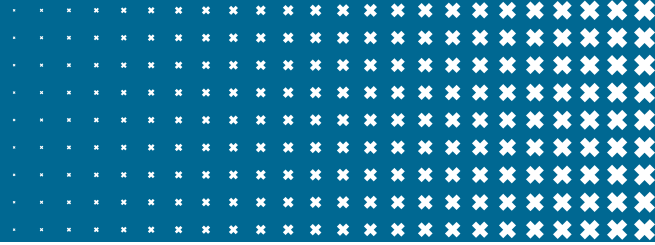




UNIVERSITY OF AMSTERDAM

Amsterdam Institute for Advanced labour Studies



# AIAS NEWSLETTER

Spring/Summer 2016

**AIAS WORKS!** *Rebalancing labour between market and regulation*



AIAS annual  
conference  
Let's Work?!

Meritocracy book  
presented to  
Dutch Minister

The  
'Poldermodel',  
still a miracle?

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## Colophon

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## AIAS in step with the spirit of the times



Frank Tros

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senior researcher AIAS  
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**You will find this AIAS Newsletter later than usual because we postponed this issue to be able to share our experiences of the recent AIAS Annual Conference and the publications of two books that have been initiated by AIAS.**

The retirement of AIAS colleague Els Sol was the main reason to dedicate the AIAS Annual Conference 2016 to the theme of policies disadvantaged people in the labour market. One of the lessons of this conference became very clear: academics and practitioners are in need of each other to better evaluate labour market policies and to improve reintegration practices. Els's rich professional network was clearly visible that day: the participants in this AIAS conference represented international well known academics from different disciplines, as well as policy makers and local level practitioners. Among many other issues (see further on in this Newsletter), we were informed about an elaborated project – selected and financed by an Innovation Fund - in which researchers and local level practitioners are working together very intensively to improve their understanding of effective and non-effective mechanisms in reintegration-interventions. It seems to me that the recent revival of local *action research* in the social policy field is in step with the spirit of the times.

Then the two new books, initiated by AIAS. The book on 'Meritocracy' received wide media attention in several newspapers and radio programs. In this Newsletter you will read that the underlying investigations in this book showed that class related selection mechanisms have moved from the early phases of educational systems to later phases and to the labour market. Ms Jet Bussemaker (Dutch Minister of Education, Culture and Science) received the first copy and praised the book and its initiators for 'just anticipating the spirit of the times', referring to the recent debates on disappointing outcomes of the agenda on equal opportunities. Another recent publication initiated by AIAS, is a book on the legitimacy of the Dutch neo-corporatist system of social dialogue and industrial relations (*'poldermodel'*). After the 'miracle' of high performances in the 1980s and 1990s, the economic and social outcomes of the Dutch model stagnated. Nowadays, the *poldermodel* gains less applause and consensus-making among social partners in the Netherlands appears to be increasingly difficult. So, this appears to be a very well timed publication too, that certainly will evoke lots of reflections in academia and political life.

We would like to invite you to take a closer look at this Newsletter that gives you, as usual, an overview of the broad range of research projects, publications and other activities of AIAS. ●

## Presentation of advice by AIAS to state secretary Ms Jetta Klijnsma



On July 5, Huib van Olden, president of SBCM, the labour market and training fund for the sheltered workplaces in the Netherlands, presented the advice 'Towards a general agreement for the broad target group of the Participation Act?' (in Dutch) to the state secretary for social affairs and employment, Ms Jetta Klijnsma.

As a consequence of the introduction of the Participation Act, various target groups at the lower end of the labour market haven been merged, but there is not yet an comprehensive provision of services for the new broad target group. The advice recommends to come to a central agreement regarding the entitlements of disadvantaged work seekers and workers at the lower end of the labour market to training and support for seeking and keeping a job.

The report can be downloaded from our website: [uva-aias.net/nl/news/advies-participatiewet-klijnsma](http://uva-aias.net/nl/news/advies-participatiewet-klijnsma). ●

## New PhD candidate Noëlle Payton

As of 1 March 2016 Noëlle Payton has started her PhD under supervision of Maarten Keune and Frank Tros, both at AIAS. She will investigate employer motivations for using different kinds of employment relationships, including permanent contracts, a range of flexible contracts, self-employed persons and contracting out work through intermediaries. The aim is to explain differences between employers going beyond explanatory factors such as size, product or service characteristics, market exposure and employee characteristics, rather delving into differences in perceptions and interpretations of the risks involved in different employment relationships and of the aims of the employing organizations.

Noëlle Payton started as a researcher at AIAS in 2015 after having completed the Comparative Organization and Labour Studies MSc track in Sociology at the University of Amsterdam. She wrote her thesis under supervision of Johan De Deken on trade union influence in Bulgaria, comparing domestic companies with multinational enterprises. Her particular research interests include the contestation and maintenance of power balances in industrial relations, inequalities in labour markets, and the meaning of work to working individuals and to employers. ●

## Presentation of report on the flexible shell of the UvA



On Wednesday, December 9, 2015 a research report of AIAS on the flexible employment relations at the UvA was presented at the Maa-gdenhuis (Spui 21, Amsterdam). The Staff Committee (Commissie Personeel) of the UvA has committed AIAS to examine the use of flexible contracts, the occurrence of chains of flexible contracts and the consequences for work experience and career opportunities.

On December 9, AIAS co-director Paul de Beer presented the report to the Staff Committee and explained the main results of the study. The meeting was open to all staff members of the UvA and to all others interested.

The report can be downloaded at:

[uva-aias.net/en/news/persbericht-rapport-over-flexibele-dienstverbanden-aan-de-uv-a](http://uva-aias.net/en/news/persbericht-rapport-over-flexibele-dienstverbanden-aan-de-uv-a). ●

# Book on meritocracy presented to Minister Bussemaker



**O**n Monday, June 6, the book *Meritocratie. Op weg naar een nieuwe klassensamenleving?* (Meritocracy. On the road to a new class society?), edited by AIAS staff members Paul de Beer and Maisha van Pinxteren, was presented in the old assembly hall of the Second Chamber of the Dutch Parliament in The Hague.

The first copy of the book was handed over to Ms Jet Bussemaker, Minister of Education, Culture and Science. Paul de Beer, Herman van de Werfhorst (AMCIS-University of Amsterdam) and Mark Bovens (Utrecht University, Scientific Council for Government Policy) discussed the main findings of the book. The authors conclude that educational and societal success is largely determined by each individual's performance or merit, as is fitting in a meritocracy. But, at the same time, social origin – the educational attainment of the parents in particular – plays an increasingly important role. As a consequence, meritocratic society may indeed become a new class society. The meeting was concluded by an interview with Paul van Meenen, Member of Parliament for D66. The book *Meritocratie. Op weg naar een nieuwe klassensamenleving?* (only in Dutch) is published by Amsterdam University Press. The digital version can be downloaded for free via [oapen.org](https://open.org).

## Press coverage

The publication of the book on Meritocracy received wide media coverage. In a two page interview in news-

paper *Trouw*, titled 'Without smart parents, you don't get ahead', Paul de Beer explained how educational selection mechanisms have changed over time. In the past, children of parents with a high socio-economic status could go to university due to the status of their parents. Nowadays, children go to university because they are smart. However, these smart children often have highly educated parents with a high socio-economic status. So, although the mechanism of the transfer of inequality between generations has changed, the outcome is similar. The position in society that people attain is still closely related to the societal position of their parents. Only in the in-between phase, during the transition from a traditional class society to a meritocratic society, there was much social mobility, due to the fact that smart children from working class families were able to enter higher education. Apart from these meritocratic mechanisms, pre-meritocratic mechanisms also still play a role. For example, the occupational status of the parents still has a direct effect on the occupation status of their children, even after controlling for the effect of the educational attainment of the children.

Paul de Beer was also interviewed by newspaper *NRC Handelsblad*, published under the title 'Equal opportunities? That is an illusion'. In the interview De Beer stresses that the principles of meritocracy are widely endorsed. Even the loser of meritocratic society, such as long-term unemployed, in general support the idea of a meritocracy. They are thus forced to find an excuse for the fact that they were not able to live up to the expectations of meritocratic society. It is hard for them to maintain their self-respect. Michael Young, who coined the term meritocracy in his 1958 sociological satire *The Rise of the Meritocracy* was right in predicting that a meritocracy will be a new class society, in which societal cleavages may be even more persistent than in the 'traditional' class society, since a meritocratic society seems to be just.

Paul de Beer explained the main outcomes of the study also for two radio shows, viz. *BNR Radio* and *Met Het Oog Op Morgen*. ●

## Frank Tros in SER commission

Since January 2016, Frank Tros from AIAS has been appointed as an advisory member in the commission Social-Economic Affairs of the Social and Economic Council of the Netherlands (SER). As independent expert, he advises the SER in its project on older workers in the labour market and long-term unemployment in the Netherlands. ●

## Restart of the Flexwork Research Centre (FLWRC)

We are happy to announce that AIAS and the Dutch organization for temporary work agencies (ABU) have decided to continue the Flexwork Research Centre (FLWRC). For over a decade it has monitored new research on labour market flexibilization, creating a database with over 6.600 publications. The database and the free newsletter have gathered a broad interest among different disciplines and research fields, with currently over 800 newsletter subscribers and over 1.300 Twitter followers from agencies, organizations, governments and research institutes around the world.

The biyearly Flexwork Research conferences have brought together researchers and policymakers from all over the world. The 2013 conference entitled 'Labour market intermediaries and employment policies in Europe: the way to work?' focused on the role of intermediaries and employment services vis-à-vis flexible employment. The 2015 conference 'Navigating the Changing World of Work' was set in Rotterdam and explored non-standard employment for more inclusive labour markets, outlining key issues and metrics.

There will be some changes: the scope of the Flexwork Research Centre will be broadened to include the increasing number of different flexible working arrangements. As the role of employment services and labour market intermediaries is also broadening, the FLWRC is closely following the wider range of services and policy mandates that have been manifesting themselves in recent years.

Also, instead of once a week in five languages, the newsletter will appear every other week in two. It will contain five English and five Dutch publications. After more than a decade, dr. Els Sol (AIAS) has resigned as coordinator of FLWRC. She passes the baton to prof. Paul de Beer (AIAS) who will coordinate the activities of the Flexwork Research Centre together with the Editorial board. Sean Stevenson is junior researcher.

See for all the information on the center: [www.flexworkresearch.org](http://www.flexworkresearch.org).

We welcome new research papers to our newsletter, do not hesitate to send yours to:

[info@flexworkresearch.org](mailto:info@flexworkresearch.org). ●

The screenshot shows the website for the Flexwork Research Centre. At the top, there is a navigation menu with links for Home, Popular, About us, Conferences, and Think piece. A search icon and a flag icon are also present. Below the navigation is a large image of a crowd of people forming a shape. To the right of the image, there is a text box that reads: "The Flexwork Research Centre helps you find research in the field of temporary work, flexible labour contracts, tempwork agencies, labour markets and employment." Below this, there are three main sections: "Recently added publications" with a list of research papers, "Database" with a search bar, and "Our Newsletter" with a registration form.

## Let's work?!

AIAS Annual Conference, 1 July 2016, Amsterdam

Wike Been, Noëlle Payton

**T**he theme of this year's AIAS annual conference was inspired by the retirement of Dr. Els Sol. As a tribute to her work, the conference centered around active labour market policies (ALMPs) and labour market reintegration policies targeting the most vulnerable groups, approached from different angles: political science, economics, policy evaluation, and of course her own field: sociology. On 1 July 2016, over 125 participants gathered in Hotel Arena to listen to the contributions of four main speakers and to take part in the lively discussion that followed.

Conference host Professor Paul de Beer opened the conference by describing thirty years of ALMP instruments targeting vulnerable groups as a "great experiment" with very little proper evaluation. Which instruments actually work? To what extent do they work? What have we learned so far? The conference promised to provide some answers in a style characteristic of both AIAS and Els Sol: in touch with the field of practice and using an interdisciplinary approach.

### Decentralization to the level of municipalities

The first speaker, Professor Flemming Larsen of Aalborg University, spoke about ALMPs in Denmark from a political science point of view. He described the current Danish approach as one of "centralized decentralization": decentralization of policy implementation and responsibility for the results to the local level of municipalities, while control is strictly centralized at the national level by means of rules, performance indicators, and procedural checking instruments; a system apparently reflecting low trust between levels. A central strategy for government control is the use of evidence-based evaluations, studies based on quantifiable performance indicators and largely econometric in approach. Though popular among national-level policy makers for their potential to generate political consensus, they are met with skepticism at street-level and findings therefore remain underutilized. Moreover, these studies do not explain the mechanisms that make a policy work, and the use of such evaluations depoliticizes what is really a political issue. Larsen therefore advocates a more integrated approach, integrating research and practice by involving both researchers and local level practitioners as he does in his current project LISES. This study addresses the political and organizational dimensions of policy success, the potential of client and citizen co-production, and the effects of employer expectations and engagement. The goal of the project is to produce knowledge that is both informed and accepted by practitioners and clients, so that findings are more likely to be applied at street-level. >>



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## Labour market reintegration policies

Next, turning to a “producer of evidence-based evaluations”, the econometrist **Dr. Arjen Heyma** of SEO Economic Research gave a state-of-the-art overview of studies, both national and international, on the effectiveness of labour market reintegration policies. A limitation he mentioned up front was there is actually very little out there specifically targeting vulnerable groups. When the results of available recent studies are taken together however, it appears that different instruments have different effects in the long versus the short term, and effectiveness further depends on whether or not the recipient of policy attention has labour productivity above the minimum income level. While education and training were found to be effective for persons with ‘sufficient’ labour productivity in the long term, mediation appeared more effective in the short term, and only labour cost subsidies seemed to work for persons with ‘insufficient’ labour productivity. The take-away message from these studies, Heyma concluded, is that ALMPs should be carefully chosen and designed with a specific target group in mind.



## Central element in our culture

**Dr. Bernard ter Haar**, director-general at the Ministry of Social Affairs and Employment, approached the topic from the policymaking point of view. Taking “maximum participation in society” as the ultimate policy goal, he started out by emphasizing that in Dutch culture a paid job is an important element of participation. He proceeded to sketch the complicated “puzzle” policymakers face. How, for example, to define the target group? Is it all persons receiving benefits? Groups over-represented among the long-term unemployed? Or should it be defined by income (poverty), physical health or psychological health? Even within a defined group, there is often great variation as to





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whether people work or not and the reasons why. Furthermore, policy success (or failure) may be determined more by how a policy is framed rather than its societal outcomes. Ter Haar gave the example of the subsidized 'Melkert jobs' of the nineties, which were a failure if framed as temporary jobs leading on to a 'real' job (as was the case), but rather successful if framed as easily performable and socially relevant work. Similarly, the recently abolished 'social workplaces' were abolished because they were framed as "locking people out of the regular labour market". The Participation Act now includes the promise by government and social partners to create 'guarantee jobs' for vulnerable groups, but so far, the realized guarantee jobs have been temporary in nature. Flexibilization in general has put labour conditions under pressure in a world in which globalization, automation and job dualization have made "the lower end of the labour market very busy" and real wage development has stalled, felt the most by those at the lower end. Strengthening their position, therefore, remains an important challenge.

## Flexibilization of the labour market

The final keynote speech was delivered by **dr. Els Sol** herself. She began by showing how the flexibilization of the labour market is causing unemployment to be a recurring phenomenon for many workers moving from contract to contract, most often so for temporary agency workers and persons on temporary contracts. As people repeatedly fall back into unemployment, getting people into jobs becomes a "Sisyphean task". However, rather than targeting employers, whose copy-cat behaviour Sol suspects of driving flexibilization, government policies are generally more 'supply-side', targeting the unemployed themselves and emphasizing the need for self-sufficiency, often problematic for the most vulnerable groups. The economic crisis and the 'new public management' trend have further emphasized efficiency and cost-effectiveness of public executive institutions. This emphasis encourages providers of employment services to cherry-pick clients most easily placed in work, leaving the most vulnerable behind, and to force people into employment by increasing conditionality for benefits receipt. As a way forward, Sol proposes greater professionalization of the executive institutions and a minimum standard for reintegration services, as well as greater involvement of employers to produce a better fit with their needs. Employers should be involved much earlier on in the job matching process, long before the job interview. For employers themselves, the distinction between corporate social responsibility and personnel policies must be removed: this is the area where the two meet. Finally, the state should provide jobs of last resort where people can work in a sheltered environment, albeit under conditions as near to regular jobs as possible, and always an open door to regular employment as people develop their skills. >>



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## Evidence-based policymaking

Three discussants responded to the speakers: **Dan Finn**, Professor of Social Inclusion at the University of Portsmouth, **Arie Glebbeek**, Associate Professor in Sociology at the University of Groningen, and **Kim Schumacher**, programme manager for inclusive labour markets at the Dutch general employers' organization AWWN. Several themes prevailed. The pros and cons of evidence-based policy evaluations were discussed at some length, critiquing the lack of context and consequent lack of explanatory power of such research, while acknowledging the important role it plays in legislation and budget allocation. Finn pointed out that evidence-based

studies have put long-term unemployment on the agenda of the European Commission, and Ter Haar added that they have been successfully used in the political struggle for ALMP budget space. Evidence-based policymaking is not a problem in itself, Heyma underscored, as long as policy implementation does not become conditional upon 'evidence': some effects do occur, but simply cannot be measured. A number of lacunas in the labour market reintegration policy debate were further affirmed or raised during the discussion: insufficient attention for sustainable retention of people in work, unemployment prevention, macro-level causes of unemployment (as opposed to the current overemphasis of individual fault-seeking), and too little consideration of the employer perspective. As Schumacher pointed out, employers want to know: "what's in it for me?" A plenary discussion followed the discussants' statements, with more comments and questions than time allowed for.

## Sceptics vs pragmatists

The closing words were again for Paul de Beer. "There are two schools of thought in this field of policy research," he started. First there are the sceptics, generally economists and econometricists, using experimental designs to determine the net gains of policies and often finding little to none, or even negative results. Then there are the pragmatists, more often sociologists and public administration experts conducting more 'grassroots' research and finding substantially more positive results. Els, however, is not easy to categorize. "A pragmatist," said Prof. De Beer, "but open to sceptics," as proven also by her choice of speakers at this conference. The broad conclusions of the conference, if they may be labelled as such, also reflect the nuanced view characteristic of Els: not blindly asking what works and what does not, but asking what works for whom, in constant exchange with the practitioners in the field. ●



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## Promoting Decent Work

Jan Cremers



In the frame of the Dutch EU-presidency a two-day European conference in Amsterdam was organised on 8 and 9 February 2016. The conference 'Promoting Decent Work' provided a platform for more than 300 participants from all EU-countries, social partners, policy makers and inspectorate, to discuss the improvement of compliance with and enforcement of the EU-rules in the area of labour migration and cross-border mobility.

Jan Cremers organised a workshop with cases, based on the experiences of the inspectorate in several countries, which demonstrated the practices of circumvention of social security contributions, tax payments and other social obligations. Forth-

coming is a website with all the conference contributions.

For the programme see: <http://www.inspectieszw.nl/decentwork/workshops/#aline6>. ●

## Frank Tros as expert in ETUI-training in Bratislava

In July 2016, Frank Tros from AIAS was invited as keynote speaker and expert for the training on 'Intergenerational Employment Opportunities and Collective Bargaining' for trade unionist from all over Europe. This meeting in Bratislava (the city where the EU presidency just started) was organised by the European Trade Union Institute (ETUI). Frank presented the conclusions of the research project on 'Intergeneration Bargaining' (iNGenBar, co-ordinated by AIAS) and discussed the strategic issues with representatives of trade unions in the EU Member States. ●

## How to create your sample Collective Agreement using the WageIndicator Collective Agreements Database

During the first week of July, over 20 people from East and West Africa came to Amsterdam for a summer-school. With the help of the WageIndicator Collective Agreement database they created example Collective Agreements for their countries. Teams of trade union and employers advisors went home with an agreed text to use in the new collective agreement negotiations in their countries. Best structures and best clauses will be used in the countries to replace either lengthy or shady text in Collective Agreements.

See for more information on the collective agreements:

[wageindicator-collective-agreements-database.silk.co/](http://wageindicator-collective-agreements-database.silk.co/). ●



## Science is not solely for scientists

Els Sol recognises the vital importance of policy evaluation and the practical application of science



**A**s early as her student days, Els Sol was intrigued by the importance of employment and the positive effect that policy and science can have on work. It was the era of demonstrations, in which solidarity occupied centre stage. In her Economic Sociology thesis, she presented an initial analysis of labour market policies and the contribution of social partners to this market. She immediately acquired a taste for research.

On 1 July 2016, Els retired from her position at the Amsterdam Institute for Advanced Labour Studies (AIAS), part of the University of Amsterdam. Her retirement coincided with the annual AIAS conference, which she had given the title 'Let's Work?!'. However, leaving AIAS certainly does not mean that she has stopped thinking about the labour market.

### Shifts in the labour market

#### What types of changes are you witnessing?

'In recent years, we have particularly seen an increase in flexibility in the labour market. Compared to the rest of Europe, there is a relatively high level of flexibility when it comes to arrangements in the Netherlands. Since the turn of the century, the percentage of the workforce with temporary contracts in

Belgium and Denmark has hovered steadily between 7 and 8 per cent. In Germany, the percentage has remained fairly stable at approximately 12 per cent. It is only the Netherlands that is witnessing such a high – and constantly rising – level; starting at roughly 12 per cent, it has now already reached nearly 18 per cent of the workforce. So, a fifth of people in the Netherlands have a temporary contract, and live with the uncertainties associated with such a contract for a professional career. It is particularly the case with low-skilled workers, which paints a gloomy picture of the future of the labour market for this group of people. Several factors explain why it is particularly low-skilled workers that are given flexible contracts – factors including globalisation, developments in ICT, the stimulating effect of social security and changing legislation which means that people are forced to intensify their search for work. Examples of changing legislation include the Work and Security Act (Wet Werk en Zekerheid), which altered the laws governing dismissal and flexible contracts, and reduced the duration of unemployment benefits. But also the abolition of early-retirement and the pre-pension in 2004, which means that older workers (are required to) remain active in the labour market for longer. The increasing numbers of workers with flexible contracts are faced with greater uncertainty, revolving door arrangements, polarisation of the labour market, and in a wider context, tension may potentially develop between highly-educated workers with permanent contracts and low-skilled workers with flexible contracts. Immigration also plays a role in the increasing pool of available low-skilled workers.'

### Recurrent unemployment

It has become commonplace that unemployed people are offered a flexible contract if they succeed in finding a new job. As a rule, more than a third of unemployed workers find work after a year. Currently, the vast majority still have a flexible contract after a year in the job, and this percentage rose even further between 2013 and 2015. This leads to recur-

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rent unemployment: unemployed people returning to unemployment benefits within a year of coming off of it. Employees that had a temporary or agency work contract prior to receiving unemployment benefits more often return to unemployment after the period of benefits than those who had a permanent contract prior to receiving unemployment benefits. Whilst approximately 10 per cent of people with a permanent contract return to unemployment, the likelihood of recurrent unemployment for those with a temporary contract or those working via an agency is 25 and 40 per cent respectively. As a result of the rapid increase in the number of flexible contracts in the Netherlands, recurrent unemployment has become an inherent characteristic of the modern Dutch labour market.

## Changes in policy

### **What is the role of the government and government policy in this matter?**

'Government policy heavily influences these changes. Employment policy actually encourages an increasing use of non-standard arrangements such as temporary work, part-time work, and so forth. Or perhaps I should say encouraged. Lodewijk Asscher, Minister of Social Affairs and Employment, is now making concerted efforts to make flexible contracts less attractive. However, these efforts only appear to result in shifts within the non-standard arrangements.

One of the policy-related factors that further incentivise flexible contracts is the increased stimulation of the unemployed as a result of changes to social security. In the past 20 years, we have switched from passive social security to active stimulation. The enormous influx of benefits recipients and those receiving incapacity benefits, and all of the associated budgetary issues, threw a spanner in the works. That is why vigorous efforts were made to find alternative ways of structuring social security. Influenced by the economic crisis, the search for structural solutions quickly shifted to considerations of efficiency and the costs of public services, and further social security austerity measures. Those in favour of reform argued that benefits could be withheld if someone

failed to satisfy the reintegration and job application requirements. The solution was not sought in an improved relationship with employers, but in supply-oriented stimulation of the welfare agency and encouragement and coaching of the unemployed, which was cheaper and easier for the government to influence. The guiding principle with regard to integration into the labour market is to find the shortest route back to work. Persuasion and coercion was the chosen path for welfare (work first). The result of this policy decision is that the cost of public services and the right to call on these services are currently more contended than ever before in the history of the modern welfare state.

The introduction of the Participation Act (*Participatiewet*) recently saw another major change in policy, which resulted in increased competition for jobs in the labour market. The crux of this legislation is that a significant amount of people with an impairment who previously had access to sheltered employment at an sheltered employment service, will now be offered a job at a regular employer. Municipalities are responsible for placement and have access to resources to, for example, grant employers subsidies if they take on workers with relatively low productivity.'

### **What are the consequences of these shifts?**

'Flexible contracts with high rates of recurrent unemployment make reintegration a never-ending task. A continuous, almost futile struggle. The approach to reintegration – too little budget, scant focus on sustainable placement and improvement of employability – only serves to accelerate this process.'

## Potential solutions

### **In this context, what do you think of the proposed solutions?**

'From a sociological perspective, work is more than simply income. Work offers status, identity, social appreciation and the opportunity for self-development; basic income is thus not an alternative for work, because that would reduce work to solely income.

>>

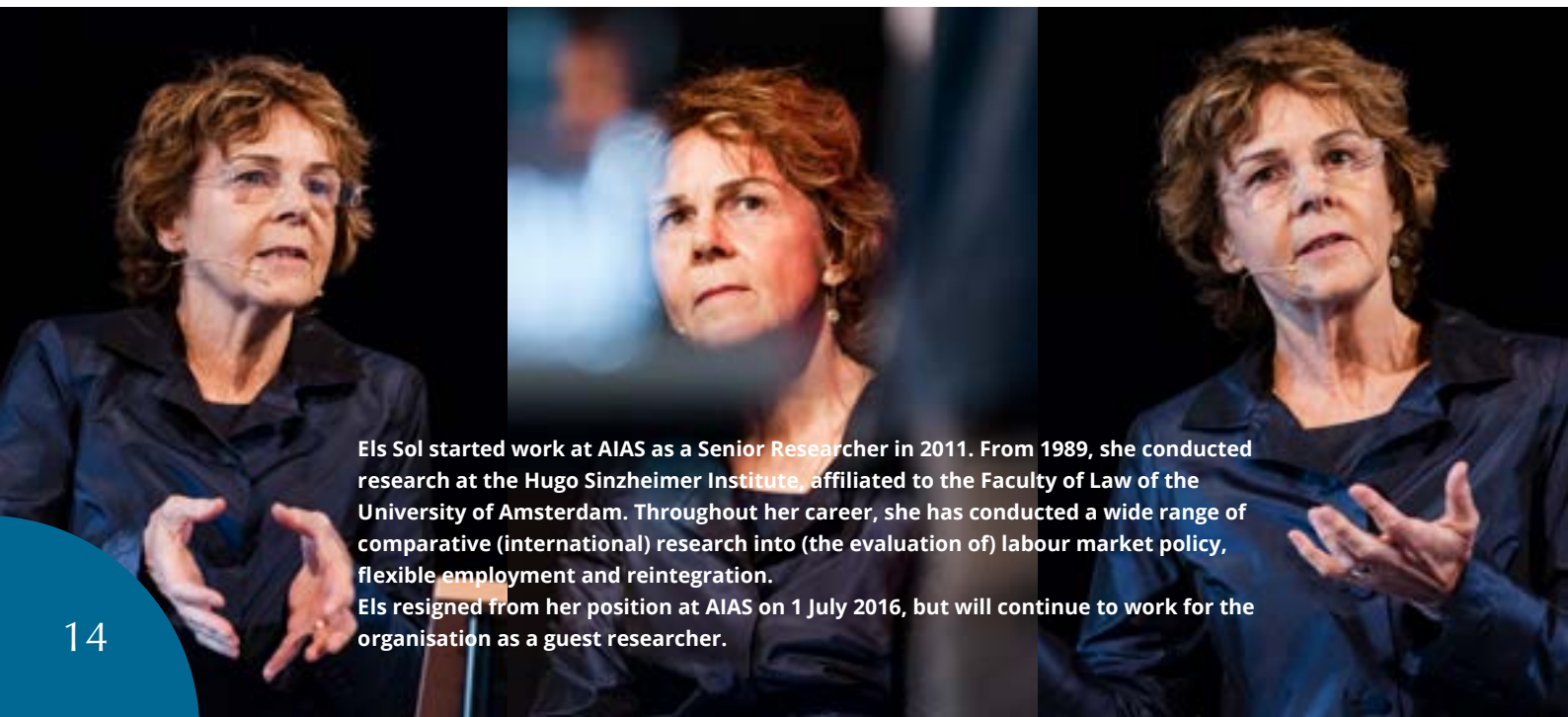
# FOCUS ON ELS SOL

If reintegration is deemed unnecessary, it would also mean an end to the parallel market alongside the regular labour market. Assistance in helping people back to work and a sound match with the employer is also required in the parallel market.'

## **What potential solutions can you identify to more effectively help unemployed people back into work?**

It is important that a national minimum standard is introduced for reintegration services. The level of unemployment benefits is also determined nationally, but in the Netherlands, a threshold value has never been established for reintegration services upon which an unemployed person can fall back on. Another option would be to bolster the chosen approach through further professionalisation of the welfare agency. This would not only result in its employees becoming more professional, but also that it offers the organisation in charge the scope

required to work as such. Significant gains are still to be made with regard to implementation through evidence-based approaches developed in collaboration between the sector and the academic world. Science is not solely for scientists. Effective policy evaluation and proper feedback to the sector is essential. I truly value initiatives such as 'Setting to Work Professionally' (*Vakkundig aan het Werk*), a programme launched by the Netherlands Organisation for Health Research and Development that has made €10 million available to give shape to collaboration between the academic world and municipal welfare agencies in the years ahead. I think that this is a beneficial initiative en route to sustainable solutions. And finally, as a last resort, I advocate sheltered or basic employment, should regular work not be an option. But the door towards regular employment should be kept open for those who are willing and able.' ●



Els Sol started work at AIAS as a Senior Researcher in 2011. From 1989, she conducted research at the Hugo Sinzheimer Institute, affiliated to the Faculty of Law of the University of Amsterdam. Throughout her career, she has conducted a wide range of comparative (international) research into (the evaluation of) labour market policy, flexible employment and reintegration.

Els resigned from her position at AIAS on 1 July 2016, but will continue to work for the organisation as a guest researcher.

# Bargaining for productivity

Paul de Beer, Frank Tros

**A** IAS is participating in the new European research project *Bargaining for Productivity in a partnership between research partners from five countries*.

Labour productivity will become the key driver of growth in the EU, as the working-age population is projected to decline. The proposition of this project is that productivity is an objective that can be taken up and dealt with in collective bargaining. As a source of regulation of wages and working conditions, indeed, collective bargaining is a key determinant of labour productivity. There is consensus that multi-employer bargaining, combined with vertical coordination of collective bargaining, has a positive impact on economic performance, because it impedes wage competition and enforces companies to increase productivity in order to being able to pay the given wages. At the company level, productivity agreements can make the production more efficient and increase work performance.

The main research question underpinning this project is how the aspirations of policy makers are manifest at a micro-level and how these strategies are seen by the actors to translate into outcomes, seeking to illuminate why the productivity problem persists in some of the observed countries (including the Netherlands). To answer this question, this project will look at methodologies of coordination between bargaining levels, as well as at best practices of productivity agreements combining work efficiency with sustainability in six EU countries: Germany, Italy, the Netherlands, Poland, Spain and the UK. Precisely, five salient dimensions of industrial relations activity that have clear productivity and performance implications will be considered: (i) employee reward; (ii) workers' participation and involvement; (iii) skills and job-classifications; (iv) work organisation; (v) inclusion and diversity. Using a case study approach the team will investigate industrial relations activities relating to the four dimensions and consider how productivity is articulated as an intended outcome.

With the aim to turn knowledge into skills and competences, the overall results of research will be transferred to workers' and management's representatives within a capacity building training programme. ●

Title	Bargaining for Productivity
Duration	Apr 2016 — Oct 2017
Commissioner	European Union Programme for Employment and Social Innovation (EaSI)
Contract number	VS 2016/0096 (C.2125.0141)
Budget	€ 241 974,51
Partners	ADAPT (it) (coordinator) Universiteit van Amsterdam - AIAS (nl) Institute for Work, Skills and Training, Faculty of Social Sciences, University Duisburg-Essen (ge) Work and Employment Research Unit, University of Greenwich (uk) Institute for Labour Studies, University of Barcelona (es) Institute of Public Affairs (pl)

Barcom

## Innovative tools for bargaining support in the commerce sector

Kea Tijdens, Paulien Osse, Janna Besamusca, Daniela Ceccon

**C**ollective bargaining is an important instrument in wage-setting processes, but lacks underpinning with empirical data. Little is known about what exactly is agreed upon in collective bargaining. Few countries maintain databases with coded collective agreements, but codes apply to different topics and levels of detail. Attempts to discuss bargaining results at EU level are hampered by the lack of systematic data-collection of agreements. Social partners perceive an increasing need for cross-country comparisons, because of growing importance of foreign direct investment. Therefore, EU-level social partners in commerce, UNI Europa and EuroCommerce, have expressed their interest in a study of content of collective agreements negotiated by their members.

AIAS and CELSI and EUBA, both in Bratislava, have joined forces to collect, code and analyse 140 collective agreements in commerce across 28 EU countries. An existing online coding form of associate partner WageIndicator Foundation (WIF) will be used to code agreements. The database of coded agreements allows for statistical analyses comparing bargaining topics and countries. The research will be complemented with a study of the sectoral bargaining practices, needed for the proper interpretation of cross-country differences in agreements.

The research will result in three reports: one will compare the content of the 140 agreements, the second will be about sector-level bargaining settings, and the third will analyse the relationship between agreements' content and sector-level characteristics. The reports will be discussed at the BARCOM Main Event in Brussels. See for more information: [uva-aias.net/en/research-projects/barcom](http://uva-aias.net/en/research-projects/barcom).

Acronym	BARCOM
Duration	Dec 2015 — Nov 2017
Commissioner	European Commission DG Employment, Social Affairs and Inclusion, Social Dialogue, Industrial Relations
Contract number	VP/2015/004/0012 (C.2125.0138)
Budget	€ 298 365
Partners	Universiteit van Amsterdam - AIAS (nl) (coordinator) Central European Labour Studies Institute, CELSI (sk) University of Economics in Bratislava, EUBA (sk) EuroCommerce (be) UNI Europe (be) WageIndicator Foundation (nl)



## Barsop

# Bargaining and Social Dialogue at the Public Sector

Maarten Keune, Nuria Ramos

**A**IAS is coordinating the new international research project **BARSOP: Bargaining and Social Dialogue at the Public Sector**. The project **Bargaining and Social Dialogue at the Public Sector** will address, from a multidisciplinary and multi-level governance perspective, how the economic and financial crisis has transformed industrial relations, social dialogue and employment in the public sector in the European Union and, in particular, in nine EU Member States: Czech Republic, Denmark, France, Germany, Italy, the Netherlands, Slovakia, Spain and the United Kingdom.

The BARSOP project will review how social partners have been responding to the pressures created by the crisis, both in terms of collective bargaining and social dialogue processes, in terms of specific social partner crisis initiatives and in terms of outcomes. In addition, it will review changes in the legal, budgetary and broader public policy setting in which the public sector social partners operate and their effects on industrial relations and the quantity and quality of employment in the public sector.

Within the public sector, BARSOP will focus on three major sectors: healthcare, education, and local and regional authorities. In addition, from a multi-level governance perspective, BARSOP includes in its analysis the EU dimension of the selected sectors by studying the respective European Sector Social Dialogue Committees, the initiatives that these Committees have developed to respond to the crisis, and the follow up given at national level to these initiatives as well as their effects.

For that purpose, national reports will be prepared outlining the findings of these activities and describing the case of each specific sector. Also, for each country a policy paper will be prepared summarising the main findings, lessons and policy implications from the national study. Based on the nine national reports an overview report will be prepared comparing the findings of the country studies and the supranational dimension of the research. The overview report and the case studies will be made available on the website. They will also be discussed at the mid-term seminar in Amsterdam, and at the closing conference of the project at the ETUI in Brussels, where representatives of the social partners from EU member states and from the social partners at European level, will be invited. See also: [uva-aias.net/en/research-projects/barsop](http://uva-aias.net/en/research-projects/barsop). ●

Acronym	BARSOP
Duration	Apr 2016 — Apr 2018
Commissioner	European Commission DG Employment, Social Affairs and Inclusion, Social Dialogue, Industrial Relations
Contract number	VS/2016/0107 (C.2125.0139)
Budget	€ 310 509
Partners	University of Amsterdam - AIAS (nl) (coordinator) University Autònoma de Barcelona (UAB) (es) Central European Labour Studies Institute( CELSI) (sk) University of Teramo (UNITE) (it) FAOS-University of Copenhagen (dk) Hans- Böckler-Stiftung (HBS) - (de) University of Leicester (ULEIC) (uk)

# PUBLICATIONS



## Meritocratie

### Op weg naar een nieuwe klassensamenleving

Paul de Beer, Maisha van Pinxteren (red.)

**D**e meritocratie gold lange tijd als belofte voor een meer open en gelijke samenleving. Een samenleving waarin mensen hun maatschappelijke positie verkrijgen op basis van hun eigen verdiensten. Maar wat als die verdiensten in hoge mate worden bepaald door je afkomst? Als een kind van hoogopgeleide ouders aanzienlijk meer kans maakt op succes in het onderwijs en op de arbeidsmarkt dan een kind van laagopgeleide ouders? En als ook nog eens blijkt dat het merendeel van de bevolking - inclusief de 'verliezers' - deze meritocratische principes onderschrijft?

In Meritocratie: op weg naar een nieuwe klassensamenleving? Beschrijven gerenommeerde Nederlandse onderzoekers in hoeverre het huidige Nederland daadwerkelijk een meritocratische samenleving is. Vervolgens brengen zij de maatschappelijke gevolgen van hun bevindingen in kaart. Mondt de meritocratie niet uit in een nieuwe klassensamenleving, waarin de scheidslijnen nog scherper en hardnekkiger zijn dan in de voorbije industriële samenleving?

Met bijdragen van (in alfabetische volgorde): Paul de Beer, Mark Bovens, Daniëlla Brals, Brian Burgoon, Jaap Dronkers†, Judith Elshout, Natascha Notten, Maisha van Pinxteren, Wiemer Salverda, Sander Steijn, Tsjalling Swiersta, Evelien Tonkens, Herman van de Werfhorst, Anchrit Wille en Jan van Zijl. ●

<b>Boek titel</b>	Meritocratie. Op weg naar een nieuwe klassensamenleving
<b>Redacteurs</b>	Paul de Beer, Maisha van Pinxteren
<b>Uitgever</b>	Amsterdam University Press
<b>Datum</b>	2 June 2016
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<b>ISBN</b>	Paperback 9789462983397
<b>Prijs</b>	€29.95
<b>Website</b>	<a href="http://nl.aup.nl/books/9789462983397-meritocratie.html">http://nl.aup.nl/books/9789462983397-meritocratie.html</a>
<b>ISBN</b>	eBook (PDF) 9789048533367
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<b>Open</b>	<a href="https://open.org/search?identificer=610150">https://open.org/search?identificer=610150</a>



## Still a Miracle? The Legitimacy of the Poldermodel in the 21<sup>st</sup> Century

*Nog steeds een mirakel? De legitimiteit van het poldermodel in de 21<sup>e</sup> eeuw*

Edited by Maarten Keune

**In the 1990s, the Dutch Poldermodel was endowed with miraculous qualities following the sudden strong growth of the economy and of employment, combined with a consensual reform of the welfare state based on neo-corporatist cooperation between government, trade unions and employers' organizations. What is the status of the Poldermodel twenty years later?**

Are the neo-corporatist institutions still able to steer the economy and labour market in times of profound globalization, financialization and European integration? Are the outcomes still so brilliant and how does the perspective change when taking into account indicators like quality of work, inbeddedness of households, inequality or innovative capacity? Which interests do the actors in the Poldermodel represent exactly and what has happened to their representativeness? And how democratic and transparent is the Poldermodel? By addressing these questions the book offers a critical and nuanced analysis of the state of play in the Poldermodel, outlining its evolution in the past two decades as well as its strengths and weaknesses in terms of input legitimacy, output legitimacy and process legitimacy.

This volume is edited by Maarten Keune, professor at the University of Amsterdam and co-director of the Amsterdam Institute for Advanced labour Studies. The book contains contributions by well-established and upcoming social scientists: Paul de Beer, Klara Boonstra, Caelesta Braun, Ewald Engelen, Anton Hemerijck, Marc van der Meer, Arjen Verhoeff, Jelle Visser en Natascha van der Zwan. It is freely available at: [www.oapen.org/search?identifier=611478](http://www.oapen.org/search?identifier=611478).

For now it is only available in Dutch but a translation into English is being considered. Please let us know if you would be interested by filling in the form at: <https://goo.gl/forms/OevCwLtlyzKvrwn1>.

The book will be presented at a conference at the Social and Economic Council in October (see our website for more information). ●

<b>Boek titel</b>	Nog steeds een mirakel? De legitimiteit van het poldermodel in de eenentwintigste eeuw
<b>Redacteur</b>	Maarten Keune
<b>Uitgever</b>	Amsterdam University Press
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<b>Website</b>	<a href="http://bit.ly/29QS512">http://bit.ly/29QS512</a>
<b>Oapen</b>	<a href="http://www.oapen.org/search?identifier=611478">http://www.oapen.org/search?identifier=611478</a>



## Crisis has aggravated long-term erosion of European middle class

Wiemer Salverda contributed a chapter on 'Stagnating incomes and the middle class in the Netherlands: running to stand still?'

**B**RUSSELS (ILO News) – A new report by the ILO in cooperation with the European Commission shows that increasing inequalities in recent years have led to a reduction of the middle class in Europe. The report entitled 'Trends in the world of work: What effects on inequalities and middle-income groups' was presented at a high-level conference.

The financial and economic crisis has severely affected middle-income groups – mainly defined in the report as those groups in the income range between 60 to 200 per cent of the median income. Almost all of the EU countries studied have experienced a decrease in the size of their middle class, and the share of total income going to the middle class. "A weaker middle class leads to lower aggregate demand, puts a break on long-term growth and may cause social and political instability," said Daniel Vaughan-Whitehead, co-author and editor of the report.

The middle class in most European countries grew rapidly in the 1980s and 1990s, driven mainly by the increase in labour market participation of both women and men, and the emergence of the dual-earnings household model. On the other hand, long-term trends like the changing structure of jobs, and the growth of non-standard forms of employments were aggravated by additional factors brought by the crisis, such as rising unemployment, further real wage decline, and reforms of social dialogue institutions, that further contributed to the erosion of the middle class in Europe during the past decade.

*"This trend is worrying, especially because it seems to hurt young people the most,"*

Explained Vaughan-Whitehead.

*"The very high youth unemployment rates could result in a lower probability of being part of the middle class, and create an intergenerational gap."*

Some occupations that traditionally represented the middle class, such as teachers and public administration employees, do not systematically belong to middle-income groups anymore. Employment security is no longer the norm in the public sector, evidenced by a rapid increase in the number of temporary contracts in the public sector throughout Europe. The report finds that women have been particularly affected by this process: the public sector is not only a major source of employment for them, the reduced quality and supply of public services, such as childcare, also negatively impact their participation in the labour market.

Employment rates for older workers (55-64 years) rose from 38.4% in 2002 to 51.8% in 2014. In most European countries, the postponement of retirement provides a means of sustaining middle class status.

Despite the crisis, some countries have been able to maintain a stable middle class. This was the case for Belgium, France, the Netherlands and Sweden, all countries with resilient industrial relations. Conversely, the weakening of the social dialogue in countries such as Greece, Spain and Ireland, has certainly contributed to greater inequalities. In countries with limited collective bargaining like Hungary and the Baltic states, the growth of the middle class depends directly on the economic context.

Mechanisms of wage fixing and wage bargaining also play a role. The survival of the indexation system in Belgium for instance, seems to have contributed to limit inequalities.

“In order to reduce inequalities, policy makers need to take measures aimed specifically at the middle class,” concludes Heinz Koller, ILO Regional Director for Europe and Central Asia. “Such initiatives should not only touch on the world of work, but also take into account related areas such as taxation, education and social protection.”

**Trends in the world of work: What effects on inequalities and middle-income groups** is a publication by the ILO in cooperation with the European Commission with contributions and case studies from high-level experts in 15 countries: Belgium, France, Germany, Greece, Hungary, Ireland, Italy, Portugal, Spain, Sweden, the Baltic States, the Netherlands and the UK. The introductory chapter also provides an overview of the situation in 30 European countries, exploring the trends pertaining to the middle class and the world of work in Europe, and examining national differences.

[http://www.ilo.org/brussels/press/press-releases/WCMS\\_455743/lang--en/index.htm](http://www.ilo.org/brussels/press/press-releases/WCMS_455743/lang--en/index.htm) ●



## Wages in context in the garment industry in Asia

WageIndicator Foundation

Maarten van Klaveren



The WageIndicator Foundation has recently published *Wages in Context in the Garment Industry in Asia*, a report written by Maarten van Klaveren, senior researcher at AIAS. The report is based on a study for the Ministry of Foreign Affairs, the Netherlands, and acts

as an input for the Asian Living Wage Conference (ALWC) in Pakistan in May 2016. The ALWC aims to engage Asian garment-producing countries in initiatives to implement Living Wages. The report provides overviews on labour law, minimum wage setting and minimum wage levels pertaining to the garment industry in nine Asian countries (Bangladesh, Cambodia, China, India, Indonesia, Myanmar, Pakistan, Sri Lanka, and Vietnam); on wage levels of garment workers; on the cost of living and related Living Wage levels in these countries, and on the hurdles for realizing real wage increases for garment workers. The Ministry asked the WageIndicator Foundation to draft this report because the Foundation has a track record in collecting information about wage levels and cost-of-living levels for many countries, and because it maintains a global network of ex-

perts in the fields of labour law and minimum wages. Besides Maarten van Klaveren some 20 members of the worldwide WageIndicator team contributed.

A first chapter details the data collection methods and the findings of the WageIndicator Cost-of-Living Survey. Jointly with an expert survey, the Cost-of-Living survey was a major source as it was the basis for calculating the Living Wages. An introduction covers the worldwide garment industry, and the growth of garment exports from and garment employment in the nine countries. Next, nine chapters provide country overviews. A concluding chapter summarizes the opinions of surveyed experts concerning hurdles and instruments for bringing living wages closer. It also places wages in context, comparing the distances between the wage levels calculated for the nine countries, notably minimum wages, garment wages and Living Wages.

The report, as well as summary handouts on the nine countries, can be downloaded from:

<http://bit.ly/2asSpFI> ●

# PUBLICATIONS

## Labour market measures in Netherlands 2008–13: The crisis and beyond

Is part of **Inventory of Labour Market Policy Measures in the EU 2008-13**

**Kea Tijdens, Maarten van Klaveren, Paul de Beer and Wiemer Salverda**

How has the financial crisis affected employment in the Netherlands? What types of policy measures did the government implement to attenuate the impact of the crisis on the labour market during the period 2008-13? How were the social partners involved in developing solutions to overcome the difficulties faced by the labour market? This report provides answers to these complex questions by looking at the wide array of labour market policy measures put in place in response to the financial and economic crisis in the Netherlands.

[http://www.ilo.org/global/research/publications/WCMS\\_449931/lang--en/index.htm](http://www.ilo.org/global/research/publications/WCMS_449931/lang--en/index.htm)

### **Inventory of Labour Market Policy Measures in the EU 2008-13**

The second inventory analyses how member states of the European Union have responded to the dramatic impact of the financial crisis of 2007/08 on their labour markets, and investigates to what extent those policies were successful in mitigating that negative impact. It is the result of the collaboration between the ILO and the European Commission and was completed in December of 2015.

### **Labour Market Measures in Netherlands 2008–13: The Crisis and Beyond**

How has the financial crisis affected employment in the Netherlands? What types of policy measures did the government implement to attenuate the impact of the crisis on the labour market during the period 2008-13? How were the social partners involved in developing solutions to overcome the difficulties faced by the labour market? This report provides answers to these complex questions by looking at the wide array of labour market policy measures put in place in response to the financial and economic crisis in the Netherlands. 1. Netherlands: Kea Tijdens, Maarten van Klaveren, Paul de Beer and Wiemer Salverda are researchers at the Amsterdam Institute for Advanced labour Studies, University of Amsterdam, Netherlands. In comparison with other EU member states, the Netherlands seems to have weathered the crisis rather well; in 2013 the employment rate, at 74 per cent, was one of the highest in the EU, while the unemployment rate, at 6.9 per cent of the labour force, was considerably lower than the EU average of 10.7 per cent<sup>2</sup>. Section 1 of this report looks at how short-time work and labour laws regulating the employment relationship might have contributed to these positive outcomes. Section 2 analyses the income support available to jobseekers during the period 2008-13, and the conditionalities associated with this support. Section 3 provides an overview of wage trends, collective bargaining on wages, and minimum wage policy. Section 5 elaborates on the role of active labour market policies in supporting job search and improving job matching. Section 6 concludes the report.

See for the report on the Netherlands: [www.ilo.org/global/research/publications/WCMS\\_449931/lang--en/index.htm](http://www.ilo.org/global/research/publications/WCMS_449931/lang--en/index.htm)

See for more information on all analysis: [www.ilo.org/global/docs/WCMS\\_449672/lang--en/index.htm](http://www.ilo.org/global/docs/WCMS_449672/lang--en/index.htm)

The website includes links to the eleven country monographs, the link for the final report (at the bottom) and the full inventory database (below, on the right, under the “database” tag). ●

## Construction labour, mobility and non-standard employment

In health and safety at work magazine HesaMag

Jan Cremers

In the 13th issue of the health and safety at work magazine HesaMag, published by the ETUI and titled Construction works at the mercy of social dumping, Jan Cremers (AIAS and UvT) contributes with a subject article. He notes that the European Commission encourages flexible work patterns and labour mobility. The Commission expects net labour migration in the coming years. However, a majority of migrant workers are employed in labour-intensive, poorly paid and dangerous 3-D ('dirty-dangerous-difficult') jobs. Recruitment takes place in the shady segment of the market, with no commitment to occupational health and safety. Migrant workers figure among the workers with the highest risks, because of poor introduction, lack of protective equipment and high work pressure. The EU internal market endangers thus the health of the people who actually embody the ideals behind this internal market. The EU must prevent labour becoming a simple production factor at will to deploy, where profit is greatest. As enshrined in the 1989 Community Charter of the Fundamental Social Rights of Workers, the improvement of occupational safety and health should be prominent on the EU's agenda. See for HesaMag #13: [www.etui.org/Publications2/Periodicals/HesaMag](http://www.etui.org/Publications2/Periodicals/HesaMag). ●

## Economic freedoms and labour standards in the EU

In Transfer: European Review of Labour and Research

Jan Cremers

Jan Cremers has contributed with a main article in *Transfer: European Review of Labour and Research* (Vol. 22-2). It was published by Sage ahead of print. His article examines the problematic relationship between economic freedoms and labour standards in the context of cross-border labour recruitment. It starts with a summary of the relevant EU acquis, in particular rules concerning social security coordination and the pay and working conditions of posted workers. It reviews key issues of the 'hard core' of the internal market legislation (free choice of contracts, freedom of establishment for firms, deregulation of the 'business environment' and free provision of services). It also identifies experiences of rule-enforcing institutions: regime shopping, non-compliance with social standards, lack of cross-border enforcement, the difficulty of tracing circumvention in a transnational context and weak sanctioning mechanisms. The possibility of verifying, legally and in practice, whether a worker is correctly posted within the framework of the provision of services has become an Achilles heel of the enforcement of the use of cross-border recruited labour. The author finally assesses whether the 2014 Enforcement Directive can be seen as an effective remedy for the identified problems.

See the website for the article: <http://bit.ly/2aqGZUN>. ●

## Union membership of migrants

In British Journal of Industrial Relations

Maria Kranendonk and Paul de Beer

Maria Kranendonk and Paul de Beer published the article 'What Explains the Union Membership Gap between Migrants and Natives?' in the British Journal of Industrial Relations. In their article they explore the differences in unionization rates between migrant and native-born workers in 23 European countries. It explores whether individual characteristics or contextual factors explain the variation across countries in the degree of trade unions' inclusion of migrant workers. The analyses show that individual characteristics cannot explain the variation in the difference between migrant and native unionization rates. Characteristics of the industrial relations regime in the country of destination, in particular the institutional embeddedness of trade unions, affect the likelihood that migrants join trade unions as compared to native workers.

Kranendonk, Maria & De Beer, Paul (2016). What Explains the Union Membership Gap between Migrants and Natives? *British Journal of Industrial Relations* 54 (doi: 10.1111/bjir.12192) See for the article: <http://bit.ly/2aqGZUN>. ●

# PUBLICATIONS

## Prevalence and social drivers of HIV among married and cohabiting heterosexual adults in south-eastern Tanzania: analysis of adult health community cohort data

Global Health Action

Sally M. Mtenga, Constanze Pfeiffer, Sonja Merten, Masuma Mamdani, Amon Exavery, Joke Haafkens, Marcel Tanner, and Eveline Geubbels

In sub-Saharan Africa, the prevalence of HIV among married and cohabiting couples is substantial. Information about the underlying social drivers of HIV transmission in couples is critical for the development of structural approaches to HIV prevention, but not readily available. We explored the association between social drivers, practices, and HIV status among stable couples in Ifakara, Tanzania. Using a cross-sectional design, we analyzed data from a sample of 3,988 married or cohabiting individuals, aged 15 years and older from the MZIMA adult health community cohort study of 2013. Sociodemographic factors (sex, income, age, and education), gender norms (perceived acceptability for a wife to ask her partner to use a condom when she knows he is HIV positive), marriage characteristics (being in a monogamous or a polygamous marriage, being remarried), sexual behavior practices (lifetime number of sexual partners and concurrent sexual partners), health system factors (ever used voluntary HIV counseling and testing), and lifestyle patterns (alcohol use) were used to explore the odds of being HIV positive, with 95% confidence intervals.

**RESULTS:** Prevalence of HIV/AIDS was 6.7% (5.9% males and 7.1% females). Gender norms, that is, perception that a woman is not justified to ask her husband to use a condom even when she knows he has a disease (adjusted odds ratio AOR=1.51, 95% CI 1.06–2.17), marital characteristics, that is, being remarried (AOR=1.49, 95% CI 1.08–2.04), and sexual behavior characteristics, that is, lifetime number of sexual partners (2–4: AOR=1.47, 95% CI 1.02–2.11; 5+: AOR=1.61, 95% CI 1.05–2.47) were the main independent predictors of HIV prevalence.

**CONCLUSIONS:** Among married or cohabiting individuals, the key social drivers/practices that appeared to make people more vulnerable for HIV are gender norms, marriage characteristics (being remarried), and sexual behavior practices (lifetime number of sexual partners). Married and cohabiting couples are an important target group for HIV prevention efforts in Tanzania. In addition to individual interventions, structural interventions are needed to address the gender norms, remarriage, and sexual practices that shape differential vulnerability to HIV in stable couples.

Mtenga, Sally M. et al. "Prevalence and Social Drivers of HIV among Married and Cohabiting Heterosexual Adults in South-Eastern Tanzania: Analysis of Adult Health Community Cohort Data." *Global Health Action* 8 (2015): 10.3402/gha.v8.28941. PMC. Web. 21 July 2016. [www.ncbi.nlm.nih.gov/pmc/articles/PMC4592501/](http://www.ncbi.nlm.nih.gov/pmc/articles/PMC4592501/). ●

## Task implementation heterogeneity and wage dispersion

IZA Journal of Labor Economics

Stefano Visintin, Kea Tijdens, Stephanie Steinmetz, and Pablo de Pedraza

Wage dispersion among observationally similar workers is still only partially unexplained by economists from both a theoretical and an empirical point of view. Given that jobs can be broken down into tasks, namely units of work activities producing output, we empirically test whether part of the observed variation in wages across similar individuals is related to differences in the intensity with which tasks are implemented. We then investigate whether the variety in task implementation shown across occupations is related to cross-occupation wage levels. We found that the variation in task implementation in different occupations is related both to within-occupation wage dispersion and to cross-occupation wage levels: workers in high-wage occupations are less defined around a typical worker than those in other occupations.

IZA Journal of Labor Economics, December 2015, 4:20, 05 November 2015, See also: <http://bit.ly/29Ps4QU>. ●



# PUBLICATIONS

## Enablers and barriers for implementing high-quality hypertension care in a rural primary care setting in Nigeria

### In Global Health Action

Aina O. Odusola, Karien Stronks, Marleen E. Hendriks, Constance Schultsz, Tanimola Akande, Akin Osibogun, Henk van Weert, and Joke A. Haafkens

Hypertension is a highly prevalent risk factor for cardiovascular diseases in sub-Saharan Africa (SSA) that can be modified through timely and long-term treatment in primary care. For this article we explored perspectives of primary care staff and health insurance managers on enablers and barriers for implementing high-quality hypertension care, in the context of a community-based health insurance programme in rural Nigeria. Qualitative study using semi-structured individual interviews with primary care staff ( $n = 11$ ) and health insurance managers ( $n=4$ ). Data were analysed using standard qualitative techniques.

Both stakeholder groups perceived health insurance as an important facilitator for implementing high-quality hypertension care because it covered costs of care for patients and provided essential resources and incentives to clinics: guidelines, staff training, medications, and diagnostic equipment. Perceived inhibitors included the following: high staff workload; administrative challenges at facilities; discordance between healthcare provider and insurer on how health insurance and provider payment methods work; and insufficient fit between some guideline recommendations and tools for patient education and characteristics/needs of the local patient population. Perceived strategies to address inhibitors included the following: task-shifting; adequate provider payment benchmarking; good provider-insurer relationships; automated administration systems; and tailoring guidelines/patient education.

By providing insights into perspectives of primary care providers and health insurance managers, this study offers information on potential strategies for implementing high-quality hypertension care for insured patients in SSA.

Odusola, Aina O. et al. "Enablers and Barriers for Implementing High-Quality Hypertension Care in a Rural Primary Care Setting in Nigeria: Perspectives of Primary Care Staff and Health Insurance Managers." *Global Health Action* 9 (2016): 10.3402/gha.v9.29041. PMC. Web. 21 July 2016. [www.ncbi.nlm.nih.gov/pmc/articles/PMC4754020/](http://www.ncbi.nlm.nih.gov/pmc/articles/PMC4754020/). ●

## Does migration 'pay off' for foreign-born migrant health workers?

### In Human Resources for Health

Danny de Vries, Kea Tijdens

This study used the global WageIndicator web survey to answer the following research questions: (RQ1) What are the migration patterns of health workers? (RQ2) What are the personal and occupational drivers of migration? (RQ3) Are foreign-born migrant health workers discriminated against in their destination countries?

### Conclusions

Migration generally seems to 'pay off' in terms of work and labour conditions, although accrued benefits are not equal for all cadres, regions and routes. Because the WageIndicator survey is a voluntary survey, these findings are exploratory rather than representative.

See for the article: [uva-ias.net/en/news/Global-migration-Patterns-of-health-care-workers](http://uva-ias.net/en/news/Global-migration-Patterns-of-health-care-workers). ●

# PUBLICATIONS

## Unemployment and pensions protection in Europe: the changing role of social partners. PROWELFARE country report: the Netherlands

OSE Paper Series, Research Paper No. 28



Maarten Keune and Noëlle Payton

This paper examines the provision of occupational welfare in the Netherlands in the areas of old age pensions and unemployment schemes. Occupational welfare is understood here as social welfare provided or primarily administered by the social partners and individual employers. We found that the scope and implementation of occupational welfare is heavily dependent on state decisions, demonstrated by the pervasiveness of occupational pensions, for which participation is mandated by legislation, as opposed to the residual nature of occupational welfare in unemployment protection, which is left to the initiative of social partners. Our findings further point to inequality-enhancing effects of occupational welfare which are mainly due to its sectoral organization and the linkage of welfare to employment status and employment history, resulting in inequalities between sectors, age groups, parts of the labour force on different contracts, and men and women. Finally, Dutch occupational pension funds have severely felt the negative consequences of their dependence on the financial markets.

This paper was produced as the Dutch case study in the context of the European Commission-funded PROWELFARE (2014–2016) project, in which occupational welfare schemes in nine European countries are compared with respect to their characteristics, governance, relevance for industrial relations, interaction with state-provided welfare, and impact on inequality. Find the project website at: [www.ose.be/prowelfare/index.html](http://www.ose.be/prowelfare/index.html), and the full country reports at: [www.ose.be/EN/publications/ose\\_paper\\_series\\_prowelfare.htm](http://www.ose.be/EN/publications/ose_paper_series_prowelfare.htm).

Keune, M., Payton, N. Unemployment and Pensions Protection in Europe: the Changing Role of Social Partners. PROWELFARE Country Report: the Netherlands. OSE Paper Series, Research Paper No. 28, Brussels, *European Social Observatory*, April 2016. ●

## Quantity trumps quality? Employment policy and the Dutch Polder Model

In Korean International Labor Brief



This article discusses how the Dutch neo-corporatist actors since the 1980s manage the labour market through social pacts, employment policy and collective bargaining. Their objectives have been a high employment rate as well as a balance between flexibility and security. The Dutch labour market has indeed been very successful in the last decades in increasing the employment rate, outperforming the rest of the EU. However, the emphasis has been on the number of jobs and the quality of employment has been suffering, in particular through the strongly flexibilization of the labour market. This puts the traditional social character of Dutch capitalism into question. The social partners have committed themselves to reversing this trend but for the moment their efforts remain insufficient.

Keune, M. J. (2016). 양이 질을 압도하는가? 고용정책과 네덜란드의 폴더 모델 (Quantity Trumps Quality? Employment Policy and the Dutch Polder Model ). *International Labor Brief*, 2016(1), 36-52. ●



## Beloning van wetenschappelijk personeel in internationaal perspectief

SEO rapport nr. 2015-65

**E. Berkhout, Jana van Leuven, Wiemer Salverda, en Kea Tijdens**

Salarissen van Nederlandse academisch personeel zijn concurrerend ten opzichte van andere Europese landen. Alleen Zwitserland, de Verenigde Staten en Britse topuniversiteiten kennen een hoger basissalaris. Als collectieve looncomponenten worden meegerekend, liggen de academische salarissen in Nederland op hetzelfde niveau als de 'normale' Britse universiteiten en boven die van Duitsland. Zwitserland torent boven andere landen uit. De academische salarissen in België liggen op hetzelfde niveau als die van Duitsland, en boven die van Zweden en Noorwegen. In veel landen kan daarnaast nog sprake zijn van individuele toeslagen. Deze conclusies volgen uit vergelijkend onderzoek naar de beloningsstructuur in het wetenschappelijk onderwijs in Nederland ten opzichte van de beloningsstructuur in het buitenland in opdracht van de vereniging van universiteiten (VSNU). Het onderzoek is een update van een eerdere rapportage uit 2007 en is uitgevoerd in samenwerking met het Amsterdams Instituut voor Arbeidsstudies (AIAS). In het rapport worden de volgende landen betrokken: Nederland, Frankrijk, België, Duitsland, Zwitserland, Zweden, Noorwegen, de Verenigde Staten en het Verenigd Koninkrijk.

[www.seo.nl/uploads/media/2015-65\\_Beloning\\_van\\_wetenschappelijk\\_personeel\\_in\\_internationaal\\_perspectief.pdf](http://www.seo.nl/uploads/media/2015-65_Beloning_van_wetenschappelijk_personeel_in_internationaal_perspectief.pdf). ●

## De eenvoud van de tweedeling

*Sociologie Magazine*

**Paul de Beer**

De tweedeling, de kloof, de scheidslijn – het zijn termen die vaak naar boven komen om een maatschappelijk verschijnsel overzichtelijk te maken. Maar zijn die wel terecht? In dit artikel bekritiseert Paul de Beer het veelvuldig gebruik van de term tweedeling en betoogt dat er in de realiteit maar hoogst zelden van een echte tweedeling of scheidslijn sprake is.

Beer, P. de (2016). De eenvoud van de tweedeling. *Sociologie Magazine* 24(1) 6-8. [http://sociologiemagazine.nl/sites/default/files/SociologieMagazine\\_Essay\\_Paul\\_de\\_Beer\\_0.pdf](http://sociologiemagazine.nl/sites/default/files/SociologieMagazine_Essay_Paul_de_Beer_0.pdf). ●

## Een andere rol voor het Centraal Planbureau

*B en M: Tijdschrift voor Beleid, Politiek en Maatschappij*

**Paul de Beer**

De laatste tijd is er veel kritiek op de rol van het Centraal Planbureau (CPB). In dit artikel betoogt Paul de Beer dat deze kritiek zich echter niet zozeer zou moeten richten op het CPB als wel op de politici die zo'n grote rol aan het CPB toekennen. Hij pleit ervoor om het CPB weer alleen de taken te geven waarvoor het oorspronkelijk is opgericht – korte termijn prognoses en analyses van de economische ontwikkeling – en het CPB niet meer verkiezingsprogramma's te laten doorrekenen.

Beer, P. de (2016). Laat het CPB alleen doen waarvoor het is opgericht. *B en M: Tijdschrift voor Beleid, Politiek en Maatschappij* 43(2), 52-56. ●

## The tsunamis of educational attainment and part-time employment, and the change of the labour force 1960–2010

WP 164

Wiemer Salverda

**This paper argues that the sharp growth of educational attainment has won Tinbergen's race as the qualification structure of employment lags increasingly behind, with a large and increasing underutilisation of individual attainment on the job as a result.**



With its strong gender dimension this has fostered the demise of the single-earner model of society to the advantage of dual-earner households. That shift has gone together with a strong expansion of part-time employment, albeit at different speeds internationally. In several countries this part-time growth is stimulated also by the combination of employment participation with the rapidly growing educational participation that underlies the growth in educational attainment. Taken together this has resulted in a steep uphill battle for the less educated when they try to secure jobs that allow making a living and sustaining

a career in the labour market. This group faces strong competition from better-educated additional earners who are a member of dual-earner households, which often have an income found higher up the household income distribution. This institutes a self-reinforcing mechanism of income and labour-market inequalities. High-income households compete with low-income households for the same low-skill and low-paid jobs, and they do so frequently on a part-time basis that contributes to the fragmentation of those jobs. This process has established a job's working time as an increasingly important vector of labour-market inequalities. In the paper the argument is first developed for the Netherlands because the country offers a special statistical classification of occupations (1960-2010) that directly links the occupational levels to levels of educational attainment. This case study is complemented with an international comparison using the ELFS and extending to incomes and earnings with the help of SILC. It shows the presence of similar effects found for the Netherlands for Austria, Belgium, Denmark, Finland, France, Germany, Italy, Sweden and the UK. ●



## Prognose van het voorzieningen-gebruik in 2040

WP 163

Paul de Beer, Eelco de Jong

**H**et effect van de demografische ontwikkeling en de verhoging van de AOW-leeftijd op het voorzieningengebruik door de beroepsbevolking in de komende 25 jaar zal beperkt zijn.



In een basisscenario, waarin alleen rekening wordt gehouden met de demografische ontwikkeling en niet met veranderingen in de arbeidsparticipatie en de verhoging van de AOW-leeftijd, zal de bevolking tot 65 jaar in 2040 ruim een kwart miljoen

(16%) minder uitkeringen ontvangen dan in 2014. Deze daling zal overigens pas na 2025 inzetten en is een gevolg van het feit dat de omvangrijke baby-boomgeneratie, die op oudere leeftijd relatief veel gebruik maakt van uitkeringen, dan geheel met pensioen is.

In een meer realistisch scenario wordt rekening gehouden met de verhoging van de AOW-leeftijd en veranderingen in de arbeidsdeelname. De AOW-leeftijd zal de komende jaren stapsgewijs worden verhoogd tot 67 jaar in 2021 en daarna worden gekoppeld aan de levensverwachting. Dit betekent dat de AOW-leeftijd in 2040 vermoedelijk 69 jaar en 3 maanden zal bedragen. Voor de ontwikkeling van de arbeidsparticipatie wordt in dit scenario uitgegaan van een prognose van het CPB uit 2014. In deze prognose neemt de arbeidsdeelname van vrouwen in alle leeftijdscategorieën licht toe en stijgt de arbeidsdeelname van ouderen fors.

Door de verhoging van de AOW-leeftijd groeit zowel de bevolking onder de AOW-leeftijd als de totale werkzame bevolking nog tot 2022, maar daarna

beginnen deze licht te dalen. Doordat ouderen een groter beroep doen op de WW en de WIA/WAO dan jongeren, stijgt het gebruik van deze uitkeringen aanvankelijk. Het aantal arbeidsongeschiktheidsuitkeringen stijgt tot 2027 met 16% ten opzichte van 2014, maar neemt daarna weer af. In 2040 is het aantal van deze uitkeringen nog 11% hoger dan in 2014. Het aantal Wajong-uitkeringen neemt in dit scenario fors af, met 22% in 2040, terwijl het aantal bijstandsuitkeringen met 9% daalt. Het totale aantal uitkeringen zal in 2025 naar verwachting 9% lager liggen dan in 2014. Uitgedrukt in procenten van de bevolking tussen 15 jaar en de AOW-leeftijd daalt het aantal uitkeringen van 15,1% in 2014 naar 13,6% in 2040.

In een alternatief scenario wordt het aantal WIA- en WAO-uitkeringen berekend op basis van het saldo van de instroom in en de uitstroom uit deze regelingen. Dit blijkt nauwelijks invloed te hebben op de uitkomsten van de prognose.

De prognoses zijn gebaseerd op ongewijzigd beleid, waarbij de gevolgen van de laatste beleidswijzigingen, in het bijzonder de verkorting van de WW-duur en de invoering van de Participatiewet, nog niet zijn meegenomen omdat daarover nog geen cijfers beschikbaar zijn. Waarschijnlijk zullen deze recente wijzigingen leiden tot een kleiner beroep op de sociale zekerheid.

De conclusie kan dus luiden dat de demografische ontwikkeling en de verhoging van de AOW-leeftijd per saldo niet zullen leiden tot een groter gebruik van sociale voorzieningen door de bevolking onder de AOW-leeftijd. ●

# AIAS WORKING PAPERS

All working papers can be downloaded for free at the website: [www.uva-aias.net](http://www.uva-aias.net) > AIAS Working Papers Series



## De arbeidsmarkt in 2040

WP 162

Paul de Beer

**D**e komende 25 jaar zal zich naar verwachting een aantal ingrijpende veranderingen voltrekken, maar een aantal andere aspecten van de arbeidsmarkt zal betrekkelijk weinig veranderen.



De belangrijkste veranderingen worden vermoedelijk niet veroorzaakt door veel besproken trends als technologische ontwikkeling, flexibilisering en vergrijzing. Het zijn juist de tragere, maar gestage veranderingen die minder in het oog lopen, die de meest ingrijpende gevolgen hebben. Dat zijn de trends van de opmars van de werkende vrouw, de explosieve groei van deeltijdwerk, het langer doorwerken, de verdere groei van de dienstensector en de toename van het aantal hoog opgeleiden. In 2040 zullen/zal:

- evenveel vrouwen als mannen betaald werk hebben;
- drie op de vier werkenden een deeltijd baan hebben;
- we gemiddeld tot 68-jarige leeftijd doorwerken;
- de helft van de beroepsbevolking hoog opgeleid zijn;
- nog maar een op de twintig werkenden in de landbouw, industrie of bouwnijverheid emplooi vinden.

Tegelijkertijd zal de arbeidsmarkt in een aantal andere opzichten betrekkelijk weinig veranderen. In 2040 zullen/zal:

- de helft van de werkenden 45 jaar of ouder zijn (nu is de helft ouder dan 42 jaar);
- drie op de vijf werkenden nog altijd een vast contract hebben (nu twee op de drie);
- we gemiddeld 12 jaar, een jaar langer dan nu, bij dezelfde baas werken;

- we per uur een derde meer produceren dan nu;
- nog steeds drie op de tien banen elementaire en lagere banen zijn (evenveel als nu);
- er geen grote onderklasse zijn ontstaan.

Een ontwikkeling die hier verder onbesproken blijft is de (im)migratie, omdat deze, ten eerste, onmogelijk te voorspellen is, en, ten tweede, in kwantitatief opzicht waarschijnlijk een beperkt effect zal hebben op de toekomstige arbeidsmarkt.

De belangrijkste beleidsimplicatie van deze constanten en veranderingen is, dat instituties op het gebied van arbeidsmarkt en sociale zekerheid niet gebaseerd kunnen blijven op een standaard mannelijke voltijd werknemer met een ononderbroken loopbaan in een vaste baan. De variatie aan arbeidspatronen – arbeidsduur, contractvorm, loopbaan, sekse – zal zo groot worden dat er feitelijk geen standaard werkende meer is. Dit roept vragen op over de grondslag voor reguleringen als het minimumloon, de werknemersverzekeringen en de pensioenen.

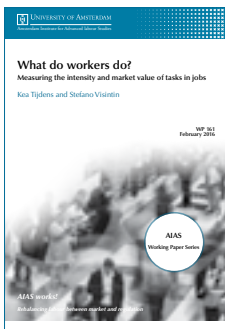
Tegelijkertijd betekenen de geschetste constanten dat er geen directe aanleiding is om de bestaande stelsels van sociale zekerheid en pensioenen ingrijpend te hervormen. Als het overgrote deel van de werkenden nog altijd een min of meer duurzame band met een bedrijf heeft en de arbeidsmobiliteit eerder afneemt dan toeneemt, kunnen sociale verzekeringen en pensioenen ook in de toekomst de werknemer in loondienst als uitgangspunt blijven nemen. Dat laat onverlet dat er discussie gewenst is over de vraag of er meer (al dan niet wettelijke) voorzieningen moeten komen voor degenen die niet in loondienst zijn, in het bijzonder de zzp'ers. ●

## What do workers do? Measuring the intensity and market value of tasks in jobs

WP 161

Kea Tijdens, Stefano Visintin

**D**o occupations refer to the same work activities, as assumed in occupational classifications such as the International Standard Classification of Occupations from the International Labor Organisation (ILO)?



Up to now, no large-scale empirical testing of this assumption has been conducted, whereas occupations are a core variable in socio-economic research. Using the task descriptions provided for all ISCO 4 digit occupations, the frequency of task implementation was tested

using respondents in the multi-country, multilingual WageIndicator web survey on work and wages in 13 countries. The web survey targets individuals in the labour force. Depending on their self-selected occupation, the relevant task list was shown and re-

spondents were asked to tick on a 5-point scale how often they performed each task. For 427 occupations (ISCO08 4 digits) in total 3,237 occupation-specific tasks were available. Between November 2013 and August 2015 33,678 respondents had completed the tasks questions for their respective occupations. The results show that task measurement is feasible because it can generate sufficient observations to allow for analysis for a range of detailed, 4-digit occupations. Moreover, given that the WageIndicator web survey also holds data on wages, the median and average hourly wages (in Euro) could be computed for each task separately, showing that the average wages of tasks performed on a daily or weekly basis ranged between 5 and 34 Euro. The data collection challenges future empirical testing of hypotheses concerning the variation in task frequencies and their related wage premiums within and across countries, across occupations' skill levels, across firm sizes, across regions and alike. ●

# NEWSLETTERS

## CLR-News 2015 - issue 3 en 4

**T**he quarterly CLR-News (ISSN 1997-1745) acts since the start in 1993 as an organ of information and debate on labour and employment in construction. From 2001 on the issues of CLR-News are available as PDF file on [www.clr-news.org](http://www.clr-news.org) under publications.

CLR-News (3-2015) *Women in construction* draws on a symposium organised by ProBE (Centre for the Study of the Production of the Built Environment) of the University of Westminster, London, in association with CLR, on 18 June 2015. Speakers from different countries and organisations, gave an insight into the forces blowing strong winds of change into this white male sector with its entrenched traditions.



CLR-News (4-2015) *Construction labour, work and climate change* explores several themes related to a sustainable industry. Contributors from Europe and Northern America provide essays, reports, book reviews and commentary on and around the concept of a just transition. ●

## Collective Bargaining Newsletter

October 2015 - April 2015

**T**he monthly Collective Bargaining Newsletter is produced, in cooperation with the ETUI, by AIAS researchers Jan Cremers (editor) and Janna Besamusca. In 2016 Nuria Ramos Martin was welcomed as Janna's successor. It can be found on the AIAS and ETUI websites. All files are archived online [www.cbnarchive.eu](http://www.cbnarchive.eu).

The Collective Bargaining Newsletter presents up-to-date and easily accessible first-hand information on collective bargaining developments across Europe to practitioners, policy-makers and researchers. It includes short summaries of bargaining developments with links to records that provide detailed background information. In order to ensure that the information presented is as comprehensible as possible the AIAS research team utilizes a number of different sources. These include the thorough investigation of relevant (inter) national press agencies on a weekly basis and the use of an extensive network of contacts within the European trade union movement and beyond. Geographically, the Newsletter covers all the 28 EU member states plus Iceland, Liechtenstein, Norway, Serbia, Switzerland and Turkey. ●



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## Zeggenschap 26e jaargang (2015) nummer 4, 27ste jaargang (2016) nummer 1

In het kwartaalblad Zeggenschap over arbeidsverhoudingen staan regelmatig bijdragen van AIAS-medewerkers. Paul de Beer heeft een vaste column en Kea Tijdens en Maarten van Klaveren verzorgen de Loonwijzer-rubriek. In nummer 4/2015 een bijdrage van Frank Tros over jongerenbeleid en de vakbeweging. Voorts een artikel van Paul de Beer en Peter de Valk, over de verstoorde machtsbalans waardoor de totstandkoming van cao's onder druk komt te staan. In nummer 1/2016 een bijdrage van Maria Kranendonk en Paul de Beer over het vakbondslidmaatschap onder migranten en van Jan Cremers over het algemeen verbindend verklaren van cao's in Nederland en omliggende landen. ●

**Zeggenschap**  
OVER ARBEIDSVERHOUDINGEN



# AIAS IN THE MEDIA

Regularly, AIAS researchers appear in the Dutch and international media to comment on recent societal developments and to present the outcomes of AIAS studies. In this section, we give a brief selection of the most interesting or noteworthy media appearances.

## Op-eds on flexibilization

**A** IAS co-directors Maarten Keune and Paul de Beer both contributed to the societal debate on flexibilization of the labour market and the new Act on Work and Security (Wet Werk en Zekerheid) by signing an op-ed in two nationwide newspapers.

Paul de Beer took the initiative for the article '*Bedrijfsleven schiet zichzelf in de voet met flexibilisering*' (Companies harm themselves with flexibilization), which was countersigned by ten professors of economics and published in de Volkskrant of 14 March, 2016. In their op-ed, they argue that the ever increasing utilization of flexible contracts by companies does not only hurt the interest of the flexible workers, but is also disadvantageous for the companies themselves, in the long run. This is so because the long-term performance of companies is strongly influenced by the commitment and effort of their workforce. This requires that employees are not primarily treated as a costly production factor, but as an essential asset of the company. Consequently, companies should offer their employees some job security and perspectives for further development. The purpose of the Act on Work and Security to support the transition from a temporary to a permanent contract should therefore be endorsed.

Maarten Keune was one of the signatories of an op-ed article, '*Hou die wet zo, er is al flexwerk genoeg*' ('Keep that law, there is enough flexwork') in NRC Handelsblad of 14 March, 2016. In the article, 14 professors and lecturers in labour law, support the much criticized Act on Work and Security. They argue that the law can contribute to a balanced, sustainable and fair labour market, by discouraging the unlimited use of flexible contracts. They reject the claim that the new law has made the dismissal of staff too difficult. However, under the new law an employer should have good reasons in order to dismiss an employee, and the authors consider this to be an improvement compared to the old dismissal law.

<http://www.volkskrant.nl/opinie/bedrijfsleven-schiet-zichzelf-in-de-voet-met-flexibilisering~a4262451/>  
<http://www.mejudice.nl/artikelen/detail/doorgesloten-flexibilisering-schaadt-bedrijfsleven>  
<http://www.nrc.nl/next/2016/03/14/hou-die-wet-zo-er-is-al-flexwerk-genoege-1600595>. ●

# AIAS IN THE MEDIA

## Wages in Context in 50+ Countries

1 June 2016

The WageIndicator Wages in Context offer a different and more comprehensive perspective on the situation of wages all over the world, comparing national poverty line, minimum wage, living wages (of one person and of a typical family) and real wages of low-, middle- and high-skilled workers in more than 50 countries. The results of such analysis can be sometimes expected, other times surprising.

More news on the WageIndicator can be found at the website: <http://uva-aias.net/en/wage-indicator>. ●



## Vakbond en zelfstandige: een moeizaam huwelijk

17 juni 2016 | Johan Leupen | het financieele dagblad

Het besluit van de FNV om de zelfstandige te omhelzen zorgt voor de nodige verwondering. De boodschap dat een grote groep zelfstandige ondernemers in Nederland een steviger onderhandelingspositie verdient, wordt breed gedeeld, maar er is ook scepsis of de vakbond wel de meest geëigende partij is om voor deze groep op de bres te springen.

*‘Als zzp’ers amper kunnen rondkomen zonder de fiscale aftrek, moet je je afvragen of ze wel ondernemers moeten worden’*

Hoogleraar arbeidsverhoudingen Paul de Beer zegt ‘verrast’ te zijn over het besluit. ‘Ik ben benieuwd welke visie hieraan ten grondslag ligt. Ik heb het idee dat het inhoudelijke debat hierover nog gevoerd moet worden. Dat begint ermee dat de bond de vraag moet beantwoorden of de zzp’ers een wenselijk fenomeen zijn, dat dient te worden gestimuleerd. Of is dit bedoeld om die zzp’ers te organiseren die meer op werknemers lijken, en te zorgen dat zij ook werknemersrechten krijgen?’

Die vraag heeft FNV nog niet beantwoord, en dat is ook lastig omdat er moeilijk een objectief criterium te bepalen is welke zzp’ers op werknemers lijken en welke echte ondernemers zijn, aldus De Beer. ‘Als je de structuur verandert, moet je eigenlijk eerst bepalen welke koers je gaat varen’. Hij verwijst naar het feit dat de FNV pas begin 2017 een nieuwe voorzitter aanwijst en een meerjarenkoers uitstippelt. Wil de bond zelfstandigen massaal overhalen om contributie te gaan betalen, dan moet er in ieder geval wel wat veranderen. ‘Je kunt hen niet lokken terwijl je ervoor pleit om hun belastingvoordeel af te nemen.’

Ga voor het volledige artikel naar: <http://bit.ly/2adUC97>. ●

## Sollicitatieplicht voor ouderen moet verdwijnen

29 April 2016

Jan Cremers en Paul de Beer pleiten beide voor een stop van de sollicitatieplicht voor mensen ouder dan 55/60 jaar. Diverse artikelen omtrent dit onderwerp zijn verschenen in o.a.:

‘Schaf sollicitatieplicht voor oudere werklozen af’ – Paul de Beer. NOS: <http://bit.ly/26zQG8g>

‘Geef werkloze 60-plussers ‘generaal pardon’ - Jan Cremers. Trouw: <http://bit.ly/2aqkC1z>

‘Schrapp sollicitatieplicht oudere werkloze’ - Jan Cremers. Telegraaf: <http://bit.ly/2a6oUsV>

‘Sollicitatieplicht voor ouderen moet verdwijnen’- Jan Cremers. 1V Een vandaag binnenland. Terug te luisteren: <http://bit.ly/2an23Kr>. ●

# WHAT CAN AIAS OFFER YOU

**A**IAS is an institute for multidisciplinary research and teaching at the University of Amsterdam. Founded in 1998, it brings together the University's expertise in labour studies from the Faculties of Law, Social and Behavioural Sciences, Economics and Business, and Medicine.

AIAS' mission is to strengthen its position as a leading academic centre in the field of labour studies in the Netherlands and abroad, fostering its acclaim as an attractive partner for international cooperation in research and teaching. Our threefold task is to perform and facilitate research aimed at developing, empirically testing and applying theories that can explain the working of labour markets, labour relations and organisations, and social and labour policies in an internationally comparative perspective. We maintain and further develop multidisciplinary teaching programmes concerning these issues and provide expertise to society by supplying analytical tools, results and data to enlighten policy making in the field of labour and to contribute to the intellectual and public debate on labour, employment and social policies.

## Research

AIAS research focuses on the analysis of labour markets, social security incomes, institutions and governance. It combines various approaches from sociology, law, economics, medical sciences and political sciences. Our research programmes include studies on employment relations, labour market issues, inequality, institutions and the welfare state. Many studies take an international comparative perspective and are conducted in co-operation with academic partners in other countries. Some of our research programmes we are involved in:

- [EDUWORKS](#)
- [Flex Work Research Centre](#)
- [Re.Cri.Re](#)
- [WageIndicator](#)

## Teaching

One of the objectives of AIAS is to develop multidisciplinary education programmes for professionals in cooperation with various partners within and outside the university.

AIAS does not provide regular courses, but can develop specific (in-company) courses in the field of labour, income, welfare state, inequality and institutions on demand. Previously AIAS organised courses in cooperation with De Burcht, Clingendael, MKB Nederland, GBIO and Gemeente Amsterdam. If you are interested in organizing a course, please contact Martha Meerman [onderwijs-aias@uva.nl](mailto:onderwijs-aias@uva.nl).

## Social involvement

AIAS and its staff contribute to society on many subjects, for different audiences and in varying formats (articles, books, reports, interviews, presentations etc.).

AIAS has a 'Working Papers' Series, 'Industrial Relations in the Netherlands' Series and the 'GINI Discussion Paper' Series which addresses a great variety of topics.

Annually AIAS organizes conferences about ongoing research and current trends. Several (lunch) seminars and workshops take place during the year, offering interesting opportunities for the exchange and deliberation of research on labour issues between researchers from all over the world.

Furthermore, AIAS has a major collection of academic socio-economic data in the field of labour relations, labour organizations, employment and working conditions in the Netherlands and abroad. For more information please contact us at [aias@uva.nl](mailto:aias@uva.nl).

# RESEARCH PROJECTS

The researchers of AIAS study labour issues from different perspectives. This leads to a substantial enrichment and broadening of the research on the role and importance of labour in society. Below in an overview a short description of the AIAS projects. See also: <http://uva-aias.net/en/research>

Project	Title / Topic	Commissioner	Period
<b>Advies Sociale Werkvoorziening</b>	<i>Adviesaanvraag centrale afspraak doelgroep participatiewet.</i>	SBCM	2015 - 2015
<b>Activating States</b>	Fundamental shifts in the governance and content of unemployment insurance	Instituut GAK	2006 - 2015
<b>AIRMULP</b>	Active inclusion and industrial relations from a multi-level governance perspective	VP/2014/004	2015 - 2016
<b>BARCOM</b>	With innovative tools for bargaining support in the commerce sector	European Commission, DG Employment, Social Affairs and Inclusion VP/2015/004/0012	2015 - 2017
<b>BARSOP</b>	Bargaining and Social Dialogue at the Public Sector	European Commission DG Employment, Social Affairs and Inclusion, Social Dialogue, Industrial Relations VS/2016/0107	2016 - 2018
<b>Bargaining for productivity</b>	Bargaining for productivity	European Union Programme for Employment and Social Innovation (EaSI)	2016 - 2017
<b>Barsoris</b>	Bargaining for Social Rights at Sectoral Level The project BARSORIS aims to conduct a comparative study of social partners' experiences with improving the social rights of precarious/vulnerable workers through collective bargaining and social dialogue in seven EU countries: Denmark, Germany, Italy, the Netherlands, Slovakia, Spain and the United Kingdom.	EC DG Employment VS/2013/0403	2013 - 2015
<b>CAWIE2I</b>	Collectively Agreed Wages In The New European Economic Governance- Alternative Views And Perspectives.	European Commission - Industrial Relations and Social Dialogue Program VS/2013/0351	2013 - 2015
<b>Collective Bargaining newsletter</b>	This newsletter presents up-to-date information on collective bargaining developments across Europe since February 2008	ETUI-REHS	2008 - continued

# RESEARCH PROJECTS

## AIAS Employees Partners

## Link

Prof. Paul de Beer Maisha van Pinxteren		
Dr. Els Sol, Casper Kaandorp		<a href="http://www.activatingstates.org/5">www.activatingstates.org/5</a>
Prof. Maarten Keune, Noëlle Payton	Università degli Studi di Firenze (coordinator)	<a href="http://www.academia.edu/11327976/AIR-MULP_-_Active_inclusion_and_industrial_relations_in_a_multi-level_perspective">www.academia.edu/11327976/AIR-MULP_-_Active_inclusion_and_industrial_relations_in_a_multi-level_perspective</a>
Dr Kea Tijdens, Paulien Osse, Janna Besamusca, Daniela Ceccon	University of Amsterdam, AIAS - Amsterdam (nl) (coordinator) Central European Labour Studies Institute, CELSI (sk) University of Economics in Bratislava, EUBA (sk) EuroCommerce (be) UNI Europe (be) WageIndicator Foundation (nl)	
Prof. Maarten Keune, dr. Nuria Ramos	University of Amsterdam, AIAS - Amsterdam (nl) (coordinator) University Autònoma de Barcelona (UAB) (es) Central European Labour Studies Institute( CELSI) (sk) University of Teramo (UNITE) (it) FAOS-University of Copenhagen (dk) Hans- Böckler-Stiftung (HBS) - (de) University of Leicester (ULEIC) (uk)	
Prof. Paul de Beer, dr Frank Tros, Ad Gielen, Casper Kaandorp, Angelique Lieberton	Adapt (it) (coordinator) University of Amsterdam, AIAS - Amsterdam (nl) Institute for Work, Skills and Training, Faculty of Social Sciences, University Duisburg-Essen (ge) Work and Employment Research Unit, University of Greenwich (uk) Institute for Labour Studies, University of Barcelona (es) Institute of Public Affairs (pl)	
Dr Nuria Ramos Martin, Prof. Maarten Keune	University of Amsterdam, AIAS - Amsterdam (nl) (coordinator) European Commission - Brussels (be) Hans- Böckler-Stiftung (HBS), Wirtschafts- und Sozialwissenschaftliches Institut (wsi) - Düsseldorf (de) Central European Labour Studies Institute (Celsi) - Bratislava (sk) University Autònoma of Barcelona - Barcelona (es) University of Teramo - Teramo (it) University of Leicester - Leicester (uk) Employment Relations Research Centre (faos), University of Copenhagen - Copenhagen (dk) Vrije Universiteit - Amsterdam (nl)	<a href="http://www.uva-aias.net/Barsoris">www.uva-aias.net/Barsoris</a>
Prof. Maarten Keune	ku Leuven - Leuven (be) (coordinator) wsi Hans-Böckler - Düsseldorf (de), faos - Kopenhagen (dk), Fundacion 1 Mayo - Madrid (es), ires - Noisy-le-grand (fr), ires - Rome (it), Arbeitskammer - Wenen (at), Labour Research Department - Londen (uk), Palkansaajien Tutkimuslaitoksen Kan - Helsinki (fi), szgti - Budapest (hu)	<a href="http://hiva.kuleuven.be/en/research/research-projects/cawie2-2013-collectively-agreed-wages-in-the-new-european-economic-governance-alternative-views-and-perspectives">http://hiva.kuleuven.be/en/research/research-projects/cawie2-2013-collectively-agreed-wages-in-the-new-european-economic-governance-alternative-views-and-perspectives</a>
Jan Cremers, Janna Besamusca, Casper Kaandorp	University of Amsterdam, AIAS - Amsterdam (nl) (coordinator) European Trade Union Institute (etui) - Brussels (be)	<a href="http://www.uva-aias.net/102#collective_barg">www.uva-aias.net/102#collective_barg</a> <a href="http://www.cbnarchive.eu">www.cbnarchive.eu</a>

# RESEARCH PROJECTS

Project	Title / Topic	Commissioner	Period
<b>Diadse</b>	Dialogue for Advancing Social Europe The HSI has been awarded a two-year research grant within the call: Improving expertise in the field of industrial relations – European Commission. The research team of the project will carry out a comparative analysis of labour law reforms and social dialogue initiatives in several EU Member States. The research team will examine the involvement of the social partners in labour and social reforms at EU Member States level – in the Netherlands, Germany, Spain, France, Poland, Hungary, Ireland, Portugal, and Belgium – in light of what have been the effects of those reforms.	EC DG Employment VP/2014/004	2014 - 2017
<b>EDUWORKS</b>	The objective of EDUWORKS is to train talented early-stage researchers in the socio-economic and psychological dynamics of the labour supply and demand matching processes at aggregated and disaggregated levels.	EU - FP7- Marie Curie Actions - Initial Training Networks 608311	2013 - 2017
<b>EIRO</b>	Coördination Dutch contribution in the European Industrial Relations Observatory (EIRO)	Eurofound	2005 - continued*)
<b>Employment in the Netherlands</b>	This website contains concise information on individual and collective labour law in the Netherlands, updated at least once a month.	Xperthr	2009 - continued
<b>EP Framework Contract</b>	AIAS participates in a consortium that can perform studies for the European Parliament.	European Parliament	2013 -
<b>European Restructuring Monitor</b>	The European Res restructuring Monitor (ERM) contains detailed information on all major restructuring announcements made by firms in the EER-countries. The info is synthesized into comparative reports.	Eurofound	2003 - continued
<b>Flexibele dienstverbanden UvA</b>	<i>Flexibele dienstverbanden UvA</i>	Universiteit van Amsterdam	2015 - 2015
<b>Flexworkresearch Knowledge Center</b>	Website database of publications on temp work	ABU, joint with HSI	2003 - continued
<b>iNGenBar</b>	Intergenerational Bargaining towards integrated bargaining for younger and older workers in EU countries. This project co-ordinates new research from six EU-countries: FR, DE, IT, NL, SWE, UK. The objective to develop and disseminate expertise in the field of collective bargaining and social dialogue to improve simultaneously the employment for younger and older workers in Europe.	EC DG Employment	2013 - 2015

# RESEARCH PROJECTS

## AIAS Employees Partners

## Link

Prof. Evert Verhulp, Dr Nuria E. Ramos Martín, Dr Stephanie Steinmetz	University of Amsterdam - hsi - Amsterdam (nl)	<a href="http://www.uva-aias.net/news_agenda/news/777">www.uva-aias.net/news_agenda/news/777</a>
Prof. Kea Tijdens, Dr Pablo de Pedraza, Dr Stefano Visintin, Casper Kaandorp	University of Amsterdam, AIAS - Amsterdam (nl) (coordinator) Amsterdam Business School (UvA) - Amsterdam (nl) Central European University - Budapest (hu) Corvinno Technology Transfer Center - Budapest (hu) University of Salamanca - Salamanca (es) University of Siegen - Siegen (de) Trinity College of Dublin - Dublin (ir)	<a href="http://www.eduworks-network.eu/pages/home">www.eduworks-network.eu/pages/home</a>
Dr Robbert van het Kaar, Noëlle Payton, Dr Marianne Grunell		<a href="http://www.eiro.eurofound.ie/">www.eiro.eurofound.ie/</a>
Dr Robbert van het Kaar		<a href="http://www.xperthr.co.uk/">www.xperthr.co.uk/</a>
Prof. Maarten Keune, Prof. Paul de Beer, Dr Frank Tros, Dr Robbert van het Kaar	IDEA consult, Ecorys, WIFO, PPMI	<a href="http://www.eurofound.europa.eu/observatories/european-monitoring-centre-on-change-emcc/european-restructuring-monitor">http://www.eurofound.europa.eu/observatories/european-monitoring-centre-on-change-emcc/european-restructuring-monitor</a>
Prof. Paul de Beer, Prof. Maarten Keune, Eelco de Jong, Casper Kaandorp		
Dr Els Sol, Sean Stevenson MSc., Casper Kaandorp	University of Amsterdam, AIAS - Amsterdam (nl) (coordinator) European Confederation of Private Employment Agencies (Eurociett) - Brussels (be) Algemene Bond Uitzendondernemingen (ABU) - Lijnden (nl)	<a href="http://www.flexworkresearch.org">www.flexworkresearch.org</a>
Dr Frank Tros, Prof. Maarten Keune, Casper Kaandorp	UvA, AIAS - Amsterdam (nl) (coordinator) Université Paris - Dauphine, Interdisciplinary Research Institute in Social Sciences (irisso) - Paris (fr) Lund University, Faculty of Law - Lund (se) University Duisburg-Essen, Department of Educational Sciences - Duisburg-Essen (de) University of Leicester, School of Management (uk) University of Milan, Department of Social and Political Studies - Milan (it)	<a href="http://www.intergenerationalbargaining.eu">www.intergenerationalbargaining.eu</a>

# RESEARCH PROJECTS

Project	Title / Topic	Commissioner	Period
<b>InGRID</b>	Integrating expertise in inclusive growth InGRID aims to integrate and innovate existing, but distributed European social sciences research infrastructures on 'Poverty and Living Conditions' and 'Working Conditions and Vulnerability'.	EU FP7 312691	2013 - 2017
<b>INTREC</b>	INTREC – INDEPTH Training and Research Centres of Excellence	EU-FP7	2012 - 2015
<b>IRCREA</b>	Strategic but vulnerable. Industrial Relations and Creative Workers.	European Commission, DG Employment, Social Affairs and Inclusion	2016 - 2018
<b>Labour market shortages</b>	First project under EP Framework Contract.	European Parliament	2015 - 2015
<b>Labour rights for women</b>	The project aims to increase awareness of women's labour rights as laid down in national legislation and collective agreements with regards to combining work and mother-hood, equal rights, equal pay, decent working conditions, and measures against workplace sexual harassment in 15 developing 15 countries.	Ministry of Foreign Affairs (Netherlands), flow activity 23643	2012 - 2016
<b>Loonwijzer</b>	See Wageindicator		
<b>Meritocratie</b>	Meritocratie: op weg naar een nieuwe klassensamenleving?	Instituut GAK	2014 - 2016
<b>Mindestlöhnen</b>	Mindestlöhnen im Ländervergleich	Universität Bremen, Institut für Arbeit und Wirtschaft	2016 - 2017
<b>NEWIN</b>	Negotiating Wage (in)equality	European Commission - Industrial Relations and Social Dialogue Program VS/2014/0538	2015 - 2017



# RESEARCH PROJECTS

AIAS Employees	Partners	Link
Prof. Kea Tijdens, Dr Stephanie Steinmetz	HIVA - Research Institute for Work and Society - Leuven (be) (coordinator) Centre for Social Policy, Universiteit Antwerpen (be) CEPS - The Centre for European Policy Studies - Bruxelles (be) Department of Dynamics of Organisations of Work, CEE- Centre d'Etudes de l'Emploi - Noisy-le-Grand cedex (fr) BIGSSS - Bremen International Graduate School of Social Sciences, Universität Bremen (de) Fachbereich iv, Wirtschafts- und Sozialstatistik Universität Trier (de) TÁRKI Social Research Institute Inc - Budapest (hu) Dipartimento di Economia e Management, Università di Pisa (it) CEPS - Centre d'Etudes de Population de Pauvreté et de Politiques Socio-Economiques - Esch-sur-Alzette (lu) LIS - Luxembourg Income Study, asbl (lu) CED - Centre d'Estudis Demografics - Barcelona (es) The Swedish Institute for Social Research, Stockholms Universitet (se) Stichting Loonwijzer - WageIndicator Foundation - Amsterdam (nl) ISER - Institute for Social & Economic Research, Univer- sity of Essex - Colchester (uk) School of Social Sciences, The University of Manchester (uk) Social Statistics Division, University of Southampton (uk)	<a href="https://inclusivegrowth.be/">https://inclusivegrowth.be/</a>
Dr Joke Haafkens	Umeå Centre for Global Health Research, Umeå University - Umeå (se) (Coordinator) The Institute of Public Health, Heidelberg University - Heidelberg (ge) Indepth: An International Network for the Demographic Evaluation of Populations and Their Health - Accra (gh) Center for Health Service Management, Gadjah Mada University - Yogyakarta (id) Centre for Social Science and Global Health (ssgh), University of Amsterdam - Amsterdam (nl) Harvard Centre for Population & Development Studies - Cam- bridge (us)	<a href="http://www.intrec.info/">www.intrec.info/</a>
Prof. Maarten Keune, Dr. Wike Been	Università degli Studi di Firenze (it) - coordinator Employment Relations Research Centre (FAOS), University of Copenhagen (dk) University of Amsterdam, AIAS (nl)	
Prof. Paul de Beer	IdeaConsult (Coordinator)	
Prof. Kea Tijdens, Janna Besamusca	International Trade Union Confederation (ituc) - Brussels (be) Wage Indicator Foundation - Amsterdam (nl)	<a href="http://www.wageindicator.org/main/Wageindicatorfoundation/projects/labour-rights-for-women">www.wageindicator.org/main/Wageindicatorfoundation/projects/labour-rights-for-women</a>
Prof. Paul de Beer, Maïsha van Pinxteren		<a href="http://www.uva-aias.net/news_agenda/news/722">www.uva-aias.net/news_agenda/news/722</a>
Prof. Paul de Beer, Prof. Wiemer Salverda, Dr. Wike Been		
Prof. Maarten Keune, Dr Frank Tros	ADAPT - Modena (it) (coordinator) Universiteit of Amsterdam/Amsterdam Instituut voor Arbeids- Studies (UVA/AIAS) - Amsterdam (nl) The Institut für Arbeitsforschung und Transfer (IAT) - (de) CELSI - Central European Labour Studies Institute - Bratislava (sk) University of Leicester/Centre for Sustainable Work and Em- ployment Futures, College of Social Sciences (uk)	<a href="http://adapt.it/newin/project.html">http://adapt.it/newin/project.html</a>

# RESEARCH PROJECTS

Project	Title / Topic	Commissioner	Period
<b>Poldermodel</b>	Het Poldermodel anno 2015: nog steeds A Dutch Miracle?	Instituut GAK	2014 - 2015
<b>Poldermodel na de crisis</b>	Het poldermodel na de crisis. De kracht van branches om in te spelen op veranderende omstandigheden.	Ministerie van Sociale Zaken en Werkgelegenheid. Directie Arbeidsverhoudingen	2016 - 2017
<b>Precarir</b>	The rise of the dual labour market: fighting precarious employment in the new member states through industrial relations.	EC DG Employment	2014 - 2017
<b>ProWelfare II</b>	Unemployment and Pensions Protection in Europe: The Changing Role of Social Partners.	European Commission - Industrial Relations and Social Dialogue Program VS/2014/0542	2015 - 2017
<b>QuInnE</b>	Job quality, innovation and employment QuInnE explores the mutually reinforcing relationship between innovation and job quality and identifies mechanisms that can deliver both more and better jobs, which in turn help tackle social exclusion and inequality.	European Commission Horizon 2020	2015 - 2018
<b>Re.Cri.Re</b>	Between the representation of the crisis and the crisis of representation. How crisis changed the symbolic background of European societies and identities. Implication for policies and policy making.	European Commission Horizon 2020	2015 - 2018
<b>SEEurope</b>	Research network on worker participation and company law, covering subjects like employee board level representation, cross border mergers, and European companies.	ETUI	continued

# RESEARCH PROJECTS

AIAS employees	Partners	Link
Prof. Maarten Keune, Maïsha van Pinxteren		<a href="http://polderboek.nl/">http://polderboek.nl/</a>
Prof. Paul de Beer, dr. Frank Tros	AWVN	
Dr Nuria Ramos Martin	Central European Labour Studies Institute (Celsi) - Bratislava (sk) (coordinator)	<a href="http://www.celsi.sk/en/news/detail/202/celsi-participated-in-kick-off-meetings-of-new-projects-precarir-newin-wibar-3-and-wita-gpg/">www.celsi.sk/en/news/detail/202/celsi-participated-in-kick-off-meetings-of-new-projects-precarir-newin-wibar-3-and-wita-gpg/</a>
Prof. Maarten Keune, Dr Frank Tros	European Social Observatory (ose) - Brussels (be) (coordinator) The European Trade Union Confederation (Etuc) - Brussels (be) Università Politecnica delle Marche - Ancona (it) University of Oxford (uk) Trentin-isf-ires - Roma (it) Fundaciòn 1º de Mayo - Madrid (es) Institute of Economic and Social Research (WSI) in the Hans-Böckler-Stiftung - Düsseldorf (de) AK Europa, the Vienna Chamber of Labour (at) Uppsala University (se) The Institute of Public Affairs ISP - Warszawa (pl)	<a href="http://www.ose.be/prowelfare/index.html">http://www.ose.be/prowelfare/index.html</a>
Prof. Maarten Keune, Dr Frank Tros, Casper Kaandorp	Lunds Universitet (se) (coordinator) University of Warwick, Institute for Employment Research (uk) Universitaet Duisburg-Essen, Institut Arbeit und Qualifikation (IAQ) Centre Pour La Recherche Economique Et Ses Applications (CEPREMAP) - Paris (fr) Magyar Tudomanyos Akademia Tarsadalomtudomanyi Kutatkozpont, Institute of Sociology - Budapest (hu) Universiteit van Amsterdam, (AIAS) (nl) Erasmus Universiteit Rotterdam, Department of Organisation and Personnel Management (nl) Universidad de Salamanca, Department of Applied Economics (es) Malmö University, Centre for Work Life and Evaluation Studies (se)	<a href="http://cordis.europa.eu/project/rcn/194591_en.html">http://cordis.europa.eu/project/rcn/194591_en.html</a> <a href="http://quinne.eu/">http://quinne.eu/</a>
Prof. Paul de Beer, Prof. Maarten Keune	Association des Agences de la democratie locale (alda) (fr) (coordinator) Istituto scientifico biomedico euro mediterraneo SCPA - Brindisi (it) Aalborg Universitet (dk) Università del Salento - Lecce (it) Universita ta Malta - Msida (mt) University of Cyprus - Nicosia (cy) Aristotelio Panepistimio Thessalonikis - Thessaloniki (gr) Universita degli studie Roma (it) New Bulgarian University - Sofia (bg) University of Amsterdam, AIAS (nl) Panepistimio Kritis (University of Crete) - Rethymno (gr) Tallinn University - Tallinn (ee) University Road - Leicester (uk) Ludwig-Maximilians-Universitaet Muenchen (de) Universite d'Aix Marseille (fr) Universidad Nacional de Educacion a Distancia - Madrid (es)	<a href="http://cordis.europa.eu/project/rcn/194580_en.html">http://cordis.europa.eu/project/rcn/194580_en.html</a>
Dr Robbert van het Kaar		<a href="http://www.worker-participation.eu/">www.worker-participation.eu/</a>

<b>Project</b>	<b>Title / Topic</b>	<b>Commissioner</b>	<b>Period</b>
<b>SERISS</b>	Synergies for Europe's Research Infrastructures in the Social Sciences.	Horizon 2020 Infrastructures program 654221	2015 - 2019
<b>Toekomst van de arbeidsmarkt</b>	Report on the most important trends in the labour market and the implications for the use of facilities of the labour force in the period 2015-2040 in the Netherlands.	APG	2015 - 2015
<b>WageIndicator</b>	Share and compare wage information. Contribute to a transparent labour market. Provide free, accurate wage data through salary checks on national websites. Collect wage data through web surveys	Several funders	2000 - continued
<b>WEBDATANET</b>	Web-based data-collection – methodological challenges, solutions and implementations	European Science Foundation, COST European Cooperation in Science and Technology is1004	2011 - 2015
<b>Wibar-3</b>	WageIndicator support for collective BARGaining	European Commission - Industrial Relations and Social Dialogue Program VS/2014/0533	2013 - 2015
<b>WICARE</b>	WageIndicator support for bargaining in the social services	European Commission, Social Dialogue programme VS/2013/0404	2013 - 2015
<b>WITA GPG</b>	With innovative tools against gender pay gap.	European Commission, progress programme 4000004929	2014 - 2016
<b>YOUnion</b>	YOUnion aims at analyzing the issues of youth participation in trade unions in seven countries: Belgium, Germany, Hungary, Italy, the Netherlands, Spain and the United Kingdom.	EC DG Employment	2013 - 2015

See for een overview of all research project our website: <http://uva-aias.net/en/research>

## AIAS employees Partners

## Link

Prof. Kea Tijdens, Casper Kaandorp	City University London - London (uk) (coordinator) European Social Survey European Research Infrastructure Consortium - London (uk) SHARE ERIC (de) CESSDA AS - Bergen (no) Koninklijke Nederlandse Akademie van Wetenschappen (KNAW) - Amsterdam (nl) Tilburg University (nl) University of Amsterdam (nl)	<a href="http://seriss.eu/">http://seriss.eu/</a>
Prof. Paul de Beer, Eelco de Jong		
Prof. Kea Tijdens, Maarten van Klaveren, Dr Stephanie Steinmetz, Prof. Maarten Keune & Prof. Paul de Beer (Chairs foundation)		<a href="http://www.wageindicator.org">www.wageindicator.org</a>
Dr Pablo de Pedraza, Dr Stephanie Steinmetz, Prof. Kea Tijdens, Casper Kaandorp	European Science Foundation (esf) - Strasbourg Cedex (fr) European Cooperation in Science and Technology (COST) - Brussels (be) European Council, Council of the European Union - Brussels (be) Master in webdatametrics (WDM) - Salamanca (es)	<a href="http://webdatanet.cbs.dk/">http://webdatanet.cbs.dk/</a>
Prof. Kea Tijdens, Maarten van Klaveren, Paulien Osse, Casper Kaandorp	University of Amsterdam, AIAS (nl) (coordinator) Central European Labour Studies Institute (CELSI) - Bratislava (sk) Ruskin College - Oxford (uk)	<a href="http://www.wageindicator.org/main/Wageindicatorfoundation/projects/wibar-3">www.wageindicator.org/main/Wageindicatorfoundation/projects/wibar-3</a>
Prof. Kea Tijdens, Maarten van Klaveren	European Federation of Public Service Unions (EPSU) - Brussels (be) Central European Labour Studies Institute (CELSI) - Bratislava (sk)	<a href="http://www.epsu.org/a/10010">www.epsu.org/a/10010</a>
Paulien Osse, Prof. Kea Tijdens	Central European Labour Studies Institute (CELSI) - Bratislava (sk) Magyar Szakszervezetek Országos Szövetsége (MSZOSZ) - Budapest (hu) ETUC - Brussels (be) WageIndicator Foundation - Amsterdam (nl) FNV in Beweging - Amsterdam (nl) FNV Vrouwenbond - Amsterdam (nl) COMFIA CCOO - Madrid (es)	<a href="http://www.wageindicator.org/main/Wageindicatorfoundation/projects/wita-gpg">www.wageindicator.org/main/Wageindicatorfoundation/projects/wita-gpg</a>
Prof. Maarten Keune, Dr Frank Tros	Association for International and Comparative Studies in Labour Law and Industrial Relations (ADAPT) - Modena (it) (coordinator) Universitat Autònoma de Barcelona, Institute for Labour Studies (uab) (es) Katholieke Universiteit Leuven (be) University of Greenwich (uk) Friedrich-Schiller-University of Jena (de) Economic and Social Research Institute of Trade Union (ESRI-TU)- Budapest (hu)	<a href="http://adapt.it/youunion/abstract.html">http://adapt.it/youunion/abstract.html</a>

## Data section at AIAS website

**A**IAS has a major collection of academic socio-economic data in the field of labour relations, labour organizations, employment and working conditions in the Netherlands and abroad.

The data section of the AIAS website presents information about 10 data collections of AIAS, namely:

### Collective Bargaining Newsletter

The monthly Collective Bargaining Newsletter is produced by AIAS in cooperation with the ETUI and can be found on the Aias and ETUI websites. The Newsletter includes additional links to records that provide background information. Since June 2013 all files are integrated in an online archive [www.cbnarchive.eu](http://www.cbnarchive.eu).

### DUCADAM database

Database of Collective Agreements in the Netherlands. The database is based on the 'FNV CAO-Database' and contains detailed information on collective labour agreements concluded in the Netherlands.

### Flex Work Research Centre

(FWrc) is a joint initiative launched by ABU and the University of Amsterdam. AIAS and the Hugo Sinzheimer Institute manage this international website that provides information on research reports and articles relating to temporary employment in the broadest sense in five languages (English, Dutch, French, German and Spanish).

### ICTWSS database 5.0

The ICTWSS database covers 51 countries, nearly 200 variables and 55 years (1960-2014). This version of the database has new estimates on collective bargaining coverage rates in the private and public sector, adjusted for those employees whose conditions are set by government mandate, as well as on the division between enterprise and sector bargaining, and the extra-contractual coverage of workers through agreements that are extended to non-organized employers. In addition to the dominant level of bargaining, defined as the level at which most agreements apply, a new set of variables tries to capture the actual level of bargaining over wages and working hours through a new set of variables.

### Intermediair 'Best Employers' Dataset

The Intermediair 'Best Employers' survey is an annual survey of Dutch employers concerning their HR policies, used for the Best Employers list in the Intermediair weekly. AIAS acts as an advisor for the questionnaire.

### Job content of secretaries in the Netherlands

The dataset is based on comparable surveys of secretaries in the Netherlands about their job content, and working conditions in 1993, 2000, and 2004.

### Study Group Quality of Labour

The reports and administration of this study group provides a portrait of an age of social scientific research and the debate in the field of the quality of labour over a period of 20 years. The archive consists of eight document files. Among them reports of the study group meetings during the entire period of 1979-2002; information about 11 international seminars and the programme files of the study group including a Trend report Quality of Labour and the design-focussed research. The archive also contains some publications that have been supervised by the study group and some publications that are hard to obtain elsewhere.

### Trade organisations

The Trade organisations database consists of names, years of establishment, historical development, NACE industry-codes and other data of more than 1400 trade and employers organisations. For the years 1980, 1991, 2001 and 2005, the mergers, separations and removals of these organisations have been investigated.

### WageIndicator database

The WageIndicator Survey is a continuous, multilingual, multi-country web-survey, conducted more than 60 countries since 2000. The web-survey generates cross sectional and longitudinal data which might provide data especially about wages, benefits, working hours, working conditions and industrial relations.

### World Database of Occupations-WISCO

The EurOccupations micro data of the task frequency web-survey in eight EU countries; WISCO database with more than 1,700 occupational titles for 60 countries. ●

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## New at AIAS

- Daniela Ceccon  
*Researcher*
- Tabba Fares  
*PhD*
- Funmilayo Juliana Afolabi  
*PhD*
- Jovana Karanovic  
*Jr. Researcher*
- Declan Owens  
*PhD*

## Left

- Eelco Jong  
*Jr. Researcher*
- Pablo de Pedraza  
*Researcher*
- Maisha van Pinxteren  
*Jr. Researcher*
- Stefano Visintin  
*Researcher*

## AIAS guests

- Stephen Blumenfeld  
*11 Jan. - 8 Apr. '16*
- Angela Rauseo  
*18 Jan. - 1 Apr. '16*
- Jagriti Tanwar  
*Feb. & Apr. '16*
- Maria Lourdes Moreno Liso  
*14-18 Mar. '16*
- Nor Farah Ashikin binti Abdul Rahim  
*9 May - 1 Jul. '16*
- Nadja Doerflinger  
*18-27 May '16*
- Brian Fabo  
*12-24 Jun. '16*
- Assaf Shlomo Bondy  
*27 Sep. '16 - 25 Jan. '17*

# ANNOUNCEMENTS

## AIAS Lunch Seminars

**S**eminars on a variety of subjects, offering interesting opportunities for the exchange and deliberation of research on labour issues from all over the world.

<b>Day</b>	Every fortnight on Thursday
<b>Time</b>	12.15-13.15 hrs
<b>Location</b>	AIAS, Amsterdam, the Netherlands
<b>Registration</b>	Free participation. To register please send us an e-mail <a href="mailto:aias@uva.nl">aias@uva.nl</a>
<b>Information</b>	<a href="http://uva-aias.net/en/events">uva-aias.net/en/events</a>

**15 September 2016: Robert Hoekstra**  
*Lecturer and researcher (PhD candidate)*  
*Faculty of law, Vrije Universiteit Amsterdam*  
Title to be announced at the website

**7 October 2016: Søren Kaj Andersen**  
*Associate Professor and Centre Director*  
*FAOS, University of Copenhagen*  
Title to be announced at the website

**27 October 2016: Nuria Ramos Martin**  
*University Lecturer and researcher - AIAS, University of Amsterdam*  
Labour Law Reforms and Social Dialogue in Europe: Comparative Perspectives

**24 November 2016: Declan Owens**  
*PhD - AIAS, University of Amsterdam*  
Title to be announced at the website

**8 December 2016: Assaf Bondy**  
*PhD - Labor Studies Department, Tel-Aviv University*  
Industry-Level Collective Agreements and the Hybridization of Industrial Relations in Israel

**26 January 2017: Rafael Muñoz de Bustillo Llorente**  
Professor of Applied Economics  
Faculty of Law, University of Salamanca  
Innovation and job quality: theory and preliminary empirical results

More lunch seminars will be announced at our website [uva-aias.net/en/events](http://uva-aias.net/en/events). ●

## AIAS launches her new website

**A**IAS will launch its new website as of mid August. The website has been modernised to the standards of 2016.

We hope it will become more extensive and informative. For example we've extended the information on our research projects. In one overview you will now be able to see all the research projects in which we participate. You'll find all kinds of information on each project. A second big improvement is that there is much more information available on recent publications. It should also be more mobile device friendly.

Feel free to let us know what you think at: [webmaster@uva-aias.net](mailto:webmaster@uva-aias.net). ●

