

AG: Research within Strand 03 focuses on the tensions between quantity and quality of jobs, within the overall context of tensions between labour market policies and social protection policies. Job creation has been an important public policy goal across Europe since the late 1970s, but initially the focus was solely on how to

create more jobs, rather than on how to create more good-quality jobs. Research within Strand 03 investigates the very notion of 'quality of employment', in relation to concepts like in-work poverty, gender-related tensions, migration, changes in work conditions induced by privatisation and globalisation...

Question: Since you evoke the concept of 'tensions', what are the main tensions between quality and quantity of work identified by research conducted within Strand 03?

AG: A quite exhaustive list of existing tensions was prepared by Strand 03 researchers for the 2006 RECOWE kick-off conference in Paris. Those tensions were investigated during the first 18 months of Strand 03 work and the results of this 'state of the art' research have already been published in Spanish (Ana Guillén *et al.* (eds.), *Calidad del Trabajo en la Unión Europea, Madrid, Thomson Civitas, 2009*, see Publications section in this issue) and will soon be out in English (Ana Guillén and Sverre-Åge Dahl (eds.), *Quality of Work in the EU*, London, P.I.E.- Peter Lang, to be published).

Question: How can we broadly define the concept of 'quality of employment' and what has been done within WP03 to contribute to this definition?

AG: The first chapter of the above mentioned book discusses definitions of the concept of 'quality of employment'. Indicators that could help measure the quality of a job are also examined in this volume. The book discusses for example EU indicators assessing job quality and points to one of their peculiarities: the fact that they do not consider salary as one of the important criteria determining the subjective perception of the quality of a job. Within Strand 03, we do not only focus on the objective aspect of job quality, but we also analyse its subjective perception, i.e. how workers themselves perceive a good-quality job. Of course the definition of job quality is a work-in-progress, Strand 03 will continue to develop the concept.

SD: Until the beginning of the 21st century, Member States' labour market policies and EU-level initiatives related to employment didn't address the quality of jobs. Quality of employment officially became an EU objective only with its introduction in the European Employment Strategy in 2001.

There is no universally shared definition of what constitutes a good-quality job, but research within Strand 03 aims at identifying objective and subjective indicators of 'quality of work', and analysing the concept in comparative perspective.

Question: What are the indicators helping to measure quality of employment and how did WP03 contribute to the identification/development of such indicators? What has been the role of the European Data Centre for Work and Welfare (EDACwowe) in the activities of Strand 03?

AG: As mentioned above, during the first 18-months period WP03 prepared a comprehensive list of comparative indicators helping to assess job quality.

SD: The 'state of the art' project identified 6 main indicators helping to assess job quality: pay and fringe benefits, job security, work intensity, autonomy and control over the job, skills and training opportunities as well as intrinsic job rewards. Subsequent tasks within Strand 03 included detailed analyses of these as well as of other related indicators, and studied determinants of cross-national variations in quality of work across Europe.

AG: EDACwowe has proved a very useful tool not only for Strand 03, but also for many other researchers dealing with similar endeavours outside RECWOWE. Strand 03 closely cooperate with EDACwowe: the latter used the list of job quality indicators drawn up by WP03 researchers and collaboration continues, WP03 members providing feedback to EDACwowe and vice versa.

Question: What tasks did the WP03 focus on during the first two periods and what were the interactions between these projects and research conducted within other strands?

AG: Besides the aforementioned 'state of the art' research on which we worked during the first year, several other tasks have been started. Initiated during the second period, the investigation of the issue of in-work poverty will

continue in the third period. This project started with a comparative analysis of in-work poverty across Europe, drawing from national cases studies, and will now examine the links between this phenomenon and transversal questions like gender, migration, etc.

SD: Tasks that are now rounded up are the research on the impact of educational systems on the quality of work as well as the investigation of the current changes in job quality and work orientation. In the broader framework of the latter task, my collaborators and I investigated the impact of the quality of a worker's job on his/hers overall life satisfaction. Among other findings, we detected important country-level variations with respect to job quality indicators that workers find decisive in shaping their overall quality of life. Additionally, bad-quality jobs tend to be 'more effective' in worsening workers' perception of their life conditions than good jobs are in improving that perception.

AG: In terms of inter-strand interactions, WP03 collaborates with Strand 01 on issues related to unemployment, with Strand 02 concerning work-private life conciliation policies and with Strand 04, mainly in relation to the issue of labour market dualisation and Europeanisation. Strand 03 has also initiated a diffusion task that has been deemed 'best practice' by PUDIACwowe, namely: dissemination of RECWOWE research results to interested stakeholders and practitioners (policy-makers, social partners, NGOs, social interest groups, etc.). We also collaborate actively with TACwowe in the organisation of its training activities.

Question: Besides tasks initiated during the first and second period and will be pursued in the new phase, which new projects are foreseen for the next 18 months?

AG: This third period will focus on gender issues with, among other projects, the launch of a research investigating the comparative situation of women on boards across Europe.

Another salient task investigates the impact of the quality of employment on private life. This project is strongly linked to the activities of Strand 02 ('Reconciling Family and Employment'), Strand 01 ('Tensions between Flexibility and Security') and Strand 04 ('Employment-Friendly Welfare States').

2 – NEWS FROM THE NETWORK

CONFERENCES/WORKSHOPS

- **'Flexible today, secure tomorrow? Labour markets, pensions reforms in a context of economic crisis', Public Debate, Observatoire social européen, Brussels, 23 March 2009**

In the framework of the RECOWE Dialogue Centre (DIACwowe), the Observatoire social européen organises a **public debate** with the participation of Prof. [Karl Hinrichs](#), Centre for Social Policy, University of Bremen (P16), Niels Ploug, Danish National Institute for Social Research (P18), Ms **Elise Willame**, former President of the European Social Protection Committee and Prof. [Jos Berghman](#), Centre for Sociological Research, Catholic University of Leuven.

In recent decades, pension system reforms and the spread of 'atypical' employment have challenged job security. The debate will focus on these issues as well as present the conclusions of the 'Flexible Today, Secure Tomorrow?' research project led by Karl Hinrichs (University of Bremen, P16), Matteo Jessoula (University of Milan, P21) and Niels Ploug (Danish Institute for Social Research, P18).

This activity is organised by PUDIACwowe, the RECOWE Publication and Dialogue Centre. PUDIAC's objective is to develop an ongoing and structured dialogue between the research community on the one hand, and policy makers in charge of labour market and welfare policies, social partners, NGOs and other practitioners on the other.

More information [here](#).

- **'Community, Work and Family in the 21st Century: Innovation and Sustainability', International Conference, University of Utrecht, 16-18 April 2009**

This 3rd 'Community, Work and Family' conference will address the challenges that communities, organizations and families face in these times of transitions and change, with a special focus on innovative practices and sustainable solutions.

More information [here](#).

- **'The Dualisation of European Societies?', Conference, RECOWE and University of Oxford, Green Templeton College, Oxford, 24-25 April 2009**

This two-day **conference** will address the issue of increasing inequalities in Europe by analysing the interrelationships of labour market developments, social policies and political developments within various European societies, with a special focus on processes of dualisation which have the potential of creating new groups of 'insiders' and 'outsiders'. Among other questions, the conference will focus on the question of how different types of 'outsiderhood' are interrelated and to what extent the various types of exclusion have contributed to the increase in inequality. A comparative perspective promises insights into why some countries witness lower levels of dualisation, whereas for others it has become a core characteristic.

The programme is available [here](#).

More information [here](#).

- **'Local Social Policy – Concepts, Types and Governance', Conference, University of Hamburg, 24-25 April 2009**

This international conference will focus on a comparative analysis of local social policies (the question whether there is such a thing as local welfare regimes will be asked), the role of local welfare cultures and varieties of local governance structures. A poster session, giving young researchers and PhD students the opportunity to present their research related to the conference theme will take place on 24 April.

To participate, please contact [Ralf Och](#).

The programme is available [here](#).

- **'Humanizing Trade II', International Conference and Virtual Roundtables, Montreal, April 2009**

On 27 and 28 April, the city of Montreal, Canada will host the 'Humanizing Trade II' international conference. In April a series of Virtual Roundtables will be organized with the goal to set the ground for the discussions and debates that will take place during this event, aiming to identify guidelines for a labour standards multilateral template in the context of international trade.

More information [here](#).

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 in addition to discussing the network's future activities. The week will consist of task sessions (workshops), work package sessions, plenary sessions, and meetings of the Governing, Executive and Advisory Committees.

The programme is available [here](#).
More information [here](#)

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

Organised jointly with ESPAnet (the European Network for Social Policy Analysis), 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 experienced scholars taking part in the summer school. 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.

Applications should consist of 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 application deadline is **April 15, 2009**.
Please send your application (in an email attachment) to: summerschool2009@bigsss.uni-bremen.de
More information [here](#)

– 'Development of Competencies in the World of Work and Education', International Conference, University of Ljubljana, 24-26 September 2009

Organized in cooperation with two European research networks - CHEERS and REFLEX, and with the OCDE, this international conference will focus on transition from education to the labour market and on early career, on innovative teaching and learning modes, on competence development in work organizations, on frameworks and classifications of knowledge and qualifications, on competence recognition, and on surveys and projects aiming at measuring skills.

More information [here](#).

– 'Labour Market Flexibility, Social Protection and Family Life', RECWOWE Doctoral Workshop, Tilburg University, 19-20 November 2009

Organised jointly with ESPAnet (the European Network for Social Policy Analysis), this workshop will allow students working on related topics to present their research to other PhD students as well as to senior researchers. The workshop welcomes quantitative empirical studies in the field, but also qualitative case studies and policy analyses, particularly those focusing on the relationships between flexible labour markets, welfare protection for workers or in- or out-of-work arrangements aiming at work and family life reconciliation.

Applications should consist of an abstract of the piece to be presented at the workshop (no more than 750 words).

The application deadline is **May 1, 2009**.

Please send your application to [Nadine Gugelot](#).

More information [here](#).

Additionally...

Please note that a post of

Senior Lecturer/Lecturer in Social Policy will be available from 1 August 2009 at the University of Edinburgh (P)

More information [here](#).



Centre for
Globalisation and
Governance

The Centre for Globalisation and Governance of the University of Hamburg

The Centre for Globalisation of Governance of the (CGG) was funded in 2004 as an excellence centre for research at the School for Business, Economics and Social Sciences of the University of Hamburg. In the Centre, research is carried out on the basis of third-party funds from prestigious funding institutions with a main emphasis on funding by the German Research Council (DFG) and the European Union (EU). On the basis of a strong international orientation in terms of the research profile, a broad national and international publication activity, participation in international research programmes and the leadership thereof, the conducting of international conferences and workshops, and the invitation of renowned foreign academics as speakers for the Lecture Series, it has made an essential contribution to raising the international visibility of social science research at the University of Hamburg.

The main concern of the research programme on 'Globalisation, Change in institutional constellations and Governance' is with an international comparative analysis of the – in part quite contradictory – changes in institutional constellations, which are determined by processes such as globalisation, EU integration and endogenous change processes in national societies, and are also accompanied by changes in the governance structures. The effects of the change in such institutional constellations on the structures of social inequality, social cohesion and quality of life are also analysed.

The new CGG research profile is grouped into five broad Research Areas (RA):

- (1) Market framing and change in institutional constellations;
- (2) Change in institutional constellations of welfare states;
- (3) Change in the institutional constellations that govern climate protection and promote global environment governance;
- (4) Change in government, governance and their institutional basis;

- (5) Change in the institutional constellations that frame the family-work relationship.

The group of permanent researchers at the CGG includes 13 professors, 8 PostDocs, and a varying number of young researchers and PhD students. Besides the Institute for Sociology, also the Institute for Political Sciences, the Chair of Business Studies, the Leibniz-Institute for Global and Regional Studies in Hamburg (GIGA), and the Institute for Coastal Research Geesthacht (GKSS) are involved in the CGG. The CGG was involved in the successful acquisition of a cluster of excellence in the competition of German universities, CLISAP, which is about climate change and its institutional framing.

Recent international publications by members of our RECOWE team have been published in Journals like: British Journal of Industrial Relations; British Journal of Sociology; Community, Work and Family; European Societies; International Journal of Ageing and Later Life; Journal of Social Policy; Policy and Politics; Social Policy and Administration; Social Politics; Gender, Work and Organization; Administration and Society.

The members of our RECOWE team include Birgit Pfau-Effinger (Institute for Sociology and Co-Director of CGG), who is representing the Hamburg team in RECOWE and member of the Advisory Board of EDACwowe; Sonja Drobnič (Institute for Sociology), who is one of the coordinators of Strand 3 – 'Quality and Quantity of Jobs' and who is in charge of the task 'Job quality and tensions between work and private life' (with the University of Oviedo); Patricia Frericks (Institute for Sociology), Ulrich Mückenberger (Director of the Centre of International Studies), Friedbert Rüb (Institute for Political Science), and several young researchers. Birgit Pfau-Effinger is also in charge of the task 'Tensions related to care work' (with the University of Tampere), and Patricia Frericks is in charge of the task 'An ecology of life courses and associated flows of resources in the Netherlands, Germany, the UK and Denmark' (with the University of Utrecht). The CGG has organised a RECOWE Doctoral Workshop in autumn 2007.

– The Working Time Directive

On 17 December 2008, the European Parliament adopted in second reading numerous amendments to the Council's common position on the revised Working Time Directive (directive 2003/88/EC concerning certain aspects of the organisation of working time). Through this vote, Members of the European Parliament (MEPs) expressed their strong disagreement with this common position, which has Commission's full support.

Since the Council didn't approve all EP's second-reading amendments, the so-called 'conciliation procedure' between the Council and the Parliament was initiated. The Conciliation Committee, which first met on 17 March, has six weeks to draw up a joint text. If an agreement is reached, the Parliament will vote on it in plenary on 5 May, but if the Conciliation Committee fails to agree on a common text, the proposed revision of the Working Time Directive will be abandoned.

Since the Council's position on the opt-out remains unchanged (the majority of Member States are favouring the opt-out, while Austria, Portugal, Greece, Cyprus, Luxembourg, Spain, Hungary and Belgium want to get rid of it), a possible solution would be for the Commission to draft a new proposal for a revised directive that would consider separately the two most controversial points of the current text: the opt-out clause and the question whether on-call time should count as working time or not.

The only substantive element of its common position that the Council agreed on rewording were the provisions concerning compensatory rest. The Council has also modified the paragraph on autonomous workers: the directive should not apply to senior managers in public and private sectors and workers with comparable autonomy.

– Illegal immigrants

On 19 February, the European parliament adopted a formal position on the directive establishing penalties for employers of illegal immigrants. The directive aims to discourage illegal immigration into the EU by acting against 'pull factors'. The directive encompasses the following principles: punitive action on the employer and not on the immigrant, criminal penalties in the most serious cases, automatic recovery of unpaid wages, a mechanism enabling illegal immigrants to lodge complaints, liability of

the contractor hiring subcontractors employing illegal immigrants and effective inspections. Together with other measures, such as the 'return directive' and the 'blue card' directive, the adopted text is said to be part of a broader framework aiming at combating illegal immigration, while encouraging its legal form.

– Conclusions of the Employment Council

The Employment Council held on 9 March in Brussels adopted three reports, recently presented by the European Commission: a 'Joint Employment report 2008-2009', a 'Joint report on Social Protection and Social Inclusion 2009' and the Commission's 2009 'Report on the equality between women and men'. Furthermore, the Council adopted conclusions on the Commission's report on the first phase of the application of 'transitional arrangements' regarding the free movement of workers from new Member States. The Council also adopted conclusions on skills, and decided to maintain the current Integrated Guidelines for the Employment Policies of the Member States unchanged in 2009.

More information [here](#)

– Extraordinary summit devoted to employment

The extraordinary employment summit originally scheduled for 7 May 2009 has been cancelled. This special 'jobs in times of crisis' summit was supposed to focus on employment in the context of national and European crisis recovery plans. From a meeting with the participation of EU heads of state and employment ministers it has been 'downgraded' to the same format as the traditional Tripartite Social Summit that precedes each year the Spring European Council: it will be attended by representatives of the current Czech and future Swedish and Spanish Presidencies, the European social partners and representatives from the European Commission.

When asked to comment on the conclusions of the Tripartite Social Summit held this year on 19 March, José Barroso emphasised the need to reject all forms of protectionism and concluded that there's a need to keep as many people as possible in employment, for example by financially encouraging flexible working time arrangements.

4 – PUBLICATIONS

NETWORK MEMBERS' PUBLICATIONS IN THE AREA OF WORK AND WELFARE



Calidad del Trabajo en la Unión Europea. Concepto, Tensiones, Dimensiones,

by Anna Marta Guillén Rodríguez, Rodolfo Gutiérrez Palacios, Sergio González Begega (eds.), Madrid, Thomson Civitas, 2009, 294 pp

This volume is the outcome of a project that brought together an interdisciplinary team of researchers involved in RECOWE Strand 03.

The book analyses public authorities' growing concern about job quality and employment promotion. It also aims at exploring existing tensions between quantitative and qualitative aspects of employment, a novel field of research of immediate practical relevance. The book's first section is mainly conceptual and methodological, while the second section gathers contributions devoted to particular aspects of tensions between quantity and quality of jobs: increasing salary dispersion and in-work poverty, persisting gender wage gap, the impact of the restructuring of the European public sector and psychosocial approaches of job quality. The third section analyses job quality from the perspective of industrial relations. The concluding section reflects on the difficulties of constructing common European indicators of quality and quantity of jobs.

More information on this book [here](#)



Gender Divisions and Working Time in the New Economy. Changing Patterns of Work, Care and Public Policy in Europe and North America,

by Diane Perrons, Colette Fagan, Linda McDowell, Kath Ray and Kevin Ward (eds.), Cheltenham, Edward Elgar, 2007, 336 pp

Contemporary societies are characterised by new and more flexible working patterns, new family structures and widening social divisions. This book explores how these macro-level changes affect the micro organisation of daily life, with reference to working patterns and gender divisions in Northern and Western Europe and the United States. This volume demonstrates that, despite globalisation and the spread of neo-liberalism, states still exercise some autonomy in

terms of the implementation of equalities and 'city-time' policies. These policies affect people's capacity to organise their daily lives and ameliorate the adverse impact of new working patterns. However, the authors also show that, despite the proliferation of work-life balance policies which potentially encourage a greater reconciliation of caring and paid work, inequalities in the distribution of paid work and caring between men and women remain remarkably resilient. This collection comprises both detailed comparative analysis and case studies from France, Norway, Sweden, the UK and the US.

More information on this book [here](#).



Work-Family Balance, Gender and Policy,

by Jane Lewis, Cheltenham, Edward Elgar, 2009, 264 pp

This book looks at the 3 main components of work-family policy packages – childcare services, flexible working patterns and entitlements to leave from work in order to care – across EU15 Member States, with comparative reference to the US. It also provides an in-depth examination of developments in the UK. Variations in national priorities, policy instruments, established policy orientations and the context for policy making in terms of employment patterns, fertility behaviour and attitudes towards work and care are also highlighted.

Gender inequalities in the division of paid and unpaid work underpin the issue of work-family balance. But what constitutes gender equality in this crucial policy field? Jane Lewis argues that, in spite of growing political emphasis on the importance of 'choice', a 'real' choice to engage in either or both the socially necessary activities of paid and unpaid work has remained elusive.

More information on this book [here](#)

– '**Flexicurity and Welfare Reform: A Review**', by Elke Viebrock and Jochen Clasen in *Socio-Economic Review*, Vol.7, No.2, 2009

This publication is a revised version of the 'state of the art' paper prepared by Elke Viebrock and Jochen Clasen, both from the University of Edinburgh (P29) for the first task in RECOWE Strand 01 'Tensions between Flexibility and Security'.