

Editorial

RECWOWE is now entering its last year. In previous issues, we explained that we will now focus on the dissemination of research results, and this mainly through publications and a variety of meetings. One of RECWOWE workpackages, PUDIACwowe, is dedicated to those two activities. As explained by Daniel Clegg in this issue's interview, the *RECWOWE Working Paper Series* has recently welcomed a 25th paper and is opening to researchers from outwith the network. All the papers are available on [the PUDIACwowe website](#).

We are also preparing the publication of a substantial number of books in the new book series *Work and Welfare in Europe* created by Palgrave Macmillan. Two other books are in preparation with Oxford University Press as well as some Special Issues. You will find more information on those forthcoming publications in the next issues of the RECWOWE Newsletter.

All the meetings in which we are involved will also be strongly linked to the preparation and dissemination of RECWOWE books and Special Issues, for example the Belgian Presidency Conference on EU coordination in the social field in the context of the EU 2020 Strategy (see the 'Conferences and Workshops' [section](#) in this issue). Moreover, many future national exchange meetings are still to come, as are several RECWOWE doctoral workshops, executive seminars and some internal workshops. We are also preparing the final RECWOWE Conference that will take place in Brussels in June 2011.

Denis Bouget and Bruno Palier

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Daniel CLEGG on the Network's publication activities



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Dr Daniel Clegg is Lecturer in Social Policy at the School of Social and Political Science, University of Edinburgh. Mainly interested in the comparative politics of social and labour market policy, he is currently involved in several RECOWE research projects ('The Politics of Flexicurity in Europe', 'Regulating the Risk of Unemployment', 'The Dualisation of European Societies' and 'Reconfiguring Welfare States in Post-Industrial Societies: What Role for the Social Partners?'). He also coordinates the activities of the Publication, Dissemination and Dialogue Centre (PUDIACwowe), together with Ramón Peña-Casas and Bruno Palier.

Q1: What are the main objectives of the activities of the RECOWE Publication and Dissemination Centre?

The activities of the Publication Centre are complementary to those of the Dialogue Centre. While the latter concentrates on a sustained dialogue with the policy community, the Publication Centre was created to ensure the effective dissemination of the research conducted in RECOWE across the broader academic community. The *Working Papers on the Reconciliation of Work and Welfare in Europe* series, which is managed by the Publication Centre, is one of the most important instruments for this. The Publication Centre has also organised other activities to support publication, such as sessions on publication strategies at some of the network's integration weeks.

Q2: Could you tell us more about the RECOWE Working Papers series?

The RECOWE working paper series is the first dedicated working paper series in the field of work and welfare. The series gives those working on work and welfare issues an opportunity to receive timely feedback on their work-in-progress, and

develop it for publication in other outlets. Our first working papers came out after the 'state of the art' period of the network's activity, and we have maintained a steady rate of publication as the network's activities have developed thereafter.

Q3: Who can publish a RECOWE Working Paper - is the series open to researchers from outside RECOWE? What is the editorial process – are RECOWE Working Papers peer reviewed? What are the forthcoming titles in the series? Are there RECOWE research areas not yet covered by any title in the series?

Though we have to date mainly published work by RECOWE members, the series is very much open to researchers from outside RECOWE. We are also particularly keen to receive more contributions from early-stage researchers. All papers submitted are peer reviewed by an expert selected from within (for external submissions) or outwith (for submissions by RECOWE members) the network, who is also asked to give any suggestions they have for the future development of the work. Papers being currently finalised for publication address themes such as the possible trade-off between the quantity and quality of employment; in-work poverty across welfare regimes; the relationship between fertility and female labour market participation; and perceptions of employment insecurity. Most of RECOWE's research topics are well-represented in the series with the exception of the implications of the economic crisis, which has become a key focus of work only more recently. I'd expect this to be a prominent issue in future publications, though.

Q4: One of the latest RECOWE Working Papers is a guide for scholars seeking to publish in the top English-language outlets in the field of work and welfare. Could you tell us more about this guide?

Work and welfare is a research field that spans many disciplines, but researchers may not always appreciate how relevant their work could be to those outside their home domain, and the opportunities this provides for diversified publication strategies. The idea behind our short guide to 'Editorial resources in work and welfare'

was therefore to collate information on some of the main journals and books series in the field, in order to help researchers in the area identify publication outlets from across the whole range of relevant disciplines.

Q5: Will the RECOWE Working Papers series be maintained after the end of the network activities? Similarly, what will be the future after June 2011 of the *Work and Welfare in Europe* book collection edited by Palgrave Macmillan?

The aim of RECOWE was always to lay the foundations for durable inter-disciplinary and cross-national collaboration in research on work and welfare in Europe, and the working paper and book series constitute important building blocks for this. It is certainly anticipated that both will continue to function, and hopefully also to flourish, after the formal end of the network.

Q6: How would you assess Publication Centre achievements in terms of its main aims: the publication and dissemination of ongoing research?

Given the number of working papers, articles and books already published or announced, RECOWE is proving to be a very productive network. While I hope that the work of the Publication Centre has facilitated this, ultimately most of the credit must go to the members of the network, as a result of whose creativity and hard work there has been so much interesting research to publish.

FORTHCOMING RECOWE PUBLICATIONS

Books:

Sigrid Betzelt and Silke Bothfeld (eds), *Challenges to Social Citizenship: Activation and Labour Market Reforms in Europe*

Jochen Clasen and Daniel Clegg (eds), *Regulating the risk of unemployment. National adaptations to post-industrial labour markets in Europe*

Daniel Clegg and Paolo Graziano (eds), *The politics of flexicurity in Europe*

Sonja Drobnič and Ana Guillén (eds), *What is a quality job? Working conditions and tensions between work and private life*

Patrick Emmenegger, Silja Häusermann Bruno Palier and Martin Seeleib-Kaiser (eds), *The dualisation of European societies*

Colette Fagan, Maria Gonzales & Silvia Gomez (eds), *Women on Boards in Europe*

Neil Fraser, Rodolfo Gutierrez and Ramon Peña-Casas (eds), *Is employment the route out of poverty? The extent and causes of working poverty in Europe*

Ewa Frątczak and Livia Olah (eds), *Fertility, Female Employment and Reconciliation Policies*

Patricia Frericks and Robert Maier (eds), *Life courses and sustainability. The central dilemma of European social policy*

Willibrord de Graaf, Tomáš Sirovátka and Rik van Berkel (eds), *The Governance of Active Welfare States in Europe*

Paolo Graziano, Sophie Jacquot and Bruno Palier (eds), *Europa, Europae. The EU and the Domestic Politics of Welfare State Reforms*

Ana Guillén and Barbara Hobson (eds), *Tensions at the Interface of Work, Work Life Balance and Well-Being in Europe*

Karl Hinrichs and Matteo Jessoula (eds), *Flexible Today — Secure Tomorrow? The interplay of labour market flexibility and pension reforms*

Trudie Knijn, *Social policies in Europe in times of fluid family-lives and flexible labour markets*

Birgit Pfau-Effinger and Tine Rostgaard (eds), *Tensions related to care in European welfare states.*

Special issues:

Paolo Graziano, Sophie Jacquot and Bruno Palier (eds), *Letting Europe In. The Domestic Usages of Europe in Reconciliation Policies in the *European Journal for Social Sciences**

Ana Guillén and Barbara Hobson (eds), *Tensions at the Interface of Family, Work and Well-Being in Europe: Capabilities to Achieve a Worklife Balance linking the Household, Workplace and Policy Levels in *Social Politics*.*

2 – NEWS FROM THE NETWORK

CONFERENCES AND WORKSHOPS

For more information on all RECOWWE events: <http://www.recwowe.eu/>.

– High Level Conference

'EU Coordination in the Social Field in the Context of Europe 2020: Looking Back and Building the Future'

La Hulpe, Belgium, 14-15 September 2010

Organisers: RECOWWE, the Belgian Presidency of the Council of the EU and the European Commission

[The conference programme](#)

– RECOWWE Doctoral Workshop 2010

'The politics of employment-friendly welfare reforms'

Menton, France, 28-30 October 2010

Organiser: Science-Po Paris

The 2010 RECOWWE **doctoral workshop** will focus on the politics of employment-friendly welfare reforms. Over the last decades, 'activation', 'employability', 'employment rates' became the key words in national and EU-level employment policies. Blamed in the past for hindering job creation, today's welfare states undergo reforms aiming at making them more employment-friendly. This doctoral workshop targets PhD students with projects related to the theme of the workshop, doing comparative work (focusing on national reforms, EU policies, or both) and at least in their third year.

[More information on the website of TACwowe](#)

– EDACwowe Second Data Demonstration Workshop

Tilburg, the Netherlands, 15-17 November 2010

Organiser: Tilburg University

– International Symposium

'Re-forming activation: a new turn in policy?'

Hamburg, Germany, 2-3 December 2010

Organisers: RECOWWE and the German Research Foundation (DFG)

Activation became a fashionable social policy concept in the 1990s. It has however been disputed ever since. Furthermore, current

developments seem to make the implementation of such policies rather difficult. Is a simple backlash in which states refrain from activation and return to 'passive' policies plausible? Or will the concept be recast? This **international symposium** will offer a review of activation policies.

Registration at patrizia.aurich@uni-hamburg.de

DIALOGUE WITH THE POLICY COMMUNITY

– Belgian Presidency Conference

'Employment and Poverty: the Role of Social Partners in the Fight against Poverty and Social Exclusion'

Brussels, Belgium, 20 October 2010

Organisers: RECOWWE, the European Social Observatory (OSE) and the Belgian Presidency of the EU

This conference will discuss the role of social partners in the fight against poverty and social exclusion. It will focus on two major issues: in-work poverty and 'active social inclusion'.

[The conference programme](#)

– Third RECOWWE Executive Seminar

'The Coordination of Social Security Schemes for Working Age People: Integrating Income Protection and Activation in European Welfare States'

Lausanne, Switzerland, 30 September – 1 October 2010

Organiser: University of Lausanne

The Third RECOWWE **executive seminar** will deal with one of the most topical issues in social security policy: how to ensure optimal coordination of schemes linked to different social risks (unemployment, benefits, invalidity benefits, social assistance). In conjunction with the reorientation of social security towards activation, many European countries have discovered that the fragmentation of social security for working age people into risk based schemes generates several problems, such as cost shifting between schemes, unclear system accountability, lack of adequate competences within individual schemes. Against this background, several countries have started a process of internal reorganisation of their welfare states.

[The seminar programme](#)

More information on the [IDHEAP website](#).

NEW PUBLICATIONS IN THE AREA OF WORK AND WELFARE



Pochet, P., Keune, M. and Natali, D. eds., 2010. *After the Euro and Enlargement: Social Pacts in the EU*. Brussels: ETUI and OSE.

The participation of social partners in the management of socio-economic policies has been a stable feature of European politics in recent decades, having been defined as one of the key aspects of the European Social Model. Yet the role of concertation has evolved. This book aims to shed light on the most recent wave of social pacts in the last decade in Western and Eastern EU countries. In the context of recent socio-economic and political challenges (globalisation, changing economic context, labour market transformation, and the full implementation of EMU), 11 country chapters summarise the recent evolution of social pacts across the Eurozone and in New EU Member States. These country chapters, alongside a number of more analytical contributions, show that social pacts of various kinds have contributed to employment, wage and welfare reforms over the last two decades.

[More information about this book on the ETUI website](#)



Reid, N., 2010. *Getting Published in International Journals*. Oslo: NOVA.

This book gives European social scientists the analytical, contextual, structural, and stylistic writing tools for competing with native speakers of English for limited space in international journals. The book reveals the unwritten rules of English academic rhetoric and discusses them within the context of the different and unconscious expectations accorded to both readers and writers within the English linguistic community. The author presents five major strategies for

maximizing the academic writer's chances of publication in the top journals in his or her field. These strategies help the writer to recognize and work with linguistic and organizational cues not readily apparent to the untrained eye. In great detail and with numerous examples, the book explains the importance of absolute clarity and Aristotelian argumentation in English academic writing, and gives its readers the grammatical and stylistic tricks of the trade for achieving their publication goals.

[More information on this book on the website of NOVA](#)

MOST RECENT RECOWE WORKING PAPERS

Jacquot, S., Ledoux, C. and Palier, B., 2010. *The emergence and changing nature of a polysemic category. European resources in the field of reconciliation between paid work and private life*. RECOWE Working Paper, REC-WP 11/2010.

European policies regarding the reconciliation of paid work and private life have undergone substantial changes since the 1950s. This paper analyses how European resources related to reconciliation policies have been incrementally developed through layering and conversion processes. Three phases can be distinguished. Beyond tracing these historical developments, the paper addresses the various definitions of reconciliation and their different functions as cognitive and legitimising resources. It suggests a larger and encompassing definition of reconciliation in order to acknowledge the potentially diverse and numerous usages of Europe by domestic actors.

[Download this working paper.](#)

Bonoli, G. and Hinrichs, K., 2010. *Statistical Discrimination and Employers' Recruitment Practices for Low Skilled Workers*. RECOWE Working Paper, REC-WP 10/2010.

This paper deals with the recruitment strategies of employers in the low-skilled segment of the labour market. We focus on low-skilled workers because they are overrepresented among jobless people and constitute the bulk of the clientele included in various activation and labour market programmes. A better understanding of the constraints and opportunities of interventions in this labour market segment may help improve their quality and effectiveness. On the basis of qualitative interviews with 41 employers in six European countries, we find that the traditional signals known to be used as statistical discrimination devices (old age, immigrant status and unemployment) play a



somewhat reduced role, since these profiles are overrepresented among applicants for low skill positions. On the other hand, we find that other signals, mostly considered to be indicators of motivation, have a bigger impact in the selection process. These tend to concern the channel through which the contact with a prospective candidate is made. Unsolicited applications and recommendations from already employed workers emit a positive signal, whereas the fact of being referred by the public employment office is associated with the likelihood of lower motivation.

[Download this working paper](#)

Zirra, S., 2010. Domestic Europeanization – Institutional Entrepreneurs and Welfare State Change. *RECWOWE Working Paper, REC-WP 09/2010.*

This paper examines the domestic Europeanization of employment policies in two Continental countries — Germany and France. While both countries have experienced substantial labour market reforms in the last decade, the reform fields differ considerably. The paper argues that this is because the appropriation of European resources depends on the domestic patterns of bureaucratic co-ordination. It reveals that, in Germany, horizontal co-ordination has fostered a discursive strategy of a unit in the labour ministry that contributed to the cognitive change towards activation. In France, centralistic co-ordination has blocked the labour ministry from substantial discursive strategy, but it has contributed to improving existing schemes of insertion through a programmatic strategy.

[Download this working paper](#)

Naczyk, M. and Palier, B., 2010. Complementing or replacing old age insurance? The growing importance of funded pensions in the French pension system. *RECWOWE Working Paper, REC-WP 08/2010*

The French pension system has for long been characterised by its very low reliance on funded pensions, which have almost become a taboo subject since the Second World War. While other countries have often complemented statutory pensions with funded occupational pension schemes, in France, the social partners have put in place an encompassing network of supplementary pension arrangements financed on a pay-as-you-go (PAYG) basis. The generosity of these schemes and their defence by trade unions and part of the business community have considerably limited the room for expansion of funded pension schemes. However, the role played by these supplementary PAYG schemes has significantly changed over the last two decades. First, the gradual harmonization of rules within the different schemes and their

compliance with EU social security regulations are leading to their quasi “first-pillarization”. Second, similar to statutory pensions, these schemes have also undergone gradual retrenchment and will offer reduced replacement rates. As a result, the development of pension savings has been implicitly promoted, although more on a voluntary basis than on a compulsory one. Despite a unification in the regulatory framework governing funded occupational and personal pension plans, access to these schemes remains mostly limited to high-skilled workers.

[Download this working paper](#)

Clegg, D., Graziano, P. and Van Wijnbergen, Ch., 2010. Between sectionalism and revitalisation: Trade unions and activation policies in Europe. *RECWOWE Working Paper, REC-WP 07/2010.*

Though the response of trade unions to activation policies seems a crucial test of their capacity to adapt to the challenges of post-industrialisation, the issue has to date received little systematic attention in the welfare state or labour market policy literature. This paper takes a first step in remedying this curious neglect. Drawing on relevant theoretical literature it first briefly outlines two very contrasting perspectives on how unions’ broad adaptation strategies could be expected to shape their attitude to activation reforms. It then analyses the role played by unions across around twenty years of labour market policy reforms in three strategically selected national case studies, confronting the differing assumptions to some preliminary empirical evidence. The cross-case evidence suggests that union attitudes to activation policies are rarely unambiguous reflections of either pure sectionalism or planned revitalisation platforms, but are instead shaped by a mix of strategic policy trade-offs, institutional incentives as well, at times, by the influence of new policy ideas.

[Download this working paper](#)

PUDIACwowe, 2010. Editorial Resources in Work and Welfare. *RECWOWE Working Paper, REC-WP 06/2010.*

This paper collates information on the top English-language publishing outlets in the field of work and welfare, including peer-reviewed journals and book series with large academic publishers. It is intended as a bookshelf resource for scholars seeking to be active in scholarly publication in this field.

[Download this resource](#)

**PRESENTATION OF THE FACULTY OF
SOCIAL STUDIES, MASARYK UNIVERSITY
BRNO, PARTNER 14**



While most of the disciplines it currently incorporates were previously hosted by the Faculty of Arts, the Faculty of Social Studies has been established in 1998 as an independent faculty of the Masaryk University. The Masaryk University of Brno is the second largest university in the Czech Republic in terms of the number of students (over 43,000). The faculty keeps developing dynamically, focusing on education and research in disciplines such as sociology, political science, psychology, public/social policy and social work, media studies and journalism, environmental studies, international relations, European studies, gender studies, social anthropology, and security and strategic studies. It currently offers two Master's degrees in English (Sociology and Political Science) and all doctoral programmes are also taught in English. Besides, courses taught in English, mostly by foreign lecturers, are an integral part of all degrees.

The faculty is organized into specialized institutes, the main research topics being: families and the youth; personality development through socialization and social reproduction; ethnicity and social identity; social problems such as poverty, unemployment, the marginalization of certain social groups, social pathologies; social policy; political systems and the political situation in the Czech Republic and in Europe; media analysis and environmental problems. The Institute for Research on Children, Youth and the Family is engaged in a long-term study of children and their families, part of a unique longitudinal European research project accompanied by satellite projects and validation programmes. Special attention is devoted to the social and health risks related to personality development and their impact on the psyche of young people.

The Institute for Comparative Political Research is involved in several national and international

research projects focusing on the Central European politics, in particular political parties and European integration.

Research within the Institute for Studies on Social Reproduction and Integration (ISSRI) is related to the biological and social reproduction of Czech and European societies, including phenomena such as social inclusion and exclusion or poverty and unemployment, which over the years found their place on the EU and national agenda. There are four research centres within the institute, investigating respectively family and reproduction processes; the labour market; social exclusion, inclusion, and cohesion; and ethnicity, migration, and identity.

The ISSRI cooperates with the Labour and Social Affairs Research Institute, which has been affiliated to the faculty. Research conducted by the latter institute focuses on current social problems and the corresponding public policy responses. The faculty publishes the following scientific journals: *Cyberpsychology*, *Sociální studia*, *Politologický časopis*, *Středoevropské politické studie/Central European Political Studies Review*, *Evropská volební studia*, *Rexter*, *Psychoterapie*.

Besides carrying numerous basic and applied social research projects, faculty members also take part in several large international projects (mainly EU based): CINEFOGO – Civil Society and New Forms of Governance in Europe – The Making of European Identity; KATARSIS – Growing Inequality and Social Innovation: Alternative Knowledge and Practice in Overcoming Social Exclusion in Europe (coordinated by the University of Newcastle), RECWOWE – Reconciling Work and Welfare in Europe; EDUMIGROM – Ethnic Differences in Education and Diverging Prospects for Urban Youth in an Enlarged Europe; PIDOP – Processes Influencing Democratic Ownership and Participation, and GUSTO – Meeting the Challenges of Economic Uncertainty and Sustainability through Employment, Industrial Relations, Social and Environmental Policies in European Countries.

Several members of the faculty, all researchers within ISSRI, have been engaged in the following RECWOWE tasks: within Strand 1, Tomáš Sirovátka and Ondřej Hora took part in the task on unemployment protection; within Strand 4, Tomáš Sirovátka and Helena Tomešová-Bartaková collaborated to the task on Europeanization, while Tomáš Sirovátka and Jiří Winkler participated in the task on the governance of activation policies and additionally provided assistance with some other tasks. The faculty also organised the first joint RECWOWE and ESPAnet doctoral workshop, which took place in Brno in May 2007.



3 – EUROPEAN NEWS

– The EU2020 Strategy and social partners

Last June, the European social partners drew up a joint statement on the EU2020 strategy that has been presented to the Commission President José Manuel Barroso and the EU Commissioner for Employment, Social Affairs and Inclusion, László Andor.

[Read the joint statement](#)

– Council conclusions on poverty headline target and indicators

On 7 June, the Employment and Social Policy Ministers of the 27 EU Member States approved the EU2020 strategy's objective of lifting at least 20 million Europeans out of poverty and exclusion by 2020. The Ministers also agreed on the three indicators proposed by the Social Protection Committee to measure the overall number of people at-risk-of-poverty or excluded (the at-risk-of-poverty rate, the material deprivation rate and the share of people living in jobless households). The Council declared that the 2015 mid-term review should consist in a review of both the poverty reduction headline target and the indicators. The Council also agreed on the guidelines for Member States' employment policies (pending the receipt of the European Parliament and Committee of the Regions' opinions).

[Read the Council's conclusions](#)

– Social impact of the crisis

A new *Eurobarometer* survey investigates Europeans' subjective perception of the social impact of the crisis.

[Read the results of the survey](#)

– The future of pensions in Europe

The European Commission launched a Europe-wide public consultation on whether and how to update the EU-level legislative framework on pensions. The consultation is accompanied by a Green Paper on the future of pensions in Europe and a Commission Staff Working Document summarising the EU pension framework. The Green Paper does not contain clear proposals for new EU-level legislation, but indicates that the Commission is ready to

revise existing legislation if the consultation reveals a need for it.

[More on the Green Paper and the consultation](#)

– Short-time working arrangements

The European Commission has published a study assessing the efficiency of the government-sponsored short-time working schemes introduced across the EU before and after the crisis. Indeed, faced with the economic crisis, many Member States have temporarily introduced new publicly sponsored short-time working arrangements, made their use more manageable or increased their level, coverage and/or duration. The study contains an annex describing in detail the schemes offered by each Member State.

[Read the executive summary or the full report](#)

– Gender equality at the workplace

In May, the European Commission announced the results of a study investigating non-legislative initiatives aimed at promoting gender equality at the workplace (such as prizes, awards, labels, charters, rankings, etc.).

[Read the synthesis report](#)

– European Institute for Gender Equality

On 21 June took place the official opening of the EU Institute for Gender Equality. Based in Lithuania, the Institute has been designed as a knowledge centre and a networking body, providing support on gender issues to EU institutions and Member States.

[EIGE's website](#)

– Labour market inclusion of ethnic minority workers

The *European Network Against Racism* (ENAR) has published a report on promoting equality in employment. The report contains a series of recommendations and highlights best practices in terms of inclusive strategies aimed at ethnic minority workers.

[Read the report](#)