

In the previous newsletter (NL13), we announced the Final Conference "*Work and Welfare in Europe: New compromises or on-going demise?*" to be held in Brussels on June 15-17, 2011. Here you will find more detailed information on the programme: the objectives of the Conference, the various streams and the content of each session, the topics of the plenary sessions, the names of the RECWOWE contributors and a first list of discussants who have been invited to come and discuss our work. It can be used as a guide to choose which session to attend for those who want to participate in our final conference. It also demonstrates at length how active we have been over the last years within RECWOWE.

Besides the preparation of the final Conference, we also focus our efforts on the organisation of the publication of our work: around twenty books and special issues of journals will be published by the end of RECWOWE. Some of them are already available. More will be published before the Conference in Brussels. All planned publications, whether published or not, will be presented and discussed during the final Conference in parallel sessions. Here, we would like to congratulate and to thank all the book editors and all the contributors for their involvement in this exciting activity. Of course, the publication of the RECWOWE working papers continues, with some new ones, mentioned in this Newsletter.

The European Data Centre on work and welfare in Europe (EDACwowe) remains another key activity in RECWOWE and is permanently updated. Here you will find the most recent information on this instrument, so useful for research.

Finally we also present another tool for dissemination of the RECWOWE activities and results, RECOM. It is a basis of key persons specialised on our topic and members of the employment and social policy communities (ministries, civil servants, social partners, journalists, NGO members, scholars, etc) in different European countries.

Denis Bouget & Bruno Palier

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## 1- RECOWE FINAL CONFERENCE: "WORK AND WELFARE IN EUROPE, NEW COMPROMISES OR ONGOING DEMISE?" BRUSSELS, JUNE 15-17 2011

This newsletter includes a short presentation of the Final Conference in the introduction, a description of each stream and plenary session and, finally, provides the conference schedule.

### INTRODUCTION

#### 1. A FEW WORDS ABOUT RECOWE

Our project started in October 2006 and is gradually drawing to a close (September 2011). In fact, the Brussels Conference is the **final RECOWE conference**. It is jointly organised by the two institutions coordinating RECOWE: the Maison des Sciences de l'Homme Ange Guépin in Nantes and the Centre d'Études Européennes of Sciences-Po in Paris.

RECOWE is a network of excellence gathering some 200 researchers from 30 different research institutions in 17 different European countries. The paramount objective of RECOWE has been to create a European research network capable of overcoming the fragmentation of existing research on questions of work and welfare in Europe. Our aim has been to promote the research excellence required in identifying and understanding the multiple tensions between work and welfare, as well as strategies for managing or resolving them.

**Four main tensions** have been identified:

1. tensions between a call for more flexibility on the labour market and a need for security for citizens,
2. tensions between work and family life, increased fluidity in family patterns and enhanced flexibility in employment patterns and relationships,
3. tensions between the number of jobs created and their quality, and finally
4. difficulties in implementing "employment-friendly" welfare reforms, i.e. the political tensions created by the difficulties in matching industrial welfare systems to the requirements of creating post-industrial jobs.

Within RECOWE, many collective and comparative research projects have been undertaken and the aim of our final conference is **to present our main results to a broad and both academic and policy oriented audience**. RECOWE has planned to achieve no less than 20 collective publications (in a Palgrave book series we ourselves created, but also via Oxford University Press and as

special issues in relevant journals), and most of these will be presented and discussed during the Brussels meeting.

RECOWE has also created a working paper series, and has made ground-breaking efforts to better integrate European research through various training activities, European and national exchange meetings, and with the creation of a meta-data basis called EDACwowe (European Data Center for Work and Welfare), which provides information on the content and quality of numerous data bases for comparative analysis on work and welfare.

#### 2. ABOUT THE CONFERENCE

During the conference, RECOWE **members will present their work, chapters of books or articles in special issues of journals which will then be discussed by invitees and participants from outside RECOWE** who work both in academic and community policy domains. In this way, we hope to be able **to share our results as broadly as possible, both from an academic and from a policy perspective, and to prompt reflection on the tensions between work and welfare within the context of the current economic and social crisis**.

Our final conference is organised around **common streams** and topics which have been key concerns throughout all of RECOWE's activities.

#### 3. PROGRAMME COMMITTEE

- Denis Bouget, Maison des Sciences de l'Homme Ange Guépin, Nantes, France ;
- Jochen Clasen, University of Edinburgh, United Kingdom ;
- Ana M. Guillén Rodriguez, University of Oviedo, Spain ;
- Jane Lewis, London School of Economics and Political Science, United Kingdom ;
- Bruno Palier, Fondation Nationale des Sciences Politiques, Paris, France.

## 4- SESSIONS SUMMARY

### ● Parallel sessions and streams

The parallel sessions are organised in order to present and discuss books and special issues produced by RECOWWE members. Sessions are organised within four main streams:

**A. "Implementing activation":** sessions will discuss the main social, economic and political consequences of various activation policies.

**B. "Transforming social protection":** sessions will discuss the content, politics and consequences of the social policy changes aimed at reconciling work and welfare.

**C. "More jobs, better jobs?":** sessions will discuss and assess the capacity of various countries and reforms to combine more jobs with a sustained or even improved quality in these jobs, including various welfare dimensions such as combining work and family lives.

**D. "Can Europe help ?":** sessions will discuss the impact of the EU in supporting national countries in their attempt at reconciling work and welfare, as well as the prospect for the EU of becoming more social.

### ● Plenary sessions

Four plenary sessions are organised, which will endeavour to synthesise the main messages of RECOWWE and address important current economic, social and political challenges in Europe.

**1. "Changing Worlds of Work and Welfare. What we learned from RECOWWE's activities"**

**2. "Tackling the crisis: is the EU Agenda 2020 enough?"**

**3. "Liberalisation, dualisation or integration? How to interpret changes in the labour market and social policies over the last three decades"**

**4. "The Agency Gap: Capabilities for a Worklife Balance across Welfare Regimes and Within Work Organizations"**

### ● Permanent presentation

Beside the sessions based on the streams and topics, the Conference will also present through various posters the main research and publications produced by RECOWWE, as well as an instrument for researchers created by RECOWWE: the metadata basis [EDACwowe](#) on Work and Welfare.

## STREAMS AND SESSIONS

### Stream A: Implementing activation

#### Session A.1 & A.2 - Governance of activation policies in Europe

**Rik van Berkel** (Utrecht University), **Willibrord de Graaf** (Utrecht University), **Tomás Sirovátka** (Masaryk University, Brno)

The central question to be dealt with is the interface between forms of governance on the one hand and the form, content and effects of activation policies on the other hand. In analysing several case studies of (groups of) countries we will try to present the main trends in governance. From this comparative perspective we develop various types of governance (like procedural, market, corporate, network) and their effects which, as we will show, run across the typology of welfare states.

#### Session A.1

- **Rik van Berkel, Sharon Wright, Renate Minas:** Decentralization and centralization in activation governance
- **Fritz Sager, Franziska Ehrler, Rik van Berkel:** Marketization of activation
- **Vappu Karjalainen:** Network governance and activation
- **Franziska Ehrler:** New public governance and activation

#### Session A.2

- **Paolo Graziano, Tomas Sirovatka:** Governance and implementation of activation policies
- **Willibrord de Graaf, Tomas Sirovatka:** Government and effects of activation policies
- **Paolo Graziano:** Converging worlds of activation? Activation and the role of the EU

*External discussants:*

- **John Clarke,** Open University
- **Flemming Larsen,** Aalborg University

### Session A.3 - Regulating the Risk of Unemployment in Europe

**Jochen Clasen and Daniel Clegg** (University of Edinburgh)

The book to be presented analyses institutional reforms in unemployment protection systems in 12 European countries between 1990 and 2010. It seeks to analyse how far reforms of unemployment protection in this period have been characterised by the co-existence of three dimensions of policy change, namely homogenisation of unemployment benefit rights, expansion of the boundaries of unemployment as a risk category and a tightening of the institutional linkages between benefit policies and measures of labour market support.

*Presentations:*

- **Jochen Clasen and Daniel Clegg:** Triple integration: a framework for analysing unemployment protection reform
- **Cyrielle Champion:** Comparing institutional reform in unemployment protection in Germany and Switzerland
- **Marcel Hoogenboom:** Comparing institutional reform in unemployment protection in Belgium and the Netherlands
- **Jon Kvist:** 'Regulating the Risk of Unemployment': A critical commentary

*External discussants:*

- **Anton Hemerijck,** Amsterdam University
- **David Grubb,** OECD
- **Janine Leschke,** ETUI

### Session A.4 - Employers, recruitment practices and active labour market policies

**Giuliano Bonoli** (IDHEAP, Lausanne) and **Christian Albrekt Larsen** (Aalborg University)

The papers in this session deal with the question of how employers select candidates, especially in the low-skill segment of the labour market. It pays particular attention to the way in which policies, particularly active labour market and placement policies are likely to impact on jobseekers chances to obtain a job. The papers, based on a survey conducted among employers, show that some of the signals associated with these policies are likely to play a negative role en actually may reduce employment chances. They also highlight the key role played by social network.

*Presentations:*

- **Giuliano Bonoli and Karl Hinrichs:** Statistical Discrimination and Employers' Recruitment Practices for Low Skilled Workers

- **Christian Albrekt Larsen and Patrik Vesan:** Why Public Employment Services always fail. Double sided asymmetric information and the placement of low skill workers in six European countries
- **Christian Albrekt Larsen:** The Unemployment Paradox how the Danish labor market did not clear

*External discussant:*

- **Bernard Gazier,** Univeristy Paris 1 Sorbonne

### Session A.6 & A.7 - Activation Reforms in Europe: Challenges to Social Citizenship

**Sigrid Betzelt and Silke Bothfeld** (University of Bremen)

The book to be presented analyses the way activation policies affect given patterns of social citizenship that predominate in national contexts. We comprehend social citizenship as a set of institutional rules and regulations which form the individual's identity as a member of a society, the relationship between citizens and the social state as well as among the citizens themselves, all these three covering the crucial dimensions of the citizen's autonomy. As institutional rules imply specific norms and values, we argue, that the new logic inherent in many new regulations stemming from the activation paradigm challenge the particular patterns of social citizenship in each country, thus affecting the citizens' autonomy as an individual and a social and political citizen.

The analytical framework takes the citizen's perspective as a "rule-taker" and addresses the activation reforms in the areas of labour market regulation, income maintenance schemes, and labour promotion. We suggest to analyse the old and new institutional settings with regard to three criteria: a) the quality of benefits (level, degree of coverage, quality of services) which may differ according to pre-defined social groups according to their status as 'social citizens' (e.g. women, migrants, long-term unemployed), b) the rules that institutionalise a status of reference for the provision of social security as well as social recognition (such as a standard employment contract), c) the form and degree of the citizens' participation and commitment in public life regulated by the State in relevant fields (rights to co-determination, choice, transparency etc.).

The book suggests to consider reforms in terms of increases or decreases of individual autonomy in order to capture basic patterns and shifts in the reference of social security provision after the activation decade. Instead of more well established concepts like de-commodification, vague concepts like well-being or concepts which are focusing the 'low end' of social needs, the (relational) concept of autonomy provides a substantial basis to better

comprehend what social citizenship is and it includes individual, social and political aspects of the social citizens' existence within a national context. The work on the book has been largely explorative. All authors have contributed the analysis of one specific aspect of activation strategies in their country in order to illustrate the usefulness of the concept of autonomy for the assessment of institutional and normative change. The puzzle as it stays is far from being complete, but our findings illustrate that this innovative approach to analyse social policy reforms is promising to capture the ongoing change of our welfare systems.

#### Session A.6

##### *Presentations:*

- **Silke Bothfeld** and **Sigrid Betzelt**: The citizens' autonomy, social citizenship and the logic of activation policies
- **Karen N. Breidahl**: Social security provision targeted at immigrants in Denmark
- **Begoña Perez**: The Spanish strategy of labour market flexibility
- **Rik van Berkel**: The Dutch case of local and street-level production of citizenship

#### Session A.7

##### *Comments from comparative welfare state scholars & policy community:*

- **Jean-Claude Barbier**, Paris 1 Sorbonne
- **David Grubb**, OECD
- **Björn Hvinden**, NOVA
- **Jane Jenson**, University of Montreal

### Stream B: Transforming social protection

#### Sessions B1 & B3 - Labour Market Flexibility and Pension Reforms in Europe

**Karl Hinrichs** (University of Bremen) and **Matteo Jessoula** (Bocconi University)

In most EU countries we observe two simultaneous trends: jobs and individual careers increasingly deviate from the traditional standard employment pattern, and still ongoing pension reforms usually imply lower benefits for future retirees – in general and/or for certain groups. Thus, what will be the impact for workers who held “atypical jobs” during their employment career? Will income security in old age be ensured for them? Or do we have to expect a growing share of retirees being at risk of poverty? Starting from the assumption that these two simultaneous developments, most likely, will have a significant impact on levels and patterns of income security during old age, the contributions included in volume “Labour Market Flexibility and Pension Reforms: Flexible Today, Secure Tomorrow?”,

Palgrave (forthcoming), edited by K. Hinrichs and M. Jessoula employ an innovative perspective. They explicitly take a life course perspective in order to analyze how the interplay between labour market reforms/trends and pension reforms will affect income security in old age during future decades. The session presents four out of the seven country chapters included in the volume, selected as representatives of traditional single-pillar – Germany and Italy - and multi-pillar countries – UK and the Netherlands, as far as the pension system is concerned.

Actually, the prospects for economic security in old age have been drastically changed by (still ongoing) pension reforms both in single pillar and multi-pillar countries. In the former group a number of reforms public pension schemes have been adopted, strengthening the link between benefits and contributions as well as tightening eligibility conditions and, above all, making income maintenance in retirement dependent on a mix of (lower) public pension benefits (1st pillar) and supplementary pension provision on a voluntary or mandatory basis (2nd and 3rd pillar).

Reforms have also been adopted in countries with a multi pillar pension system - where basic (flat rate) pensions provide a minimum income for the elderly and supplementary (occupational or personal) schemes aim at ensuring income maintenance after retirement - and they seem to have followed rather different routes.

The various contributions then present country studies dealing with the following research questions: what is the combined effect of developments on the labour market and reforms of public and private pension schemes on income security of workers with atypical employment patterns/careers? Have pension reforms included policy responses aimed at adapting to more flexible labour markets, or have they reinforced the negative consequences of atypical work viz. pursuing an irregular employment career?

#### Session B.1 - Labour Market Flexibility and Pension Reforms

Presentation of four country chapters from the edited book “Labour Market Flexibility and Pension Reforms: Flexible Today, Secure Tomorrow?”, Palgrave (forthcoming), selected as representatives of traditional single-pillar – Germany and Italy - and multi-pillar countries – UK and the Netherlands, as far as the pension system is concerned.

- **Karl Hinrichs**: Germany: A Flexible Labour Market plus Pension Reforms Makes Old-Age Poverty
- **Matteo Jessoula**: A risky combination in Italy: “selective flexibility” and defined contributions pensions

- **David Natali:** Lessons from the UK? When Multipillar Pension Systems Meet Flexible Labour Markets
- **Karen Anderson:** The Netherlands: Reconciling Labour Market Flexicurity with Security in Old Age

*With the participation of:*

- **John Myles**, University of Toronto
- **Maurizio Ferrera**, University of Milan
- **Philippe Pochet**, ETUI

#### Session B.3 - Flexible Today, Secure Tomorrow?

- **Matteo Jessoula:** Presentation of the comparative findings of the volume "Labour Market Flexibility and Pension Reforms"

*Interventions by invited speakers:*

- **John Myles**, University of Toronto
- **Maurizio Ferrera**, University of Milan
- **Sini Laitinen-Kuikka**, Central Pension Security Institute, Helsinki
- **Wolfgang Schulz-Weidner**, ESIP - European Pension Policy Advisor Coordinator – Pension Insurance Committee, Brussels

#### Sessions B.2 & B.4 - Tensions related to the Marketization of Care in European welfare states

**Birgit Pfau-Effinger** (University of Hamburg) and **Tine Rostgaard** (SFI, Copenhagen)

This session will introduce the findings of a thematic issue of the Nordic Journal of Social Research. It is the result of the international research collaboration in the EU Network of Excellence 'Reconciling Work and Welfare in European Societies' (RECOWE). The aim is 1) to analyze the role and forms of policies towards marketization and consumerism in the field of childcare and elderly care in European welfare states, 2) to analyze tensions and contradictions which have emerged as a consequence of the strengthening of economic principles with regard to care in European societies and 3) to contribute to the further development of the theoretical and conceptual framework for such research.

#### Session B.2

- **Birgit Pfau-Effinger** and **Tine Rostgaard:** Tensions connected with the strengthening of economic principles with regard to care work in European welfare states'
- **Per H. Jensen** and **Barbara Fersch:** Strengthening of economic principles in elderly care – challenges and tensions
- **Ingela Naumann** and **Sandra Gulyurtlu:** The Economisation of Childcare. The UK, Germany, Sweden and Portugal Compared

- **Tine Rostgaard:** Care as you like it – Construction of a consumer approach in home care in Denmark

#### Session B.4

- **Anneli Anttonen:** Marketization of Care: the Nordic Social Care Regime in transition
- **Per H. Jensen** and **Birgit Pfau-Effinger:** Marketization of Care in the German and Danish Welfare State – success story or failure?
- **Teppo Kröger:** Care work under economisation: Effects of the introduction of market-based practices within Nordic social care systems

*External discussants:*

- **Neil Gilbert**, Berkeley University

#### Session B.5 - Work, family policies and transitions to adulthood in Europe

**Trudie Knijn** (Utrecht University)

Better reconciliation policies do not automatically result in gender equality for all social categories of the population, in particular under conditions of increasing flexibility of working arrangements. In particular young adults are affected in realizing a gender equal family life because of economic, financial and social constraints, labeled as the 'new social risks' of the post-industrial economy. Thus far, economic and sociological studies have taken labour market participation as the dependent variable; what do family policies contribute to high labour market participation?

In this session we turn the causal relationship between work and family life upside down without celebrating the family as such let alone its inherent gender inequality. What are the chances for a gender equal family life, and is any protection of family life still possible and thinkable in the New Europe, or do we accept the submission of our private life to the political claim of the adult worker model? There are perverse effects of the increasing dominance of economic rules on family life; flexibilisation of the labour market and the increase of temporary jobs in some EU member states hamper young adults in forming a family, as do the increasing costs of housing and childcare. In reaction social policy scholars defined new social risks of the post-industrial knowledge economy that is promoted by the Lisbon agreement of the EU in order to maintain the European Social Model. These new social risks include the exclusion of newcomers on the labour market and under-investments in the new generations and child poverty due to broken families and decreasing social protection. New paradigms to tackle these new social risks have been developed and find their way into social policies varying from rather neo-liberal based

approaches of individual risk taking to public social investments in education and activation. In what way current do social policies facilitate family formation and family life, and if so, do these policies discriminate between the old and the young, and men and women? This issue will be analysed at several levels; theoretically by exploring the various life course stages in the transition into adulthood and related social policies, empirically by cross-national studies of social policy and practices of family formation, childcare policies, social security and labour market protection.

*Presentations:*

- **Trudie Knijn** and **Irena Kotowska**: Family policies- stimulating the transition to adulthood
- **Janneke Plantenga, Chantal Remery** and **Judith Takacs**: Childcare policy: services and time policies
- **Colette Fagan, Sonja Drobic** and **Aleksandra Kanjuo-Mrcela**: Young adults and employment policies
- **Ana Marta Guillén Rodríguez** and **Emmanuele Pavolini**: Social security and social assistance policies for newcomers in the labour market; inclusion or exclusion

*External discussants:*

- **Peter Taylor-Gooby**, University of Kent
- **Chiara Saraceno**, University of Turino

**Session B.6 - Childbearing intentions, women's employment and work-life balance policies in contemporary Europe**

**Livia Sz. Oláh** (University of Stockholm) and **Ewa Fratzczak** (Warsaw School of Economics)

The relationship between work, welfare regimes and fertility is a highly contested topic in the literature. Economists have since long pointed out that there is a link between the substantial increase of women's labour force participation and the simultaneous decline of fertility levels of the past decades. During the 1980s, the negative macro-level correlation between birth rates and female employment rates shifted to a positive one, known as "the positive turn". Since then, countries with low female employment rates are the ones with very low fertility levels, whereas societies that have embraced the dual-earner family model display reasonably high fertility rates. Hence, the role of work-life balance policies in this relationship is also increasingly important to address. At the same time, the picture at the micro level has become much more complex. As high levels of youth unemployment over an extended period of time in a number of European countries have strengthened the sense of being able to support oneself among young people, labour force participation irrespective

of gender may have become a kind of precondition of childbearing. In any case, large cross-country variations in fertility rates, have been accompanied lately by a decrease in ideal family size among young adults in some societies with very low fertility. Therefore, the so-called "low fertility trap" hypothesis has called for close attention to childbearing intentions, seen as an influential predictor of future fertility, as decreasing intentions can inhibit fertility to rise above the critical level, strengthening societal ageing. Indeed, demographic sustainability is one of the key challenges Europe is facing, given long-term low fertility with its implications on future labour supply, economic competitiveness and the sustainability of welfare states. As policy support to the combination of paid work and parenthood is quite substantial in countries with fertility rates above the critical level, whereas work-life balance is not easily achieved for the majority of families due to structural constraints in societies exhibiting very low birth rates, cross-country differences in fertility levels are likely to be linked to women's agency and capabilities. With this session (based on our contributions to a book, to be published by Palgrave), we seek to contribute to the knowledge base of policy-making as we shed more light on the role of increased labour market flexibility and of work-life balance policies for combining family and employment in relation to childbearing intentions in different fertility regimes across Europe in the early 21st century.

*Presentations:*

- **Judit Takács**: Early 21st century determinants of desired fertility in Hungary
- **Susanne Fahlén & Livia Sz. Oláh**: Work and childbearing intentions in a capability perspective: Young adult women in Sweden
- **Ariane Pailhé & Anne Solaz**: Work-life balance policies, fertility intentions and labour market uncertainties in France
- **K. Maul, M. Boehnke, J. Huinink & S. Tophoven**: Tensions of female employment, reconciliation policies and childbearing intentions in East and West Germany
- **Ewa Fratzczak & Aneta Ptak-Chmielewska**: Fertility intentions in Poland in the context of gender equality, preference and social capital theories

*External discussants:*

- **Willem Adema**, OECD
- **Chiara Saraceno**, University of Turino

## Sessions B.7 & B.9 - Care between Work and Welfare in European Societies

**Birgit Pfau-Effinger** (University of Hamburg) and **Tine Rostgaard** (SFI, Copenhagen)

This session introduces a book that was produced in the RECOWE book series with Palgrave. It is based on analyses about new tensions that are related to childcare and elderly care in a cross-national perspective for European societies. The analyses include theories about care, and analyses of new tensions that are related to the organization of care in society, to the marketization of care, to the cultures of care, to working conditions of formal and informal care workers, and to welfare state policies towards care.

### Session B.7

• **Birgit Pfau-Effinger** and **Tine Rostgaard**: Tensions Related to Care in European Welfare States – introduction of the concept and the theoretical framework

#### *Presentations:*

- **Anneli Anttonen** and **Minna Zechner**: Theorising Care and Care Work
- **Birgit Pfau-Effinger**: Family Childcare in the Cultural and Institutional Context of European Societies
- **Guðný Björk Eydal** and **Tine Rostgaard**: Nordic child care – a response to old and new tensions?

### Session B.8

#### *Presentations:*

- **Per H. Jensen** & **Rasmus Juul Møberg**: Tensions Related to the Transition of Elderly Care from an Unpaid to a Paid Activity
- **Teppo Kröger**: Under Tension: Formal Care Work with Older People
- **Tine Rostgaard**, **Carlos Chiatti**, **Giovanni Lamura**: Tensions related to Care Migration – The South-North Divide of Long Term Care
- **Hildegard Theobald**: Migrant carers in eldercare provision: Interaction of policy fields
- **Barbara Da Roit** and **Blanche Le Bihan**: Cash-for-care schemes and the changing role of elderly people's informal caregivers in France and Italy

#### *External discussants:*

- **Rianne Mahon**, Wilfred Laurier University
- **Ann Orloff**, Northwestern University

## B.8 - New measures for new welfare states: better assessments of reconciliation of work and welfare through micro-simulation of public and private benefits

**Jon Kvist** (University of Southern Denmark)

What happens to you financially when you get unemployed, become a parent, or move, depends not only on single statutory schemes, but also on a series of schemes, the tax system and what benefit package you have through your job. In this session we present some of the key findings of the new tax-benefit micro-simulation model that includes both public and private benefits. This shows big differences between different occupations both within and between countries giving new insights into the reconciliation challenges.

### B.10 - The life course and the economic sustainability of the welfare state

**Robert Maier** (Utrecht University) and **Patricia Frericks** (University of Hamburg)

Are the European welfare systems sustainable? How can social citizenship be financed in the future? These two rather encompassing questions we want to discuss with external experts.

A number of quite divergent answers have been offered so far. In our published article and forthcoming book, and in the keynotes to this round table, we attempt to give an alternative one. Although our answer is necessarily partial and in a way limited, the combination of a 'rights over resources' approach that analyses the economic flows in combination with different life course architectures in European countries can have a significant additional scientific value over the current state of the art on the approaches to the variety and change of European social models and societies.

#### *External discussants:*

- **Stefan Lessenich**, Friedrich Schiller University Jena

## Stream C: More jobs, better jobs?

### Session C.1 - Women at Top Quality Jobs in Europe: Women in Corporate Boards and Executive Posts

**Colette Fagan** (University of Manchester), **Silvia Gómez** and **María González Menéndez** (University of Oviedo)

This session will look at a key determinant of job quality: the vertical segregation of employment by gender, in particular in regard to the presence of women in elite labour market positions in Europe and, more specifically, in the private sector. The relative standing of women on corporate boards and in top executive positions in the private sector indicates the extent of the gender gap in high-level decision-making in the economy.

The session will present and discuss the results from the forthcoming edited collection in the RECOWE Palgrave series, which provides a European comparative analysis of women's representation on corporate board and executive managerial positions and national policy developments in quotas and other mechanisms designed to achieve a more gender equal composition of boards.

*External discussants:*

- **Willem Adema**, OECD
- **Ann Orloff**, Northwestern University
- **Mirella Visser**, past President of European Professional Women's Network

### Session C. 2 - Reconfiguring Welfare States in the Post-industrial Age: What role for trade unions?

**Waltraud Schelkle** (London School of Economics and Political Science)

The point of departure for our project was that the reconfiguration of welfare states is driven by structural changes that affect social partners in diverse ways and that play themselves out differently in relevant social policy areas. These changes are often, if not exclusively, perceived as the coming of a post-industrial age that makes collective bargaining as well as the institutional-administrative role of social partners more complex. An expanding service economy generates more inequality and instability in working conditions but also the potential to include a more diverse workforce through employment. If the collective representations of workers and employers do not respond to these changes, but keep on focusing on the trade-off between employment and real wages for a core, full-time workforce, they are faced with a

loss in membership, marginalisation in the political process and ultimately an erosion of public support for the institution of social partnership.

We concentrated on trade unions as they have been particularly challenged by these structural changes and were accused of largely blocking necessary reform in public debates. They have also been put under pressure by an ideological shift that sees a legitimate role for social policy not so much in the correction of markets, above all for reasons of equality, but in the correction of market failures. The latter supposedly reconciles equity and efficiency if social policy is efficiency-enhancing, for instance through basic social insurance for longevity and sickness on which profitable private provisions of pensions and health can build. The European Union's social agenda is largely driven by an attempt to realise this potential of 'social policy as a productive factor', in the European Employment Strategy, the different vintages of the Lisbon Strategy or its equality rights agenda. The problem for trade unions is not the productivist thrust per se, but the implication that redistributive social policy becomes suspect.

Our special issue in the European Journal of Industrial Relations is a complementary endeavour to Colin Crouch's inquiry into the 'snakes and ladders of 21st century trade unionism' (Crouch 2000). We identify how the snakes and ladders matter, that is how weakening and strengthening conditions are shaping the role of unions in the reconfiguration of welfare states. Crouch identified as weakening conditions, among others, the shift of industrial relations activity to the enterprise level and the collapse of the standard employment relationship, while strengthening may result from the need for social pacts in an integrating Europe and in welfare reforms. One question we had is how even snakes can be turned into ladders if trade unions are able to respond constructively.

- **Waltraud Schelkle**: Introduction
- **Andreas Kornelakis**: Social Partners and the Welfare State: Recalibration, Privatization or Collectivization of Social Risks?
- **Anil Duman**: Employee Welfare and Collective Bargaining in Exposed and Protected Sectors: Evidence from Poland and Serbia
- **Richard Parry**: The role of wage bargaining partners in public sector reform in the UK: the case of primary care contracts
- **Bernhard Ebbinghaus**: The Role of Social Partners in European Pension Reforms: From 'Old' to 'New' Politics?

*External discussants:*

- **Maria Jepsen** (ETUI)
- **Jean- Paul Tricart** (DG EMPL)

### Session C.3 - Normative and legal perspectives on job quality

**Pascale Vielle** (*Université Catholique de Louvain*) and **Silvia Borelli** (*Università di Ferrara*)

Essential legal characteristics of the quality of work will be at the core of the discussion. The debate will focus on topics handled in the book "Legal and Normative Approach of the Quality of Jobs in Europe", such as: the theoretical and normative framework to assess quality of work; some essential elements of collective and individual labour rights; the relations between job quality, employment policies and social security; and equality and non-discrimination as key aspects of quality of work.

- **Pascale Vielle:** General presentation of the project and research findings

*Discussion by invited experts around the main dimensions of the book to be published:*

- **Marie-Ange Moreau** (Lyon 2 University) and Robert Salais (to be confirmed): Seeking a normative framework for job quality
- **Guido Balandi** (Università di Ferrara), **Jean-Jacques Paris** (Alpha-consultants) and **Greet Vermeulen** (Eurofound): Individual and collective rights at work and social security: substantial dimensions of job quality
- **Maria Jepsen** (ETUI): Equality as a key aspect of job quality

### Session C.4 & A.5 - The Age of Dualization

**Patrick Emmenegger** (*University of Southern Denmark, Odense*), **Silja Häusermann** (*University of Zurich*), **Bruno Palier** (*Sciences-Po Paris*) and **Martin Seeleib-Kaiser** (*Oxford University*)

Poverty, increased inequality, and social exclusion are back on the political agenda in Western Europe, not only as a consequence of the Great Recession that hit the global economy in 2008, but also as a consequence of a seemingly 'secular' trend towards increased inequality that began some time ago. How can we explain this increase in inequalities? In this session, it is argued that social and labor market policies contribute to shaping the forms and extent of the new inequalities that challenge European societies. We argue that we have been witnesses of a political strategy of dualization. Dualization implies that only the position of outsiders deteriorates (or leads to the creation of new outsiders), while the position of insiders remains more or less constant. Thus, dualization is conceptualized as a process that is characterized by the differential treatment of insiders and outsiders and can take the form of newly created institutional

dualisms or the amplification of existing institutional dualisms (policy output). At the outcome level the process of dualization is very likely to lead to greater divides or divisions, but this is not necessarily the case, as we can witness dualization at the policy output level without increasing divides at the individual outcome level, if, for instance, outsider policies are relatively generous. In this panel it is argued that the translation of structural pressures into policies has to be understood as a political process, in which politically and economically stronger groups are able to use their power resources to insulate themselves from the negative effects of these structural pressures. Thereby, changes in the labor market are translated into the social policy realm, where old institutional distinctions are re-activated. Feedback effects and vicious circles are likely to strengthen this effect because weak labor attachment and social exclusion are associated with weaker political representation.

### Session C.4 - Who Are the Outsiders?

- **Werner Eichhorst** and **Paul Marx:** Whatever Works: Dualization and the Service Economy in Bismarckian Welfare States
- **Daniela Kroos** and **Karin Gottschall:** Dualization and gender in social services – The role of the state in Germany and France
- **Mark Tomlinson** and **Robert Walker:** Labor market disadvantage and the experience of recurrent poverty
- **Patrick Emmenegger** and **Romana Careja:** From Dilemma to Dualization: Social and Migration Policies in the 'Reluctant Countries of Immigration'

### Session A.5 - How European Societies Adapt to Deindustrialization

- **Martin Seeleib-Kaiser**, **Adam M. Saunders** and **Marek Naczyk:** Shifting the Public-Private Mix: A New Dualization of Welfare?
- **Bruno Palier** and **Kathleen Thelen:** Dualization and Institutional Complementarities: Industrial Relations, Labor Market and Welfare State Changes in France and Germany
- **Daniel Clegg:** Solidarity or Dualization? Social Governance, Union Preferences and Unemployment Benefit Adjustment in Belgium and France

*External discussants:*

- **Tony Atkinson**, Nuffield College
- **Bea Cantillon**, University of Antwerp
- **Anton Hemerijck**, Amsterdam University

## Session C.5 - The Public Sector in Recession-Era Workforce Patterns

*Richard Parry (University of Edinburgh)*

The threat to the Euro in 2010, and the final realisation that the very large public sector deficits accepted after the financial crisis of late 2008 now had to be translated into structural political action, challenged the previous framework of public debate about work and welfare. During economic recession, the benefits and privileges of the public sphere face economic and political challenge. In this situation it is difficult to achieve a position of equilibrium between public and private workforces. Governments will either adopt the traditional counter-cyclical position, using their role as employers to create jobs (including taking back inside government tasks previously contracted out, either because of policy decision or because private contractors are no longer interested); or, under fiscal constraints, they will seek to remove the privileges of the public workforce (tenure, pay, pensions). Either approach causes sectoral tensions and risks a political backlash from private or public interests respectively, including threats to the disruption of public services.

The recession of 2008-09 has increased the transparency of debate on public sector jobs. Rewards to employees and the way they are measured have been opened up. Many of the assumptions of about how work and welfare could be reconciled were set during expansionary and optimistic economic times. New public management and the use of internal and external contracts had been absorbed into political thinking but had not been used to promote emergency cuts. The panel will offer analysis of the countries at the leading edge of the crisis who exemplify how the concept of employment-friendly welfare states is being redefined through concrete discussion of public sector cuts.

### *Presentations:*

- **Sotirios Zartaloudis:** Public Sector Cuts in Greece and Portugal: the sooner the better?
- **Richard Parry:** The Anglo-Saxon public employment model under challenge: Ireland and Britain
- **Tomás Sirovátka** and **Ondřej Hora:** Public employment in central European circumstances (Czech Republic)

### *External discussants:*

- **Peter Abrahamson,** University of Copenhagen
- **Penny Clarke,** European Public Service Union (EPSU)

## Session C.6 - Job Quality and Work-Life Balance in Europe

*Sonja Drobnič (University of Hamburg) and Ana Guillén (University of Oviedo)*

The issue of job quality and quality of working life has become an important policy issue at the European level through the inclusion of "quality of work" indicators in the European Employment Strategy in 2001. The EU definition of job quality relies on a multi-dimensional approach, including objective characteristics of the job, subjective evaluation of workers, worker characteristics, and the match between the worker and the job. This has been an important step from the previous policy agenda which emphasized creation of jobs and reduction of unemployment but disregarded the quality of working life.

Within the framework of the European Employment Strategy, ten groups of indicators have been defined to monitor employment quality; one of them is "work organization and work-life balance". This indicator acknowledges that the challenge of balancing paid employment and private life plays an increasingly important role in the well-being of European workers.

Recent research on job quality in Europe indicates that with the economic prosperity and increasing welfare state provision, work dimensions that most powerfully impact on people's everyday experiences and quality of life seem to be changing. Negative aspects of work, such as having a dangerous and unhealthy job that does not pay a decent wage are replaced or supplemented by other work characteristics, such as increasing time pressure, intensification of work and difficulties in reconciling paid work and private life.

This session addresses tensions between work and private life by focusing on job quality, job security, working conditions and time-use patterns of individuals and households on the one hand, and the institutional context, such as family policy institutions, and other country characteristics on the other. The length of time spent on work, job characteristics, and working conditions in general to a large extent influence the degree to which people are able to combine work and other important life domains, such as family, care and social life. Jobs which facilitate a more favourable combination of people's work and personal lives lead to a better work-life balance and higher life satisfaction, which in turn might increase identification and satisfaction with one's job and work productivity. We will explore which work-related demands and work-related resources interfere with or facilitate the work-life interface, and how these factors interact with the institutional settings. A further important issue in this panel is care work and family dynamics. In broad terms, these questions are at the core of

the maintenance or redesign of the European Social Model.

The complex multi-layered issues outlined above require a variety of conceptual, methodological and policy approaches. Methods used vary from the analysis of large-scale cross-national (e.g. European Quality of Life Survey, European Working Conditions Survey) or national surveys, time-use data and policy analysis.

*Presentations:*

- **Armi Hartikainen, Timo Anttila, Tomi Oinas** and **Jouko Nätti**: Job Quality Trends in Europe – Implications for Work-Life Balance
- **Heejung Chung**: Work-Family Conflict across 28 European Counties: A Multi-Level Approach
- **Barbara Beham** and **Sonja Drobnic**: Job Demands and Work-Home Interference: Empirical Evidence from Service Sector Employees in Eight European Countries
- **Minna Salmi** and **Johanna Lammi-Taskula**: Job Quality, Work-Family Tensions and Well-being: The Finnish case

*External discussants:*

- **Christine Ehrel**, University Paris 1 Sorbonne
- **Jane Jenson**, University of Montreal
- **Janine Leschke**, ETUI

### **C.7 - Working poverty in Europe: tensions, risks and policies**

**Neil Fraser** (University of Edinburgh), **Rodolfo Gutiérrez** (University of Oviedo) and **Ramón Peña-Casas** (European Social Observatory)

Working poverty is a problem present in all the European countries, although with a varying range of intensity. A percentage of 8.4% of EU-27 employed people were in such situation in 2009, which represented no less than around 18 million people. Working poverty is a complex multidimensional issue, combining the individual and household situations, and with generating mechanisms deeply embedded in the complex policy-mix determining welfare protection and labour market arrangements. It can be seen as a one of the main tensions between quantity and quality of job.

The book Working Poverty in Europe is the result of a RECWOWE collective research project on this issue. The book explores in depth the many facets and challenges of working poverty in European countries using an integrated method. Comparative analyses of EU are combined with detailed country studies and thematic cross-cutting analyses. The goal of the session is to present and discuss the main achievements of this project, starting with an

overview of the book and following with some selected chapters.

*Presentations:*

- **Neil Fraser**: Introduction to the book Working Poverty in Europe
- **Eric Crettaz** and **Alexander Goerne**: National variations and comparative analysis
- **Ramon Peña-Casas**: Individualising gender in-work poverty risks
- **Guillaume Allègre** and **Karen Jaehrling**: Making work pay for whom? Tax and benefit impacts on in-work poverty

*External discussants:*

- **Brian Nolan**, University College Dublin
- **Greet Vermeylen**, Eurofound

### **Stream D: Can Europe help?**

#### **Session D.1 - Towards a Social Investment Welfare State?**

**Nathalie Morel** (Sciences-Po Paris), **Bruno Palier** (Sciences-Po Paris) and **Joakim Palme** (Institute for Future Studies, Stockholm)

Since the late 1990s, new ideas and strategies concerning the role and shape of the Welfare State have been formulated, with the focus being placed on developing policies that aim to “prepare” rather than “repair”. These ideas were developed and promoted most notably by the OECD (1997), Giddens (1998), Esping-Andersen et al. (2002), and Rodrigues (2003). The same ways of reasoning also underpinned the Lisbon Agenda, which the European Union adopted in 2000 in order to meet the future challenges of ageing populations and the shift towards a knowledge-based and service economy. While different terms and labels have been used, all these analyses and policy developments point towards a similar policy logic based on ‘social investment’. This panel rests on the hypothesis that this social investment perspective represents a new emerging paradigm for the Welfare State. The aim of this panel is thus to map out the contours of this new paradigm, both at the ideational level and in terms of the policies implemented throughout Europe. It also aims at assessing the achievements, as well as the shortcomings, of this strategy. In doing so it provides a critical analysis of the content and coherence of the ideas and policies put forward in this new perspective and opens up for a discussion of the new challenges which Europe is facing (and which other continents will meet) such as

population ageing, the impact of the economic crisis, environmental issues, and of whether the social investment perspective can provide adequate responses to these challenges.

*Presentations:*

- **Jane Jenson:** Redesigning citizenship regimes after neoliberalism. Moving towards social investment
- **Kerstin Jacobsson** and **Caroline de la Porte:** The EES as an indicator of the achievements and prospects for a social investment strategy in the enlarged European Union
- **Giuliano Bonoli:** Active labour market policy and social investment: a changing relationship"
- **Kimberly Morgan:** Work-Family Policies and the Social Investment Model

*External discussants:*

- **Bea Cantillon,** University of Antwerp
- **Roger Liddle,** Policy Network (TBC)
- **Rianne Mahon,** Wilfred Laurier University

**Session D.2 - EUROPE 2020: Towards a more social Europe?**

**David Natali** (*European Social Observatory and University of Bologna*)

This session aims at shedding light on the new strategy – Europe 2020 - the EU has agreed on for a smart sustainable and inclusive growth in the next decade. On the base of the book 'Europe 2020: Towards a more social EU?' edited by E. Marlier and D. Natali (with R. Van Dam), the first objective is to take a critical look and draw lessons from the past Lisbon Strategy. Further aim is to explore the format and role of EU coordination in the social field in the new EU framework, in a context marked by slow recovery after the global economic crisis. Contributors (both from RECWOWE and outside RECWOWE) will put forward some ideas on the role of the EU in social and employment domains to start assessing both opportunities and risks. Finally the panel has the objective to make proposals for the further reinforcement of this coordination of work and welfare policies in the EU.

While the panel is largely based on the contributions to the edited book (that is the result of the activity RECWOWE has contributed to for the preparation of the Belgian Presidency of the EU Council), it will contribute to the interplay with other RECWOWE initiatives. That is the case of the book edited by P. Graziano, S. Jacquot and B. Palier (2011), *Europa Europae: Europeanization, and the differential usage of Europe in Welfare State Reforms.*

*Presentations:*

- **Maurizio Ferrera** (Bocconi University, Milan): Mapping the components of Social EU: A critical Analysis of the Current Institutional Patchwork
- **Hugh Frazer** and **Eric Marlier**, with **David Natali**, **Rudi Van Dam** and **Bart Vanhercke:** Europe 2020: Towards a more social EU?
- **Bart Vanhercke:** Delivering the Goods for Europe 2020? The Social OMC's Adequacy and Impact Re-assessed
- **David Natali:** The Lisbon Strategy, Europe 2020 and the Crisis in Between

*External discussants:*

- **Jean-Claude Barbier,** Université Paris-Sorbonne
- **Antonia Carparelli,** DG Empl
- **Philippe Pochet,** ETUI

**Session D.3 – The EU and Domestic Politics of Welfare State Reforms. Europa Europae**

**Paolo Graziano** (*Bocconi University*), **Sophie Jacquot** and **Bruno Palier** (*Sciences-Po Paris*)

What is the use of EU laws? Does European integration influence national social policies? What are the political mechanisms through which the EU plays a role in domestic social policy changes? Taking the examples of employment-friendly welfare reforms, our comparative research proposes both a new step within the Europeanization and the welfare state literatures. Since the development of the European Employment Strategy and the OMC, the EU is trying to build a common series of policy aimed at rendering welfare systems employment-friendly. All these EU intervention may determine different political logics at the domestic level. The panel will analyse how these EU policies have been used at the national level.

*Presentations:*

- **Sotirios Zartaloudis:** A Compass or a Spear? The partisan usage of Europe in Portuguese Employment-Friendly Reforms
- **Tomáš Sirovátka:** The EU and Czech instrumentalism in employment and social inclusion strategy"
- **Dimitri A. Sotiropoulos:** Usages of 'Europe' in Welfare Policies in Greece, 1981-2010
- **Paolo Graziano** and **Matteo Jessoula:** Eppur si muoveva... The Italian Trajectory of Recent Welfare Reforms: from 'Rescued by Europe' to Euro-Skepticism

*External discussant:*

- **Jonathan Zeitlin,** Amsterdam University

## Session D.4 – Letting Europe in. The Domestic Usages of Europe in Reconciliation Policies

**Paolo Graziano** (Bocconi University), **Sophie Jacquot** and **Bruno Palier** (Sciences-Po Paris)

What is the use of EU laws? Does European integration influence national social policies? What are the political mechanisms through which the EU plays a role in domestic social policy changes? Taking the reconciliation between paid work and private life policies as an empirical terrain, our comparative research proposes both a new step within the Europeanization and the welfare state literatures. Reconciliation policies are particularly interesting both because a lot of changes has recently occurred in this field in European countries, and because this issue is the subject of a lot of EU action. Indeed, reconciliation policies has been touched upon by the EU, through “hard law” (such

as regulations and directives) and through “soft law” (such as the Open Method of Coordination within the European Employment Strategy, and various recommendations and communications). All these EU intervention may determine different political logics of (European) integration.

- **Kirsi Eräranta:** Finnish policies for reconciling Work and Family and the usages of Europe
- **Sophie Jacquot, Clémence Ledoux** and **Bruno Palier:** The Europeanisation of reconciliation policies in France: boasting... but learning
- **Anil Duman:** Familialism in Flux: Role of Europe and Reconciliation in Hungary
- **Ana M. Guillén Rodríguez:** De-constructing the familist Welfare State in Spain. Towards Reconciliation through Europe?

*External discussant:*

- **Jonathan Zeitlin,** Amsterdam University

## TOPICS IN PLENARY SESSIONS

### Plenary session 1 - Changing Worlds of Work and Welfare. What do we learn from RECOWE's activities

*Chair: Marc Goffart, European Commission*

During this plenary session, some of the coordinators of the main RECOWE's workpackages will present their personal conclusion on what we have learnt from Recwowe's activities.

- **Giuliano Bonoli** (Institut des Hautes Etudes en Administration Publique, Lausanne, Switzerland) : Beyond activation. Research carried out within strand 1 has focused largely on activation, one of the key elements of labour market policy during the 2000s. Rather than dealing with the ubiquitous question of whether or not programmes work, we have focused more on how policy can help people back in the labour market, or in other words, what sort of effects policy can produce. This research programme opens up some promising avenues for designing effective labour market policy.

- **Ana Guillén** (University of Oviedo): Not just “more” jobs but also “better” jobs’ has become the slogan embodying the shift in European Union policy objectives in the first decade of the 21st century. Strand 3 has directed its efforts to the analysis of quality of jobs, understood as both an objective and subjective concept, and to the legal definition of it. Research has also focused on the problem of in-work poverty, professional progress of women and the salience of quality of jobs for the reconciliation of work and private life. Research

results allow us to offer some proposals for the redesign of labour and social policies, in the hope that such a slogan does not become wet paper because of the present economic crisis.

- **Trudie Knijn** (Utrecht University): Reconciling work and family life, including transformation of gender relations has been the central focus of strand 2. Researchers of this strand have explored innovative areas by focusing on the concept of tensions from a multi-level perspective. Tensions are studied in the relationship between macro level EU policies and social policies in member states. The life-course approach offered a perspective to study tensions in care work and migration, in fertility and employment, and in life course resources and provisions, in workplace organizations and workers’ capabilities, and in transitions to adulthood. Research results offer perspectives for re-thinking the relationship between EU level policies and their implementation at the national and workplace level and their consequences for citizen's and employees’ capabilities to reconcile work, welfare and care.

- **Jon Kvist** (University of Southern Denmark, Odense): Ideally, employment-friendly welfare states allow women from all socio-economic groups to take part in the labour market without undermining fertility decisions. Employment-friendly welfare states invest in skills through childcare and early childhood education, life-long learning and policies boosting labour market integration. Work in Strand 4 show, however, how promising steps towards a ‘new welfare model’ in many countries are at a halt as making work pay through benefit

cuts become the main tenant in reforms. Work also show how the transformation of the European welfare state impact adversely on certain socio-economic groups.

- **Wim van Oorschot** (Tilburg University and EDACwowe): In the past few years the development of the European Data Centre for Work and Welfare (EDACwowe) has coincided with an increased interest in studying context effects on people's work and welfare related behaviour and opinions. The meta-data shell offered by EDACwowe is a rich source for information on and access to comparative data needed for such multi-level analysis. An example will illustrate how EDACwowe can facilitate this kind of research.

### Plenary session 2 - Tackling the crisis: is the EU Agenda 2020 enough?

*Chair: TBC*

- **Sophie Jacquot** (Sciences-Po Paris): Learning from the national usages of Europe
- **Joakim Palme** (Institute for Future Studies): Assessing the capacity of the Agenda 2020 to carry on 'social investment' ideals
- **David Natali** (European Social Observatory and University of Bologna): The Lisbon strategy, Europe 2020 and the crisis in between
- **Bruno Palier** (Sciences-Po Paris): Why we need a social investment pact

*Discussion:*

- **Antonia Carparelli**, DG EMPL, Head of Directorate Europe 2020: Social Policies (TBC)
- **Iain Begg**, London School of Economics and Political Science

### Plenary session 3 - Liberalisation, dualisation or integration? How to interpret changes in labour market and social policies over the last three decades

*Chair: TBC*

This roundtable brings together the findings of four publications:

- The first group, led by **Neil Fraser, Rodolfo Gutiérrez and Ramón Peña-Casas**, analyzes the extent and causes of in-work poverty in comparative perspective. Overall, they question the overarching slogan of employment as the best and main solution to poverty.
- The second group, led by **Sigrid Betzelt and Silke Bothfeld**, analyzes in what way activation policies impact on given patterns of social citizenship that predominate in national contexts. They argue that the liberal paradigm of activation

introduced into labour market policies in all Western European states, challenges the specific patterns of social citizenship in each country, affecting the citizens' scope of expectations, choice and action.

- The third group, led by **Jochen Clasen and Daniel Clegg**, analyzes how labour market policies have been adapted to post-industrial labour markets in Europe. They argue that we are witnessing a 'triple integration' consisting of unemployment benefit homogenisation, risk re-categorisation and increased emphasis on activation.

- Finally, the fourth group, led by **Patrick Emmenegger, Silja Häusermann, Bruno Palier and Martin Seeleib-Kaiser**, analyzes how social and labour market policies contribute to shaping the forms and extent of the new inequalities that challenge European societies. They argue that current labour market policy and social policy reforms should be conceptualized as a process of dualisation because in most cases only the position of outsiders has deteriorated, while the position of insiders has remained more or less constant.

*Discussion:*

- **Bruno Coquet**, Employment Committee (TBC)
- **Gerhard Bosch**, University Duisburg Essen (TBC)
- **Brian Nolan**, University College Dublin

### Plenary session 4 - The Agency Gap: Capabilities for a Worklife Balance across Welfare Regimes and Within Work Organizations

*Chair: Robert Salais*

This session presents a multi-layered and comparative lens for analyzing the tensions in gender, family and employment considering individual/household, firm level and EU/national national levels.

- One team led by **Barbara Hobson and Aleksandra Kanjuc Mrcela**, analyses 'How Tensions in Aspirations, Agency and Capabilities to Achieve a WorkLife Balance' experienced by working parents across three different institutional contexts'

- A second group, led by **Laura Den Dulk and Colette Fagan** focuses on 'Tensions within Work Organizational cultures and managerial practice shaping Worklife Balance:Comparative analysis at the firm/managerial level'

- Finally, a third group, led by **Sonja Drobnič and Ana Guillén**, analyses 'Quality of jobs and Quality of life: tensions at the work/Home interface'

*Discussion:*

- **Diane Perrons**, London School of Economics
- **Jill Rubery**, Manchester University
- **Greet Vermeylen**, Eurofound

## PROGRAMME-SCHEDULE

### Wednesday, June 15<sup>th</sup>

- 9:00-12:30: arrival and registration
- 12:30-13:30: small lunch

**13:30 -14:00: Opening plenary. Welcome address by Denis Bouget and Bruno Palier, coordinators.**

#### 14:00 -15:30: Thematic sessions

<i>Session A.1</i> Governance of activation policies in Europe	<i>Session B.1</i> Labour market flexibility and pension reforms in Europe	<i>Session B.2</i> Tensions related to the marketization of care in European Welfare States	<i>Session C.1</i> Women on corporate boards and executive managerial posts	<i>Session C.2</i> Reconfiguring welfare states in the post-industrial age: what role for social partners?
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*15:30-16:00: coffee-tea break, data stop and shop (EDACwowe)*

#### 16:00 -17:30: Thematic sessions

<i>Session A.2</i> Governance of activation policies in Europe	<i>Session B.3</i> Flexible today, secure tomorrow?	<i>Session B.4</i> Tensions related to the marketization of care in European Welfare States	<i>Session C.3</i> Normative and legal perspective on job quality	<i>Session D.1</i> Towards a social investment welfare state?
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*19:00: dinner at the Hotel Bloom*

### Thursday, June 16<sup>th</sup>

#### 09:00 -10:30: Thematic sessions

<i>Session A.3</i> Regulating the risk of unemployment in Europe	<i>Session B.5</i> Work, family policies and transitions to adulthood	<i>Session C.4</i> The age of dualization: who are the outsiders?	<i>Session C.5</i> Public sector in recession
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*10:30-11:00: coffee-tea break, data stop and shop (EDACwowe)*

#### 11:00-12:30: Thematic sessions

<i>Session A.4</i> Employers, recruitment practices and active labour market policies	<i>Session A.5</i> The age of dualization: how European societies cope with desindustrialization	<i>Session B.6</i> Childbearing intentions, women's employment and work-life balance policies	<i>Session C.6</i> Job Quality and Work-Life Balance	<i>Session D.2</i> Europe 2020: Towards a more social Europe?
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*12:30-14:30: lunch at the hotel Bloom*

#### 14:00-16:00: Plenary session

"Changing Words of Work and Welfare. What do we learn from RECOWE's activities?"

*16:00-16:30: coffee-tea break, data stop and shop (EDACwowe)*

#### 16:30-18:30: Plenary session

"Tackling the crisis: is the EU Agenda 2020 enough?"

*19:30: RECOWE Reception (Kwint)*



## Friday, June 17th

### 09:00-10:30: Thematic sessions

<i>Session A.6</i> Activation Reforms in Europe: Challenges to Social Citizenship	<i>Session B.7</i> Care between Work and Welfare in European Societies	<i>Session B.8</i> New measures for new welfare states	<i>Session C.7</i> Working poverty in Europe: tensions, risks and policies	<i>Session D.3</i> The EU and Domestic Politics of Welfare State Reforms. Europa Europae
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10:30-11:00: coffee-tea break, data stop and shop (EDACwowe)

### 11:00-12:30: Thematic sessions

<i>Session A.7</i> Activation Reforms in Europe: Challenges to Social Citizenship	<i>Session B.9</i> Care between Work and Welfare in European Societies	<i>Session B.10</i> The life course and the economic sustainability of the welfare state	<i>Session D.4</i> Letting Europe In. The Domestic Usages of Europe in Reconciliation Policies	<i>EDACwowe data retrieval workshop</i>
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12:30-14:00: lunch at the hotel Bloom

### 14:00-16:00: Round table

"Liberalisation, dualisation or integration? How to interpret changes in labour market and social policies over the last three decades"

16:00-16:30: coffee-tea break, data stop and shop (EDACwowe)

### 16:30-18:30: Plenary session

"The Agency Gap: Capabilities for a Worklife Balance across Welfare Regimes and Within Work Organizations"

19:30: RECOWWE Final dinner (BOZAR, Brussels Centre for Fine Arts)

## 2 – RECOWWE PUBLICATIONS

### BOOKS ALREADY PUBLISHED

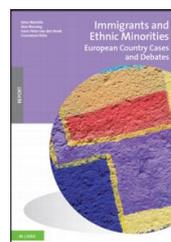


**Marlier, E. and Natali, D. eds.,** with Van Dam, R., 2010. *Europe 2020: Towards a More Social EU?*. Brussels: Peter Lang.

How can *Europe 2020*, the EU's new strategy for smart, sustainable and inclusive growth, lead to a stronger social EU with less poverty and improved social cohesion? This book by a number of eminent scholars and experts is the first to attempt to answer this question.

Achieving the EU's old and new ambitious social objectives raises many political and technical challenges, which are examined in depth in this book. A key objective of this volume is to take a critical look at and draw lessons from the 2000-2010 Lisbon Strategy. Another important objective is to explore the format and role of EU coordination and cooperation in the social field in the new EU governance framework, in a context marked by slow recovery after the global economic crisis. Finally, the

book also makes proposals for the further reinforcement of this coordination and cooperation and for the improvement of the different instruments available at EU, national and sub-national levels. This book is based on the conference organised by OSE during the Belgium presidency of Europe, and has been supported by RECOWWE.



**Mannila, S. Messing, V. Van den Broek, H.-P. and Vidra, Z.,** 2010. *Immigrants and Ethnic Minorities: European Country Cases and Debates*, Helsinki: THL.

Migrants in the old EU Member States and ethnic minorities, in particular the Roma in the new EU Member States, are confronted with various social and labour market risks. Coping with them presents rather important challenges to national governments. This book presents an overview of the most recent immigration or minority policies, and comments on some ongoing debates. Old emigration countries

such as Spain and Finland have lately turned into immigration countries. However, the historical backgrounds and political responses to immigration are rather different in these two countries: today Spain is the leading immigration country in the European Union and the main route of entry into the EU for third country nationals, while the volume of migration in Finland is much less dramatic. Hungary, Slovakia and Romania have all major Roma minorities. Roma policies in these countries have varied during the transition and EU accession, but few have reached genuine results, thus, much remains to be done in order to develop effective socially inclusive policies for the Roma.



**Ana Marta Guillén Rodríguez & Sverre Aage Dahl (eds.)**, 2009, *Quality of Work in the European Union: Concepts, Data and Debates from a Transnational Perspective*, Peter Lang

This collective volume on quality of work in the European Union offers a comprehensive analysis on the current situation of the tensions between work and welfare in Europe, with a special emphasis on employment-related issues. The volume tackles a crucial aspect of employment policies, namely the strengthening of the quality dimension in the decisions taken by policy-makers to foster the performance of the labour market and to combine this orientation with the demands of workers for welfare, protection and a better reconciliation of work and family life. Quality of work has been on the agenda of policy-makers, practitioners and academics for the last few years, promoting a wide debate. The book provides a contribution to this debate and takes into consideration a range of issues associated with the analysis of work quality from an innovative perspective. Relevant subtopics including a conceptual and political analysis of work quality, wage differentials and in-work poverty, gender issues or workers' direct and indirect representation in the firm and its relation with work quality are addressed.

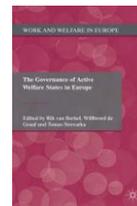


**Ana Marta Guillén Rodríguez, Rodolfo Gutiérrez Palacios & Sergio González Begega,** (eds.), 2009, *Calidad del Trabajo en la Unión Europea. Concepto, Tensiones, Dimensiones*, Thomson Civitas

Job creation has been an essential issue on national political agendas since the 1970s crisis. Employment (and unemployment) has been mainly regarded

through a quantitative approach. Changes in the organization of work, new kinds of contract and the implementation of public policies aiming at supporting job creation have led to major transformations on the labour market. Since the mid 1990s and in response to the political, social and economic integration of Europe, there has been an increasing political and scientific interest for the quality of work. The current context of economic crisis stresses the tensions between quantity and quality of work. This book is the result of the cooperation of an interdisciplinary team of European researchers and specialists from the RECOWE network. The first part focuses on concepts and methods used for the analysis of quality and quantity of work. The second part deals with most relevant dimensions to assess quality of work. Finally, the last part considers the impact of work relationships.

**BOOKS TO BE PUBLISHED IN THE *WORK AND WELFARE IN EUROPE* SERIES IN PALGRAVE MACMILLAN**



**Rik van Berckel, Willibrord de Graaf & Tomas Sirovatka (eds)**, 2011, *The Governance of Active Welfare States in Europe*, Palgrave Macmillan (forthcoming)

During the last decade, many European countries introduced extensive reforms to the implementation structures through which income protection and activation programmes for the unemployed are implemented and delivered. These governance reforms include: the creation of markets for the provision of activation and employment services, the promotion of cooperation between benefit and employment agencies, processes of decentralizing policy making authority and the introduction of new public management in the public sector.



**Betzelt Sigrid & Bothfeld Silke (eds)**, 2011, *Activation and Labour Market Reforms in Europe. Challenges to Social Citizenship*, Palgrave Macmillan (forthcoming)

Activation and Labour Market Reforms in Europe examines the consequences of activation policies from the individual citizen's perspective. The book offers an original analytical perspective of how the multidimensional concept of social citizenship can be used in comparative research in order to capture underlying policy change which is often underestimated by policy analysts who delimit their



perspective to material aspects of social policy reforms. Eight case studies, covering the North, West, and South of Europe, provide a comprehensive analysis of labour market reforms, including aspects of labour promotion, income maintenance policies, and labour market regulation. Tackling both the contents and governance, the chapters draw a highly instructive picture of how activation policies affect the whole population, the middle class as well as more vulnerable social groups. The findings indicate a deep normative change of the given patterns of state-citizen relationships to the detriment of the citizens' autonomy.



**Sonja Drobnic & Ana Guillén** (eds), 2011, *What is a quality job? Working conditions and tensions between work and private life*, Palgrave Macmillan (forthcoming)

This volume addresses tensions between work and private life by focusing on job quality, job security, working conditions and time-use patterns of individuals and households on the one hand, and the institutional context, such as family policy institutions, and other country characteristics on the other. The length of time spent on work, job characteristics, and working conditions in general to a large extent influences the degree to which people are able to combine work and other important life domains, such as family, care and social life. Jobs which facilitate a more favourable combination of people's work and personal lives lead to a better work-life balance and higher life satisfaction, which in turn might increase identification and satisfaction with one's job and work productivity. This book explores which work-related demands and work-related resources interfere with, or facilitate, the work-life interface, and how these factors interact with the institutional settings.



**Colette Fagan, María González & Silvia Gómez** (eds), 2011, *Women on Boards in Europe*, Palgrave Macmillan (forthcoming)

This book provides a cross-national European comparative analysis of the presence – and absence – of women on the board of directors of companies. The gender profile of this elite position is a key indicator of vertical segregation of employment. The relative standing of women on corporate boards and in top executive positions indicates women's access to prestigious and influential 'top jobs' and the extent of the gender gap in high-level decision-making in the economy. The volume includes both

national and cross-national levels of analysis. A suite of strategically selected national studies develop new empirical analysis of women's presence on company boards, and the variation between different types of companies and board positions (executive and non-executive). Cross-national similarities and differences in trends and patterns are identified and theoretically-informed explanations are advanced.



**Neil Fraser, Rodolfo Gutierrez & Ramon Peña-Casas** (eds), 2011, *Is employment the route out of poverty? The extent and causes of working poverty in Europe*, Palgrave Macmillan (forthcoming)

This is a study of a complex but important concept, working poverty (or in-work poverty), involving individuals both as workers and members of households. It is caused by low pay, but also weak labour force attachment and high needs. The most recently available version of the household survey, EU-SILC, is analyzed to explain factors behind working poverty in different European countries. There has been a growth of jobs in Europe in the last fifteen years, but this has not decreased poverty because of a relative expansion of low quality jobs. Now economic crisis threatens to increase poverty further. But there is quite a diversity of situations within the EU which this book explores. It includes discussion of working poverty in relation to gender, to migration, and policies like tax-credits. Case studies of UK, France, Spain, Sweden and Poland are included and these countries are given special attention in most of the chapters.



**Paolo Graziano, Sophie Jacquot & Bruno Palier** (eds) (2011), *Europa, Europae. The EU and the Domestic Politics of Welfare State Reforms*, Palgrave Macmillan (forthcoming)

Does European integration influence national social policies? What is the use of EU laws, orientations and guidelines? Based on a systematic comparison of ten national cases, including both old and new member states, representing all families of welfare regimes, this volume explores and specifies the mechanisms through which the EU plays a role in domestic social policy changes. It focuses on where, when and how national actors use the tools and resources offered by the process of European integration to support them in the national welfare reforms they are engaged in. The comprehensive research design and the systematic comparisons provide a unique opportunity to fully grasp the mechanisms of domestic welfare state change within the context of the European Union multilevel political

system. This book proposes both a new step within the Europeanization and the welfare state literatures. It confirms the idea that Europe matters in a differential way since EU social policy will be selectively used by domestic political actors in accordance with their political preferences. It provides a clear explanation of why no EU-induced social policy change can occur without an overall support offered by key domestic decision-makers.



**Karl Hinrichs & Matteo Jessoula** (eds), 2011, *Flexible Today – Secure Tomorrow? The interplay of labour market flexibility and pension reforms*, Palgrave Macmillan (forthcoming)

In most EU countries two simultaneous trends have emerged: jobs and individual careers increasingly deviate from the traditional standard employment pattern, and ongoing pension reforms imply lower benefits for future retirees. What will be the impact of this for workers who held 'atypical jobs' during their employment career? Will income security in old age be assured for them? Or will a growing share of retirees being at risk of poverty? This book investigates these questions and examines the relationship between labour market flexibility and social protection by focusing on income security after retirement.



**Birgit Pfau-Effinger & Tine Rostgaard** (eds), 2011, *Tensions related to care in European welfare states*, Palgrave Macmillan (forthcoming)

The book makes an original and innovative contribution to the study of child and elder care in that it analyses new tensions that are related to different types and dimensions of care in the context of recent welfare state reforms. It provides insight into the history of theoretical concepts related to care, and the theoretical framework of 'tensions'. Analyses relate to new tensions that are connected with different types of formal and informal child and elderly care, and with migration related to care. Also, tensions within care cultures, and between the cultural and the institutional framework of care are analysed. Moreover, it is shown if and under which conditions welfare state reforms have contributed to strengthen existing tensions or even to create new tensions, and under which conditions they have contributed to relax such tensions. The volume brings together high-ranking experts in the field of research on welfare and work from different disciplines and from different European countries.

**Trudie Knijn** (eds), 2012, *Social policies in Europe in times of fluid family-lives and flexible labour markets*, Palgrave Macmillan (forthcoming)

## OTHER BOOKS TO BE PUBLISHED

**Jochen Clasen & Daniel Clegg** (eds), 2011, *Regulating the risk of unemployment. National adaptations to post-industrial labour markets in Europe*, Oxford University Press (forthcoming)

In recent decades the share of service employment has increased greatly across Europe, fundamentally changing the structure of European labour markets and the nature of the economic risks that individual workers face. This book explores how far reforms to unemployment protection systems, which were introduced and consolidated in a very different labour market context, are responding to the particular challenges of post-industrial labour markets. It argues that adapting traditional systems of unemployment protection to the risk profiles of service-based economies requires a profound policy realignment, which can be summarised with reference to three overlapping processes of institutional change; the homogenisation of unemployment benefit rights for different categories of the unemployed; the erosion of the institutional boundaries between benefit provisions for the unemployed and for other groups of working-age people reliant on state support; and the ever-closer operational integration of income maintenance policies and other forms of labour market support. Systematically comparing across 12 European welfare states over a period of 20 years, the book traces how these reform dynamics have played out in the context of political conflicts, institutional constraints and changing macro-economic conditions. While the book highlights that many differences continue to set the unemployment protection arrangements of different European countries apart, it also points to an emergent process of contingent convergence in conceptions of the risk of unemployment and of appropriate ways of regulating it.

**Patrick Emmenegger, Silja Häusermann, Bruno Palier & Martin Seeleib-Kaiser** (eds), 2011, *The Age of Dualization. Structures, Policies, Politics*, Oxford University Press (forthcoming)

**Nathalie Morel, Bruno Palier & Joakim Palme** (eds), 2011, *Towards a social investment welfare state? Ideas, Policies, Challenges*, Policy Press

**Pascale Vielle, Silvia Borelli & Benoît Mpeye** (eds), 2011, *Legal and Normative Approach of the Quality of Jobs in Europe*, Peter Lang (forthcoming)

## SPECIAL ISSUES



**Paolo Graziano, Sophie Jacquot, & Bruno Palier** (eds), 2011, *Letting Europe In. The Domestic Usages of Europe in Reconciliation Policies*, in European Journal of Social Security (forthcoming)

Most European countries are saying 'farewell to maternalism' and are now implementing policies aimed at helping individuals (especially women) to combine paid work and family responsibilities. In recent years, European institutions have promoted the development of reconciliation policies. Is it possible to consider that national changes in these reconciliation policies have been due to EU actions in this policy field? What is indeed the function of EU policies? How does European integration influence national social policies?

In order to address these questions, this special issue focuses on the relationship between European integration and the development of national welfare state reforms. Recent literature shows that the EU has played an important role in shaping recent welfare state reforms, but the precise ways in which it has done so are still relatively unclear. We aim here at exploring and specifying the political mechanisms through which the EU plays a role in domestic social policy changes. Taking reconciliation policies (i.e. the reconciliation between paid work and private life policies) as an empirical terrain, our comparative research aims to take forward both the Europeanisation and welfare state literatures.



**Waltraud Schelkle** (ed), 2011, *Reconfiguring Welfare States in the Post-industrial age: What Role for Social Partners?*, European Journal of Industrial Relations (forthcoming)

The point of departure for the contributions in this issue is that the reconfiguration of welfare states is driven by structural changes that affect social partners in diverse ways and that play themselves out differently in relevant social policy areas. These changes are often, if not exclusively, perceived as the coming of a post-industrial age. An expanding service economy is likely to provide less stable employment relationships and more inequality in

working conditions, on the one hand, but new job opportunities for women and the young, on the other. If the collective representations of workers and employers do not respond to these changes, they are faced with a loss in membership, marginalisation in the political process and ultimately an erosion of public support for the institution of social partnership.

The contributions concentrate on trade unions as they have been particularly challenged by these structural changes and were accused of largely blocking necessary reform in public debates. They have also been put under pressure by an ideological shift that sees a legitimate role for social policy not so much in the correction of markets, above all for reasons of equality, but in the correction of market failures. The problem for trade unions is not the productivist thrust per se, but the implication that redistributive social policy becomes suspect.

This special issue is a complementary endeavour to Colin Crouch's inquiry into the 'snakes and ladders of 21st century trade unionism'. We identify how the snakes and ladders matter, that is how weakening and strengthening conditions are shaping the role of unions in the reconfiguration of welfare states. Crouch identified as weakening conditions, among others, the shift of industrial relations activity to the enterprise level and the collapse of the standard employment relationship, while strengthening may result from the need for social pacts in an integrating Europe and in welfare reforms. One question we had is how even snakes can be turned into ladders if trade unions are able to respond constructively.

The contributions cover a wide range of institutions in employment relations, different degrees of welfare state maturity and diverse social policy areas. As diverse as these cases may be, we may discern a pattern against the background of both an economic and a political role of trade unions and collective rights. Trade unions are not weakened, maintained or strengthened in total but their economic and the political roles evolve in different directions. For instance, while the wage-setting role of collective agreements may decline or become less encompassing, trade unions' involvement in the self-administration of labour market policies may even become more entrenched.

**Birgit Pfau-Effinger & Tine Rostgaard** (eds), 2011, *Welfare state change, the strengthening of economic principles and new tensions in relation to care*, Nordic Journal of Social Research (forthcoming)

## MOST RECENT RECOWE WORKING PAPERS

**Christian Albrekt Larsen and Patrik Vesan, 2011. Public Employment Services, Employers and the failure of placement of low-skill workers in six European countries. *RECOWE Working Paper, REC-WP 02/2011.***

The paper explains why across Europe very few job matches are facilitated by public employment services (PES), looking at the existence of a double-sided asymmetric information problem on the labour market. It is argued that although a PES potentially reduces search costs, both employers and employees have strong incentives not to use the PES. The reason is that employers try to avoid the 'worst' employees, and employees try to avoid the 'worst' employers. Therefore PES get caught in a low-end equilibrium that is almost impossible to escape. The mechanisms leading to this low-end equilibrium are illustrated by means of qualitative interviews with 40 private employers in six European countries.

[Download this paper.](#)

**Leschke, J., 2011. Flexible working lives and pension coverage in Europe with a focus on women: Lessons to be learned by Germany? *RECOWE Working Paper, REC-WP 01/2011.***

Employment has recently become more flexible with regard to contract forms and we observe more discontinuous employment careers. This paper examines whether pension systems in Europe are suited to cover the specific risks encountered by flexible workers. Recent reforms of these systems and their impact on flexible workers are also scrutinised.

[Download this paper.](#)

**De la Porte, C., 2010. State of the art. Overview of concepts, indicators and methodologies used for analyzing the social OMC. *RECOWE Working Paper, REC-WP 15/2010.***

This paper is a detailed analysis of the literature on the Social OMC from 2006-2010, focusing on how OMC research has been carried out. It specifically focuses on the theoretical framework/concepts used, and how change is conceptualised and measured. Strikingly, virtually all OMC research adopts theoretical frameworks derived from Europeanisation

and/or institutionalisation literature. One of the findings of OMC research is that this governance method entails learning processes.

[Download this paper.](#)

**Chung, H. and Van Oorschot, W., 2010. Employment insecurity of European individuals during the financial crisis. A multi-level approach. *RECOWE Working Paper, REC-WP 14/2010.***

The flexicurity concept has been receiving much attention lately at the European level. One of the most important aspects of the flexicurity approach is employment security, which may nevertheless entail changing employers and jobs. How do Europeans subjectively perceive their employment security? In addition, which individual characteristics can explain feelings of employment insecurity? Are there differences across countries, and if yes, why? In this paper, we examine the various individual as well as national level characteristics that can explain individuals' perception of their employment security.

[Download this paper.](#)

**Ibáñez, M., 2010. Fertility, Female Participation in Employment and Reconciliation Policies in Spain. *RECOWE Working Paper, REC-WP 13/2010.***

Different aspects of decisions regarding parenthood are analysed. From an institutional perspective, reconciliation policies and features of the female labour market are studied, as well as the values and life views that may affect the decision to become a parent. From a micro-perspective, a multivariate model of proportional hazards is created from the 2004-2007 Spanish EU-SILC, where likelihood of pregnancy is analysed according to specific employment, personal, and family situations. Results are not conclusive, because the Hypothesis of Fertility Positive Turn was not confirmed directly for cases with a steadier work status. However, educational level does have a continuous effect, that is, women with university degrees, and especially employed ones, are more likely to become parents.

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**All working papers are available on the [Pudiac website.](#)**

### 3 – EDACWOWE: EUROPEAN DATA CENTER FOR WORK AND WELFARE



**Wim van Oorschot**  
Coordinator of EDACwowe  
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*"The European Data Centre for Work and Welfare is an institution that was initially developed within the framework of the RECOWE-network to provide network members with EU comparative data in the fields of work, care and welfare, but it has evolved into a publicly available data service for all those interested in using such data. It now covers over 500 data sources and its website is visited by close to 200 visitors a week."*

The Centre offers a freely accessible data portal ([www.edacwowe.eu](http://www.edacwowe.eu)) that provides researchers and policymakers with systematic information on and direct links to all national and EU comparative data that are available in Europe in the fields of work and welfare.

#### — The data portal

The EDACwowe data portal has a strong surplus value due to the following characteristics:

- It is unique in its kind.
- In a single portal it combines work and welfare related data of various types: 1) micro survey data, 2) (quantitative) macro statistics and indicators, 3) (qualitative) data on policies and institutions. This combining of data types improves the efficiency of data search and promotes knowledge about the actual availability of data.
- In addition to the core data regarding work and welfare the portal also offers access to data on related fields, like: (health) care, economics and trade, political systems and elections, industrial relations, education, migration, demography, etc. This meets the fact that work and welfare research and policy making nearly always also refer to or reckon with other social phenomena and institutions.
- For each data source included in the portal standardized information is given. This promotes getting a quick impression of its contents and it facilitates the comparison of data sources.
- Per data source the portal offers direct, so-called deep links to those web pages where the required

data is actually presented. In this way the portal goes beyond a mere reference to a data source's home page. This increases importantly the efficiency and effectiveness of data search.

- The various data sources covered are ordered along a series of categories that have been developed in consultation with data users. This improves the user-friendliness of the portal.
- The portal has its own key-word search engine.

#### — Data service and training

The activities of EDACwowe do not only regard the maintenance and further extension of the data portal. In the 5 years of its existence team members have offered practical hands-on help with data search to numerous colleagues in the field and it has organized various workshops and training sessions for data search and data analyses.

#### — Research

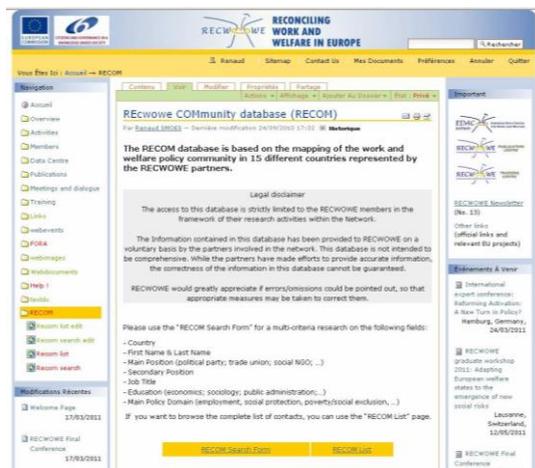
In addition to facilitating data-related research activities in the RECOWE network, EDACwowe also contributes actively to the network's research. It carries out several projects which analyze the individual and contextual influences on the subjectively experienced work and welfare tensions of European people. Specific subjects are e.g. the experience of employment and income insecurity among European workers, and the experience of work-care tensions. In its research EDACwowe applies multi-level frameworks which enable to analyze how and to what degree experienced tensions are a result of people's personal structural position and/or their perceptions and beliefs on the hand, and a result of the fact that they live in the specific welfare institutional, economic and cultural environment of their country on the other hand.

*"Users of the portal now come from all over the world. Our user survey shows a high level of satisfaction with the comprehensiveness and quality of the information we provide. The deep links are among the most liked aspects."*



**Heejung Chung**  
Manager of EDACwowe  
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## 4 – WHO'S WHO: RECOWE COMMUNITY DATABASE (RECOM)



In the framework of the activities of the Publication, Dissemination and Dialogue Centre ([PUDIACwowe](#)), the need has appeared to develop **an instrument for sharing information about the national policy communities involved in 'work and welfare' policies, and to improve the dialogue between researchers and non-academic partners** on the base of complementary interests.

Each RECOWE partner has a general overview of who is participating to the national policy community around work and welfare, but there is no systematic comparative information. Moreover, many of the RECOWE partners are involved in comparative projects and are in need for reliable information on 'who is who' in other member states. The RECOWE network of excellence was thus an appropriate venue to develop an internal reflection on how to improve the knowledge about the "policy community/advocacy coalition" involved in each country in the work and welfare debate and policies and share the results. The outcome of this collaborative process is the RECOM web database, which identifies national actors of multiple affiliations involved in work and welfare debates. The database has been elaborated by the European Social Observatory (OSE).

RECOM is the acronym for "RECOWE Community", as the aim of the task was to systematise the mapping of the experts in the field through the collaboration between all RECOWE members. The mapping of the work and welfare policy community is based on a contribution of RECOWE members

on the identification at their national level of individuals (largely understood as not only politicians and bureaucrats, but also social partners, academics, journalists, think tanks, etc.) who are used to intervene in the policy definition and in the emergence, conceptualisation and definition of labour market and social policies. Through the identification of these individuals in European countries, RECOWE researchers are equipped with the possibility to develop contacts in countries where they have little experience of, for purposes such as interviews, contacts, invitations, or dissemination of research results to a wider range of stakeholders.

Currently, the RECOM web database contains information about the contact details of persons in 15 European countries, as well as information on their institutional affiliation, education and detailed domains of expertise. A "search form" allows the selection of individuals corresponding to several criteria of research: country, name, main and/or secondary positions (political party, trade union, employer organisation, social NGO, think tank, civil service, academy/research, mass-media, other), job title, educational attainments, main policy and research domains (employment, poverty-social exclusion-social inclusion, social protection, gender equality-gender mainstreaming, industrial relations, learning, other). Furthermore, detailed information on specialised research and/or policy topics is available to complement each of the main policy and research domains. The results of the selection could be exported as a spreadsheet document to be used for office automation purposes. The architecture of the database is open, allowing further updating of the information as well as further addition of supplementary contacts.

The final version of the RECOM database integrating the 15 countries and authorising multi-criteria research is currently available on the [RECOWE website](#).

*Please note that the access and utilisation of the RECOM database is restricted to members of the RECOWE network for legal confidentiality reasons. After logging on the RECOWE web site with the user name and the password, a folder entitled "RECOM" appears in the left side of the screen, allowing the access to the search query form of the database.*