



RECWOE FINAL CONFERENCE



Work and Welfare in Europe: New compromises or ongoing demise?

June 15-17th 2011

Hotel Bloom, rue Royale 250, Brussels, Belgium

Organised by :

The *Maison des sciences de l'homme Ange-Guépin* (MSHG), Nantes, France, and the *Centre d'Etudes Européennes* (CEE), Sciences-Po Paris.



SciencesPo.

CEE



The conference venue is located at the Hotel Bloom, Rue Royale 250 in Brussels.



View of the Botanical Garden

Please note that the sessions take place on the levels -1 (Consilium and Forum) and +1 (meeting rooms 1-5) of the building.

A welcome desk is organised on the ground floor.

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INTRODUCTION

1- A FEW WORDS ABOUT RECWOWE

RECWOWE is a network of excellence financed by the European Commission in the FP6, the research programme of DG Research & Innovation, which focuses on the analysis of the relationships between work and welfare. RECWOWE stands for “*Reconciling Work and Welfare in Europe*”. Our project started in October 2006 and is gradually drawing to a close (September 2011). In fact, the Brussels Conference is the final RECWOWE conference. It is jointly organised by the two institutions coordinating RECWOWE: the *Maison des Sciences de l’Homme Ange Guépin* in Nantes and the *Centre d’Études Européennes* of Sciences-Po in Paris.

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

Four main tensions have been identified:

- A. Tensions between a call for more flexibility on the labour market and a need for security for citizens,
- B. Tensions between work and family life, increased fluidity in family patterns and enhanced flexibility in employment patterns and relationships,
- C. Tensions between the number of jobs created and their quality,
- D. Tensions induced by the development of "employment-friendly" welfare reforms, i.e. the political tensions created by the difficulties in matching industrial welfare systems to the requirements of creating post-industrial jobs.

Within RECWOWE, many collective and comparative research projects have been undertaken and the aim of our final conference is to present our main results to a broad audience, both academic and policy. RECWOWE has planned to achieve no less than 22 collective publications in a new Palgrave book series ‘Work and Welfare in Europe’, in Oxford University Press, Peter Lang, etc, and as special issues in relevant journals. Most of these are presented and discussed during the Brussels conference.

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

2- ABOUT THE CONFERENCE

During the conference, RECWOWE members present their work, chapters of books or articles in special issues of journals which are then discussed by invitees and participants from outside RECWOWE who work both in academic and community policy domains. In this way, we hope to be able to share our results as broadly as possible, both from an academic and from a policy perspective, and to prompt reflection on the tensions between work and welfare within the context of the current economic and social crisis. Our final conference is organised around common streams and topics which have been key concerns throughout all of RECWOWE’s activities.

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

A. ‘Implementing activation’: sessions discuss the main social, economic and political consequences of various activation policies.

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

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

D. ‘Can Europe help?’: sessions discuss the impact of the EU in supporting national countries in their attempt at reconciling work and welfare, as well as the prospect for the EU to become more social.

<ul style="list-style-type: none"> • A.1 & A.2: Governance of activation policies in Europe • A.3: Regulating the risk of unemployment in Europe • A.4: Employers, recruitment practices and active labour market policies • A.5: The Age of Dualization: Coping with De-industrialization • A.6 & A.7: Activation reforms in Europe: challenges to social citizenship 	<ul style="list-style-type: none"> • B.1 & B.3: Labour market flexibility and pension reforms. Flexible today, secure tomorrow? • B.2 & B.4: Tensions related to the marketisation of care • B.5: Work, family policies and transitions to adulthood in Europe • B.6: Childbearing intentions, women’s employment and work-life balance policies • B.7 & B.9: Care between work and welfare in European societies • B.8: New measures for new welfare states • B.10: Ecology of life courses in Europe 	<ul style="list-style-type: none"> • C.1: Women on corporate boards and executive managerial posts • C.2: Reconfiguring welfare states in the post-industrial age: what role for social partners • C.3: Normative and legal perspectives on job quality • C.4: The Age of Dualization: Who are the outsiders? • C.5: Public sector in recession • C.6: Job quality and work-life balance in Europe • C.7: Working poverty in Europe: tensions, risks and policies 	<ul style="list-style-type: none"> • D.1: Towards a social investment welfare state? • D.2: Europe 2020: Towards a more social Europe? • D.3: The EU and domestic politics of welfare state reforms. Europa Europae • D.4: Letting Europe in. The domestic usages of Europe in reconciliation policies
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Four **plenary sessions** are also organised to synthesise the main messages of RECWOWE and address important current economic, social and political challenges in Europe.

Plenary session 1: **‘Tackling the crisis: is “Europe 2020” enough?’**

Plenary session 2: **‘Changing Worlds of Work and Welfare. What do we learn from RECWOWE’s activities?’**

Plenary session 3: **‘Liberalisation, dualization or integration? How to interpret changes in the labour market and social policies over the last three decades’**

Plenary session 4: **‘The Agency Gap: Capabilities for a Worklife Balance across Welfare Regimes and Within Work Organisations’**

Permanent presentations:

The Conference presents RECWOWE main research and publications through a permanent posters’ exhibition. A permanent ‘data stop and shop’ on the first floor presents **EDACwowe**, the data portal providing systematic information on and direct links to all national and EU comparative data available on work and welfare: www.edacwowe.eu.

Please find the programme of the **conference at a glance** on the last page.

PROGRAMME OF THE CONFERENCE

10:00-12:30 • Arrival and registration, coffee

12:30-13:30 • Buffet lunch (hotel Bloom)

13:30-14:00 • **Opening plenary:** (*Forum*)

Welcome to the conference
Denis Bouget, general coordinator and Bruno Palier, scientific coordinator

14:00-15:30 • **Thematic sessions (five parallel sessions)**

Stream A: Implementing activation

Session A.1: **Governance of activation policies in Europe** (*Consilium*)

Rik van Berkel, Willibrord de Graaf, Tomáš Sirovátka

Presentation of research findings:

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

Discussants:

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

Stream B: Transforming social protection

Session B.1: **Labour market flexibility and pension reforms in Europe** (*Forum*)

Karl Hinrichs and Matteo Jessoula

Presentation of research findings:

- **Karl Hinrichs:** Germany: A Flexible Labour Market plus Pension Reforms Makes Old-Age Poverty
- **Matteo Jessoula:** A risky combination in Italy: “selective flexibility” and defined contributions pensions
- **David Natali:** Lessons from the UK? When Multipillar Pension Systems Meet Flexible Labour Markets
- **Karen Anderson:** The Netherlands: Reconciling Labour Market Flexicurity with Security in Old Age

With the participation of:

- **John Myles,** University of Toronto
- **Maurizio Ferrera,** University of Milan
- **Sini Laitinen-Kuikka,** Finnish Centre for Pensions, Helsinki
- **Philippe Pochet,** ETUI, European Trade Union Institute, Brussels
- **Markus Sailer,** DRV Bund, Berlin

Birgit Pfau-Effinger and Tine Rostgaard

Presentation of research findings:

- **Birgit Pfau-Effinger** and **Tine Rostgaard**: Tensions connected with the strengthening of economic principles with regard to care work in European welfare states
- **Per H. Jensen** and **Barbara Fersch**: Strengthening of economic principles in elderly care – challenges and tensions
- **Tine Rostgaard**: Care as you like it – Construction of a consumer approach in home care in Denmark

Discussants:

- **Neil Gilbert**, University of California, Berkeley

Stream C: More jobs, better jobs?

Session C.1: **Round table on Women on corporate boards and executive managerial posts**
(Room 3)

Colette Fagan, María González Menéndez and Silvia Gómez

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

The findings and policy implications provide the basis for the round table discussion with:

- **Willem Adema**, OECD
- **Ann Orloff**, Northwestern University, Evanston (US)
- **Mirella Visser**, past president of the European Professional Women's Network

Session C.2: **Reconfiguring Welfare States in the Post-industrial Age:**
What role for social partners? (Room 1)

Waltraud Schelkle

- **Waltraud Schelkle**: Introduction

Presentation of research findings:

- **Andreas Kornelakis**: Social Partners and the Welfare State: Recalibration, Privatization or Collectivization of Social Risks?
- **Anil Duman**: Employee Welfare and Restructuring in Public Sectors: Evidence from Poland and Serbia
- **Richard Parry**: The role of wage bargaining partners in public sector reform in the UK: the case of primary care contracts
- **Bernhard Ebbinghaus**: The role of trade unions in European pension reforms: From 'old' to 'new' politics?

Discussants:

- **Maria Jepsen**, ETUI, European Trade Union Institute, Brussels
- **Jean-Paul Tricart**, European Commission, DG EMPL, Head of Unit Social Dialogue, Industrial Relations

15:30-16:00 • Coffee-tea break, data stop and shop (EDACwowe)

16:00-17:30 • **Thematic sessions (five parallel sessions)**

Stream A: Implementing activation

Session A.2: **Governance of activation policies in Europe** (*Consilium*)

Rik van Berkel, Willibrord de Graaf and Tomás Sirovátka

Presentation of research findings:

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

Discussants:

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

Stream B: Transforming social protection

Session B.3: **Round table on ‘Flexible today, secure tomorrow?’** (*Forum*)

Karl Hinrichs and Matteo Jessoula

Chair: **Anne-Marie Guillemard**, University Paris Descartes Sorbonne

- **Matteo Jessoula**: Presentation of the comparative findings of the volume “Labour Market Flexibility and Pension Reforms. Flexible Today, Secure Tomorrow?”

Round table discussion with:

- **John Myles**, University of Toronto
- **Maurizio Ferrera**, University of Milan
- **Sini Laitinen-Kuikka**, Finnish Centre for Pensions, Helsinki
- **Philippe Pochet**, ETUI, European Trade Union Institute, Brussels
- **Markus Sailer**, DRV Bund, Berlin

Session B.4: **Tensions related to the Marketisation of Care in European welfare states** (*Room 5*)

Birgit Pfau-Effinger and Tine Rostgaard

Presentation of research findings:

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

Discussants:

- **Neil Gilbert**, University of California, Berkeley

Stream C: More jobs, better jobs?

Session C.3: **Normative and legal perspectives on job quality** (*Room 3*)

Silvia Borelli and Pascale Vielle

- **Pascale Vielle**: General presentation: research findings on ‘Normative and legal perspectives on job quality in Europe’

Three discussions by invited experts around main dimensions of the book:

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

Stream D: Can Europe help?

Session D.1: **Towards a Social Investment Welfare State?** (*Room 1*)

Nathalie Morel, Bruno Palier and Joakim Palme

Presentation of research findings:

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

Discussants:

- **Bea Cantillon**, University of Antwerp
- **Rianne Mahon**, Wilfred Laurier University, Waterloo (Canada)

19:00 • Dinner at the Hotel Bloom



09:00-10:30 • **Thematic sessions (five parallel sessions)****Stream A: Implementing activation**Session A.3: **Regulating the risk of unemployment in Europe** (*Room 1*)**Jochen Clasen and Daniel Clegg***Presentation of research findings:*

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

Discussants:

- **Anton Hemerijck**, Amsterdam University
- **David Grubb**, OECD
- **Janine Leschke**, ETUI, European Trade Union Institute, Brussels

Stream B: Transforming social protectionSession B.5: **Work, family policies and transitions to adulthood in Europe** (*Consilium*)**Trudie Knijn***Presentation of research findings:*

- **Trudie Knijn**: New social risks for young adults in Europe; reconciling work and family life or losing both options?
- **Janneke Plantenga, Chantal Remery and Judit Takács**: Supporting parenthood. Public support to young families in the European Union
- **Irena Kotowska**: Family and the labour market change in Europe – an overview of fluid family ties and flexible labour market
- **Ana Marta Guillén Rodríguez and Emmanuele Pavolini**: Social security and social assistance policies for newcomers in the labour market; inclusion or exclusion

Discussants:

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

Stream C: More jobs, better jobs?

Session C.4: **The Age of Dualization: Who Are the Outsiders?** (Room 2)

Patrick Emmenegger, Silja Häusermann, Bruno Palier and Martin Seeleib-Kaiser

Presentation of research findings:

- **Werner Eichhorst** and **Paul Marx**: Whatever Works: Dualization and the Service Economy in Bismarckian Welfare States
- **Daniela Kroos** and **Karin Gottschall**: Dualization and gender in social services – The role of the state in Germany and France
- **Mark Tomlinson** and **Robert Walker**: Labor market disadvantage and the experience of recurrent poverty
- **Patrick Emmenegger** and **Romana Careja**: From dilemma to dualization: social and migration policies in the ‘reluctant countries of immigration’

Discussants:

- **Tony Atkinson**, Nuffield College, Oxford
- **Bea Cantillon**, University of Antwerp

Session C.5: **Public sector in recession** (Room 3)

Richard Parry

Presentation of research findings:

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

Discussants:

- **Peter Abrahamson**, University of Copenhagen
- **Penny Clarke**, EPSU, European Federation of Public Service Union, Brussels

10:30-11:00 • Coffee-tea break and EDACwowe “Data Stop and Shop”



Stream A: Implementing activation

Session A.4: **Employers' recruitment practices and active labour market policies** (Room 1)

Giuliano Bonoli and Christian Albrekt Larsen

Presentation of research findings:

- **Giuliano Bonoli** and **Karl Hinrichs**: Statistical Discrimination and Employers' Recruitment Practices for Low Skilled Workers
- **Christian Albrekt Larsen** and **Patrik Vesan**: Why Public Employment Services always fail. Double sided asymmetric information and the placement of low skill workers in six European countries
- **Christian Albrekt Larsen**: The Unemployment Paradox – how the Danish Labour market did not clear

Discussants:

- **Bernard Gazier**, University Paris 1 – Sorbonne

Session A.5: **The Age of Dualization:
How European Societies Cope with De-industrialization?** (Room 2)

Patrick Emmenegger, Silja Häusermann, Bruno Palier and Martin Seeleib-Kaiser

Presentation of research findings:

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

Discussants:

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

Stream B: Transforming social protection

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

Livia Sz. Oláh and Ewa Frątczak

Presentation of research findings:

- **Ariane Pailhé and Anne Solaz:** Employment instability and childbearing plans in a child-oriented country: Evidence from France
- **Susanne Fahlén and Livia Sz. Oláh:** Work and childbearing intentions in a capability perspective: Young adult women in Sweden
- **K. Maul, M. Boehnke, J. Huinink and S. Tophoven:** Same policies - same tensions? Female employment, reconciliation policies and childbearing intentions in East and West Germany
- **Ewa Frątczak and Aneta Ptak-Chmielewska:** Fertility intentions in Poland in the context of gender equality, preference and social capital theories
- **Judit Takács:** Early 21st century determinants of desired fertility in Hungary

Discussants:

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

Stream C: More jobs, better jobs?

Session C.6: **Job Quality and Work-Life Balance in Europe** (*Room 3*)

Sonja Drobnič and Ana Marta Guillén Rodríguez

Presentation of research findings:

- **Armi Mustosmäki, Timo Anttila, Tomi Oinas, and Jouko Nätti:** Job quality trends in Europe – implications for work-life balance
- **Heejung Chung:** Work-family conflict across 28 European counties: a multi-level approach
- **Barbara Beham and Sonja Drobnic:** Job demands and work-home interference: empirical evidence from service sector employees in eight European countries
- **Minna Salmi and Johanna Lammi-Taskula:** Job quality, work-family tensions and well-being: the Finnish case

Discussants:

- **Christine Erhel,** University Paris 1 – Sorbonne
- **Jane Jenson,** University of Montreal
- **Janine Leschke,** ETUI, European Trade Union Institute, Brussels

Stream D: Can Europe help?

Session D.2: **EUROPE 2020: Towards a more social Europe?** (*Forum*)

David Natali

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

Discussants:

- **Jean-Claude Barbier**, Université Paris 1 – Sorbonne
- **Jos Berghman**, Katholieke Universiteit Leuven
- **Philippe Pochet**, ETUI, European Trade Union Institute, Brussels

12:30-13:30 • Buffet lunch at the hotel Bloom



Kwint Restaurant, Thursday night Reception

13:30-16:00 • **Plenary session, (*Forum*)**
‘Tackling the crisis: is “Europe 2020” enough?’

Chair: **Maurizio Ferrera**,
University of Milan

Sophie Jacquot (Sciences-Po Paris): Learning from the national usages of Europe

Joakim Palme (Institute for Future Studies): Assessing the capacity of the Agenda 2020 to carry on ‘social investment’ ideals

Discussion

Pervenche Berès, Chair of the Committee on Employment and Social Affairs of the European Parliament

David Natali (European Social Observatory and University of Bologna): The Lisbon strategy, Europe 2020 and the crisis in between

Bruno Palier (Sciences-Po Paris): Why we need a social investment pact

Discussion:

Iain Begg, London School of Economics and Political Science

Frank Vandenbroucke, Member of the Flemish Parliament, former Belgian Minister of Social Affairs, and professor at the Katholieke Universiteit Leuven

16:00-16:30: Coffee-tea break and EDACwowe “Data Stop and Shop”

16:30-18:30 • **Plenary session, (*Forum*)**

‘Changing Worlds of Work and Welfare. What do we learn from RECWOWE’s activities?’

Chair: **Marc Goffart**,
European Commission, DG Research & Innovation, RECWOWE scientific officer

Giuliano Bonoli (Institut des Hautes Etudes en Administration Publique, Lausanne)

Ana Marta Guillén Rodríguez (University of Oviedo)

Trudie Knijn (Utrecht University)

Jon Kvist (University of Southern Denmark, Odense)

Wim van Oorschot (Tilburg University and EDACwowe)

Discussion:

Anton Hemerijck, Amsterdam University

Ralf Jacob, European Commission, DG EMPL, Head of Unit Active Ageing, Pensions, Healthcare, Social Services

Ann Orloff, Northwestern University, Evanston (US)

20:00: RECWOWE reception at the *Kwint* restaurant (please check the map page 23)

09:00-10:30 • **Thematic sessions (five parallel sessions)**

Stream A: Implementing activation

Session A.6: **Activation Reforms in Europe: Challenges to Social Citizenship** (*Forum*)

Sigrid Betzelt and Silke Bothfeld

Presentation of research findings:

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

With the participation of:

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

Stream B: Transforming social protection

Session B.7: **Care between Work and Welfare in European Societies** (*Consilium*)

Birgit Pfau-Effinger and Tine Rostgaard

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

Presentation of research findings:

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

Discussants:

- **Rianne Mahon**, Wilfred Laurier University, Waterloo (Canada)
- **Ann Orloff**, Northwestern University, Evanston (US)

Session B.8: **New measures for new welfare states: Better assessments of reconciliation of work and welfare through micro-simulation of public and private benefits** (*Room 3*)

Jon Kvist and colleagues

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

Discussants:

- **Mikko Kautto**, Centre for Pensions, Helsinki
- **Joakim Palme**, Institute for Future Studies, Stockholm

Stream C: More jobs, better jobs?

Session C.7: **Working poverty in Europe: tensions, risks and policies** (*Room 1*)

Neil Fraser, Rodolfo Gutiérrez and Ramón Peña-Casas

Presentation of research findings:

- **Neil Fraser**: Introduction of the book *Working Poverty in Europe*
- **Eric Crettaz** and **Alexander Goerne**: 'National variations and comparative analysis'
- **Ramon Peña-Casas** and **Dalila Ghailani**: 'Individualising gender in-work poverty risks'
- **Guillaume Allègre** and **Karen Jaehrling**: 'Making work pay for whom? With what consequences?'

Discussants:

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

Stream D: Can Europe help?

Session D.3: **The EU and Domestic Politics of Welfare State Reforms.**
Europa Europae (*Room 2*)

Paolo Graziano, Sophie Jacquot and Bruno Palier

Presentation of research findings:

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

Discussants:

- **Radek Maly**, European Commission, DG EMPL, Head of Unit Social Analysis
- **Jonathan Zeitlin**, Amsterdam University

11:00-12:30 • **Thematic sessions (five parallel sessions)**

Stream A: Implementing activation

Session A.7: **Activation Reforms in Europe: Challenges to Social Citizenship** (*Forum*)

Sigrid Betzelt and Silke Bothfeld

Comments on the concepts and findings by:

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

Stream B: Transforming social protection

Session B.9: **Care between Work and Welfare in European Societies** (*Consilium*)

Birgit Pfau-Effinger and Tine Rostgaard

Presentation of research findings:

- **Per H. Jensen** and **Rasmus Juul Møberg**: Tensions Related to the Transition of Elderly Care from an Unpaid to a Paid Activity
- **Teppo Kröger**: Under Tension: Formal Care Work with Older People
- **Tine Rostgaard**, **Carlos Chiatti** and **Giovanni Lamura**: Tensions related to Care Migration – The South-North Divide of Long Term Care
- **Hildegard Theobald**: Migrant carers in eldercare provision: Interaction of policy fields

Discussants:

- **Rianne Mahon**, Wilfred Laurier University, Waterloo (Canada)
- **Ann Orloff**, Northwestern University, Evanston (US)

Session B.10: **The Life Course and the Economic Sustainability of the Welfare State** (*Room 3*)

Patricia Frericks and Robert Maier

Are the European welfare systems sustainable? How can social citizenship be financed in the future? The round table is focused on some explanations based on a ‘rights over resources’ approach that analyses the economic flows in combination with different life course architectures in European countries, which can have a significant additional scientific value over the current state of the art on the approaches to the variety and change of European social models and societies.

Discussants:

- **Peter Abrahamson**, University of Copenhagen
- **Stefan Lessenich**, Friedrich Schiller University, Jena
- **Greet Vermeylen**, Eurofound, Dublin

Stream D: Can Europe help?

Session D.4: **Letting Europe In. The Domestic Usages of Europe in Reconciliation Policies** (*Room 2*)

Paolo Graziano, Sophie Jacquot and Bruno Palier

Presentation of research findings:

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

Discussants:

- **Jonathan Zeitlin**, Amsterdam University

EDACwowe Data Retrieval Workshop (*Room 1*)

Wim van Oorschot, Torben Fridberg and Heejung Chung

The aim of this activity is:

- to give a brief introduction on the contents and search facilities of EDACwowe, and then
- to give participants the possibility of working with the data-shell.

Please, note that should you be interested in participating in the workshop, you are asked to bring your own laptop with you.

12:30-13:30 • Buffet lunch at the Hotel Bloom



13:30-16:00 • **Round-table** (*Forum*)

‘Liberalisation, dualization or integration?’

How to interpret changes in labour market and social policies over the last three decades’

Chair: **Georg Fischer**, European Commission, DG EMPL, Head of Directorate A: Analysis, Evaluation, External Relations

This roundtable brings together the findings of four publications:

- The first group, led by **Neil Fraser**, **Rodolfo Gutiérrez** and **Ramón Peña-Casas**, analyzes the extent and causes of in-work poverty in comparative perspective. Overall, they question the overarching slogan of employment as the best and main solution to poverty.
- The second group, led by **Sigrid Betzelt** and **Silke Bothfeld**, analyzes in what way activation policies impact on given patterns of social citizenship that predominate in national contexts. They argue that the liberal paradigm of activation introduced into labour market policies in all Western European states, challenges the specific patterns of social citizenship in each country, affecting the citizens’ scope of expectations, choice and action.
- The third group, led by **Jochen Clasen** and **Daniel Clegg**, analyzes how labour market policies have been adapted to post-industrial labour markets in Europe. They argue that we are witnessing a ‘triple integration’ consisting of unemployment benefit homogenization, risk re-categorisation and increased emphasis on activation.
- Finally, the fourth group, led by **Patrick Emmenegger**, **Silja Häusermann**, **Bruno Palier** and **Martin Seeleib-Kaiser**, analyzes how social and labour market policies contribute to shaping the forms and extent of the new inequalities that challenge European societies. They argue that current labour market policy and social policy reforms should be conceptualized as a process of dualisation because in most cases only the position of outsiders has deteriorated, while the position of insiders has remained more or less constant.

Discussion:

Gerhard Bosch, University Duisburg Essen

Bruno Coquet, EMCO, Employment Committee of the EU

Christine Erhel, University Paris 1 – Sorbonne

Brian Nolan, University College Dublin

16:00-16:30 • Coffee-tea break and EDACwowe “Data Stop and Shop”

16:30-18:30 • Plenary session (*Forum*)

**‘The Agency Gap:
Capabilities for a Worklife Balance across Welfare Regimes and Within Work Organisations’**

Chair: **Robert Salais**, Ecole Normale Supérieure, Cachan,
Coordinator of the European Integrated Project CAPRIGHT

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

- One team led by **Barbara Hobson** and **Aleksandra Kanjuo Mrčela** analyses ‘How Tensions in Aspirations, Agency and Capabilities to Achieve a WorkLife Balance’ experienced by working parents across three different institutional contexts’
- A second group, led by **Laura Den Dulk** and **Colette Fagan** focuses on ‘Tensions within Work Organisational cultures and managerial practice shaping Worklife Balance: Comparative analysis at the firm/managerial level’
- Finally, a third group, led by **Sonja Drobnič** and **Ana Marta Guillén Rodríguez**, analyses ‘Quality of jobs and Quality of life: tensions at the work/Home interface’

Discussion:

Diane Perrons, London School of Economics

Jill Rubery, Manchester University

Greet Vermeylen, Eurofound, Dublin

20:00 • RECWOWE final dinner at the BOZAR Museum, (please check the map on page 23)



BOZAR Museum

PRACTICAL INFORMATION

○ VENUE AND ACCOMMODATION

- The Conference is held at the **Hotel Bloom** located **Rue Royale 250** in Brussels, near the **Botanical Garden/ Jardin Botanique / Kruidtuin**.
- Each room is decorated with a unique fresco painted by young talented artists coming from numerous European Institutes of the Arts member of ELIA (European League of the Institutes of the Arts).
- There is **free WIFI access** for the Internet in the entire hotel: bedrooms and meeting rooms.

○ TRANSPORTATION: HOW TO REACH THE HOTEL BLOOM?

- Nearest metro / tram station: **Botanique** (metro line 2 and 6, tram 92 and 94)
- Nearest railway station: **Gare du Nord/North Station** (500 meters from the Hotel Bloom)
- From Thalys and Eurostar station (**Gare du Midi/South Station**):
Metro line 2 or 6 from 'South Station' to 'Botanique'
- From Brussels Airport:
 - direct train connections between Brussels Airport and Gare du Nord/North Station (located 500 meters from the Hotel Bloom).
 - express bus line from Brussels Airport to Schuman Station



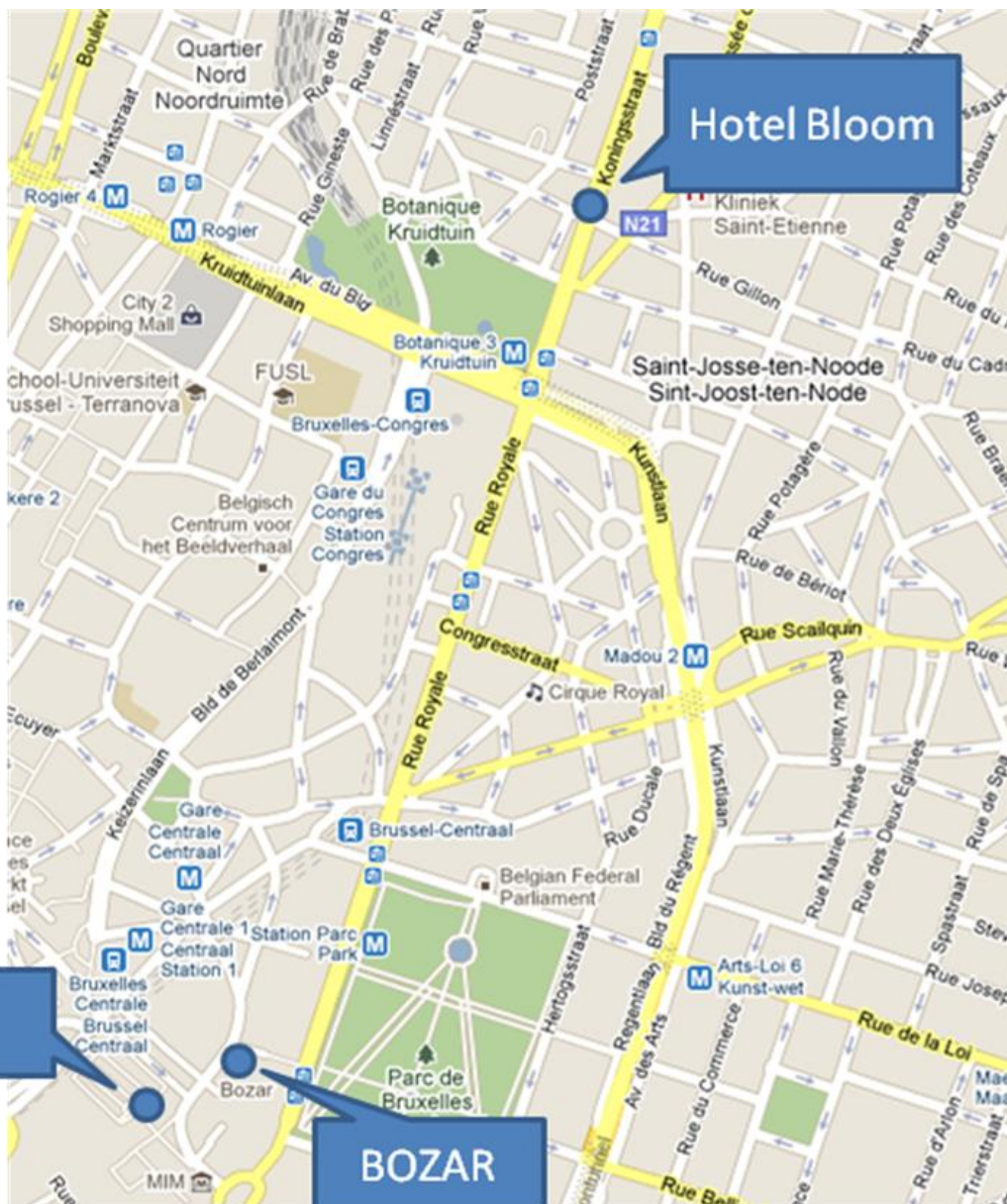
SOCIAL PROGRAMME

- The **RECWOWE Reception** on Thursday evening is organised in the **KWINT restaurant**:
Mont des Arts 1, Brussels

How to reach the Kwint restaurant: 20 min on foot from the hotel and 15 min by public transports: Tram 92 towards *Fort-Jaco* or Tram 94 towards *Legrand*, 4th stop: **'Palais' station**.

- The **RECWOWE final dinner** takes place at the **BOZAR museum**: rue Ravenstein 23, Brussels.

How to reach the BOZAR museum: 15 min on foot from the hotel and 10 min by public transports, Tram 92 towards *Fort-Jaco* or Tram 94 towards *Legrand*, 4th stop: **'Palais' station**.



CONFERENCE AT A GLANCE

Wednesday, June 15th

10:00-12:30 • arrival and registration
12:30-13:30 • Buffet lunch at the Hotel Bloom

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

14:00-15:30: Thematic sessions

A.1. <i>Consilium</i> Governance of activation policies in Europe	B.1. <i>Forum</i> Labour market flexibility and pension reforms in Europe	B.2. <i>Room 5</i> Tensions related to the marketisation of care in European Welfare States	C.1. <i>Room 3</i> Women on corporate boards and executive managerial posts	C.2. <i>Room 1</i> Reconfiguring welfare states in the post-industrial age: what role for social partners?
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16:00-17:30: Thematic sessions

A.2. <i>Consilium</i> Governance of activation policies in Europe	B.3. <i>Forum</i> Flexible today, secure tomorrow?	B.4. <i>Room 5</i> Tensions related to the marketisation of care in European Welfare States	C.3. <i>Room 3</i> Normative and legal perspective on job quality	D.1. <i>Room 1</i> Towards a social investment welfare state?
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19:00 • Dinner at the Hotel Bloom

Thursday, June 16th

09:00-10:30: Thematic sessions

A.3. <i>Room 1</i> Regulating the risk of unemployment in Europe	B.5. <i>Consilium</i> Work, family policies and transitions to adulthood in Europe	C.4. <i>Room 2</i> The Age of Dualization: who are the outsiders?	C.5. <i>Room 3</i> Public sector in recession
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11:00-12:30: Thematic sessions

A.4. <i>Room 1</i> Employers, recruitment practices and active labour market policies	A.5. <i>Room 2</i> The Age of Dualization: how European societies cope with de-industrialization	B.6. <i>Consilium</i> Childbearing intentions, women's employment and work-life balance policies	C.6. <i>Room 3</i> Job Quality and Work-Life Balance in Europe	D.2. <i>Forum</i> EUROPE 2020: Towards a more social Europe?
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12:30-13:30 • Buffet lunch at the Hotel Bloom

13:30-16:00: Plenary session 'Tackling the crisis: is "Europe 2020" enough?' (*Forum*)

16:30-18:30: Plenary session 'Changing worlds of work and welfare. What do we learn from RECOWE's activities?' (*Forum*)

20:00 • RECOWE Reception at the Kwint restaurant

Friday, June 17th

09:00-10:30: Thematic sessions

A.6. <i>Forum</i> Activation Reforms in Europe: Challenges to Social Citizenship	B.7. <i>Consilium</i> Care between Work and Welfare in European Societies	B.8. <i>Room 3</i> New measures for new welfare states	C.7. <i>Room 1</i> Working poverty in Europe: tensions, risks and policies	D.3. <i>Room 2</i> The EU and domestic politics of welfare state reforms. Europa Europae
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11:00-12:30: Thematic sessions

A.7. <i>Forum</i> Activation Reforms in Europe: Challenges to Social Citizenship	B.9. <i>Consilium</i> Care between Work and Welfare in European Societies	B.10. <i>Room 3</i> The life course and the economic sustainability of the welfare state	D.4. <i>Room 2</i> Letting Europe in. The domestic usages of Europe in reconciliation policies	EDACwowe data retrieval workshop (<i>Room 1</i>)
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12:30-13:30 • Buffet lunch at the Hotel Bloom

13:30-16:00: Round-table 'Liberalisation, dualisation or integration? How to interpret changes in labour market and social policies over the last three decades?' (*Forum*)

16:30-18:30: Plenary session 'The Agency Gap: Capabilities for a Worklife Balance across Welfare Regimes and Within Work Organisations' (*Forum*)

20:00 • RECOWE final dinner at the BOZAR Museum