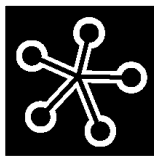


AIAS Self-Evaluation Report 2000-2004



**AMSTERDAM INSTITUTE FOR
ADVANCED LABOUR STUDIES**

University of Amsterdam

Self-Evaluation Report 2000-2004

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1. INTRODUCTION

The Amsterdam Institute for Advanced labour Studies (AIAS) is an institute of multidisciplinary research and teaching of the University of Amsterdam. It was founded in 1998 in order to bring together the University's expertise in labour studies from the Faculties of Law, Social and Behavioural Sciences, Economics and Econometrics, and Medicine. In June 2000, an international review committee evaluated the Institute's start-up performance and advised the Board of the University on its continuation and future programme of research and teaching.¹ The committee reported that AIAS had made a successful start in multidisciplinary teaching and that there were good foundations for high-quality research with an international reputation. The committee recommended investing in the triad of Law, Economics and Sociology, strengthening the cross-national comparative character of research rather than focusing on Dutch case studies in international studies only, increasing the visibility of research by publishing in high-ranking refereed journals and collections, and developing a PhD programme. The committee concluded that to accomplish its mission, the small AIAS centre needed to be expanded and would greatly benefit from having its own premises. On this basis, AIAS submitted a four-year plan and received improved funding for the period 2001-2004.

Advice about continued funding and future activities is now sought again, based on the performance of the Institute since June 2000. This self-evaluation report aims to provide the 2004 international review committee with a detailed overview of the renewed mission of the Institute (Section 2), the accomplishments in the fields of research (Section 3), teaching (Section 4) and societal activities (Section 5), as well as the organization and management of AIAS (Section 6). This report also evaluates this performance against the expectations of 2000 and presents a view on future developments (Section 7). The main developments are presented in the body of the text, whilst supporting detail is presented in the appendices.

¹ Committee members were Profs. David Soskice (Berlin) and Jaap Paauwe (Rotterdam). See *Report of the Review Committee of the 'Amsterdam Institute for Advanced Labour Studies' (AIAS)*, Amsterdam, July 2000.

2. THE MISSION OF AIAS

2.1. INTRODUCTION

AIAS is a young, multidisciplinary institute that brings together high-level expertise at the University of Amsterdam from five disciplines, namely Labour Law, Labour Economics, Labour Sociology, Labour Psychology, and Occupational Health and Safety Studies. The aim is to create multidisciplinary teaching and research projects whenever problems and developments in the fields of labour require such. Staff from different disciplines cooperate and enter into debate with each other in these projects. By combining insights from different disciplines, AIAS aims to add value to the insights provided by each of the disciplines separately. It should be stressed that this multidisciplinary approach is not a goal in itself, nor is such an approach easy to achieve in an academic environment where the central organizing principle is discipline based. Despite the many nice words devoted to multidisciplinary approaches in the academic world, it is a challenge to put this into practice. However, both in academic and in policy-related research there is a clear trend away from interdisciplinary research, as reflected in the funding policies of the Dutch Foundation for Scientific Research (NWO), the EU's Research Framework Programmes, and private foundations such as Russell Sage, Ford and Bertelsmann.

Since 1998, AIAS has developed in two stages. Until the first evaluation (June 2000), attention was focused primarily and successfully on the establishment of the multidisciplinary Master in Advanced Labour Studies/Human Resources and on the development of a joint teaching programme in Labour Studies, integrating undergraduate courses from the four constituent faculties. Since June 2000, more innovative teaching programmes have been developed but most attention has been paid to expanding the research portfolio both nationally and internationally. The 2000 evaluation report recommended strengthening the Institute's research, suggesting that the pay-off from the multidisciplinary research appears to be the highest in the triad of Labour Law, Labour Economics and Labour Sociology. This has resulted in the reformulation of the research programme and a very wide range of research activities, given the modest size of the Institute. As concluded in Section 7, the prime aim for the coming years should be to consolidate this wide range, reinforcing the scientific and organizational coherence, both in teaching and in research.

2.2. MISSION AND NETWORK PHILOSOPHY

After June 2000, the Institute's mission was formulated with more precision. AIAS wants to be a leading academic centre with a threefold task:

- ❑ To perform and facilitate **research** aimed at developing and empirically testing and applying theories that can explain the working of labour markets, labour relations and organizations, and social and labour policies in an internationally comparative perspective.
- ❑ To develop integrated and multidisciplinary **teaching** programmes concerning these issues in cooperation with partners both inside and outside the University, both nationally and internationally, attracting foreign and Dutch students.
- ❑ To provide expertise to **society** by supplying analytical tools, results and data to enlighten policymaking in the field of labour and to contribute to the intellectual and public debate on labour, employment and social policies.

These three tasks are discussed in more detail in Sections 3 (research), 4 (teaching) and 5 (societal activities). Labour is the prime and overarching focus of the mission and more will be said about its analysis when the research programme is discussed in Section 3. First, however, two more general aspects of our mission will be considered, namely its multidisciplinary nature and the networking approach.

The guiding organizational principle for realizing the mission is for the Institute to remain firmly rooted in the constituent disciplines, that is to remain of relevance for teaching and research in the supporting faculties, and not to become a separate entity with an institutional logic of its own. The principle is reflected in the governance and funding of the Institute as well as in the organization of the various teaching and research programmes. Most of the external funding for research AIAS that has been able to attract because of its multidisciplinary character and 'field' specialization, is used to support researchers, PhD students and projects located in the research schools of the faculties. Similarly, the philosophy in teaching is that AIAS develops multidisciplinary programmes and modules, and brings together teaching teams from different disciplines, on behalf of the educational schools of the faculties and of the University in general. AIAS sees itself as a network organization based on a small bureau that actively stimulates and, where necessary, initiates and supports multidisciplinary research and teaching activities, but does so in cooperation with and in response to faculty staff, including scholars from outside the University of Amsterdam. On the financial side, the implication is that AIAS receives modest, basic funding from the University and aims to acquire additional funding for its activities; its ambition is to get these primarily from scientific programmes and to exploit the market of applied research only occasionally, and only when such fits in with the Institute's mission.

With its mission, AIAS is working hard to become *the* national centre of expertise on labour issues for the Netherlands, with sufficient international acclaim to make the Institute a natural partner for international cooperation in research and teaching. In that sense, AIAS should be considered part of a wider international network of leading academic centres of research and teaching on labour issues.

2.3. THE MULTIDISCIPLINARY APPROACH

As stated, many nice things have been said about multidisciplinary research and teaching, but it is not so easy to make disciplines talk to one another. There is always the danger that the relationship with the disciplinary foundations, and the recognition of quality research and teaching by those disciplines, will become lost. Fortunately, one does not have to believe in an integrated universal, general social science of labour in order to see the advantages of a multidisciplinary approach, since most research and policy problems cannot be defined and solved with the tools of a single discipline. Today, the successful pursuance of competences and careers also needs the combination of insights and tools from several disciplines.

In teaching, the multidisciplinary approach acts as an essential link between different fields of study. Interdisciplinary modules form the 'roof of the house', building upon the foundations of the various disciplinary theories, tools and methods. Economics, law, sociology, psychology and occupational health are taught separately in both the Minor in Labour Studies and the Master programme in Advanced Labour Studies/Human Resources, and there are also a number of integration modules in which there is co-teaching from an interdisciplinary perspective. In these modules, lecturers and researchers from different disciplines try to define and tackle the same problem using the tools of their own discipline, and by debating with one another and with the students about the solutions they or their discipline can offer. A similar tactic is used at AIAS annual conferences and in the various postdoc study programmes, where speakers from diverse fields are invited to explain their disciplinary approach to a particular topic. In this way, both staff and students can gain a greater understanding and instigate a fruitful dialogue.

In AIAS research programme, researchers work on common themes which are at the core, and sometimes at the frontier, of their own disciplines. As observed by the 2000 Review Committee, most multidisciplinary research at AIAS seems to be concentrated in Economics, Sociology and Law. It has proven more difficult to build complete coverage of the five disciplines in research than in teaching, though some modest steps towards integrating Psychology (particularly studies of recruitment bias in labour markets, social learning behaviour related to policy reform, and attitudinal structuring in negotiations) and Occupational Health and Safety (particularly studies related to the

medical treatment of labour-related illnesses and stress prevention) have been made and will be pursued in the future, also with the help of new staff and newly funded programmes.

The full multidisciplinary cooperation in teaching will be treated with great care as it provides an important common ground for cooperative research. The attention paid to the development and elaboration of databases can be viewed from the same perspective. Investing in and working with a shared set of data promotes joint research. Key projects undertaken in this context are the AIAS databases set up jointly by the participating disciplines (Collective Labour Agreement Database, International Reform Monitor, Wage Indicator, International Union Database, Indicators for Industrial Relations Research, etc.). While setting up these databases, the questions and approaches typically asked by the different disciplines are taken into account. As a result, researchers from different disciplines can use the results and the conducting of joint research has been made easier.

2.4. THE NETWORKING APPROACH

The networking approach is also important from a European and an international point of view. Both horizontal and vertical forms of integration are emerging during the process of European integration. The process and outcomes of European integration in labour markets and labour relations, in employment and social policy can be interpreted and explained from a legal, economic, sociological and political viewpoint, but none of these disciplines can provide the complete picture. Because of their different institutional set-ups, the comparison across countries reinforces the need for a combination of analytical perspectives doing justice to the complexity of these processes and their effects on labour markets, employment, welfare states and labour relations in different countries, sectors and firms. In the academic fields of industrial relations, labour market research, and social and employment policy formation, there is a need to combine cross-national comparative and European (and perhaps global) integration studies.

AIAS is contributing actively to this development. Participation in the international Master programme in Comparative and European Labour Studies and the 2002 revision of the research programme have intensified its already firm international orientation, primarily towards the EU but also beyond Europe. There is a strong presence in the Fifth and Sixth Framework Programmes for EU Research and active cooperation with the leading universities and centres of teaching and research in the area of work, income, employment, labour relations, welfare states and social policy. AIAS researchers also participate in work for the International Labour Organisation (ILO) and the Organisation for Economic Cooperation and Development (OECD).

Appendix 4 lists the participation of AIAS in international projects of cooperation in teaching and research. Sections 3 (research) and 4 (teaching) discuss the main content of these projects.

3. RESEARCH

3.1. INTRODUCTION

In the course of 2002 AIAS adopted a new programme for research. In early 2003, the new AIAS *Labour-In³* research programme received the endorsement of the Steering Committee.

This section presents both the overall problematic of the programme and the programme's objectives. The remainder of the section presents an overview of current and past research projects in the period 2000-2004.

3.2. THE PROBLEMATIC OF THE *LABOUR-IN³* RESEARCH PROGRAMME

The point of departure of the research programme is what might be called, after Karl Polanyi, the Second Great Transformation: from labour markets embedded in and protected by national states to states embedded in and exposed to internationalising markets. The key conjecture inspiring our research agenda is that the twentieth-century answers to the social question are increasingly becoming invalid. New institutional solutions are needed that take account of rising international competitive pressures and changing technologies of organizing and communicating, and that address the old and new inequalities of our times. We need new approaches to the organization and management of work, trade unions, social insurance, training and employment policy, life course, care and pension management, reflecting the changing realities of globalisation, migration, information technology, skill-biased technology, transitional and informal labour markets, family change, gender relations and ageing, while rethinking the theories and categories of thought inherited from industrial society.

During the advent of industrial capitalism, the destabilization of social ties based on proximity and related to kinship and territory appeared as the very condition of modernity and growth. Labour was freed in order to become exchangeable through what Polanyi called the 'unfeeling mechanism' of the market. However, while markets for commodities spread all over the globe, in industrial societies the market for labour could only prosper when checked by a set of powerful institutions. The development of now common institutions like trade unions, social insurance, labour law, collective labour agreements, minimum wages, etc. in response to the social question posed by the market system, constituted the first great transformation. These institutions protected workers and their families against the vagaries of markets, both as objects – namely against the hazards of work

destroying or impairing their capacity to earn a living – and as subjects, namely against the encroaching of employer power on their private and public life, thus creating the conditions for worker organization and the expression of social solidarity. Typically, these institutions developed and received their strength within national states, that is, social organizations endowed with legitimate and coercive powers within their territory.

Today, we are in the midst of a transformation in which the old institutions are not yet dead and new ones have not yet been formed. A major question is related to the development of transnational collective action based on state and non-state organizations (firms, unions, employer organizations, NGOs), supplementing or eroding national frameworks for investment and solidarity. Another main question is related to the process of and incentives for institutional change and the role of international pressure and guidance. The impact of the current transformation process on our societies, and particularly on internal cohesion and various dimensions of inequality, particularly as generated through the labour market, constitutes another major agenda for research.

3.3 THE RESEARCH OBJECTIVES OF THE *LABOUR-IN³* RESEARCH PROGRAMME

The three main research objectives of the *Labour-In³* programme reflect the three 'In's of internationalisation, institutions and inequality. More in particular, the programme seeks to:

- ❑ Investigate and explain the processes and consequences of **internationalisation** in labour markets and labour relations, particularly in relation to trade unions, collective bargaining, corporate governance and employee representation, social insurance and welfare state development (cluster I).
- ❑ Identify, explore and explain the evolution of **institutions** and mechanism of institutional change and social learning in labour markets, industrial relations, welfare states and social policy (cluster II).
- ❑ Examine and explain the causes, transmission and consequences of **inequalities** in formal and informal labour markets, especially with a view to the (causal) role of internationalisation, institutions and incentives (cluster III).

These three research agendas cover various levels of aggregation in the comparative analysis of labour markets, welfare states, work organizations and labour relations: states and national or international institutions; organizations, networks or groups; and individuals or households. This methodological distinction loosely fits the customary triad of macro-meso-micro. The macro-micro

link is present in each part of the *Labour-In³* programme but what constitutes macro and micro may change with the research question posed.

At the macro level we focus on the analysis of the comparative advantage of and competition between national systems and institutions, and on the role and the development of international regimes and multilevel governance. Here, AIAS research seeks to explore and analyse mechanism of institutional change, especially in a context of competitive pressures between states and the development of international regimes and multilevel government (as in the EU). The micro level of analysis in this case is constituted by the organizations and agencies (states, firms, unions, international organizations) that compete or collaborate with one another, and may engage in learning or experimenting behaviour.

At the meso level we concentrate on the organization of firms, trade unions, employers' associations, etc. and the processes of conflict, bargaining and cooperation between them. In this context, AIAS researchers study the new international economic environment for firms and work organizations and its consequences for the organization of internal and external labour markets, labour relations, solidarity and the associability of labour and business, both nationally and internationally. Processes of conflict, cooperation and coordination are of prime interest in this type of research and have macro implications and micro (behavioural) foundations.

At the micro level, processes and mechanisms of allocation, selection, remuneration and stratification in work organizations and labour markets are the focus of research. The emphasis is on micro-level data and outcomes, particularly when relating to the conditions of pay and work, and the mechanisms and dynamics of inequality as manifested in modern labour markets. The central research agenda concerns how these inequalities express themselves (gender and ethnic pay and career gaps, inequalities related to skill, age and experience, etc.) and how they relate to macro conditions (economic development; political conditions) and meso-level institutions (education; wage-setting; formal or informal norms of exclusion or self-exclusion; employer selection, public care and social policy) and processes of internationalisation (investment and trade patterns, migration, labour standards, etc.).

The following section and Appendix 3 detail the AIAS research programme and projects. While it is possible to group projects in the three priority areas mentioned above, they naturally cut across these boundaries in many cases.

3.4 RESEARCH PROJECTS

3.4.1 INTERNATIONALISATION

In this cluster we seek to investigate and explain the processes and consequences of internationalisation in labour markets and labour relations, particularly in relation to trade unions, collective bargaining, corporate governance and employee representation, social insurance and welfare state development. Financial support for the research in this cluster comes from various sources; the most prominent among them being private foundations, the Dutch Organisation for Scientific Research (NWO), the Sixth EU Research Framework, the European Commission (DG Employment and Social Affairs (DG ESA), and the Dutch Ministry of Social Affairs and Employment (SZW). The majority of research projects in cluster I involve cross-national comparative studies and/or the interaction between international and national policies (e.g. benchmarking, open method of coordination, etc.). Currently there are five PhD students in this cluster, all but one from abroad. Three PhD projects are externally funded.

Cluster I research projects: Internationalisation

No.	Description	Funding
I-01	INTERNATIONAL REFORM MONITOR of labour markets, social security, health, pensions	Bertelsmann Foundation
I-02	FUTURE: The future of collective bargaining in Europe	DeBenedetti Foundation
I-03	PEER REVIEW in labour market policies 2002-2003	EC-DG ESA
I-04	FUTURE OF THE DUTCH MODEL: adaptive and reflexive governance	Dutch Govt: SZW
I-05	EES: evaluation of the Dutch experience with the European Employment Strategy (EES)	Dutch Govt.: SZW
I-06	IBIO: The internationalisation of business interest organizations in Europe	MPIfG / AIAS
I-07	FDI pressure on industrial relations in Siemens Germany and Brazil*	UvA
I-08	ESD: the European Sectoral Dialogue	Dutch Govt: SZW
I-09	BENCHMARKING: evaluation of its uses in the European pension reform debate	UvA: German Institute
I-10	OMC: the Open Method of Coordination in employment and social inclusion compared	SAL TSA – Sweden
I-11	EIRR: the European industrial relations report 2004	EC-DG ESA
I-12	CONVERGENCE: Phillips, Volkswagen and East -West convergence in labour relations*	UvA
I-13	Globalisation and industrial relations in multinational corporations in the Netherlands	FNV
I-14	ESM: the European Social Model	ETUI
I-15	Gal-1: governance as learning, the OECD Job Study and the European Employment Strategy*	NWO
I-16	Gal-2: governance as learning, the use of social pacts*	NWO
I-17	Gal-2: governance as learning, the Open Method of Coordination*	NWO
I-18	NEWMODES: new modes of socio-economic governance	EU-FP6

* PhD projects

There are a total of 18 projects, of which 7 (2, 3, 4, 5, 8, 9, 13) have been completed and a further 3 (6, 10, 11) will be finished in the first half of 2004. Project 1 is a recurrent activity of the Institute, 7 and 12 are 4-year PhD studies in various stages of completion, and 15-17 are PhD projects started in 2004. The Study of the European Social Model (14) has also just started and the NEWMODES research programme (18) – which is funded under the Sixth Framework, with several individual projects embracing various researchers and countries – will start in September, in close cooperation with the European University Institute in Florence.

Almost half of the projects (1, 3, 5, 9, 10, 15-17) are specifically addressing issues of the internationalisation of policies and institutions, the use of benchmarking, and peer review.

Increasingly these methods have migrated from the world of international firms to that of international policymaking. Most particularly, this is the case in the European Employment Strategy (EES), which has existed since the Treaty of Amsterdam and the Luxemburg Summit of 1997. Together with SEO (the University's Institute for Applied Economics), AIAS undertook the evaluation study of the first five years of the EES in the Netherlands, showing that there had been interesting but modest learning effects, as well as very weak evaluation practices. The study formed part of the revision of the EES for its second five-year period. Projects 9 and 10 – which were carried out in cooperation with the University's Institute for German Studies and the Swedish Institute for the Study of Working Life (EU SALTSA programme) – were follow-ups, expanding into other domains of social policy (pensions, poverty). These studies revealed the clear limitations of international benchmarking, especially when indicators are weak, policy comparisons decontextualized and evaluation procedures underdeveloped. Projects 15-17 are part of the 2003-2008 Shifts in Governance research programme of the Dutch Foundation for Scientific Research (NWO) and ask the fundamental questions whether organizations and policymakers learn from past failures, and whether international pressure and comparisons contribute to 'learning ahead of failure'. More specifically, these projects seek to identify mechanisms of learning in the international politics of labour market and welfare state reforms, taking their cues from organizational psychology, sociology and political science. This work builds on the policy learning approach in 'A Dutch Miracle' by Visser and Hemerijck (1997).

Project 2 – which involved cooperation with a group of renowned labour economists – analysed and predicted the future role of collective bargaining and trade unions, considering the further integration of product markets in Europe under the impact of monetary integration and organizational decentralization. The decline in union representation contrasts with the comprehensive coverage of collective agreements and the institutional role of trade unions in public policy, thereby creating tensions of political legitimacy. This is also one of the key findings of project 4 (which was commissioned by the Dutch government), though in this case it was also possible to consider different responses of public policy to the double squeeze of internationalisation and decentralization. The problem of legitimacy is, in part, taken up in the Integrated Project on New Modes of Socio-Economic Governance, which is being funded under the Sixth EU Research Framework (2003-2008). In particular, the various roles and the accountability and legitimacy of interest association as co-policymakers will be subject of investigation. The study of trust, associability and legitimacy is also studied with the help of micro-level survey data in relation to research on economic change, social cohesion and inequality (see under III below). Project 6 – which is being conducted in cooperation with the Max Planck Institute in Cologne – poses similar questions with regard to employers and business associations in various countries, sectors and international arenas. It is demonstrated that in

spite of growing attention for international affairs, national representation has remained very important for business in Europe.

It does not seem likely that national welfare states and labour relations will be dissolved in European ones. This conclusion results not only from the comparative study of trade unions and employers' organization, nor only from collective bargaining. The study of the European social dialogue at both the cross-sectoral and sectoral level, which was commissioned by the Dutch Ministry of Social Affairs and Employment (project 8), showed that the EU sectoral social dialogue, despite institutional investments and sponsorship from the European Commission, has not become an arena for social policymaking and self-regulation, but has remained or become an additional channel for lobbying. The conclusion is that the observed cross-sectoral variation of the results of social dialogue is best explained by political and institutional variables (particularly the degree to which sectors are affected by European law and policies) rather than by the economic characteristics of the sector.

The report on Industrial Relations in Europe 2004 (project 11), which has just been completed, takes this further, showing the interaction between national diversity, described by a set of industrial relations indicators covering all 25 EU Member States, and European initiatives based on hard and soft law, as well as voluntary attempts at coordination. Again, the overwhelming impression is one of massive diversity in both interests and institutions across the EU. The report, which is to be published by the EC in September 2004, also reviews trends and variations in corporate governance and company industrial relations, and contains a special study, conducted in cooperation with the ILO, of the change in working conditions and work-family relations in the new Member States from Central and Eastern Europe. Early this year, AIAS started participating in a study of the European Social Model(s) in view of enlargement; the study is organized by the European Trade Union Institute.

The PhD projects (7 and 12) are studying the role of large firms and foreign direct investment in changing labour relations in both sending and receiving countries and belong to the more classic industrial relations studies of the mechanism, agents and nature of convergence, or the absence thereof. This is also the issue in project 13, which was conducted on behalf of the Dutch Confederation of Trade Unions (FNV) and compared the industrial relations/HRM strategies of four foreign-owned and four Dutch multinationals in the Netherlands. It turned out that cross-company differences in approaches to trade unions and works councils were slight.

Finally, AIAS is the Dutch correspondent in the ongoing project The International Reform Monitor, which is funded by Bertelsmann Stiftung, in Germany. This project aims to monitor the process of innovative socio-economic policymaking and reform in legislation and collective agreements for 15 OECD countries (including the non-EU countries Australia, Canada, Japan and the United States). The monitor is published twice yearly and is publicly accessible via www.reformmonitor.org. This website provides information from an international perspective on current reforms in the fields of

social policy, labour market policy and industrial relations. In addition, two special surveys were dedicated to the funding of the pension system and to skill shortages in the labour market.

3.4.2. INSTITUTIONS

In the second cluster, AIAS researchers are studying the institutions that define and regulate labour markets and labour relations in Europe law, that is, collective bargaining, trade unions, social security and insurance. Financial support for the research in this cluster comes from various sources, namely the International Labour Office, the EC and international research agencies; the Netherlands Organisation for Scientific Research (NWO), and the Dutch Ministry of Social Affairs and Employment. Currently, five PhD projects are situated in this cluster (four with external financial assistance, including one vacancy). One PhD student is from outside the Netherlands. As in cluster I, the majority of research projects involve international comparative research, though a large minority are independent projects focussing on aspects of labour relations and social policy in the Netherlands or in Europe.

Cluster II research projects: Institutions

II-01	DUES: The Development of Unions in European Societies	Volkswagen Foundation
II-02	TRADE - OFF between employment and competitiveness in sectoral and local bargaining	ILO
II-03	FLEXICURITY: Transitional labour markets, working-time patterns, and flexicurity	EU-FP5
II-04	RECOGNITION: recognition and representation criteria in public sector labour relations*	CAOP; FdR
II-05	REPRESENTATION: organization, institutions and representation of unions and employers	EC-DG ESA
II-06	DUCADAM – Dutch Collective Labour Agreements Database and Monitor	NWO
II-07	CHOICE: Individual choice and cafeteria benefit systems in collective labour agreements	Dutch Govt: OSA
II-08	IRISH SOCIAL PACT: Multilevel bargaining – a contribution to the 2002 strategy report	Irish Govt: NESCS
II-09	PENSIONS: is there a Dutch way to pension reform?	ESRC-UK
II-11	AGENDA-SETTING: gender and determinants in agenda-setting in collective bargaining*	NWO
II-12	SKILL: skill policies in the Netherlands and the role of the social partners	Federetti
II-13	HEALTH: market relations, flexibility and labour relations in the health care sector	Dutch Govt.: NIZW
II-14	DECENT WORK – a global database of social dialogue indicators	ILO
II-15	GENDER: Gender mainstreaming in Europe	ETUI and SALTSA
II-16	CORPORATE COMMUNITY: Interlocks and networks of Dutch business*	UvA
II-17	KNOWLEDGE NETWORKS: Patents, competition and international knowledge networks*	NWO
II-18	IRI: Industrial Relations Indicators	OECD/EC-DG ESA
II-19	RECRUITMENT: Formal and informal institutions and recruitment strategies of employers	NWO VENI-selection**
II-20	STRESS: The effectiveness of stress prevention covenants in the public sector*	FNV: ABVAKABO
II-21	NWO WAGE-SETTING: Flexible wage-setting in research	NWO
II-22	TWA: temporary agency work and the variable uses of law and agreements*	NWO (vacancy)
II-23	Solidarity and the welfare state	GAK Fund
II-24	TWA2: temporary agency work and the variable uses of law and agreements in different countries and sectors	NWO (vacancy)

O* PhD projects; ** selected for final examination, not yet awarded

Of these 24 projects, 9 (1, 2, 3, 7, 8, 9, 12, 13, 15) have been completed, and in a number of cases they have become the basis for further work (trade union database, flexicurity, pensions). Some projects (1, 4, 5, 14) focus on the organization of trade unions and employee representation, in Europe and globally. In the area of union research, AIAS, in cooperation with the Mannheim Centre of European Social Research (MZES), has developed *the* authoritative database on membership and density in the EU: the Development of Unions in European Societies (DUES) Database. The International Handbook and Database (CD-ROM) were published in 2000, with a second edition in 2004, in the widely acclaimed series on European Societies. In 2004, in cooperation with the OECD

and the EC and as part of a broader project on industrial relations indicators (including employer organization rates, works council representation, centralization and coordination of wage bargaining, extension, minimum wages and government intervention), the data series was updated and extended to non-European Member States of the OECD and new Member States of the EU (project 18). This work will be published as part of the OECD 2004 Employment Outlook and the 2004 European Industrial Relations Report, and then be made available separately at www.uva-aias.net.nl. In cooperation with the International Labour Organisation (ILO), some of this work has been expanded worldwide to include over 100 countries (project 14). This is part of the global database on Decent Work established by the ILO (see www.ilo.org.) Some results have also been reported in the new *International Handbook on Trade Unions*, published with a group of world-leading labour economists.

From its inception in 1999, AIAS has participated in the EU-wide study of the representativeness of organizations of employers and employees, which is being conducted on behalf of the EC and directed by the Institut des Sciences du Travail of the Catholic University of Louvain-la-Neuve. In the project several book chapters and more than twenty sectoral reports have been written by each of the participating fifteen national teams.² These studies also cover employer organizations, institutions for social dialogue and collective bargaining. Project 4 – which is being conducted in cooperation with the Centre for Labour Relations in the Public Sector (CAOP) and the Faculty of Law – focuses solely on recognition criteria for employee representation in the public sector

There is a close relationship with a second group of projects focusing on the role of collective bargaining and the interaction with labour law, especially in relationship to new, non-standard employment contracts and practices. The Flexicurity project (3), which is being carried out in cooperation with the Wissenschaftszentrum in Berlin and Tilburg University, combines insights from economics, sociology and law as it focuses on the regulatory consequences of transitional labour markets and has produced several comparative studies on the regulation of part-time jobs, agency work and temporary employment by means of legislation or voluntary agreement. In this area various new legal techniques, with possibilities to waive general standards, have emerged. A comparative study (22, 24) covering the Netherlands, Denmark, Great Britain and Germany on the use of law and agreements in the regulation of temporary agencies and collective bargaining in this industry will start in September 2004. In cooperation with SISWO, which is coordinating the extended Flexicurity project, AIAS will in 2004-2005 host a Marie Curie Chair specializing in this area. Apart from the relationship with the governance projects in cluster I and the inequality studies in cluster III, there is also the relevance for a number of stand-alone case studies of particular sectors, such as health (13) and research (21); the use of covenants and soft law in extending coverage of occupational pensions

² Most of these reports can be downloaded from the website of the *Institut des Sciences du Travail* of the Catholic University in Louvain-la-Neuve in Belgium.

to flexible and part-time workers (9) and in stress prevention policies in the public sector (20); the conditions and use of choice in 'cafeteria' agreements (7); the trade-offs in local and sectoral employment pacts (2) and the development of quasi-voluntary collective funds for vocational training and skilling in some industries (12). In all these projects the issue is the innovative capacity and flexibility of collective bargaining and labour law. As in the governance projects, these policy-oriented projects are closely related to our central research problematic of institutional change and innovation in view of the new challenges facing welfare states and labour markets. These smaller studies, which are often undertaken for bodies outside the academic community, form part of our search for viable institutional solutions in support of effective policies, for instance those that contribute to growth, employment and social inclusion, as defined in the Lisbon agenda of the EU.

The *Dutch Collective Agreements Database and Monitor (DUCADAM)*, which was developed and directed by AIAS research coordinator Kea Tijdens, constitutes an important research tool for these and other projects. In 2000, AIAS received a grant under NWO's medium-sized investment programme for the purpose of establishing and developing DUCADAM in the period 2001-2010 (project 6). The database provides access to the full-text and coded information on more than a thousand collective labour agreements in the Netherlands. In 2001, AIAS signed a cooperation agreement with FNV Bondgenoten, the largest private sector union and owner of the FNV CAO DATABANK. For a ten-year period, university researchers will have access to the databank. AIAS has set up a publicly available website with a literature and a jurisprudence database. AIAS also takes care of the transfer of coded information into a dataset for statistical analyses. NWO funded an application for a PhD student to carry out research on the determinants of agenda setting in collective bargaining (project 8). Using the coded information datasets and multivariate statistical analysis, four questions will be studied, namely: Do family-friendly bargaining outcomes depend on the share of female employees? Do female-oriented issues in union bargaining proposals depend on the share of female members and the organization of the female vote? Does the gender of negotiators matter? Is there a trade-off between female-oriented issues and wages rates in collective bargaining? Issues of gender and gender mainstreaming in labour market policies figure prominently in our work (project 15, see also below under inequalities).

Finally, projects 16, 17 and 19 combine empirical investigation with a strong theoretical approach to the study of competitive processes inside and outside the labour market. The sociological use of network theory and methodology plays an important role in each project. Project 16 is studying the growing importance of shareholder value and the loosening of the networks of interlocking directorates between banks and industry; project 17 is focussed on the competition for knowledge and the network dynamics in international (US) patenting; and project 19 is studying the formal and informal network channels used by employers in the competition for various types of staff. These three projects should help to develop stronger sociological theories of competition. Project 23 was

developed in cooperation with De Burcht National Trade Union Museum, an important AIAS partner in dissemination of research and special-course teaching, and recently received a large private grant. The project will study in depth the social, psychological and philosophical foundations of social solidarity in relation to the future of the welfare state.

3.4.3. INEQUALITIES

In the third cluster, AIAS researchers primarily use surveys of individual, household and enterprise (micro level) data, particularly those relating to the conditions, mechanisms and dynamics of inequality as manifested in labour markets. How these inequalities relate to institutions (training and education; wage-setting; social policy; formal or informal norms of exclusion or self-exclusion; employer selection) and macro processes of internationalisation (investment patterns; emigration and immigration) is of key importance for the research in this cluster. There is a mix of international and national studies. Most research is based on individual, large-N surveys, and employs sophisticated statistical techniques. Some studies combine this with in-depth case histories, ethnography and studies of policies and policymaking processes. Financial support comes from a variety of sources, both private and public. The EC – both under its peer-reviewed Framework Programmes of the Directorate-General aimed at establishing the European Research Area, and the Directorate-General Employment and Social Affairs – has been an important partner, as is the Dutch Department of Social Affairs and Employment. There are four PhD projects in the cluster, of which three are funded by external, private resources. Two of the PhD students are from outside the Netherlands.

Of the 32 projects in this cluster, 12 (2, 3, 5, 7, 8, 9, 10, 11, 13, 14, 15, 28) have ended with publications (a list of all publications can be found in Appendix 2); the others are progressing. Many of the projects in this cluster concern database collections, often with the use of Internet search (1, 7, 16, 17, 25, 31), and will be discussed in the section on data sets. There is also a large presence of long-term 'network of excellence'-type research financed under the Fifth and Sixth Framework and based on international exchange and cooperation (4, 12, 13, 14, 18, 23, 30, 31 and hopefully also 32).

Projects 1, 3, 8, and 19 deal with the wages, careers and working time patterns of women, project 9 with ethnic workers, projects 21, 22 and 25 with immigrants and domestic workers, project 5 with older workers, and project 20 with problems related to health and disability. The study of the integration of new ethnic groups built on earlier work by AIAS staff. One dissertation was defended in May 2002, and another, on informal markets and evasion, in January 2002. During the year, proposals were written for research projects aimed at analysing the factors that determine the integration process of refugees into Dutch society, as well as those determining the use of informal networks or formal channels in recruitment. A VENI talent proposal for NWO funding of research in ethnic diversity and wages was rejected, however. Another VENI talent proposal on informal and informal recruitment patterns has been short-listed but funding is uncertain. Also talks with the Shell

Company on the study of Internet recruitment did not produce concrete results. Negotiations with the Ministry of the Interior and the Social and Cultural Planning Bureau (SCP) in The Hague to establish a refugee panel study led to a small research grant to examine the wage gap for ethnic groups, which in due course may be turned into a more substantial monitoring instrument.

Cluster III research projects: Inequalities

III-01	WWVI: the Women's Wage Indicator	UvA
III-02	GAP: the EU-US employment gap: benchmarking low/high wage employment	EC-DG ESA
III-03	FEMALE UNIVERSITY CAREERS: ambitions or networks?	UvA special fund
III-04	LoWER 2: European Low-wage Employment Research Network, Phase 2: Can improving low-skilled consumer-service jobs help European employment growth?	EU-FP5
III-05	AGE: the effects of working hours and atypical contracts on wages of older workers*	UvA
III-07	IT COMPETENCIES: development of employee competencies in the information sector	NWO
III-08	TAX EVALUATION: the impact on female labour supply	Dutch Govt: Finance
III-09	ETHNIC: wage differences and ethnicity	Dutch Govt: SZW
III-10	FLEXIBLE: the extent and consequences of flexible working conditions	European Foundation
III-11	STATISTICS: constructing a new cross-national architecture for labour market statistics	Ford Foundation
III-12	DEMPATEM: demand patterns and employment growth: consumption and services in France, Germany, the Netherlands, Spain, the UK and the US	EU-FP5
III-13	OVERCOMING MARGINALIZATION	EU-FP5
III-14	DEUCE: equal opportunity for men and women in Europe	EC-DG ESA
III-15	EVASION: formal and informal institutions, labour markets and tax evasion	UvA
III-16	DWI: Dutch Wage Indicator	Monsterboard
III-17	BEST: best employer survey	Intermediair
III-18	EPICURUS: societal and economic effects on quality of life and well being: Preference identification and priority-setting in response to changes in labour market status	EU-FP5
III-19	FEMINIZATION: the feminization of labour and part-time work in three EU countries*	Reaal Insurance
III-20	TREATMENT: the effectiveness of medical treatment in the case of labour-related illnesses*	UvA
III-21	DOMESTICS: migration, domestics and informal labour relations in Amsterdam*	UvA
III-22	Immigrant's Labour Market Position Monitor	SCP/Dutch Govt: BiZa
III-23	CHANGEQUAL: developing indicators of social and economic change and equality	EU-FP5
III-24	TOP INCOMES: in the Netherlands in comparison to other countries (historical trends)	UvA
III-25	IMMIGRANTS in the Dutch labour markets	UvA
III-26	FIELDS OF STUDY: high-school education, fields of study and labour market careers	Canadian Science Fund
III-27	OLDER WORKERS: the position of older workers in the Netherlands	OECD
III-28	PUBLIC: wage differences between the private and public sector in the Netherlands	OECD
III-29	LOW WAGE: low wage in Europe and the US	Russel Sage Foundation**
III-30	LoWER 3: European Low-wage Employment Research Network, Phase 3: the insecure perspectives of the low-skilled in the knowledge society	EU-FP6
III-31	WOLIWEB: a European Wage Indicator	EU-FP6
III-32	EQUALSOC: economic change, social inequality and social cohesion in the knowledge economy	EU-FP6**

* PhD projects, ** passed peer reviews, not yet awarded funding

The Wage Indicator project has established an indicator that can be accessed via the Internet to provide employees, employers, policymakers and researchers with information about average earnings in a particular occupation, given education, age and other characteristics. The indicator, which has so far been very successful, provides an independent source of data which are gathered through a survey on the website which combines rapid availability with great flexibility in the sense that specific groups (e.g. youth, women, professionals) can be targeted and that other types of surveys (e.g. on time use) can be added relatively easily.

Each month, the Wage Indicator website is visited by approximately 250,000 people, primarily attracted by the website's Salary Check. The website includes a questionnaire which takes 15 minutes to complete. Since 2000, more than 60,000 visitors have completed the survey, which comprises questions regarding wage, workplace, fringe benefits and demographic characteristics. Research results are published in Dutch and in English, and can be accessed via www.loonwijzer.nl. With the support of the Sixth Framework programme, the wage indicator will be extended in July

2004 to eight other EU Member States, with more to come on a bilateral basis. To attract large numbers of web visitors, the Salary Checks will be filled with occupation-specific wage data, which are partly gathered through the questionnaire. To open up the websites to a larger public and to ensure confidence in the information, WOLIWEB will form alliances with trade union partners. The launch will be guided by means of training, handbooks, a helpdesk and support provided to the partners' promotion efforts. In the Netherlands, AIAS is at the forefront of using the Internet as a survey tool. This is a relatively new approach and methodological problems abound. The WOLIBEB proposal therefore foresees an extensive evaluation.

The LoWER network – which has been financed since 1996 under the Fourth and the Fifth EU Framework Programme and coordinated by the managing director of AIAS, Wiemer Salverda – has grown into the most cited network on the dynamics of low-paid and/or low-skilled employment in Europe, with many extensions through major projects in adjacent fields (consumption and demand for services, quality of work and quality of life, the development of more comprehensive and comparative labour market statistics (projects 2, 4, 11, 12, 14, 18, 29) and strong contributions to European-American comparisons. The importance of low pay also links it to the research on part-time and female employment (e.g. 19). Current research themes include the issues of wage inequality and the demand for low-wage labour, addressing questions such as: Can improving low-skilled consumer-services jobs help European job growth? Where is the European-American employment gap? What are the societal and economic effects on the quality of life and well being? How are preference identification and priorities set in response to changes in labour market status? The nature, dimensions and consequences of flexible working conditions are being studied in project 10. The Network has been successful in continuing under the Sixth Framework, expanding its membership to 18 legal partners in most countries of the enlarged EU and in the USA, and now concentrating on the issue of low-skilled workers in the knowledge economy (no. 30). Attention will be paid to earnings mobility, intergenerational inequality, employer behaviour, gender and pay, and various aspects of training. Another important project (no. 20), which AIAS expects to be granted soon, will build on earlier work on the design of new labour market statistics for the 21st-century labour market, and compare low-wage labour markets and specific jobs in various European countries to the USA, with financial and intellectual support from the Russell Sage Foundation. On the basis of its networking expertise, AIAS has strongly supported the coordination of submissions from France, Germany, Denmark and the UK (see 'RSF Forum' at AIAS website).

The Overcoming Marginalisation project (13) – which is also funded under the Fifth EU Research Framework – studied the structural and institutional mechanisms that lock certain groups of workers into segregated labour markets in various sectors in Great Britain, Denmark, Germany, Italy, the Netherlands and Spain. The study focussed on marginalisation with regard to gender, ethnicity and long-term unemployment in segregated sectors of activity in the construction and printing industries,

and in health services. At national and European levels, the project is intended to analyse the obstacles to equal opportunities in these sector, and to identify instruments and policies that will help overcome ethnic and gender segregation, reduce short- and long-term unemployment, and further the integration of non-active and marginal people in the labour market. This work is, of course, closely related to the earlier-mentioned projects on older workers, the disabled, ethnic minorities and women, as well as to specific policy approaches, in particular the development of IT competencies (7) and equal opportunity legislation (14). Currently, two new projects are being developed with possible financial assistance from the Dutch government: the immigrant's labour market position monitor (21) and the role of international migration in the health services (new). Also new are also the projects on top incomes (24) and the position of older workers in the Netherlands (27). Project 24, which is being carried out in cooperation with Tony Atkinson of Nuffield College, Oxford, aims to determine the shares in total income obtained by the top deciles and breakdowns of this down to the top 0.1 percentile since the introduction of income taxation around 1910 in the UK and the Netherlands. This is being done from a broader comparative perspective. Project 27 concerns consultancy on the Netherlands as part of a multi-country project of the OECD to advise countries about their treatment of older persons in the labour market.

Further to the Changequal project (23), a proposal for a network of excellence on economic change, quality of life and social cohesion (EQUALSOC) was developed by a small group of researchers from Nuffield College (Oxford), SOFI (Sweden), MZES (Sweden), ESRI (Ireland) and LASMAS (France), and AIAS researchers Salverda, Van der Werfhorst and Visser. A total of fourteen centres are affiliated, incorporating part of the LoWER membership. Importantly, such a network will cover both teaching and research (networks such as LoWER focus on research only). If granted, AIAS will be organise the exchange of young scholars and set up international PhD training programs, and take a leading role in coordinating a large part of the research in the network, especially relating to studies of trust, associability and legitimacy in labour markets and social policy reform. Other major research groups are focusing on 'employment', 'income distribution', 'education and mobility', 'family and social networks' and 'ethnicity topics and lifestyle differentiation'. The network combines expertise from economics, social policy, sociology and political science and has four major tasks: to create an environment for high-quality European research on the determinants of social cohesion; to encourage the development of additional high-quality research centres; to provide an infrastructure for training the new generation in the skills of comparative research; and to facilitate access to the most recent results of research for the wider research community and for policymakers. The EQUALSOC network builds on the experience and results of a smaller network (CHANGEQUAL) in which AIAS participates. It is supported by the Fifth Framework and is strongly involved in the development of social and employment indicators, the European Social Survey and other Europe-wide cross-national projects based on micro-level and institutional data. One of the results, to be

ready at the end of 2004, will be a careful comparative study of the changes in the quality of work, using a set of multidimensional indicators and separating various sectors and occupations.

3.4.4. SOCIO-ECONOMIC DATA

AIAS intends to establish itself as an important academic repository of socio-economic data in the Netherlands. It has already profited from the support of the Netherlands Organisation for Scientific Research NWO and aims to receive further support for large, nationally cooperative data projects. Currently, AIAS is involved in developing a proposal, together with the University of Tilburg, the Central Bureau of Statistics and other partners, for a large NWO-funded investment in bringing together and making available all data on income and labour in the Netherlands. This proposal will be submitted in 2005.

Already AIAS holds several databases with data on industrial relations, labour organizations, labour market and working conditions in the Netherlands and abroad, such as:

- ❑ The INTERNATIONAL REFORM MONITOR data – which includes descriptions of innovative socio-economic policies in legislation and collective agreements for fifteen OECD countries – is collected by Bertelsmann Stiftung, for which AIAS is the Dutch correspondent.
- ❑ The DUES DATASET is developed and managed in cooperation with MZES at Mannheim University, ILO and the OECD. It contains six datasets, with longitudinal data series on union organization and membership for 101 countries from 1890 to 2002. The data will be harmonized in the future.
- ❑ The INDUSTRIAL RELATIONS INDICATORS DATASET contains historical indicators on various aspects of industrial relations, collective bargaining and wage setting in 25 EU Countries and eight non-EU OECD countries.
- ❑ The WAGE INDICATOR DATASET stems from a continuous employee questionnaire on the Wage Indicator website in the Netherlands (1999-current). From 2004 onwards the questionnaire will cover an additional eight EU countries. The dataset has variables regarding wages, working hours, household composition and attitudes.
- ❑ The DUCADAM COLLECTIVE AGREEMENTS DATASET was initiated in cooperation with the FNV CAO databank. It contains the coded data of almost all Dutch collective agreements from 1995 onwards.
- ❑ The ANNUAL SOCIAL REPORTS DATABASE is an ongoing collection of social annual reports of 300 Dutch private and public organizations employing 200 persons and over, concerning their HRM policies and other labour use strategies. For the years 1996-98, the reports have been coded.

- ❑ The *INTERMEDIAR* 'BEST EMPLOYERS' DATASET is a continuous employer questionnaire of HRM policies, used for the Best Employers list in the *Intermediar* weekly. AIAS acts as an adviser for the questionnaire.
- ❑ The OCCUPATIONAL DATABASE consists of several datasets with job content data of occupational groups gathered through large-scale surveys. The datasets include surveys of cleaning staff (1993), clerical staff (1991, 1992, 1993, 2001), IT professionals (1999, 2003), secretaries (1993, 2000, 2004), printing and publishing employees (2001), and bank employees (1991, 1994, 1996).
- ❑ The EMPLOYEES' IT-USE DATASET is a longitudinal dataset based on a representative sample of employees. The survey is a joint project of AIAS and Erasmus University Rotterdam.
- ❑ The EMPLOYEES IN BANKING DATASET contains several surveys of employees in the banking sector, partly related to the introduction of the 36-hour working week.

3.5. AN INSPIRING RESEARCH ENVIRONMENT

AIAS provides an inspiring research environment in several ways. Since 2002, and particularly since AIAS moved to its new premises, the Thursday lunch seminars have become a regular event. The environment is meant to inspire five groups: PhDs who, though being trained in the research schools of their discipline (see Section 4), are provided with a place to work; junior researchers who assist in project research and prepare a thesis proposal; postdoc researchers who play a leading role in carrying out the research projects; researchers and fellows from the wider AIAS network; a growing stream of foreign guests and scholars.

Scholars from other national or international universities present their work in progress (a full list of presentations can be found in Appendix 7). The AIAS Working Papers series is one of the means by which that AIAS proves itself to be a lively research community. The Working Papers series offers staff, PhD students and visitors an opportunity to communicate their research to the national and international research communities. AIAS Working Papers are available online (www.uva-aias.net), both as full text papers in PDF as well as abstracts. Paper-based copies can be ordered from the AIAS secretariat. AIAS has already published over 30 research reports and working papers (for a full list, see Appendix 2.1).

Finally, AIAS offers foreign visitors a place to conduct their research, particularly a desk and a computer. Foreign visitors come to AIAS partly through the networks of AIAS staff, and partly on their own initiative. Visitors are encouraged to publish the results of their investigation in the AIAS Working Papers series. Visitors range from well-known researchers to foreign PhD students. AIAS has already hosted ten visitors (see Appendix 1).

4. EDUCATION

4.1. INTRODUCTION

AIAS aims to initiate and develop multidisciplinary education programmes in the field of labour studies at the scientific level, to be implemented by AIAS or other departments of the University of Amsterdam. In substantive terms, the philosophy of our education programme is based on the multidisciplinary approach with interaction between and co-teaching from different disciplines and analytical methods, a close relationship with research, learning through international comparison, and attention to the place and problems of labour in the wider society. In organizational terms, the programme is directed at various target groups at different levels both within and outside the University.

The AIAS education programme can be divided into four components. In the first, second and third, university students are instructed at the undergraduate, the Master and the PhD level, respectively. The fourth comprises serving an external audience. Most programme listed below are currently provided by AIAS alone or in cooperation with other university schools, such as the International School for Humanities and Social Sciences (ISHSS), the Amsterdam graduate Business School (AgBS), the University's department in Almere (the Bachelor's programme in Behaviour and Society) and the Clingendael Institute for International Affairs in The Hague. Although the programmes are funded partly from the University's resources, a substantial part of the study programme is financed by the participants' contributions. Undergraduate programmes are taught in Dutch, though increasingly Master and PhD courses are offered in English.

The value added of the AIAS study programme comprises three aspects:

1. The programmes are multidisciplinary in nature and are both more specialized (labour) and broader in analytical perspectives and substantive content than would be the case in single discipline programmes.
2. Most programmes are developed by AIAS staff in a co-makship role. AIAS takes the initiative adopts a preparatory role by developing the ideas and the didactic principles in the first stage; in the second stage the programmes are implemented and continued by other departments (Almere, AgbS, ISHSS, Clingendael, De Burcht).
3. The programmes serve a particular target group of students and participants, who usually have a clear academic or professional interest in cross-disciplinary approaches and in labour issues.

4.2. UNDERGRADUATE COURSES AND THE MINOR IN LABOUR STUDIES

Since its inception in 1998, AIAS has offered the one-year multidisciplinary programme *Minor Arbeid* (Minor in Labour Studies) to undergraduate students at the University of Amsterdam. The programme provides students who major in Economics, Law, Psychology or Sociology with the possibility to do a Minor in Labour Studies, combining analytical tools and insights from disciplines different from their own. In addition to the disciplinary modules (total of 40 ECTS credits), AIAS directs the interdisciplinary module *Arbeidsstudies* (Labour Studies) of the programme and supervises the minor theses (10 ECTS credits each). On average, each year 12 students enrolled on and completed this interdisciplinary course. In general, the students' papers were of good quality and evaluation showed positive results. A total of 17 students met the requirements of the entire Minor in Labour Studies (60 ECTS credits). In addition to the multidisciplinary course, they took modules in Labour Economics, Labour and Organization Psychology, Labour and Organization Sociology, and Labour Law and wrote a short thesis, in which concepts, tools and techniques from different disciplines had to be used. The subjects of these theses are listed in Appendix 6.

In 2002, following the Bachelor's/Master reform of the curriculum throughout the University, the decision was taken to discontinue the Minor in Labour Studies. However, from September 2004, this Minor will become part of the broad Bachelor's programme Behaviour and Society, which is organized by the Faculty of Social and Behavioural Sciences (FMG) at the University's premises in Almere, a city north-east of Amsterdam. The new Bachelor's programme starts from a broad definition of social sciences and offers five domains or specializations, of which Labour is one. Other multidisciplinary fields or tracks in this Bachelor's programme are Youth, Health, Urban Studies, and Politics.

The participation in this broad Bachelor's programme enables AIAS to strengthen its position within the University curriculum. Students who complete their study in this domain and write a Bachelor's thesis are allowed to participate in the Master programmes in HRM and in Comparative and European Labour studies (see below).

4.3. MASTER PROGRAMMES

4.3.1. MASTER IN COMPARATIVE AND EUROPEAN LABOUR STUDIES

Since 1993, a network of European universities has organized a Master in European Labour Studies. The programme is recognized by the European University Association and is organized through the European Interuniversity Labour Studies Network, which is directed by Prof. Armand Spineux of the

Institut des Sciences du Travail at the Catholique University of Louvain-la-Neuve, Belgium, and currently involves universities in twelve European countries.

Since the early 1990s, Marc van der Meer and Jelle Visser have taught the Industrial Relations and European Integration course to foreign students at the International School for Humanities and Social Sciences (ISHSS) in Amsterdam. This programme, which has always been evaluated very positively, has formed the basis for the recruitment of several PhD students and young researchers. In recent years, it was decided to expand the scope of this programme.

In 2001, the board of the European Interuniversity Labour Studies Network invited AIAS to join the network; the invitation was accepted by the AIAS Steering Committee. In 2002, the board of AIAS and the ISHSS agreed to establish a new international Master Programme in Comparative and European Labour Studies (CELS) at the University of Amsterdam, to start in January 2005. This Master has both a professional (one-year, MA) and a scientific (two-year, MSc) track. The first year of study starts in the 2004-2005 academic year. The second year will be developed later in combination with the Social Science Research Master at the Faculty of Social and Behavioural Science and will be directed by Bernhard Kittel, AIAS Fellow and Professor of Sociology and Methods. The Research Master has a special track in socio-economics, which largely overlaps with the second year of CELS. Both Master programmes are intended to attract foreign students and to upgrade the analytical and research skills of students, in preparation for both professional and research (PhD and other) jobs in a more international and competitive environment. The job opportunity for CELS students is as researcher or policy officer in international organizations, companies, European and national government bodies, NGOs, independent journalism, research institutions and postgraduate research.

The language of instruction is English. The course programme of the CELS Master is based on six keywords, namely international, multidisciplinary, analytical, comparative research based and policy oriented. The course programme in the first year follows the outline defined in the 1993 agreement establishing the European Interuniversity Labour Studies Network. The Network foresees a student exchange programme implemented with the help of the EU's Socrates programme.

The programme in the first year includes four obligatory courses, namely social statistics and methodological approaches for studying European labour markets (10 ECTS credits, first semester); the socio-economic analysis of labour markets (5 ECTS credits, first semester); the comparative analysis of European social and labour law (5 ECTS credits, first semester); and comparative industrial relations, welfare states and European integration (10 ECTS credits, second semester). In addition there are a number of elective courses in the field of Labour Studies. The study programme will be completed with an international policy analysis seminar and an MA thesis. The Master will offer 20-30 student places in the MA track.

4.3.2. MASTER IN HUMAN RESOURCE MANAGEMENT

In February 2003, AIAS initiated a discussion with the Amsterdam graduate Business School (AgBS) of the University of Amsterdam and the *Personeel en arbeid* (Personnel and Labour) department of the Hogeschool van Amsterdam (HvA – a polytechnic for higher professional education) to start a Master programme in Human Resource Management. AIAS has developed the curriculum of this 60 ECTS credits programme at the scientific level. It consists of five general modules on HRM, Organizational Behaviour, Industrial Relations, Learning and Development, and Research and Accounting. In addition, there is a problem-oriented module with methodological training in how to 'read' and how to 'count' organizations, and the obligation to write a Master thesis. After finishing, students are awarded a Master in HRM from the University.

In addition to this programme, the criteria for access and the contents of a pre-Master course have been defined for Bachelor's students who graduate in the higher professional programmes offered by the Hogeschool van Amsterdam (HvA) and want to participate in the University's Master programme. As a direct result of this discussion, the curriculum of the HvA has been evaluated by AIAS, which has led to changes aimed at increasing the substantive knowledge base of these students as well as their scientific orientation and working methods. For students who want to make the step from HvA to the University, an additional course in statistics is required.

The responsibility for the contents and coherence of the proposed programme in HRM is under the supervision of the AIAS Scientific Director. The programme will be organized and administered, however, by the Amsterdam graduate Business School (AgBS) of the Department of Economics and Econometrics. The start of the programme is foreseen for September 2005, and it is expected that within five years the programme should be attracting some 80-100 students each year.

4.3.3. MASTER IN ADVANCED LABOUR STUDIES/HUMAN RESOURCES

The professional Master programme in Advanced Labour Studies/Human Resources was established in 1999 and is now being run for the fifth time (classes started in September 1999, September 2000, September 2001, January 2003 and January 2004).

This Master offers a two-year programme on a part-time basis to university graduates with several years of work experience. The programme was developed and is organized by AIAS and includes modules in the fields of Labour Law, Labour Economics, Labour and Organizational Psychology, Labour and Organizational Sociology, and Labour and Health. In addition, multidisciplinary seminars are organized on topical subjects and students must engage in multidisciplinary research and write a thesis. The lecturers are well-known researchers from the University of Amsterdam, and renowned guest lecturers from the field and from other universities. Completion of the full programme of 60

ECTS credits entitles the student to an MA from the University of Amsterdam. The programme is entirely financed by student contributions, based on a fee of € 15,000 per student.

The Master is designed to provide participants with specialist subject knowledge at postgraduate level, enabling them to discover and to use new techniques of analysis so that they can approach problems arising during their work both analytically and systematically. The understanding they develop in various areas enables participants to establish cross-disciplinary competences, which can play a valuable role in a thorough, integrated approach to labour issues. At the same time, the participants become highly skilled at communicating with employees in working and educational backgrounds different from their own. The students are expected to cooperate with one another in multidisciplinary groups, and to combine their own knowledge and views about labour with knowledge and views from other disciplines.

The students evaluate the programme after completing each subject and small adjustments are made on a continuous basis as a result of this. The annual evaluations by the students reveal a high level of overall satisfaction with the programme and provided useful information for gradual improvements of the curriculum. Since its start, twelve students (September 1999), nine students (September 2000), thirteen students (September 2001), ten students (January 2003) and fifteen students (January 2004) have participated in the programme. Until now, 17 students (50% of those enrolled before 2003) have completed all courses and written a Master thesis. Several students are in the process of finishing their thesis; other students participated in the programme until the last session but have decided not to write a thesis yet. Although they consider the programme very valuable, they find it difficult to deal with one topic in depth in combination with their private work obligations. The dropout rate during the courses, however, is negligible. The course management aims to better guide the students in the last phase of their stay at AIAS. The names of the students who completed and the titles of their Master theses are given in Appendix 6.

Further information about the Master in Advanced Labour Studies / Human Resources can be found on the AIAS website, in the Millian guide and on its website, in advertisements in specialized magazines and newspapers, and in various brochures and flyers. Such information can also be obtained during the regular information meetings organized by AIAS.

4.4. PHD TRAINING

4.4.1. PHD COURSE IN ADVANCED LABOUR STUDIES

In the autumn of 2002, AIAS launched the PhD course in Advanced Labour Studies in cooperation with the Amsterdam School for Social Science Research (ASSR). The course aims to expand the

methodological background and expertise of PhD students. The course was developed by AIAS Director Jelle Visser, and was taught in 2002-3 and 2003-4 in cooperation with Dr Klarita Gërkhani, Prof. Bernhard Kittel (Comparative Methods), Prof. Jan Breman (Comparative Sociology of Labour and Development), Prof. Mario Rutten (Asian Studies) and Prof. Marcel van der Linden (International Institute of Social History) in 2002, and Prof. Bernhard Kittel in 2003. Next year's course will be given in co-operation with prof. Axel van den Berg of McGill University (Canada) who hold the Marie Curie Chair at the Institute. Ten PhD candidates participated in each of the two ten-week programmes organized so far. In the near future the programme will be expanded in cooperation with the Tinbergen Institute (Economics) and the Hugo Sinzheimer Institute (Law). Another important development will be based on intensive two- or three-week courses for PhD students through an international exchange programme with other universities and graduate schools. EQUALSOC – as a EU network of excellence – is meant to provide the means for this development; other possibilities can be developed through long-standing contacts between some of the major institutes specializing in the study of the comparative political economy of labour. AIAS already hosts PhD students from various countries for one to several months, and more than half of the students working under the supervision of AIAS staff are foreign nationals. The internationalisation of the PhD programme, through active cooperation between different centres for research and graduate teaching, is one of the ambitions for the next four-year period. In this context, summer schools on particular topics and methods can be very fruitful.

4.4.2. PHD SUMMER SCHOOL

In August 2002, Jelle Visser organized in cooperation with the Amsterdam graduate School of Social Science (ASSR) the Fourth European Graduate Summer School 'Integrating Sociological Theory and Research' (ISTARE) of the European Consortium for Sociological Research (ECSR). Twenty-eight students from seventeen European countries, representing all major European universities and research centres, participated. Lectures were given by Profs. Antonio Schizzerotto (Trento), David Raffe (Glasgow), Jaap Dronkers (Florence), Joop Hartog (Amsterdam) and Jelle Visser (Amsterdam). The 2002 theme centred on Labour Markets, Education and Labour Relations. Previous summer schools were held in Mannheim (1999), Oxford (2000) and Stockholm (2001). In the future AIAS will continue to take part in such initiatives, which will probably be integrated into the network of excellence, if granted, of EQUALSOC, combining economic, sociological and political science approaches.

4.5. EXTRAMURAL TEACHING FOR PROFESSIONALS

4.5.1 AIAS/DE BURCHT SEMINARS

In 1999, AIAS started a cooperation agreement with De Burcht National Trade Union Museum for the purpose of organizing postdoc courses for an external audience. The contents of these courses, for which participants pay a fee, are summarized below; the topics and lecturers are listed in Appendix 5. In the courses, which are intended for a wider public, the participation of the five special chairs related to labour and social policy issues and affiliated with AIAS play an important initiating and organizing role. The five chairs are listed in Appendix 1.

In 1999, AIAS co-organized a nine-week series of lectures on corporate governance, 'What binds the enterprise? – a stakeholder perspective'; this was followed in 2000 by a similar programme on 'Career and life course'. These courses consist of nine classes and a final meeting during which students asks questions to a panel of academics, professionals and politicians. In the autumn of 2001, the course was about 'the tight jacket of the labour market' and in 2002 about 'the best of two worlds', discussing the distance and tension between individual (HRM) and collective labour relations. In 2002 another series of lectures was organized on 'life course and new work patterns in organizations'. The format of the series was changed from a nine-week programme to a programme with four seminars, each consisting of four hours and a final debate. The evaluation showed that the new format allows a deeper understanding of the topic and that scale advantages are being achieved in terms of travel time and organization costs. In 2003, this format was used for the course on 'occupational risks and labour disabilities'. In 2004, AIAS and De Burcht will organize a programme on 'diversity management', focussed on ethnic, gender, age and religious diversity in organizations. This will be followed in the winter of 2005 by a programme on 'representation and social dialogue in the enterprise', organized jointly with the National Training Board for Works Councils (GBIO).

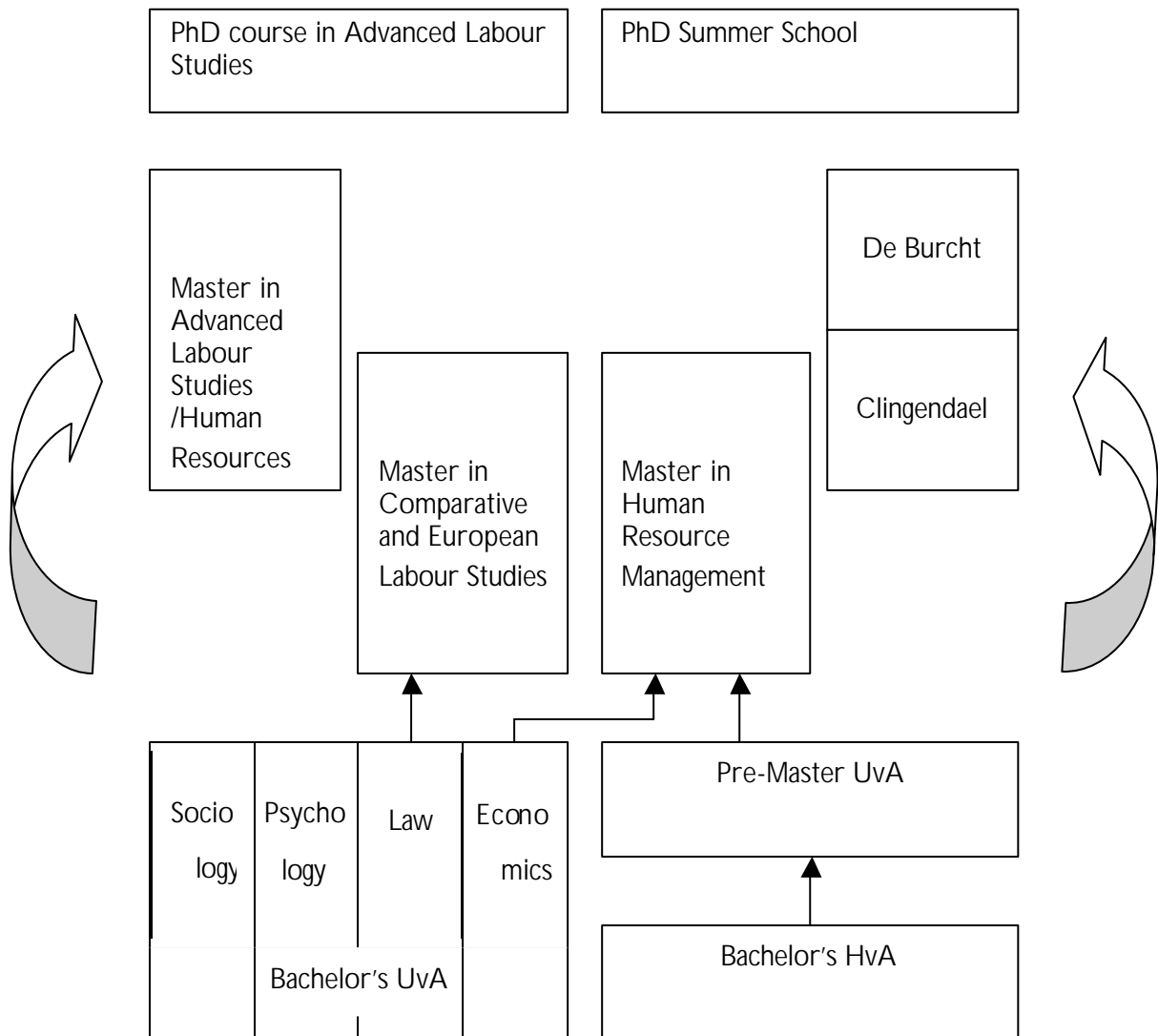
Overall, the cooperation with De Burcht has been successful. AIAS has found an outlet for discussing its research with interested professionals from the unions, employers, labour market boards, HRM departments and government officials, as well as with journalists and staff from other research and policy institutes. Participation in these programmes varied from 25 to 60 'students'. All programmes were evaluated well, though some participants felt that the theoretical level was too demanding, while others argued that the combination of theoretical models and practical applications was original and useful for their daily work.

4.5.2. ADEPT: CLINGENDAEL/TILBURG UNIVERSITY/AIAS

Since 2000, the Clingendael Institute for International Affairs in the Hague, AIAS and the Law Faculty of Tilburg University (chair in European Social Policy) have joined forces in offering a comprehensive and intensive course for government officials in the field of social affairs and employment from

countries seeking accession to the EU. The aim is to prepare these officials for negotiating with the EU, handling the implementation of the *acquis communautaire* and developing the knowledge and skills needed to play an active role in the development of national and European social policies. This three-week course – Accession-oriented Dutch European Professional Training on Social affairs and Employment (ADEPT) – has been organized five times, each time enrolling a group of fifty civil servants from eleven countries, namely Bulgaria, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Rumania, Slovenia, the Slovak Republic and Turkey. The Dutch Ministry of Foreign Affairs finances the programme, which has been evaluated as extremely positive (evaluations available on request) and will be repeated for the sixth time in the autumn of 2004.

AIAS study programme



4.6. AIAS ALUMNI NETWORK

In December 2002 the AIAS Alumni Network was founded, providing an opportunity for all the students/ex-students who have participated in/are still following the Master or Minor programmes at AIAS to keep in contact with both the Institute and each other. One of the activities of the Network is an annual lecture followed by a discussion about an actual work-related theme, given by a professor associated with AIAS. The kick-off lecture was given in January 2003 when Prof. Frans Leijnse gave a presentation on 'Career development during the life course'. In January 2004, Prof. Paul de Beer discussed 'Norms and values on the shop floor'. Profs. Leijnse and De Beer hold two of the special chairs at the Institute (see section 6.1 below). For the future, ideas have been developed for exchanging database information about the professional experiences of the Network members. Enabling alumni to attend AIAS conferences and seminars for a reduced price is another advantage of Network membership.

4.7. EVALUATIONS

The quality of the AIAS study programme is evaluated in the following ways. The AIAS Steering Committee twice a year approves the overall study programme and each separate initiative. On a regular basis, teaching is scheduled during the meetings of the AIAS Management Team. On a daily basis, the programme is implemented under the supervision of the Director of Studies (two days per week), who is supported by the coordinator for the Master ALS/HR (three days per week) and by a student assistant (two days per week). Each programme has its own evaluation procedure.

- ❑ Master ALS / HR: after each series of six lectures, the students receive an evaluation sheet concerning the contents and quality of the lecturers on that subject; in addition, all students are invited to an interview about the programme on an annual basis. Students receive feedback about new developments on a weekly basis (at the start of each lecture) and via the Blackboard programme on the Internet. The evaluation shows a large degree of satisfaction with the curriculum; only slight improvements in the programmes appear to have been necessary.
- ❑ The evaluation of the Master in HRM will be coordinated by the educational department of the AgBS, but the curriculum remains under the final responsibility of AIAS' scientific director.
- ❑ The Master in CELS: the responsibility for the evaluation is in hands of the ISHSS and the programme's director of studies.

- De Burcht series of lectures: after each series the students are invited to complete a questionnaire. The general feeling is that the topics are very relevant and that the contents of the presentation and debate are at substantial level. A recurrent point for debate is the attention to practical information, in addition to the theoretical orientation of the presentations. Another point for discussion is how to define and reach the target group for each lecture course.

- Clingendael: the individual participants evaluate intensively all topics in the ADEPT training programme. The evaluation shows highly satisfactory results. In 2004-2005 AIAS, Clingendael and the University of Tilburg will discuss whether to develop an 'advanced course'.

5. SOCIETAL ACTIVITIES

5.1 INTRODUCTION

AIAS aims to reach a broader public than academics only. HRM practitioners, representatives of employers' organizations or trade unions, policy officials of government and other organizations, former students, and the general public interested or engaged in the broad field of labour studies are being addressed in a range of activities. AIAS organizes conferences, workshops and seminars on various issues, as well as the annual AIAS conference, which always has a special focus. Since 2002, and particularly since AIAS moved to its new premises, the Thursday lunch seminars have become a regular event. Some major events and activities are highlighted below.

5.2. THE ANNUAL AIAS CONFERENCE

The first AIAS annual conference was held in 1998; the seventh will take place in June 2004. The aim of these conferences is to discuss the expertise of AIAS with an audience of academic researchers and representatives of the social partners and the government. The conference theme is usually a 'hot theme' in the public debate. One or more prominent guest speakers and AIAS researchers present and discuss their views and work. Each conference ends with a round-table discussion involving representatives of social organizations, policymakers and politicians. In our first conference, in 1998, key speakers included Profs David Soskice (WZB) and Paul De Grauwe (University of Louvain), discussing the implications of the EMU for labour. In 1999 Dr. Jacqueline O'Reilly (WZB) gave the key address on Flexitime and Shaping Working Hours, with contributions of AIAS researchers Prof. Bernhard van Praag and Dr. Kea Tijdens (UvA). At the 2000 Conference Dr Anke Hassel (Max Planck Institute) discussed the Social Pacts in Europe and the Alliance for Employment and Training in Germany, with contributions from Prof. Jelle Visser and Mr. Herman Wijffels, chairman of the Social-Economic Council. In 2001 the theme was 'the war of the models' and policy learning in labour relations, with key addresses by Prof. Colin Crouch (European University Institute, Florence) and Mr. Philippe Pochet (Observatoire Social Européen, Brussels). At the 2002 Conference Prof. Joop Hartog, Dr. Kea Tijdens and Dr. Wiemer Salverda discussed earnings differentials with an audience of union, employers' and government officials. Finally, in 2003 Prof. Laszlo Bruszt (Central European University, Budapest) and Dr. Maria Ladó (responsible for accession negotiations of the Hungarian government) analysed the tensions between East and West in European labour relations and social policies. The subject of the 2004 Conference is selection in the labour market. AIAS fellow

Prof. Neil Andersen (UvA, psychology) will deliver the key lecture. Of each annual conference, AIAS publishes a small booklet, which is distributed to the participants and the wider public (the titles are in Appendix 2).

5.3. CONFERENCES AND WORKSHOPS ORGANIZED OR HOSTED BY AIAS

AIAS has organized or hosted a number of conferences and workshops at both the national and the international level (the events are listed in Appendix 7).

Over the years, AIAS organized – on behalf of the LoWER network and the Dempatem research project, and often in cooperation with local organizers – a total of 14 seminars and conferences in places all over Europe, from Portugal to Finland and from Aberdeen to Milan. One of the major events was the concluding conference of the Dempatem project, which was held in Seville in October 2003. The LoWER conferences attract a public of between 60 and 100 participants.

In the framework of the EU COST A15 – modernising social protection systems – Jelle Visser chaired the working group on ‘Employment’ and organised conferences in Cologne (2000), Zagreb (2001), Amsterdam (2002) and Nantes (2004).

In 2001, AIAS participated (together with SISWO) in hosting the 13th Annual Meeting of the Society for the Advancement of Socio-Economics (SASE) in Amsterdam. The conference theme was ‘Knowledge: the New Wealth of Nations?’. Jelle Visser and Ton Wilthagen from AIAS participated in the local organizing committee, while Wiemer Salverda organized a special LoWER session. The conference attracted more than 400 participants.

In 2002, AIAS hosted an international workshop on the ‘Internationalisation and Europeanisation of Employers’ Organizations’, jointly organized with the Max Planck Institute for the Study of Societies.

In April 2004, AIAS organized the 22nd International Labour Process Conference, which brought together more than 160 academics from the fields of Sociology of Work and Employment, Labour Studies, Business and Management, HRM, Industrial Relations, Organization Studies and a range of other disciplines.

At the national level, AIAS has held workshops on, for example, collective bargaining, the ‘polder model’ and the marginalisation project. Each year in December, a DUCADAM conference on developments in collective bargaining in the Netherlands is organized with participants from other universities, research institutes, statisticians, employer and union representatives, and government officials.

5.4. ADVISING ACTIVITIES

AIAS members provide policy advice at both the international and the national level. AIAS Scientific Director Jelle Visser served as a member of the High-Level Group on Industrial Relations and Change in the European Union, of the EC on implementing the Lisbon Strategy. Policy advice has also been given through EU or ETUI Expert Working Parties on low wages, gender pay, social partner behaviour and representativity, or to the ILO and OECD on labour statistics and trade unions.

At the national level, policy advice was given on revising the institutions of the 'Dutch model' and on the Irish Social Pact. Members of AIAS staff are also engaged in advising employers' and trade union organizations.

5.5. WEBSITE

In 2002, AIAS finalized the development of its website (www.uva-aias.net), which presents information on teaching activities, research projects, the AIAS Working Papers and Research Reports series, recent publications, agendas, workshops, news, links, references, and information about industrial relations in the Netherlands and in Europe. Four AIAS projects have their own sites linked to the AIAS website, namely LoWER, DUCADAM, the Wage Indicator and Tempwork Research. For the outside world the website is the most direct means of accessing the Institute. The accrual of new projects and rapid technological developments may necessitate a major revision of the site in the near future.

5.6. NEWSLETTER

Twice a year, AIAS publishes a Dutch-language newsletter aimed at its network of people interested in the field of labour studies. The newsletter is sent to former conference participants, current and former students, cooperating partners, key players in industrial relations, and policymakers. The newsletter presents an overview of the new activities and developments at AIAS. The first edition of an English-language newsletter – which is aimed more at informing international research and policymaking contacts – was published in the spring of 2004. A shorter and more frequent electronic newsletter will be developed, but the paper version will be retained because of its impact.

5.7. FOREIGN VISITORS

AIAS aims to attract foreign visitors, partly through the international networks in which AIAS researchers participate, and partly through individual contacts. Particularly in the most recent years, AIAS has hosted several researchers, PhD candidates and postdoc fellows from other research institutions and universities for periods ranging from a few days to a few months. Whenever possible, these visitors take part in conferences, seminars and workshops. See Appendix 1 for a list of foreign visitors.

6. ORGANIZATION AND FINANCES

This section first explains the networking of the Institute at three different levels, namely the University, the national and the international level. This is followed by a report on the internal organization of AIAS and its finances.

6.1. AIAS NETWORKING

The Institute's basic organizational principle is, as explained in Section 2, to be a network organization and not a full-fledged, stand-alone operation. With the help of its small secretariat, which is staffed by a multidisciplinary team (see Table A.1.1) with links to the different disciplines, AIAS aims to realize this networking principle at three different levels, namely within the University, at the national level of the Netherlands and at the international level. The principle applies both to teaching and to research, and both are found at each of the three levels although the quantitative importance may vary.

UNIVERSITY OF AMSTERDAM (UvA)

AIAS can be considered an alliance of the four faculties which have joined forces with the help of the Board of the UvA. Good cooperation for teaching and research with the faculties is the starting point and therefore a basic element of the mission of AIAS. The Institute maintains regular contacts with the deans of the faculties and, depending on the issue, with the directors of the institutes of education and the research schools and research institutes of the faculties.

From the start, the professional Master programme has provided the foundation for teaching cooperation. Actual cooperation is on a direct, person-to-person basis. Faculty staff are invited to contribute to AIAS courses. It is an essential part of AIAS interdisciplinary expertise that the Institute through its personal contacts is able to involve faculty staff in the organization of teaching programmes across faculties. More details are given in Section 4 and Appendix 5. Recently, the UvA and the Hogeschool van Amsterdam (HvA) agreed to a close cooperation aimed at a kind of merger in due course. As a consequence, the teaching cooperation of AIAS within the UvA now also includes the Hogeschool. As a further step, a joint appointment at the HvA and at AIAS was realized for Martha Meerman, who was appointed lecturer at the HvA to bear responsibility for the school's pre-Master programme, which helps HvA graduates to qualify for the new Master in HRM, as discussed in Section 4.

Direct research cooperation within the University is mostly with SEO Stichting voor Economisch Onderzoek (SEO / Amsterdam Economics, the applied economics research institute of the Faculty of Economics and Econometrics), the ASSR Amsterdam School for Social Science Research (the major Research School for political science, international relations, sociology, social policy and anthropology of the Faculty of Social and Behavioural Sciences) and the Hugo Sinzheimer Institute HSI (the Faculty of Law's research centre for Labour and Law), as well as – though less regularly – with the Coronel Institute for Occupational and Environmental Health of the Faculty of Medicine. The four institutes are party to the special relationship between the faculties and AIAS. In addition, incidental cooperation occurs with the research group on Schooling, Labour Market and Economic Development (SCHOLAR) (Faculty of Economics and Econometrics), the Institute for Migration and Ethnic Studies (IMES) (Faculty of Social and Behavioural Sciences), and the research institute of the Department of Psychology, the Institute for the Social Sciences (SISWO), with which we share the building, the International Institute for Social History (IISG) and the Amsterdam Institute for German Studies (DIA).

Part of the intra-University network comprises four special part-time professorships or special chairs financed by outside funds. The persons holding these special chairs are usually appointed for five years. For their research and their contributions to the teaching programmes they maintain a special relationship to AIAS. The four special chairs are:

1) The *Henri Polak Chair*: this chair is named after the founding father of Dutch (Socialist) trade unionism and first chairman of the Dutch Confederation of Trade Unions. This chair is adopted by the Faculty of Social and Behavioural Sciences (sociology) in a cooperation agreement with De Burcht National Trade Union Museum and AIAS. The chair's focus is the economic social and political significance of the trade union movement. Prof. dr Paul de Beer (a senior researcher at AIAS) was recently appointed to the chair, and has developed a major research project on solidarity and the welfare state.

2) The *Willem Drees Chair*: in the same faculty and department (sociology) and funded by the foundation of the same name (after the five time premier of post-war Socialist-Catholic government coalitions and founding father of the Dutch welfare state), this chair concentrates on the socio-political aspects of the welfare state and the corporative economy. Prof. dr Frans Leijnse is involved in the special teaching activities of AIAS with De Burcht and in PhD supervising (project III-19).

3) The *Ien Dales Chair* (so named after a Social Democratic Minister of the Interior, known for setting high professional and ethical standards for public servants) adopted by the Law Faculty in cooperation with the Centre for Labour Relations in the Public Sector (CAOP). This chair is held by Prof. dr Ron Niessen.

4) The *Randstad Chair*, on temp agency work and flexiwork, is in the Faculty of Economics and Econometrics with the support of SEO (the University's Institute for Applied Economics). Currently the chair is vacant, but until recently occupied by Professor Hans Junggeburst – a regular contributor to the professional Master programme.

Mainly but not exclusively on the basis of the above relationships, twelve UvA scholars who are structurally contributing to the activities of AIAS, in research and/or in teaching, have been appointed AIAS fellows. In addition, the fellowship serves to maintain contacts with postdoc researchers who have left after 'serving' at AIAS and are now employed elsewhere in the University or outside. The fellowship offers facilities and a desk for those from outside UvA, opportunities to publish working papers, to present at and attend the lunch seminars, and regular information on the Institute's activities and output. It aims to give the networking a personal touch and/or reflect the personal basis underlying successful networking relationships.

THE NETHERLANDS

At the national level scholars from other universities, independent research institutes and consultancies also contribute on the basis of personal contacts to the teaching and the research of AIAS. In addition, a number of systematic links to other organizations are maintained. De Burcht and the Clingendael Institute are important partners for the organization of special teaching programmes (see Section 4.5).

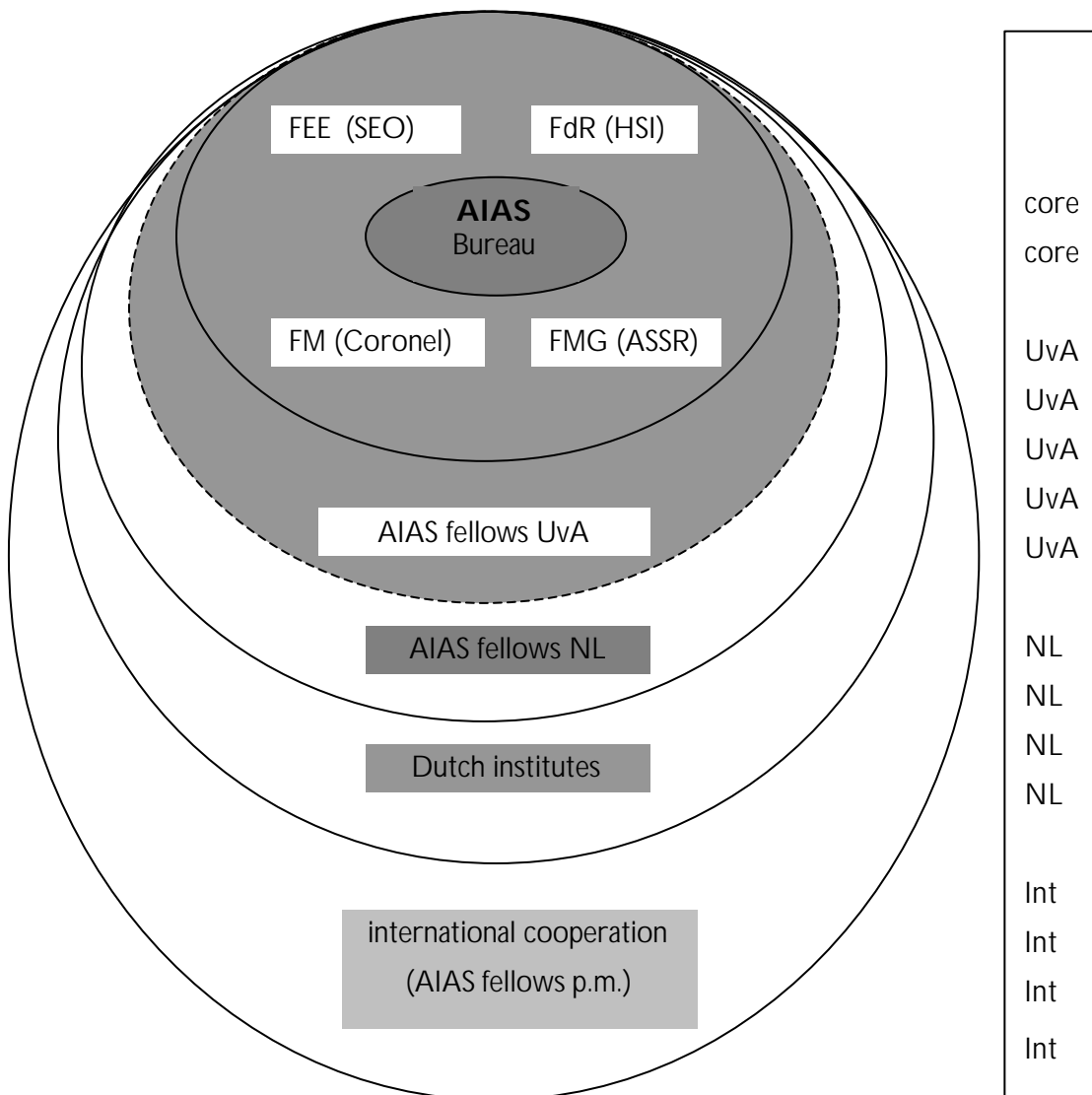
For its research AIAS has linked up with the Centre for Government Staff Labour Relations (CAOP). A member of the CAOP staff has been seconded to AIAS as a guest researcher / doctoral candidate, and a special professorship on the public sector as a labour organization, named after the former Minister of the Interior, Mrs Ien Dales, was established at the Faculty of Law.

Through the different research projects and networks (e.g. LoWER), AIAS also has links with Utrecht University and other important research centres on labour issues in the Netherlands: the University of Maastricht's Research Centre for Education and the Labour Market ROA and the OSA at Tilburg University. Former AIAS senior researcher Ton Wilthagen was appointed as a professor at Tilburg, and joint research is performed on transitional labour markets. Through the Clingendael teaching programme there are close relationships with the Law Faculty at Tilburg University. The corporate governance research links, and the future EQUALSOC network of excellence will link, AIAS with Tilburg University (CENTER, and sociology and social policy department).

An alliance also exists between AIAS and the Dutch Confederation of Trade Unions (FNV), the main trade union confederation in the Netherlands. The DUCADAM project has strengthened the cooperation between the two organizations (collective labour agreement database; see Section 3.4 on data for research).

In addition to the above scholars from the UvA, colleagues from other institutes who regularly contribute to the research and teaching of the Institute have been appointed AIAS fellows. These include persons working at policymaking/policy preparing institutions, such as Dr. Jan-Peter van de Toren (former occupant of the Henri Polak Chair and currently advisor to the Prime Minister), Dr. Anton Hemerijck (director of the Scientific Council for Government Policy), Dr. Bart van Riel (senior staff member of the Social-Economic Council) and Dr. Maurice Rojer (senior researcher at the Ministry of Social Affairs and Employment).

Scheme 6.1 AIAS networking



INTERNATIONAL

AIAS cooperates with a large number of foreign institutions and international organizations in virtually all EU countries and beyond (for details, see Appendix 5). This is done along the axes of both education and research. On the former axis, the new international Comparative and European Labour Studies Master programme can be mentioned together with special PhD courses and Summer Schools and also personal contributions of AIAS staff to Master programmes in other countries. Naturally, the extended research networks and projects are a main vector of international networking. Particular institutions are present in several projects.

For example, AIAS carries out research projects for or cooperates with the International Labour Organisation (ILO), the EC, the OECD, the European Trade Union Institute (ETUI) and the European Foundation for the Improvement of Living and Working Conditions. Several foundations support/have supported research networking, such as Bertelsmann Stiftung (Germany), Fondazione Seveso (Italy), Notre Europe (France), Ford Foundation and Russell Sage Foundation (USA).

AIAS cooperates with such leading institutes in the field of labour as the Max Planck Institut für Gesellschaftsforschung and Wissenschaftszentrum Berlin, the Centre for Economic Performance of the LSE (UK), Instituto di Lavoro (University of Milan), Forschungsinstitut zur Zukunft der Arbeit IZA (Bonn, Germany), Institut du Sociologie du Travail (Louvain-la-Neuve, Belgium), Hoger Instituut voor de Arbeid HIVA (Leuven University, Belgium), the Department of Industrial Relations (London School of Economics), and the Institute for Employment Studies (Warwick University, UK).

The aim for the coming period is to reinforce the international network by consolidating the most important cooperative relationships, namely by improving the interlinkages between projects and between teaching and research activities and promoting their quality. This will be supported by the exchange of PhDs and by inviting colleagues from abroad to become an AIAS fellow.

Diagram 6.1 illustrates the nature of the networking practised by the Institute.

6.2. INTERNAL ORGANIZATION, INFRASTRUCTURE AND FINANCES

INTERNAL ORGANIZATION

Within the University organization, AIAS is administratively part of the Faculty of Law. Effectively, the Institute consists of a secretariat and a Steering Committee, which acts as its board on behalf of the four supporting faculties. Diagram 6.2 shows the way the activities are organized. Table A.1.1 present an overview of the persons attached to the secretariat since June 2000.

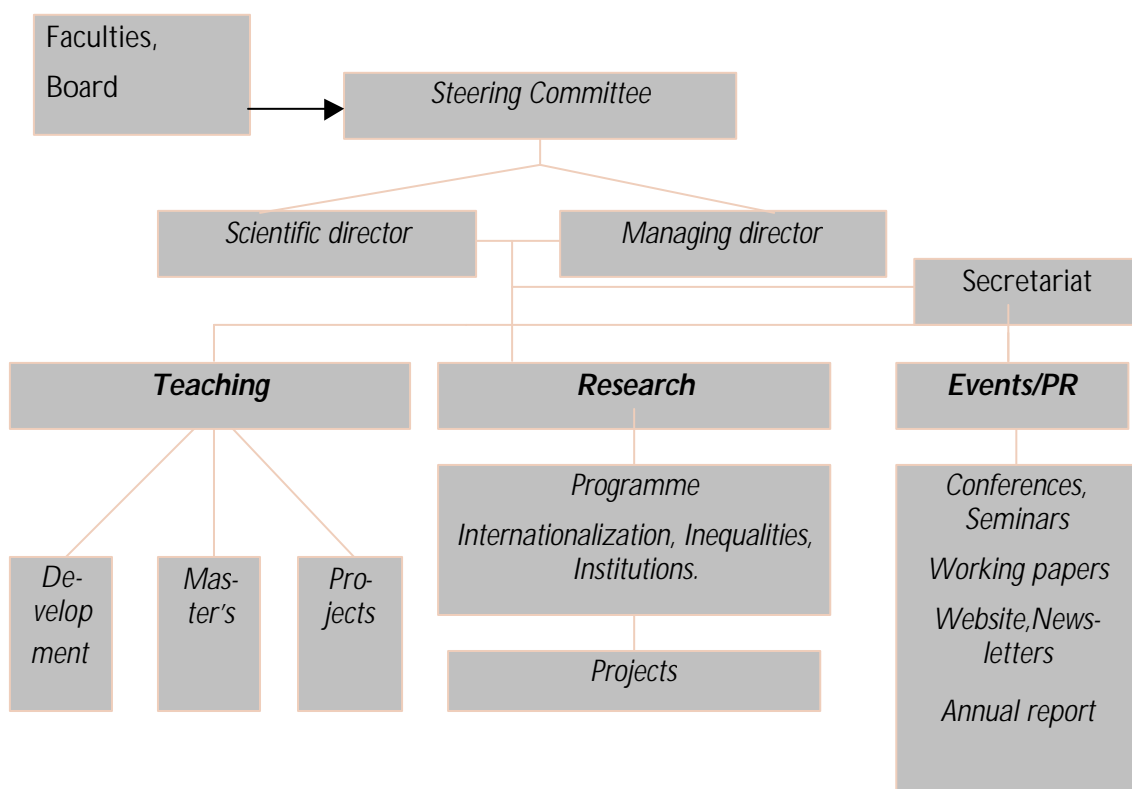
The governance and management of the Institute are provided by the Steering Committee and the two directors. Jelle Visser (Scientific Director) and Wiemer Salverda (Managing Director) direct the

Institute's activities. Jelle Visser took over from Jules Theeuwes (who had been the Scientific Director since 1998) in September 2000, and Wiemer Salverda took over from Ina Sjerps (who had been the Managing Director from the start) in February 2001.

The Institute's secretariat contributes most directly to the organization of events and public relations, while providing support for the educational and research activities. Angelique Lieberton took over as Office Manager in the spring of 2002. She is supported by Florian Coltof and Franklin van Doesburg.

The educational activities of AIAS, including the development of new courses and programmes, is the responsibility of Marc van der Meer, Director of Studies, who is supported by Matthijs Visser, course manager. Marc has have worked with AIAS since the start and was appointed director of studies in 2001; Matthijs joined in 1999.

Scheme 6.2 AIAS Organizational chart



The individual members of the scientific staff are Van der Meer, Salverda, Tijdens and Visser. Each initiates research projects and usually acts as the project coordinator of the projects they have acquired (for details, see Appendix 3). Kea Tijdens acts as the coordinator of these activities, taking

care of its reporting and the dissemination of the results by means of working papers and seminars. She is also responsible for the management of the datasets. She has made a key contribution to the success of the Wage Indicator and its internationalisation. A separate foundation has been established to guarantee the continuity of the Indicator, to protect its copyright and to cover the legal risks. Together with the trade union confederation FNV, the Dutch part of Monsterboard (the career and vacancy site), a representative of AIAS makes up the supervisory board of the foundation. Wiemer Salverda has special responsibility for European labour market studies, Jelle Visser for all projects involving PhD students.

The lecturers and researchers who contribute to the teaching and/or research projects of AIAS are drawn from the participating faculties and other university institutes (a full overview is presented in Appendix 5). Usually, they are contracted directly and receive a fee in return for their contributions. Some of them have been appointed as fellows of AIAS.

Colleagues from abroad contribute to the research projects and networks in which they are involved. Where this is based on official contracting with a third party providing financial support (i.e. in most cases), the research cooperation is based on formal agreements with the institutions employing these colleagues. Over the coming years we hope to involve a number of them as an AIAS fellow and/or visiting scholar.

Table 6.1 Evolution of personnel engaged in activities of AIAS

	2000-II	2001	2002	2003	2004-I
FTE-years/year					
Total	3.61	5.26	8.71	11.04	6.86
Core staff	2.44	4.09	4.99	5.02	2.96
Scientific staff	1.82	3.09	3.39	3.11	1.56
Supporting staff	0.62	1.00	1.60	1.91	1.41
Projects staff	1.18	2.17	3.71	6.02	3.89
Projects staff %	33%	35%	43%	55%	57%
PERSONS/year					
Total	12	16	18	26	24
Core staff	7	9	9	8	9
Projects staff	5	7	9	18	15
Projects staff %	32%	44%	50%	69%	63%

As AIAS legally depends on the Faculty of Law, a part of its personnel is appointed by this faculty. This concerns the staff members of the secretariat who are wholly engaged in AIAS and paid from its means. Others, however, have a position in their 'own' supporting faculty (this particularly regards Salverda, Tijdens and Visser); AIAS reimburses the relevant departments for the time spent on activities for the Institute. In addition, most of the PhDs who are supported by AIAS have an appointment in one of the faculties depending on the research school they receive their training from. Consequently, the personnel administration of AIAS is fairly complicated. Table 6.1 shows, in terms of full-time equivalents and persons, the evolution of the personnel including the core

personnel with a formal appointment elsewhere but excluding the PhDs appointed in the faculties. The total tripled over the period. The core staff of the ASIAS bureau became a minority whilst the projects-related staff grew considerably. The scientific core staff remained virtually unchanged. All of the projects staff are academics, including student-assistants. All of the projects staff and a part of the supporting core have a temporary appointment.

INFRASTRUCTURE

The Faculty of Economics and Econometrics (FEE) housed the Institute from the start in 1998 at its premises at Roeterseiland, but the space available was extremely limited. In 2002, AIAS was able to move to another university building – the former Zeeman laboratory of the University of Amsterdam, which was built in the 1920s for the Nobel Prize winning physicist Zeeman. AIAS shares the building with SISWO, the University's social policy institute. This move enabled proper expansion in line with the four-year programme 2001-2004, including the housing of PhDs. The general provision of computer and network infrastructure is shared with SISWO.

In the period 2000-04, the Institute's activities expanded significantly and much attention was paid to the concomitant expansion and improvement of the organizational and administrative support provided by the secretariat staff. As expansion is continuing apace the need for further improvement remains. With the start of several new substantial projects more activities will be administrated by AIAS rather than by the faculties. This is a challenge for the near future.

FINANCES

The University Board and the four contributing faculties jointly provide the basic funding of AIAS, in accordance with the 2001-2004 business plan, which was drawn up after the evaluation of June 2004. In addition, income is derived from participants' contributions towards the teaching and training activities on the one hand, and from the special research projects which are financed by outside parties on the other. Partly, however, the books for the latter are formally kept by one of the associated faculties depending on the staff member coordinating it and specific arrangements made at the start of the project. Consequently, they are not included in the regular finances of the Institute although the projects are effectively organized by its staff. Their additional effect is indicated in Figure 6.1. Though formally dependent on the Faculty of Law, the Institute manages its own finances. Table 6.2 gives an overview, based on the details given in Appendix 7.

Table 6.3 concerns the financial outcomes on the basis of the projects performed in the areas of teaching and research, including the events organized by the Institute. As mentioned, the overview does not include the research projects proposed, acquired and coordinated by AIAS staff members on behalf of the cooperating research institutes of the participating faculties (see Appendix 1). The

finances of these projects are included in the accounts of the faculties. The contributions made by the additional projects have not been trivial however and they are gaining in importance.

TABLE 6.2 AIAS REGULAR FINANCES 2001–2003

	2003		2002		2001	
	€	%	€	%	€	%
RECEIPTS						
UvA and interest	452,007	47	502,777	65	496,358	69
Fees and sales of syllabi	195,368	20	150,471	19	132,875	18
Services and consulting; contract research	315,534	33	123,493	16	95,325	13
TOTAL	962,909	100	776,740	100	724,557	100
COSTS						
Personnel expenditures	622,914	73	410,994	64	317,721	77
Other expenditures	227,525	27	233,435	36	92,748	23
TOTAL	850,439	100	644,429	100	410,469	100
BALANCE	112,470		132,311		314,088	

Including additional projects administratively handled by AIAS; excluding projects technically administrated by other units, like ASSR, SEO, HIS and Coronel.

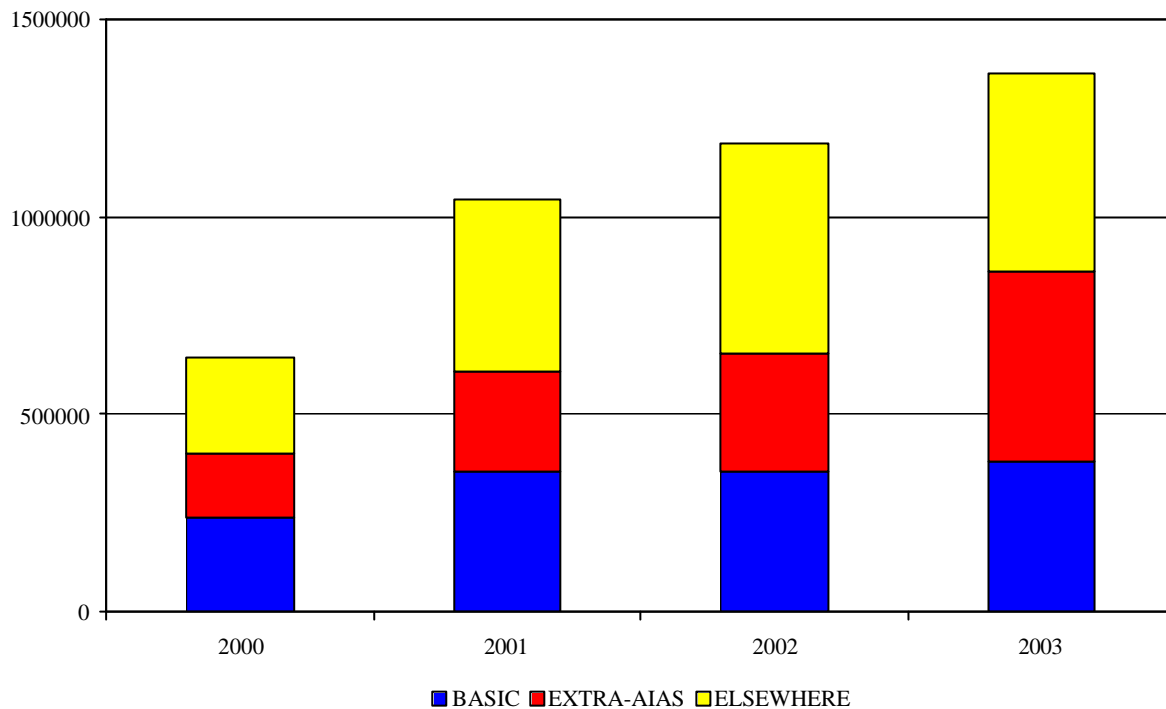
TABLE 6.3 AIAS ADDITIONAL PROJECTS BALANCE 2001–2003 (€)

	Total	%	Teaching	Research	Events etc	Other.
Receipts						
2001	219,665	30	173,728	45,674	-471	735
2002	272,969	35	187,147	84,996	0	826
2003	473,793	49	222,103	170,122	57,083	24,486
Expenditures						
2001	166,450	41	140,251	14,367	10,223	1,609
2002	235,091	36	140,040	56,375	35,984	2,692
2003	366,561	43	171,466	156,951	8,171	29,973
Balance						
2001	53,216	16	33,476	31,307	-10,694	-874
2002	37,878	29	47,107	28,621	-35,984	-1,865
2003	107,232	95	50,636	13,170	48,913	-5,487

Excluding projects technically administrated by other units, like ASSR, SEO, HIS and Coronel.

Figure 6.1 AIAS annual receipts (€) 2000 – 2003

Three categories: basic funding, additional projects and AIAS-led projects administratively handled elsewhere



6.3 OUTLOOK

The leading principle of AIAS personnel policy has been to hire additional staff on a temporary basis to assist the activities generated by the research projects. It implies some underspending and, consequently, considerable strain on the permanent staff of AIAS. Until 2002, the problem of understaffing was compounded by the strong housing constraints. In the coming years more attention will be paid to creating a stronger alliance with the supporting faculties and research institutes, on the basis of which some reinforcement of the supporting scientific staff will be considered.

7. CONCLUSION

In 2000 the review committee recommended that the AIAS should invest in the triangle of law, economics and sociology, strengthen the cross-national comparative character of research, increase the visibility of research by publishing in refereed journals and collections, attract more PhD students and develop a PhD programme. On all these dimensions, this self-evaluation report shows considerable and successful progress in programming, funding, publishing and recruitment. The Institute has been able to liaise with all the major centres for research and teaching on this side of the Atlantic and is seen by others as a valuable partner and centre of excellence – both in teaching and in research. In the Netherlands the position of AIAS, as a centre with a broad multidisciplinary focus on labour, varying from industrial relations to labour market analysis, work organisations and wage formation, performing research as well as teaching and becoming a well-known repository of important data collections, and as the Dutch partner for extensive international research cooperation, is unique.

With the arrival of Salverda and the LoWER network and a number of related projects on inequality in labour markets, the programme has clearly taken up the challenge. In the research programme, the emphasis is on the interaction between international, European and national policies in the areas of employment, welfare and social policy, labour relations and labour market behaviour. Cooperation with scholars and students in the area of international political economy, European integration, and public administration has been strengthened.

AIAS research has become more international (as can be seen from the many 'A' projects, as well as from the publications in international journals and edited volumes – see Appendix 2-3). Currently, our biggest challenge is to live up to the successful transition to the Sixth Framework Programme, which unlike the Fifth Framework Programme is not nearly so focused on socio-economic research, but targets citizenship and governance in the knowledge economy. By cooperating with leading research institutions throughout Europe and by strengthening our position within the Netherlands Organisation for Scientific Research (NWO). AIAS offers a good starting point. The invitation to join the consortium (Changequal) of leading sociological and economic research centres involved in the European Household Panel and the new European Social Survey is a promising step towards fulfilling our ambition to develop a strong position as a centre for data and analysis, not just for the Netherlands but also internationally. Our current databases on collective agreements and bargaining structures, trade unions, employers associations, and wage structures have proven to be important assets in the European market for research.

In terms of acquiring funded research projects, developments during the reporting period have been quite satisfactory and have consolidated the expansion that took place in 2000-2001. AIAS has already achieved the status of an important centre of expertise in labour studies and is frequently asked to submit its proposals and contribute its views. The Institute's mission centres on scientific development and debate, not on acquiring as much commissioned (*derde geldstroom*) research as possible. Such research should fit the scientific mission, support our purpose of training young scholars, help the dissemination of research, and establish genuine and lasting contacts with the field. Commissioned research can also be a good springboard for public-private research networks and projects.

AIAS has expanded from two to fifteen PhD students, nine of whom have grants from the Netherlands Organisation for Scientific Research (NWO) and various private foundations or sponsors. In this respect we have been extremely successful and achieved the scale of PhD training recommended to us in 2000. Most of the PhD students arrived in 2002, 2003 and 2004, and the first of them are expected to defend their Theses in 2005. True to the networking strategy of AIAS, these funds are allocated to the Graduate Schools in the Faculty where the PhD students are trained. In cooperation with these Schools, AIAS provides additional multidisciplinary courses and international exchange programs, and acts as a laboratory for empirical work – based on the idea of a 'Graduierntenkolleg' in which teams or groups of students cooperate within broadly defined themes and use similar databases, theoretical approaches or methods. Based on funding from European research funds and some support from the Faculties, the number of post-docs has increased to four. They stay usually two to three years and are vital for the intellectual climate, having a strong incentive towards publishing in high-ranking journals and trying innovative ideas across disciplines.

In 2002 AIAS started its Advanced Labour Studies teaching course for PhD students in an integrated programme with the Amsterdam graduate School for Social Science Research (ASSR). AIAS staff also organized a successful International Summer School on Labour Markets, Education and Labour Relations, focusing on theories and methods of comparison and analysis, in cooperation with the European Consortium for Sociological Research (ECSR). Currently, AIAS is examining the possibility of developing an International PhD training programme in cooperation with other first-class research schools, such as the Max Planck Institute, the London School of Economics, and other major centres of learning and research, with support from the relevant Research Councils and the EU's Sixth Framework Programme for research. With support of the NWO, four PhD students will receive part of their training in Northwestern and Madison-Wisconsin in 2004-2005. International cooperation with other first-class schools and the design of short and intensive course work help to attract the very top in research and teaching staff for short stays in Amsterdam and to provide the best intellectual stimulation to our students. This, in turn, should help to attract the very best among possible PhD candidates in an increasingly international market.

In the past four years AIAS took many new initiatives in education, resulting in teaching activities at different levels for various groups of participants within and outside the University, both in Dutch and English classes. In the next period the consolidation and implementation of the current programs and proposals will be the first priority. Critical in this development is the participation of the University staff and the scarce available resources, which have to be reallocated over the different programmes. The ambitions are clear. AIAS intends to become an internationally recognized centre for teaching graduate and postgraduate students in comparative and European labour studies, closely integrated with its research activities and ambitions. For the training of PhD students, AIAS wishes to reinforce its cooperation with the related graduate schools in Economics, Sociology and Law, preferably on an international basis. Within the European Labour Studies Network, AIAS will start in early 2005 to receive its first group of foreign students in the Comparative and European Labour Studies Master programme, organised in cooperation with the International School for Humanities and Social Sciences. Some of these (international) students will be expected to continue with a Research Master.

At the undergraduate level AIAS will cooperate with the various faculties in making the (renewed) Minor in Labour Studies in the new Bachelor's programme Behaviour and Society into a success. The same applies to the Amsterdam graduate Business School (AgBS) for the Master programme in HRM and the Amsterdam Polytechnic (Hogeschool van Amsterdam) for the pre-Master programme to facilitate the transition of students with academic interests and ambitions into the university's Master programmes. The new Master programme in HRM will start in September 2005 and is planned to attract at least 80 students by 2008. In addition, AIAS will study together with AgBS the possibility of an English-language MBA+ programme in Human Resources. For postgraduate students with professional experience AIAS will continue to offer the Master in Advanced Labour Studies/Human Resources. In addition, AIAS will continue its dissemination activities and special lecture series in cooperation with De Burcht National Trade Union Museum, based on the expertise and support of the four special chairs of the Institute. Finally, together with the ambition to extend research activities and networks into the New Europe, AIAS will continue to invest in cooperation with Clingendael Institute for International Affairs and Tilburg University and develop special training and education activities targeted on civil servants and other interested groups in central and eastern Europe.

The next phase of AIAS (2005-2008), we believe, should focus on consolidating the huge expansion of the institute's activities, seek further integration through 'value adding' programs with the supporting faculties, and firmly position the institute at the frontiers of international research. The selling point of AIAS, as a multi-disciplinary institute, is that it can define research and teaching programs, bring together staff from different teams, and act as intermediary to third parties, not least in the complex European research area. Given its good track record in Europe, and its manifest and

potential international and multidisciplinary network of reliable and first-class researchers and teaching staff, AIAS can act as a 'content-based' liaison organisation, attracting research and developing a multidiscipline teaching programme where faculties and research schools are at a disadvantage. It is this function that we have sought to develop in the past years and that we will build on in the coming period.

Looking back on the past four years, we feel that the AIAS mission has provided appropriate guidance to the activities that have actually taken place and that there is no reason to change the mission. The Institute wishes to be active in all three fields of activity: research (both academic and policy-oriented), teaching (graduate and postgraduate) and the public debate and dissemination of expertise. Rapid changes in the field of labour – both in the international market for research and in that of academic teaching – require our programmes and portfolios to be constantly renewed. In teaching we have chosen to strengthen the international programmes, connecting with the major network in this area in Europe. In research, the rapid expansion in recent years in all three priority areas – internationalisation, institutions and inequalities – and the successful transition to the EU's Sixth Framework Programme needs to be followed by a phase of consolidation and strengthening the quality of research and reaping its benefits. In the next phase there is scope for the further development of coherent sub programmes, with systematic attention being paid to each of the disciplines and their interrelationship in addressing and solving key research questions. To this we will further intensify our relationships with the supporting departments and research institutes and develop a programme of co-chairing for the three research areas, preferably with the temporary, part-time appointment of foreign scholars. The successful applications under the Sixth Framework Programme, in particular the promising Network of Excellence (Equalsoc), the Integrated Project (New Modes of Governance) in combination with the NWO-funded Governance as Learning program, and the Coordination Action (LoWER3) and the Targeted Research Project (Woliweb) provide excellent preconditions for this advance.

APPENDIX 1 AIAS BOARD, STAFF, FELLOWS AND AFFILIATED RESEARCHERS IN JUNE 2004

PARTICIPATING FACULTIES AND INSTITUTES

Faculty of Economics and Econometrics and the associated SEO / Amsterdam Economics applied research institute

Faculty of Medicine and the associated Coronel Institute for Occupational and Environmental Health

Faculty of Social and Behavioural Sciences (Department of Sociology and Department of Psychology and the associated Foundation Mind at Work)

Faculty of Law and the associated Hugo Sinzheimer Institute (HSI)

AIAS STEERING COMMITTEE

Professor Hugo A. Keuzenkamp, Director of Delta Lloyd Zorg (Care Insurance) and Faculty of Economics and Econometrics of the University of Amsterdam, Chair

Professor Frank J.H. van Dijk, Faculty of Medicine of the University of Amsterdam, Coronel Institute

Professor Carsten K.W. de Dreu, Faculty of Social and Behavioural Sciences of the University of Amsterdam, Department of Psychology

Professor Erik G. de Gier, Institute for Social Sciences (SISWO) of the University of Amsterdam

Professor Joop Hartog, Faculty of Economics and Econometrics of the University of Amsterdam

Professor Evert Verhulp, Faculty of Law of the University of Amsterdam, Hugo Sinzheimer Institute (HSI)

AIAS EXECUTIVE

Professor Hugo Keuzenkamp, Steering Committee Chair

Professor Jelle Visser, Scientific director

Dr Wiemer Salverda, Managing director

AIAS RESEARCH AND TEACHING STAFF

Prof. dr Paul de Beer, Senior Researcher

Dr Ada Ferrer Carbonell, Post doc researcher

Mr (LL.M.) Marieke van Essen, Policy assistant

Dr Klarita Gërkhani, Post doc researcher

Drs Hester Houwing, Junior researcher

Drs David Hollanders, Junior researcher

Dr Marc van der Meer, Director of studies

Dr Martha Meerman, Lector and Senior researcher

Dr Judith Roosblad, Post doc researcher

Dr Wiemer Salverda, Managing director

Dr Kea Tijdens, Research coordinator

Prof. dr Jelle Visser, Scientific director

Drs Matthijs Visser, Course manager Master in Advanced Labour Studies/Human Resources

Dr Aslan Zorlu, Post doc researcher

AIAS SECRETARIAL STAFF

Angelique Lieberton, Office manager

Florien Coltof, Management assistant

Franklin van Doesburg, Management assistant

Casper Kaandorp, Programmer

Wouter Schütte, Administrative employee

AIAS ASSOCIATED PHD STUDENTS

Yongjian Hu, IS MSc
 Drs Chris Moll
 Drs Anneleen Oskam
 Drs Kilian Schreuder
 Mara Yerkes, MSc
 Marta Kahancová, MSc
 Damian Raess, MSc
 Gianluca Carnebuci, MSc
 Drs Eelke Heemskerk
 Drs Sjoukje Botma
 Drs Ingrid van der Wel
 Drs Rob de Boer
 Birgitte Bentzen, MSc
 Charlotte West, MSc
 Drs Wiesje Monster

AIAS ASSOCIATED PROFESSORS AND FELLOWS*Special Chairs*

Henri Polak Chair: Professor Paul de Beer, Faculty of Social and Behavioural Sciences (earlier: Prof. Jan Peter van der Toren)

Willem Drees Chair : Professor Frans Leijnse, Faculty of Social and Behavioural Sciences

Ien Dales Chair : Professor Ron Niessen, Faculty of Law

Randstad Chair: Vacancy, Faculty of Economics (earlier: Professor Hans Junggeburst)

AIAS Fellows

Prof. dr N.R. (Neil) Anderson, UvA, Faculty of Psychology
 Mr (LL.M.) R.M. (Ronald) Beltzer, UvA, Faculteit der Rechtsgeleerdheid
 Dr J.P. Bruggeman, UvA, Faculty of Social and Behavioural Sciences
 Dr A.C. (Anton) Hemerijck, Scientific Council for Government Policy
 Dr A. (Arjan) Heyma, UvA, SEO Amsterdam Economics
 Dr A. (Adriaan) Kalwij, University of Tilburg
 Prof. dr B.E.A. (Bernhard) Kittel, UvA, Faculty of Social and Behavioural Sciences
 Prof. dr H. (Henriëtte) Maassen van den Brink, UvA, Faculty of Economics, SCHOLAR
 Dr J. (Jan) te Nijenhuis, Open University, Heerlen
 Prof. dr B.M.S. (Bernard) van Praag, University of Amsterdam (Scholar)
 Dr B. (Bart) van Riel, The Social and Economic Council of the Netherlands
 Dr M.P.F. (Maurice) Rojer, Dutch Ministry of Social Affairs and Employment
 Dr M. (Martin) Schludi, Institute of Employment Research, Nürnberg
 Prof. mr J.M. (Jaap) van Slooten, UvA, Faculty of Law, Stibbe
 Dr C.C.A.M. (Els) Sol, UvA, Hugo Sinzheimer Instituut
 Dr B. (Bram) Steijn, Erasmus University Rotterdam
 Prof. dr H.K. (Henk) Thierry, University of Brabant, Faculty of Psychology
 Dr J.P. (Jan-Peter) van den Toren, Ministry of General Affairs
 Dr W.A. (Willem) Trommel, Technical University of Twente
 W. (Wim) van Velzen, former Europarlement
 Dr H.G. (Herman) van de Werfhorst, UvA, Faculty of Social and Behavioural Sciences
 Dr M. (Mies) Westerveld, UvA, Hugo Sinzheimer Instituut
 Dr C.M.M.P. (Cecile) Wetzels, UvA, Faculty of Economics
 Prof. dr C.J.M. (Ton) Wilthagen, University of Tilburg, Institute for Labour Studies
 Dr B.C.H. (Bart) de Zwart, Astri Labour and Social Security

International Guests

Prof. Axel van der Berg, McGill University, Montreal, 2004-2005

Prof. Jonathan Zeitling, University of Wisconsin-Madison, 2004

Dr. Christina Trampusch, Max Planck Institute, 2004
 Dr. Metha Singh, New Dehli Institute of Labour, 2004
 Elena Sirvent Garcia del Valle, Universidad del Pais Vasco, 2004
 Sebastian Jobelius, University of Bremen, 2004
 Zyab Ibanez, European University Institute Florence, 2003
 Dr Jan Fidrmuc, Université Libre de Bruxelles, 2003
 Prof. Randall Kesselring, Arkansas State University, 2003
 Prof. Claudio Lucifora, Università Cattolica di Milano, 2003
 Dr John Schmitt, Economic Policy Institute Washington, 2003
 Prof. Danielle Checci, Università degli Studi di Milano, 2003 and 2002
 Eric Seils, Max Planck Institute, 2002

TABLE A.1.1 OVERVIEW OF PERSONNEL 2000 – 2004

Name	Position	Perm/ Temp	Discipline	Project	Faculty	Start	End	Week
Core								
Prof.Dr Jelle Visser	scientific director	P	sociology	Bureau	FMG	Jul-00		0.5
Dr Wiemer Salverda	managing director >1/2/01	P	economics	Bureau	FEE	Jul-00		0.5
Mrs Ina Sjerps	zakelijk directeur <1/1/01	P	law	Bureau	AIAS*	Jul-00	Dec-00	0.8
Dr Kea Tijdens	research co-ordinator	P	sociology/ psychology	Bureau	FEE	Jul-00		0.5
Dr Ton Wilthagen	senior researcher	P	sociology/ law	Bureau	FdR	Nov-01	Jul-02	0.5
vacancy	senior researcher	P	law	Bureau	AIAS*/FdR			0.5
Prof.Paul de Beer	senior researcher	T	economics	Bureau	FMG	Nov-03	Apr-07	0.5
Dr Martha Meerman	lector/ senior researcher	T	psychology	Bureau	AIAS* (HvA)	Jan-04	Jan-08	0.2
Dr Marc van der Meer	director of studies	P	economics/ sociology	Bureau	AIAS*	Jul-00		0.9
Drs Matthijs Visser	course manager	P	psychology	Bureau	AIAS*	Jul-00		0.7
Marieke van Essen, LL..M.	policy assistant	T	law	Bureau	AIAS*	Feb-04	Aug-08	0.8
Geraldine Hutchinson	manage-ment assistant	P		Bureau	AIAS*	Jul-00	Feb-01	1.0
Cisca van Ingen	manage-ment assistant	T		Bureau	AIAS*	Nov-02	Feb-01	0.7
Anita de Waal	office manager	P	secretarial	Bureau	AIAS*	May-01	Apr-02	1.0
Angelique Lieberton	office manager	P	business economics/tourism	Bureau	AIAS*	May-02		0.95
Florien Coltof	manage-ment assistant	P	tourism	Bureau	AIAS*	Dec-01		0.6
Franklin van Doesburg	manage-ment assistant	T	art manage-ment	Bureau	AIAS*	May-03	Dec-04	0.6
Casper Kaandorp	programmer	T	IT	Bureau	AIAS*	Sep-03	Feb-05	0.8
Wouter Schuette	manage-ment assistant	T	business studies	Bureau	AIAS*	Apr-04	Aug-04	1.0
Projects								
Dr Wiemer Salverda	research co-ordinator	T	economics	LoWER/DEMP ATEM	FEE (EU)	Jul-00	Aug-07	0.5

Name	Position	Perm/ Temp	Discipline	Project	Faculty	Start	End	Week
Dr Peter Mühlau	post-doc researcher	T	psychology	LoWER/Bench marking low/high-wage	FEE (EU)	Jul-00	Jun-01	1.0
Dr Adriaan Kalwij	post-doc researcher	T	economics	DEMPATEM	FEE (EU)	Oct-01	Sep-03	1.0
Dr Martin Schludi	post-doc researcher	T	political science	Benchmarking pensions	AIAS*	Dec-02	Sep-03	1.0
Dr Ada Ferrer-i Carbonell	post-doc researcher	T	economics/en viron-ment	Epicurus	AIAS (FEE)	May-03	May-05	0.8
Dr Klarita Gërkhani	post-doc researcher	T	economics	selection, informal labour markets	AIAS*	Oct-03	Dec-4	1.0
Dr Judith Roosblad	post-doc researcher	T	sociology	Marginalisation	ASSR (EU)	Sep-00	Apr-05	0.8
Dr Aslan Zorlu	post-doc researcher	T	economics	Ethnicity and pay monitor	FEE	Sep-03	Apr-04	0.5
Drs Cees Nierop	researcher	T	political science	LoWER	FEE (EU)	Aug-00	Aug-03	0.3
Drs Hester Benedictus	researcher	T	political science	Louvain, Dutch model, ESD	AIAS*	Feb-02	Mar-03	0.8
Drs Gert Homsma	junior researcher	T	psychology	Bertelsmann, DEMPATEM	AIAS*	May-02	May-03	0.8
Drs David Hollanders	junior researcher	T	econo-metrics	DEMPATEM	FEE	Oct-03	May-04	0.4
Drs Rob de Boer	junior researcher	T	political science	Globalisation	AIAS*	Mar-03	Feb-04	1.0
Drs Hester Houwing	junior researcher	T	sociology	Louvain	AIAS*	Mar-04	Aug-04	0.63
Hester Benedictus	student assistant	T	political science	Louvain, Dutch model, ESD	AIAS*	Jul-00	Oct-01	0.4
Lennert Kerssens	student-assistant	T	sociology	Master	AIAS*	May-02	Oct-02	0.4
Hester Houwing	student-assistant	T	sociology	Globalisation?	AIAS*	15-Nov-02	Aug-03	0.4
Rob de Boer	student-assistant	T	political science	ILO	AIAS*	Jun-02	Sep-02	0.4
David Hollanders	student assistant	T	econo-metrics	DEMPATEM	FEE	Mar-03	Sep-03	0.4
Emiel Afman	student-assistant	T	economics	LoWER	FEE	Aug-03	Dec-03	0.4
Nynke Wiekenkamp	student-assistant	T	sociology	Transformation s of the State	AIAS*	Jan-04	July-04	0.2
Joost Bruinsma	student-assistant	T	law	Industrial relations in Europe	AIAS*	Nov-03	June-04	0.4
Anna Dragstra	student-assistant	T	sociology	Annual Social Reports	AIAS*	May-03	Dec-03	0.4
Dr Frank Tros	course manager	T	law	Minor	FdR	Nov-01	May-02	0.2
Ms Hetty van der Mei	secretary	T	secretarial	Minor	FdR	July-00	Dec-01	0.2
Sewdath Ritoe	student-assistant	T	economics	Master	AIAS*	Oct-01	Apr-02	0.4
Marieke van Essen	student assistant	T	law	Master	AIAS*	Dec-02	Aug-03	0.4
Monique Reijntjes	student-assistant	T	business economics	Master	AIAS*	Oct-03	Aug-03	0.4

* AIAS Staff is administrated via the Law Faculty

APPENDIX 2 PUBLICATIONS OF AIAS AND STAFF 2000-2004

A.2.1. PUBLICATIONS AIAS

The Working Papers (WP), Research Reports (RR) and Research Report Special Series (RRSS) of the Institute can be downloaded from the website www.uva-aias.net

Reports

Hester Benedictus, Rob de Boer, Marc van der Meer, Wiemer Salverda & Marloes Zijl, *“European Social Dialogue: development, sectoral variation and prospects”*, ISBN: 90 5901 2305, € 32,00,.

Marc van der Meer, Jelle Visser, Ton Wilthagen & Paul van der Heijden, *“Weg van het overleg? – Twintig jaar na Wassenaar: naar een nieuwe verhouding in het Nederlandse model”*, ISBN: 90 5356 6066, € 29,50

Paul van der Heijden, Marc van der Meer, Jelle Visser & Ton Wilthagen, *“Naar een nieuwe verhouding? Over de noodzaak en mogelijkheid tot aanpassing van het Nederlandse model van arbeidsverhoudingen”*, Discussiepaper voor de AIAS conferentie “Leren(de) arbeidsverhoudingen?”, Amsterdam, Artis-complex 1 november 2001

Marc van der Meer & Evert Smit, *“Innovatie of imitatie? CAO-vernieuwing op ondernemingsniveau”*, 2000 Elsevier Bedrijfsinformatie bv, 's-Gravenhage (€ 14,-)

Marloes Zijl, Marc van der Meer, Jitske van Seters, Jelle Visser & Hugo Keuzenkamp, 2002, 'Dutch Experiences with the European employment strategy', in *SEO-research report nr. 611*

Working Papers

- WP nr 26 Joop Hartog (FEE) & Aslan Zorlu, “Economische Effecten van Immigratie – Ontwikkeling van een Databestand en eerste analyses”, Januari 2004
- WP nr 25 Kea Tijdens, “Wage Indicator – Dataset Loonwijzer”, Januari 2004
- WP nr 24 Kilian Schreuder & Kea Tijdens, “Codeboek DUCADAM Dataset”, December 2003
- WP nr 23 Adriaan S. Kalwij, “Household Consumption and Savings Around the Time of Births and the Role of Education”, December 2003,
- WP nr 22 Adriaan S. Kalwij, “A panel data analysis of the effects of wages, standard hours and unionisation on paid overtime work in Britain”, October 2003
- WP nr 21 Adriaan S. Kalwij, “A Two-Step First-Difference Estimator for a Panel Data Tobit Model”, December 2003
- WP nr 20 Adriaan S. Kalwij, “Individuals’ Unemployment Durations over the Business Cycle”, June 2003
- WP nr 19 Kea Tijdens & Maarten van Klaveren, “Een onderzoek naar CAO-afspraken op basis van de FNV cao-databank en de AWWN-database”, December 2003
- WP nr 18 Adriaan S. Kalwij & Rob Alessie, “Permanent and Transitory Wage Inequality of British Men, 1975-2001: Year, Age and Cohort Effects”, October 2003
- WP nr 17 Kea Tijdens, Tanja van der Lippe & Esther de Ruijter “Working Women’s Choices for Domestic Help” October 2003
- WP nr 16 Marieke van Essen, “De invloed van de Wet arbeid en zorg op verlofregelingen in CAO’s”, October 2003
- WP nr 15 Ton Wilthagen, “Flexibility and Social Protection”, August 2003
- WP nr 14 A.B. Atkinson & Wiemer Salverda, “Top Incomes in the Netherlands and the United Kingdom over the twentieth Century”, September 2003

- WP nr 12 Klarita Gërzhani, "Politico-Economic Institutions and the Informal Sector in Albania", May 2003
- WP nr 11 Klarita Gërzhani, "Tax Evasion and the Source of Income: An experimental study in Albania and the Netherlands", May 2003
- WP nr 10 Martin Schludi "Chances and limitations of "benchmarking" in the reform of welfare state structures- the case of pension policy", May 2003
- WP nr 9 Ton Wilthagen & Frank Tros, "Dealing with the "flexibility-security-nexus: Institutions, strategies, opportunities and barriers", May 2003
- WP nr 8 Klarita Gërzhani, "Tax Evasion in Transition: Outcome of an Institutional Clash –Testing Feige's Conjecture", March 2003
- WP nr 7 Kea Tijdens & Maarten van Klaveren, "Teleworking Policies of Organisations- The Dutch Experience", February 2003
- WP nr 6 Cees Nierop, "Flexible Work- Arrangements and the Quality of Life", February 2003
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- RR nr. 17 Marc van der Meer & Hester Benedictus, "Industrial Relations in the Transport Sector in the Netherlands", December 2002
- RR nr. 16 Chris Moll, Marc van der Meer & Jelle Visser, "Public Sector Industrial Relations in the Netherlands: framework, principles, players and Representativity", January 2003
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- RR nr 4 Kea Tijdens, "Vraag en aanbod van huishoudelijke diensten in Nederland", Juni 2000
- RR nr 3 Caroline van den Brekel & Kea Tijdens, "Keuzemogelijkheden in CAO's", Juni 2000
- RR nr 2 Marloes Mattheijer, "The toelating van vluchtelingen in Nederland en hun integratie op de arbeidsmarkt.", Juni 2000
- RR nr 1 Marc van der Meer (ed), Adriaan van Liempt, Kea Tijdens, Martijn van Velzen & Jelle Visser, "The trade-off between competitiveness and employment in collective bargaining: the national consultation process and four cases of enterprise bargaining in the Netherlands", Juni 2000

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- RRSS nr 8 Hester Houwing & Drs Rob de Boer, "Trade Unions and Collective Bargaining in Brasil, Chile and Mexico" , forthcoming
- RRSS nr 7 Hester Houwing & Drs Rob de Boer, "Trade Unions and Collective Bargaining in India, Indonesia and Turkey" , forthcoming
- RRSS nr 6b Hester Houwing & Drs Rob de Boer, "Trade Unions and Collective Bargaining in South Africa, Nigeria and Senegal" , forthcoming
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- RRSS nr 5 Marta Kahancová, "Trade Unions, Employers' Organizations, Social Dialogue and Collective Bargaining in Slovenia", May 2003
- RRSS nr 4 Marta Kahancová, "Trade Unions, Employers' Organizations, Social Dialogue and Collective Bargaining in Poland", May 2003
- RRSS nr 3 Marta Kahancová, "Trade Unions, Employers' Organizations, Social Dialogue and Collective Bargaining in Slovakia", May 2003
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A.2.2. PUBLICATIONS AIAS STAFF 2000-2004

Overview of the publications of staff members, postdocs and closely cooperating research fellows.

A. Referend Articles, chapters and books

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APPENDIX 3 RESEARCH PROJECTS

no.	Project name	Funding	Start	End	UvA-partners	External partners	Researchers
I. INTERNATIONALISATION							
I-01	INTERNATIONAL REFORM MONITOR of labour markets, social security, health, pensions	B Bertelsmann Foundation	1999	2004	FEE, FMG, FdR	Brookings Institution, JIL Japanese Institute of Labour Tokyo, MIAESR Melbourne, Warwick U, LSE London, HIS Wenen	Salverda
I-02	FUTURE: The future of collective bargaining in Europe	A DeBenedetti Foundation	2001	2003	FMG	U Bocconi (Milan), IIE Stockholm, U. Essex, U. Warwick, U. Milan	Visser
I-03	PEER REVIEW in labour market policies 2002-2003	A EU-DG ESA	2002	2003		OSB-Unternehmensberatung Vienna	Salverda Tijdens
I-04	FUTURE OF THE DUTCH MODEL: Adaptive and reflexive governance	C Dutch Govt: SZW	2001	2003	FdR		vdMeer Visser Wilthagen vdHeijden
I-05	EES: evaluation of the Dutch experience with the European Employment Strategy	B Dutch Govt: SZW	2001	2003	SEO		VdMeer Salverda Visser
I-06	IBIO: The internationalisation of business interest organisations in Europe	A MPIfG/AIAS	2001	2004	FMG-ASSR	MPI Gesellschaftsforschung Cologne; U Konstanz	Visser
I-07	FDI pressure on industrial relations in Germany and Brazil	A UvA	2001	2005	FMG-ASSR		Visser Räss*
I-08	ESD: the European Sectoral Dialogue	A Dutch Govt: SZW	2002	2003	SEO		deBoer Benedictus vdMeer Salverda Visser
I-09	BENCHMARKING: evaluation of its uses in the European pension reform debate	A UvA: German Institute (DIA)	2002	2003	DIA		Schludi**
I-10	OMC: The Open Method of Coordination in employment and social inclusion compared	B EU-Saltsa	2003	2004	FMG	Observatoire Social Européen (Brussels), U. Madison-Wisconsin, Saltsa-Stockholm	Visser
I-11	EIRR: The European industrial relations report 2004	A EU-DG ESA	2003	2004	FMG	Kings College London; ILO	Visser Kahancova
I-12	CONVERGENCE: Phillips, Volkswagen and East-West convergence in labour relations	A UvA	2003	2006	FMG-ASSR	Central European University (Budapest), Polish Academy of Science	Visser vdMeer Kahancova*
I-13	GLOBALISATION and industrial relations in multinational corporations in the Netherlands	B Unions (FNV)	2003	2004	FMG		deBoer Houwing Kahancova vdMeer Visser
I-14	ESM: the European Social Model	A Unions (ETUI)	2004	2005	FEE-FdR-FMG		Salverda
I-15	GAL1-Governance as Learning: comparing the OECD and EU employment strategy	A NWO	2004	2008	FMG-ASSR	U Wisconsin-Madison; WRR	Visser vdMeer Bentzen*
I-16	GAL2-Governance as Learning: the role of social pacts	A NWO	2004	2008	FMG-ASSR	U Wisconsin-Madison; WRR	Visser Kittel deBoer*

no.	Project name	Funding	Start	End	UvA-partners	External partners	Researchers
I-17	GAL3-Governance as Learning: the Open Method of Coordination	A NWO	2004	2008	FMG-ASSR	U Wisconsin-Madison; WRR	Visser West*
I-18	NEWGOV 1-New Modes of Governance: Learning and innovation through social partnership and pacts (LISP)	A EU-FP6	2004	2008	FMG-ASSR	European University Institute-Robert Schumann Centre (coordinator), U Bocconi (Poleis) and U. Milan	Visser, NN**
I-19	NEWGOV 2-New Modes of Governance: Accountability of civil group participation in EU social and economic governance	A EU-FP6	2004	2008	FdR-IIL	European University Institute-Robert Schumann Centre (coordinator), U of Bremen, Warsaw Academy of Science	Visser Obradovic
II. INSTITUTIONS							
II-01	DUES: The development of Unions in European Societies	A Volkswagen Foundation	1985	2000	FMG-ASSR	U.Mannheim (MZES), Max Planck Institute Cologne	Visser
II-02	TRADE -OFF between employment and competitiveness in sectoral and local bargaining	B ILO	1999	2003	HSI	ILO International labour Office – Infocus Social Dialogue programma	vdMeer Tijdens Visser
II-03	FLEXICURITY: Transitional labour markets, working-time patterns, and flexicurity	B EU-FP5	1998	2003	HSI	WZB Wissenschaftszentrum Berlin; EUI European University Institute Florence	Wilthagen Verhulp Visser
II-04	RECOGNITION: recognition and representation criteria in public sector labour relations	C CAOP; FdR	1999	2004	FdR		vdHeijden Visser Moll*
II-05	REPRESENTATION: organisation, institutions and representation of unions and employers	B EU-DG ESA	1999	2004	HSI	IST Institut des Sciences du Travail – U Louvain -la-Neuve	Benedictus vdMeer Visser
II-06	DUCADAM – Dutch Collective Labour Agreements Database and Monitor	C NWO	2000	2010	FEE, FdR	FNV; inter-university consortium Netherlands	Tijdens, Kaandorp Hartog vdHeijden Visser
II-07	CHOICE: Individual choice and cafeteria benefit systems in collective labour agreements	C Govt: SZW	2001	2002	SEO		Tijdens
II-08	IRISH SOCIAL PACT: Multi-level bargaining – a contribution to the 2002 strategy report	A Irish Govt.	2001	2003	FMG	NESC National Economic and Social Council – Dublin	Visser
II-9	PENSIONS: Is there a Dutch way to pension reform?	B ESRC-UK	2001	2003	FMG	Oxford U - Institute of Ageing; Social and Economic Council (SER); Scientific Council for Government Policy (WRR)	Visser van Riel Hemerijck
II-11	AGENDA-SETTING: gender and determinants in agenda-setting in collective bargaining	C NWO	2001	2006	FEE	ICS - U Groningen	Tijdens Visser Schreuder*
II-12	SKILL: skill policies in the Netherlands and the role of the social partners	B Federetti	2002	2003	FMG	Centro 'M. Biagi' (U Modena)	vdMeer Visser

no.	Project name	Funding	Start	End	UvA-partners	External partners	Researchers
II-13	HEALTH: market relations, flexibility and labour relations in the health care sector	C Dutch Govt: NZIw	2002	2003	FMG, FEE		Tijdens Visser
II-14	DECENT WORK – a global database of social dialogue indicators	A ILO	2002	2003	FMG	ILO – Infocus Social Dialogue Programme	deBoer Visser
II-15	GENDER: Gender Mainstreaming in Europe	A Unions: ETUI and SALTSA	2002	2003	FEE	IHS Vienna, U Libre de Bruxelles, CIREM Barcelona, U of Tartu Estonia, U Umeå, Reykjavik University, Matisse CNRS,	Salverda
II-16	CORPORATE COMMUNITY: Interlocks and networks of Dutch business	C UvA	2002	2006	FMG-ASSR		Visser Heemskerck*
II-17	KNOWLEDGE NETWORKS: Patents, competition and international knowledge networks	A Nwo	2002	2005	FMG-ASSR	U Twente	Visser Bruggeman Carnebuci*
II-18	IRI: Industrial relations indicators	A OECD EC-DG ESA	2004	2005	FMG-ASSR		Visser
II-19	RECRUITMENT: Formal and informal institutions and recruitment strategies of employers	A NWO	2004	2006	FMG-ASSR		Gèrxhan** Visser Anderson
II-20	STRESS: The effectiveness of stress prevention covenants in the public sector	C Unions: Abva-Kabo	2002	2006	Psy	Nijmegen (Psy)	vd Wall* Visser
II-21	NWO WAGE SETTING: Flexible wage setting in research	C NWO	2004	2006	FdR		Verhulp, NN
II-22	TWA1: temporary agency work	C Dutch Federation of TWAs	2003	2004	FEE, HSI		Tijdens
II-23	Solidarity and the Welfare State	C GAK Fund	2004	2007		De Burcht	De Beer
II-24	TWA2: temporary agency work and the variable uses of law and agreements in different countries and sectors	A NWO	2004	2008	FMG-ASSR FdR-HSI		NN* Verhulp Visser Tijdens vdToren
III. INEQUALITIES							
III-01	Women's Wage Indicator	C Intermediair	1999	2003	FEE	FNV Dutch Federation of Trade Unions	Tijdens
III-02	GAP: the EU-US employment gap: benchmarking low/high wage employment	A EU-DG ESA	2000	2001	FEE	Oxford U, U Bordeaux IV, U Aberdeen, Boston College, ROA Maastricht, ESRI Dublin	Salverda Mùhlau, Nierop
III-03	FEMALE UNIVERSITY CAREERS: ambitions or networks?	C UvA-special fund	2000	2002	ASSR, Psy		Visser <i>Need</i>
III-04	LoWER - European Low-wage Employment Research Network, Phase 2: Can Improving Low-skilled Consumer-services Jobs Help European Employment Growth?	A EU-FP5	2000	2004	FEE	LSE (CEP-STICERD), Oxford U, U Aberdeen, U Cattolica Milan, U Bordeaux-IV, ZEW Mannheim, MPI Bildung Berlin; ESRI Dublin; ETLA Helsinki; CSB/UFSIA Antwerp; ROA-U Maastricht, U Braga, U Utrecht	Salverda Nierop

no.	Project name	Funding	Start	End	UvA-partners	External partners	Researchers
III-05	AGE: the effects of working hours and atypical contracts on wages of older workers*	C UvA	2000	2003	FEE		<i>Tijdens</i> Theeuwes Hu*
III-07	IT COMPETITENCIES: development of employee competencies in the information sector	C NWO	2001	2002	FEE	Erasmus U Rotterdam	<i>Tijdens</i>
III-08	TAX EVALUATION – the Impact on Female Labour Supply	C Dutch Govt: FIN	2001	2002	FEE		<i>Tijdens</i> <i>Pott-Buter</i>
III-09	ETHNIC: wage differences and ethnicity	C Dutch Govt: SZW	2001	2002	FEE		Zorlu** <i>Tijdens</i>
III-10	FLEXIBLE: The extent and consequences of flexible working conditions	B European Foundation	2001	2002	HSI	U Louvain-la-Neuve	Wilthagen
III-11	STATISTICS: constructing a new cross-national architecture for labour market statistics	A Ford Foundation	2001	2003	FEE	o.a. Northeastern U Boston, LSE (CEP), IRES, UN ECE, New School U New York, JIL Japanese Institute of Labour Tokyo, ILO, U de Salamanca, WZB, EPI Washington, U Umeå	Salverda <i>Tijdens</i>
III-12	DEMPATEM – Demand Patterns and Employment Growth: Consumption and Services in France, Germany, the Netherlands, Spain, the United Kingdom and the United States	A EU-FP5	2001	2003	FEE	University College London, Oxford U, U Paris-I Sorbonne, U Carlos III Madrid, U Utrecht	Salverda, Kalwij**
III-13	OVERCOMING MARGINALISATION	A EU-FP5	2001	2003	ASSR	U Westminster; U Osnabrück; U Copenhagen; Juan March Inst. Madrid; Social Research Centre Rome	vdMeer <i>Roosblad**</i> Visser
III-14	DEUCE: equal opportunity for men and women in Europe	A EU-DG ESA	2001	2003	FEE		<i>Tijdens</i>
III-15	EVASION: formal and informal institutions, labour markets and tax evasion	A UvA	2001	2004	ASSR	U Barcelona	<i>Gërhan**</i>
III-16	Dutch Wage Indicator	C	2001	-	FEE		<i>Tijdens</i>
III-17	BEST: Best employer survey	C Intermediair	2001	-	FEE	Intermediair	<i>Tijdens</i>
III-18	EPICURUS: societal and economic effects on quality of life and well-being: Preference identification and priority setting in response to changes in labour market status	A EU-FP5	2002	2004	FEE	U Aberdeen, ETLA Helsinki, U Paris-II Panthéon-Assas, Aarhus School of Business, U Jaume I Castellon, U of Macedonia Thessaloniki	Salverda vPraag <i>Ferrer-i-Carbonell</i>
III-19	FEMINISATION: Feminisation of labour and part-time work in three EU countries	A Reaal Insurance	2002	2005	FMG-ASSR		Leijnse Visser <i>Yerkes*</i>
III-20	TREATMENT: the effectiveness of medical treatment in the case of labour related illnesses	C UvA	2002	2005	FG, FEE		deJong <i>Oskamp*</i>

no.	Project name	Funding	Start	End	UvA-partners	External partners	Researchers
III-21	DOMESTICS: Migration, domestics and informal labour relations in Amsterdam	C UvA	2002	2006	FMG-ASSR		Visser <i>Botma*</i>
III-22	Immigrant's Labour Market Position Monitor	C SCP/Dutch Govt: BiZa	2003	2004	FEE		Zorlu** Hartog
III-23	CHANGEQUAL: Developing indicators of social and economic change and equality	A EU-FP5	2002	2004	FMG-ASSR	ESRI Dublin (coordinator), Nuffield College Oxford, MZES Mannheim, SOFI Stockholm, LASMAS/EHSS Paris	Visser vdWerfhorst Salverda
III-24	TOP INCOMES: in the Netherlands in comparison to other countries (historical trends)	B UvA	2003	2005	FEE	Nuffield College Oxford	Salverda
III-25	IMMIGRANTS in the Dutch labour market	C SZW	2004	2005		Abvakabo	Roosblad
III-26	FIELDS OF STUDY: high school education, fields of study and labour market car	A Canadian Science Fund	2003	2004	FMG	U Montreal	vdWerfhorst
III-27	OLDER WORKERS: The position of older workers in the Netherlands	C OECD	2004	2005	FEE, FMG, FdR		Salverda
III-28	PUBLIC: Wage differences between the private and public sector in the Netherlands	C Govt: BZK	2002	2003	SEO		Salverda
III-29	LOW WAGE: Low wage in Europe and the US	A (?) [Russell Sage Foundation]	2004	2006	FEE	LSE London (CEP), CEPREMAP-ENS Paris, a.o.	Salverda <i>Tijdens</i>
III-30	LoWER3 – European Low-wage Employment research Network, 3rd Phase: The Insecure Perspectives of the Low-Skilled in the Knowledge Society	A EU-FP6	2004	2007	FEE	LSE (CEP-STICERD); Oxford U; U Aberdeen; U Cattolica Milan; U of Wales; U Bordeaux IV; ZEW Mannheim; ESRI Dublin; ETLA Helsinki; CSB Antwerp; ROA-U Maastricht, IZA Bonn; Warsaw School of Economics; U Tartu, U Wuppertal, Aarhus School of Business, John Schmitt Washington	Salverda NN**
III-31	WOLIWEB: a European Women's Wage Indicator	A EU-FP6	2004	2008	FEE	U Salamanca, a.o.	<i>Tijdens</i> <i>Wetzels**</i>
III-32	EQUALSOC: economic change, social inequality and social cohesion in the knowledge economy	A (?) [EU-FP6]	2004	2008	FMG, FEE	SOFI-U Stockholm (coordination), Nuffield College Oxford, ESRI Dublin, LASMAS-EHSS Paris, Pompeu Fabra Barcelona, U Turin, U Trento, U Milan (Bicocca), Wissenschaftszentrum Berlin, MZES Mannheim, CSB Antwerp, U Tartu, Hungarian Academy of Sciences	Visser vdWerfhorst Salverda Hartog <i>Gerxhani**</i> <i>Tijdens</i>

Notes: A = Cross-national comparison or international (European) level; B = Dutch case in international comparative research project; C = stand-alone study of Dutch case

I = Internationalisation; II = Institutions; III = inequalities

* = PhD project; ** = postdoc; *italics* = female researcher

(?) = funding not yet decided

APPENDIX 4 OVERVIEW OF NETWORK CONTACTS AIAS JUNE 2000 – JULY 2004

Partner	Teaching	Research
UNIVERSITEIT VAN AMSTERDAM		
SEO / Amsterdam Economics		temp agency monitor, various projects
Hugo Sinzheimer Institute HSI	Prof. master	temp agency monitor, various projects
Amsterdam School for Social Research		various projects
ASSR		
Coronel Institute	Prof. master	various projects
Scholar Research group	Prof. Master	various projects, equalsoc
Duitsland Instituut DIA		Benchmarking project
IMES		immigration projects
ILL		NewGov (FP6)
NETHERLANDS		
U. Utrecht		LoWER2, DEMPATEM
ROA, U Maastricht		LoWER1-2-3, Benchmarking
U. Nijmegen, psychology		stress prevention
FNV		Ducadam, Wage Indicator
Min. Social Affairs and Employment		Various projects
WRR, The Hague		Governance as Learning
CAOP, The Hague		Recognition in public sector
Burcht, Amsterdam	Spec. courses	Solidarity & welfare state
Clingendael, The Hague	Spec. courses	
Tilburg University	Spec. courses	Transitional labour markets, Equalsoc, NewGov
INTERNATIONAL		
United Kingdom		
Oxford U. (Economics, Sociology, Political Science, Nuffield College)		LoWER1-2-3, DEMPATEM; Changequal, Equalsoc
LSE-CEP/CASE-STICERD		LoWER1-2-3, LabStat
LSE (Industrial relations)	CELS Master	Bertelsmann
UCL (Economics)		LoWER1, DEMPATEM
U. of Aberdeen CELMR		LoWER1-2-3, EPICURUS, Benchmarking
U. of Wales WELMERC		LoWER3
U. Warwick	CELS Master	Bertelsmann
U. of Westminster, London		Marginalisation
NIESR		Russel Sage Foundation
France		
OECD		IR Indicators, DUES database, aged workers
U. of Bordeaux		LoWER1-2-3
U. of Paris-I Sorbonne / ARMA		DEMPATEM
U. of Paris II Assas		EPICURUS
U. of Toulouse	CELS Master	
LASMAS/CNRS, EHSS		Changequal, Equalsoc
CERC		Bertelsmann
ENS, Paris		Russell Sage Foundation
Germany		
ZEW, Mannheim		LoWER2-3
MZES, Mannheim		Changequal, Equalsoc, NewGov
MPI Bildung, Berlin		LoWER1-2-3
MPI Gesellschaft, Köln	PhD exchange	Various projects; Governance as Learning
U. Köln, European Centre		NewGov
U. Heidelberg, Political Science		NewGov.
U. Bremen	CELS Master	
U. Trier, Inst. Law and Economics	CELS Master	
IZA, Bonn		LoWER3
DIW, Berlin		Bertelsmann
WZB, Berlin		Equalsoc
WSI, Düsseldorf		Woliweb
IAT Work and Technology, Gelsenkirchen		Russell Sage Foundation
Bergische Universität Wuppertal		LoWER3
Italy		
U. Cattolica, Milano		LoWER1-2-3
U. degli Studi, Milano	CELS Master	Equalsoc; NewGov

Partner	Teaching	Research
European University Institute, Florence		NewGov
ISAE, Rome		Bertelsmann
IRES		Woliweb
U. Firenze	CELS Master	
U. Trento		Equalsoc
U. Torino		Equalsoc
Spain		
U. Pompeu Fabra, Barcelona		Equalsoc
U. Autònoma, Barcelona	CELS Master	
Carlos III, Madrid		DEMPATEM
Juan March Institute		Marginalisation
U. of Salamanca		Woliweb, LabStat
CIREM Foundation		Bertelsmann, ETUI
Ireland		
ESRI, Dublin		LoWER2-3, Benchmarking, Changequal, Equalsoc
University College, Dublin	CELS Master	
Finland		
ETLA, Helsinki		LoWER1-2-3, EPICURUS, Bertelsmann
Portugal		
U. of Minho, Braga		LoWER2
Labour Institute ISCTE, Lisbon	CELS Master	NewGov
Estonia		
U. of Tartu		LoWER3, Equalsoc
Belgium		
European Commission, DG EMP		Various projects
CSB, U. of Antwerp		LoWER2-3, Equalsoc
Institut des Sc. du Travail, U. Louvain	CELS Master	Representativeness
Hoger Instituut voor Arbeid, U. Leuven		Woliweb
Sweden		
SOFI, Stockholm		Changequal, Equalsoc
IFS, Stockholm		Bertelsmann
Denmark		
Arhus School of Business		LoWER, Russell Sage Foundation
CFI, Copenhagen		Bertelsmann
U. Copenhagen, FAOS		Marginalisation
Poland		
Polish Academy of Sciences		NewGov
Warsaw School of Economics		LoWER3
U. of Poznan		Woliweb
Hongary		
Central European University		NewGov
HAS, Budapest		Equalsoc
Austria		
U. of Linz		LoWER3
IHS, Wenen		Bertelsmann
Switzerland		
FAA-HSG, St Gallen		Bertelsmann
ILO		Global Labour, IR Indicators
United States		
U. Wisconsin-Madison	PhD exchange	Governance as learning, OMC
Boston College		Benchmarking
17 th Street Economics / EPI / CEPR		DEMPATEM, LoWER3, LabStat
Northeastern U.		LabStat
Brookings Institution		Bertelsmann
Canada		
Caledon Institute, Ottawa		Bertelsmann
Center for the Study of Living Standards		Bertelsmann, LabStat
CSLS, Ottawa		
Japan		
Japanese Institute of Labour, Tokyo		Bertelsmann
IPSS		Bertelsmann
Australia		
MIAESR, Melbourne		Bertelsmann
New Zealand		
U. of Auckland		Temp Work Agencies

APPENDIX 5 LECTURERS IN THE TEACHING PROGRAMMES

A.5.1 LECTURERS FOR THE MASTER IN ADVANCED LABOUR STUDIES/ HUMAN RESOURCES

Labour Economics

Prof. dr Joop Hartog (University of Amsterdam (UvA), Faculty of Economics)
 Prof. dr Henriëtte Maassen van den Brink (UvA, Faculty of Economics)
 Prof. dr Hessel Oosterbeek (UvA, Faculty of Economics)
 Prof. dr Paul de Beer (AIAS/De Burcht, Henri Polakleerstoel, Faculty of Social and Behavioural Sciences)
 Prof. dr Wim Groot (University of Limburg, Maastricht)
 Prof. dr Jules Theeuwes (UvA, Faculty of Economics, Scientific Council for Government Policy)
 Dr Mirjam van Praag (UvA, Faculty of Economics)

Labour and Organisation Sociology

Prof. dr Franse Leijnse (UvA, dr W. Drees-leerstoel, Faculty of Social and Behavioural Sciences, Sociology)
 Prof. dr Jelle Visser (UvA, Faculty of Social and Behavioural Sciences, Sociology, AIAS)
 dr Jan-Peter van den Toren (Ministry of General Affairs, Prime Minister's Office)
 Dr Willem Trommel (Technical University of Twente, Administrative Behaviour)
 Dr Maurice Rojer (Ministry of Social Affairs, Department of Labour Relations)
 Prof. dr Hans Junggeburst (UvA, Faculty of Economics)
 Prof. dr Wessel Ganzevoort (UvA, Faculty of Economics, Chair Strategic Management)

Labour and Organisation Psychology

Prof. dr Carsten de Dreu (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Prof. dr Neil Anderson (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Dr Bianca Beersma (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Dr Annelies van Vianen (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Dr Jan te Nijenhuis (Open University, Heerlen)
 Prof. Dr Henk Thierry (University of Tilburg, Faculty of Psychology, emeritus)
 Drs Peter de Rooij (Achmea)
 Dr Wieby Altink (SHL)

Labour Health Science

Prof. dr Frank van Dijk (UvA, Faculty of Medicine, Coronel Institute)
 Prof. dr Monique Frings-Dresen (UvA, Faculty of Medicine, Coronel Institute)
 Prof. dr Philip de Jong (UvA, Faculty of Economics, Public economics)
 Dr Dirk van Dierendonck (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Dr Aart Monster (UvA, Faculty of Medicine, Coronel Institute)
 Dr Paul Kuijper (UvA, Faculty of Medicine, Coronel Institute)
 Dr Gert van der Laan (Nederlands Centrum voor Beroepsziekten)
 Drs Femke Reijenga (TNO-Labour)
 Dr Jos Verbeek (UvA, Faculty of Medicine, Coronel Institute)
 Dr Bart de Zwart (Astri)
 Drs Boukje Cuelenaere (Astri)

Labour Law

Prof. mr Jaap Riphagen (UvA, Faculty of Law)
 Prof. mr Evert Verhulp (UvA, Faculty of Law, Hugo Sinzheimer Institute)
 Mr Ronald Beltzer (UvA, Faculty of Law, Hugo Sinzheimer Institute)
 Mr drs Linda Lanting (UvA, Faculty of Law)
 Mr Jaap van Slooten (Stibbe sollicitors)
 Mr Loe Sprengers (Advokatenkollektief Utrecht)
 Mr Mies Westerveld (UvA, Faculty of Law, Hugo Sinzheimer Institute)

Interdisciplinary seminars

Prof. dr Agnetha Fischer (UvA, Faculty of Social and Behavioural Sciences, Psychology)

Prof. dr Veit Bader (UvA, Faculty of Social and Behavioural Sciences, Philosophy, IMES)
 Prof. dr Jaap Boonstra (UvA, Faculty of Social and Behavioural Sciences, Political Science, SIOO)
 Dr Jan-Peter van den Toren (Ministry of General Affairs, Prime Minister's Office)
 Drs Wim van Velzen (AIAS, formerly European Parliament)
 Dr Marc van der Meer (AIAS)
 Prof. dr Joop van der Pligt (UvA, Faculty of Social and behavioural Sciences, Social Psychology)
 Dr Joep Sonnemans (UvA, Faculty of Economics)
 Prof. dr Annemieke Roobeek (University of Nyenrode, Business Economics)
 Mr Tom Fluitsma (Centrum of Labour Relations in the Public Sector CAOP, The Hague)
 Dr Judith Roosblad (AIAS)
 Dr Martha Meerman (Lector, Hogeschool van Amsterdam, AIAS, Psychology)
 Drs Paul Abell (Ega HRM Consult)

A.5.2 LECTURERS FOR THE MINOR

Mr R.M. (Ronals) Beltzer (UvA, Faculty of Law)
 Prof. dr K. (Klare) Boonstra, (UvA, Faculty of Law)
 Mr D. (Daved) Christie (UvA, Faculty of Law)
 Mr. drs B.B.B. (Bert) Lanting (UvA, Faculty of Law)
 Prof. mr J. (Jaap) Riphagen (UvA, Faculty of Law)
 Prof. mr E. (Evert) Verhulp (UvA, Faculty of Law)
 Dr F.H. (Frank) Tros (UvA, Hugo Sinzheimer Instituut)
 Mw. mr M. (Mies) Westerveld (UvA, Hugo Sinzheimer Instituut)

Dr J.P. (Jeroen) Bruggeman (UvA, Faculty of Social and Behavioural Sciences, Sociology)
 Dr J.J. (Johan) Deken (UvA, Faculty of Social and Behavioural Sciences, Sociology)
 Dr L.L. (Luuk) Wijmans, (UvA, Faculty of Social and Behavioural Sciences, Sociology)
 Prof. dr J. (Jelle) Visser (UvA, Faculty of Social and Behavioural Sciences, Sociology)

Prof.dr N.R. (Neal) Anderson (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Dr H.G.H. (Dirk) Dierendonck (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Dr A.V.A.M. (George) Evers (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Dr M.J. (Mark) Schabracq (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Mw. dr A.E.M. (Annelies) van Vianen (UvA, Faculty of Social and Behavioural Sciences, Psychology)
 Prof. dr S.S. (Siv) Gustafsson (UvA, Faculty of Economics)
 Prof. dr J. (Joop) Hartog (UvA, Faculty of Economics)

A.5.3 LECTURERS FOR THE MA PROGRAMME IN COMPARATIVE AND EUROPEAN LABOUR STUDIES

Prof. dr Paul de Beer (AIAS/ de Burcht National Trade Union Museum)
 Prof. dr Klara Boonstra (Free University and UvA, Faculty of Law)
 Dr Johan Jeroen De Deken, (UvA, Faculty of Social and Behavioural Sciences)
 Dr Leo Douw (UvA, Faculty of Social and Behavioural Sciences, Asian Studies)
 Dr Klarita Gërkhani (AIAS)
 Prof. dr Joop Hartog (UvA, Faculty of Economics)
 Dr Otto Holman (UvA, Faculty of Social and Behavioural Sciences, Political Science)
 Dr Paul Kapteyn (UvA, Faculty of Social and Behavioural Sciences)
 Prof. dr Bernhard Kittel (UvA, Faculty of Social and Behavioural Sciences)
 Prof. dr Frans Leijnse (UvA, Faculty of Social and Behavioural Sciences)
 Dr Marc van der Meer (MA Director and Academic Advisor, AIAS)
 Dr Daniela Obradovic (UvA, International Institute of Law, Faculty of Law)
 Dr Remco Oostendorp (Economic and Social Institute at the Free University in Amsterdam)
 Dr Jan Rath (UvA, Faculty of Social and Behavioural Sciences, Institute for Migration and Ethnic Studies IMES)
 Prof mr Evert Verhulp (UvA, Faculty of Law)
 Prof dr Jelle Visser (UvA, Faculty of Social and Behavioural Sciences, Sociology, AIAS)
 Dr Herman van de Werfhorst (UvA, Faculty of Social and Behavioural Sciences)

APPENDIX 6 EDUCATIONAL PROGRAMMES AND THESES

A.6.1. MASTER IN ADVANCED LABOUR STUDIES/HUMAN RESOURCES

The professional Master programme in Advanced Labour Studies/ Human Resources is a two-year part-time Dutch-language programme for professionals working in the field. It was established in 1999, and has had five rounds so far: September 1999, September 2000, September 2001, January 2003 and January 2004.

PROGRAM:

first year

trimester I: Labour economics I, Labour and Health I, Interdisciplinary seminar

trimester II: Labour and organisational sociology I, Labour and organisational psychology I, Interdisciplinary seminar

trimester III: Labour Law I, Labour and organisational psychology II, Interdisciplinary seminar

second year

trimester I: Labour and organisational sociology II, Labour economics II, Interdisciplinary seminar

trimester II: Labour and Health II, Labour Law II, Interdisciplinary seminar

trimester III: Master theses, master theses seminar

MASTER THESES

Six students who started in 1999, graduated in 2001:

Jan Pals: 'Seniorenbeleid, zin of onzin?' (about: ageing)

Manon Frenken: 'Loopbanen van jonge hoogopgeleide werknemers, perspectieven van werkgevers en werknemers' (about: management development at ING-Nederland)

Carina Mulder: 'Job rotation bij ING' (about: the benefits of job rotation)

José Koster: 'Interorganisationele netwerkorganisaties en HRM-beleid' (about: strategic alliances)

Ruud Bange: 'Performance management, resultaatgericht sturen en variabele beloning bij ING Nederland' (about: performance management and pay)

Lisette van den Boogaard: 'Het managen van flexibele arbeidsrelaties in flexibele organisaties' (about: managing flexible work relations)

Three of the students had started in 2000 and one student was from the 1999 cohort. Their final theses had the following subjects:

Li-Swan Tjen, 'Enkeltje, retour of abonnement, de interne arbeidsmarkt van het UWV' (about: labour market transitions and the transitional labour market of a large organisation)

Benno Siegert, 'Nieuw Leiderschap' (about: leadership styles in the new economy)

Bart Geraards, 'Opties tot binding' (about: compensation and stock options)

Wim Schouten, 'Kennis, leren en combineren' (about: the combination of work and care in the labour market).

Seven students from the 2001 cohort graduated, one started her course in 2000. Their theses:

Corline van Reenen: 'Beïnvloedingsgedrag van leidinggevendens tijdens ingrijpende veranderingsprocessen' (about effective leadership during organizational change at ABN AMRO Bank)

Arjan Pot: 'Nieuwe risico's, nieuwe verantwoordelijkheden' (about: the development of the Dutch welfare state from 1995 until 2003)

Jenny van Lunteren: 'Vernieuwing HRM-stelsel Rijk' (about: innovations in governmental Hrm-policy)

Daphne Walk: 'Competentiemanagement: theoretische trend?' (about: trends in Competence management)

Gerard Briels: 'Profitably more democracy' (about: organizational paradigms and corporate governance)

Agnes Faber: 'Promotiebeleid bij Randstad Nederland' (about: promotions and pay policies at Randstad Nederland)

Jet Linssen: 'Ondersteuningsbehoefte van de gemeentelijke OR bij het Arboconvenant' (about: the role of the works council in the realization of Arboconvenants)

Hilde van Straten: 'Conflict in organisaties' (about: organizational conflict)

A.6.2 MA PROGRAMME IN COMPARATIVE AND EUROPEAN LABOUR STUDIES (FROM FEB. 2005)

PROGRAM:

Required courses

Start of programme

a. Reading about the socio-economic geography of Europe, comparison of political systems, and the technology, organisation of business enterprises and ergonomics (no credits).

First semester

b. Training in Labour Analysis

- The Study of European Labour Markets: Methods and Approaches (10 ECTS)
- Labour Markets and Social Inequality (5 ECTS)
- European Labour and Social Law (5 ECTS).
- One elective is to be taken in the first semester (10 ECTS)

Second semester

c. European Comparative Analysis

- Comparative Employment Relations and European Integration (10 ECTS)
- There is another elective in the second semester (10 ECTS)

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d. Policy Seminar (no credits)

e. MA thesis (20 ECTS)

Electives

The electives (10 ECTS each) are clustered under three headings: Europe Integration, Comparative Analysis and Globalisation and Migration.

A. Electives on Europe Integration

- Past, Present and Future of European Integration
- The European Society, an Example of a Transnational Figuration
- Interest Groups in the European Union

B. Electives on Comparative Analysis

- The Political Economy of Welfare State Reform in a Comparative Perspective
- Training, Labour Market and Inequality
- Negotiation and Labour Conflict

C. Electives on Globalisation and Migration

- Labour, Inequity and Globalisation
- The EU and Asia: Interactions and Comparisons in a Globalising Context
- World Cities: Economic Transformation and Ethnic Mobilisation

Thesis

In May 2005 an international policy-analysis seminar will be organised. This meeting will be the start of the period of writing a Master thesis. The thesis develops a theoretical statement, which is based on original empirical research. The project is carried out by the student under the supervision of two faculty members. The thesis should be between 20,000 and 25,000 words.

MA Director and Academic Advisor: Marc van der Meer

A.6.3 MASTER IN HUMAN RESOURCE MANAGEMENT

PROGRAM:

This master is a one-year programme and consists of the following modules:

- ❑ HRM (6 ECTS)
- ❑ Organisational behaviour (6 ECTS)
- ❑ Industrial relations (6 ECTS)
- ❑ Learning and development (6 ECTS)
- ❑ Research and accounting (6 ECTS)
- ❑ Methodological training (5 ECTS)
- ❑ Practical module (15 ECTS)
- ❑ Thesis (15 ECTS)

A.6.4 MINOR

The *Minor Arbeid* is a one-year multidisciplinary programme to students of the University of Amsterdam. It consists of the following modules:

- ❑ multi-disciplinary module Arbeidsstudies (Labour studies)
- ❑ labour economics
- ❑ labour and organisation psychology
- ❑ labour and organisation sociology
- ❑ labour law
- ❑ labour and health
- ❑ multi-disciplinary thesis

MINOR THESES

2000

Joanne van den Born, 'Werkdruk in CAO-afspraken'

2001

Esther van der Putte, 'De Arbeidstijdenwet onderzocht'

Annika van Meurs, 'Worden jongeren gemotiveerd door de Wet Inschakeling Werkzoekenden?'

2002

Barbara Vis, 'De relatie tussen zelfsturend team en organisatie: Een (institutioneel) economische, sociotechnische en sociaal- psychologische benadering'

Dorien Kooij, 'De realisatie van het combinatiescenario en de rol van de overheid'

Francine Loos, 'Risque professionnel; risico van juridisering'

Vanessa Ottevanger, 'Arbeid en Zorg: De (moeilijke) balans tussen wetgeving en zelfregulering'

Marjolein Paap, 'Het glazen plafond van allochtonen'

Kavita Toewar, 'Multicultureel personeelsbeleid: Een oplossing voor doorgroei problemen van werkende allochtonen?'

2003

Anette van Essen, 'Is investeren in clearing noodzakelijk? Een literatuurstudie vanuit ec. En psych. Perspectief'

C.A. van Schuur, 'De reïntegratie van zieke werknemers als onderhandelingsproces'

Marieke Rucker, 'Wet verbetering Poortwachter en psychische Arbeidsongeschiktheid'

M. van der Linden, 'Fusies en overnames, een interdisciplinair perspectief'

2004

Lennart Kerssens, 'Beloning op basis van functie-inhoud en/of prestaties'

Ilse Schmidt, 'Arbeidsmarktmobiliteit in de Europese Unie-de bijdrage van internationale arbeidsmarktmobiliteit en de werking van de Europese arbeidsmarkten'

A.6.5 OTHER THESES

Yerkes, Mara (2001), 'Vacancies in the Dutch Labor Market: An examination of the underlying causes for the mismatch between labor supply and demand', ISHSS, supervisors Uwe Becker, Marc van der Meer

Zuurbier, J.M. (2002) "Trekt de lange termijn aan het kortste eind?" Verslag van een onderzoek naar het Angelsaksischer worden van bestuurders en organisaties in relatie tot human resources management over de periode 1991-2001." Universiteit van Amsterdam, Doctoraalscriptie Sociologie Afstudeerrichting Arbeid, Organisatie en Beleid, supervisors Dr. J.P.van den Toren, Dr. K.G. Tijdens. These based on the Intermedair Best Employee data set.

Chatani, Kazutoshi (2003) "Part-time Society in the Netherlands - Impacts of Part-time Work on Women's Career Development and Society." University of Amsterdam, Master Degree Programme in Social Sciences, Supervisors: Dr. Kea Tijdens, Dr. Geert de Vries

A.6.7 SPECIAL COURSES AIAS/ DE BURCHT

Career and Lifecourse (February-May 2001)

Organisors: Dr M. van der Meer (AIAS), Prof. Dr Jan Peter van der Toren (UvA)

Contributors: Prof.Dr J. Dronkers, (UvA-FMG), Dr J. Onstenk, prof. Dr J. Bolweg (Berenschot/VU), Drs P. Cuyvers, Nederlandse Gezinsraad, Prof. Dr J. Paauwe (EUR) Prof. Dr Philip de Jong (UvA) Lenette Schuijt, Crystal River Conusltancy Prof.dr K. Schuijt

Topics: a.o. Life long learning, Labour and Care, Employability, Ageing

Competition for the employee: The tight jacket of the labour market (October-December 2001)

Organisors: Frans Leijnse (Higher Professional Education Council), Marc van der Meer (AIAS)

Contributors: Andries de Grip (ROA-maastricht) Cees van Riel (EUR) Jaap Boonstra (UvA) Joseph Kessels, (Leiden) Frank den Butter (WRR) Jan Peter van den Toren (UvA) C.R. Niessen Minister de Vries

Topics: a.o. Competition on the labour market, flexibilty of the organisation, personal development of employees

The best of two worlds (March-May 2002)

Organisors: Dr Marc van der Meer (AIAS) and prof.dr J.P. van den Toren (Henri Polak-leerstoel/ Berenschot)

Contributors: Dr F. Vaas (TNO Arbeid), Prof. dr H. Van Ees (RU Groningen), Prof. dr H. Van Ees (RU Groningen), Prof. dr J. Bolweg (VU/ Berenschot), Prof. dr W.L. Buitelaar (Universiteit van Amsterdam), Prof. dr. J.G.L. Thijssen (Universiteit van Utrecht), Prof. dr R. Goodijk (RU Groningen/ GITP), Dr R. Huiskamp, Prof. dr S. van Wijnbergen (Universiteit van Amsterdam)

Topics: a.o. organisational innovation, employability and education, individualisation, works council

Lifecourse and new work patterns in organizations (October-November 2002)

Organisors: Frans Leijnse (AIAS), Marc van der Meer (AIAS)

Contributors: prof. dr Jeanne de Bruin (VU), prof. dr Hans Junggeburgt (University of Amsterdam and Randstad), dr Jeroen Onstenk (Cinop, Den Bosch), prof.dr Lans Bovenberg (University of Tilburg), Ronald de Leij (VNO-NCW), drs Lenette Schuyt (consultant), drs Peter Cuyvers (Nederlandse gezinsraad)

Topics: transitional labour market, labour relations, lifecourse

Labour risks and the Disability Act (March-April 2003)

Organisors: Matthijs Visser (AIAS), Arie Stolk (de Burcht National Trade Union Museum)

Contributors: Irene Houtman (TNO-Labour), Monique Frings-Dresen, (UvA-AMC/Coronel Instituut) Anneke van der Giezen (Audit Office), Rob Hoedeman (Arboned) Han Willems (UvA), Jan-Hein Wijers (Dutch association for Medicine Insurance) Philip R. de Jong (UvA, APE), Gijs Vonk (VU, SVB) Ella Vogelaar (BOREA), Hans Vroom (trade-union confederation MHP), Agnes Jongerius (trade-union confederation FNV), Trees Snelders (VNO-NCW)

Topics: Labour and the Disability Act, the role of authorities, the Disability Act in international perspective

A.6.8 SPECIAL COURSES CLINGENDAEL (ADEPT PROGRAMME)

The three week-course *Accession-oriented Dutch European Proficiency Training on Social affairs and Employment* has been organized five times. It targets civil servants from Eastern European countries. So far it has been organised five times.

Programme 2003

The course consists of 5 different parts:

1. General introduction to the European Union, the social acquis and the enlargement process;
2. 'Acquis communautaire' in the field of social affairs and employment;
3. The Dutch Poldermodel, as a national example of social and economic policy making with influence on the social dialogue within the European Union;
4. Skills development programme;
5. Social programme.

Working methods

- Individual study
- Lectures with ample room for questions and discussion
- Individual and group assignments (swat analysis on the problems per country with the acquis)
- Panel discussions
- Working visits
- Simulation on accession talks/negotiations
- Case studies and practical examples
- Use of the world wide web as source of information for the individual- and group assignment

Teaching Staff

The teaching staff consists of:

- Academic Staff Members from the Clingendael Institute
- Academic lecturers from AIAS
- Academic lecturers from Tilburg University
- Representatives from the Employers organisations and Trade Unions, government officials, senior officials from the European Commission and others

APPENDIX 7 AIAS EVENTS

Scheme A7.1 AIAS Conferences, Workshops and Special Seminars, 2000 –2004

Date	Subject	Organiser/presenter
17-Jan-01	AIAS workshop CAO-vernieuwing, Amsterdam	Marc van der Meer
05-Feb-01	AIAS and FNV Bondgenoten sign contract related to DUCADAM, Utrecht	AIAS
01-Mar-01	Inaugural lecture AIAS-affiliated professor, Amsterdam	Professor Ron Niessen
03-Mar-01	DEMPATEM workshop, Oxford, UK	Wiemer Salverda Mary Gregory
30-31-Mar-01	LoWER seminar Adapting Training and Education, ESRI Dublin, Ireland	Wiemer Salverda Gerry Hughes Thomas Zwick
16-May-01	Young researchers meeting, Amsterdam	Ton Wilthagen
28-May-01	LoWER seminar Adapting Training and Education (continued), ZEW Mannheim	Wiemer Salverda Gerry Hughes Thomas Zwick
28-Jun-01	13th Annual Meeting of the Society for the Advancement of Socio-Economics (SASE)	Jelle Visser
01-Jul-01		Wiemer Salverda Ton Wilthagen
07-Jul-01	DEMPATEM workshop, Oxford UK	Wiemer Salverda, Mary Gegory
22-Aug-01	AIAS staff seminar presentation research plans, Amsterdam	Marc van der Meer Wiemer Salverda Kea Tijdens
10-Sep-01	AIAS staff seminar Poldermodel project, Amsterdam	Dr Bram Steijn Marc van der Meer Ton Wilthagen
27-Sep-01	AIAS staff seminar Poldermodel project, Amsterdam	Marc van der Meer Ton Wilthagen
25-Oct-01	DEMPATEM workshop, University of Minho, Braga, Portugal	Wiemer Salverda
26-27-Oct-01	LoWER -conference Combining Work, Home and Education, University of Minho, Braga, Portugal	Wiemer Salverda
01-Nov-01	AIAS annual conference Development of the Poldermodel, Amsterdam	Jelle Visser Marc van der Meer Ton Wilthagen
29-Nov-01	AIAS workshop DUCADAM project, Amsterdam	Kea Tijdens Ton Wilthagen
13-Dec-01	DEMPATEM Consumption workshop, Amsterdam	Wiemer Salverda Adriaan Kalwij
13-Dec-01	AIAS international workshop, Amsterdam	Ton Wilthagen
10-Jan-02	AIAS international workshop Marginalisation, Amsterdam	Marc van der Meer
1-2-Mar-02	DEMPATEM workshop, Paris, France	Dr Wiemer Salverda Michel Sollogoub
16-Mar-02	Meeting group US-EU project New Labour Market Statistics, Amsterdam	Kea Tijdens
23-Apr-02	Dutch Labour Market day, De (on)begrensde Arbeidsmarkt, Amsterdam	Wiemer Salverda, Henriette Maassen van den Brink
24-25-May-02	LoWER conference, Adapting Education and Training for the Enhancement of Low-skilled Jobs, Helsinki	Wiemer Salverda Rita Asplund
	DEMPATEM workshop, Madrid, Spain	Dr Wiemer Salverda
5-6-Jun-02		Javier Ruiz-Castillo
27-Jun-02	AIAS annual conference, Wage differences and wage inequality, Amsterdam	Wiemer Salverda
19-Dec-02	DUCADAM workshop, Developments in collective agreements	Kea Tijdens, Kilian Schreuder, Jelle Visser

Date	Subject	Organiser/presenter
29-Jan-03	DEMPATEM workshop, Amsterdam-Utrecht	Wiemer Salverda Adriaan Kalwij
27-Feb-03	Opening Seminar AIAS, Amsterdam	
25-26-Apr-03	LoWER and DEMPATEM Conference, Consumption and Employment, Amsterdam	Wiemer Salverda Ronald Schettkat Adriaan Kalwij
26-29-Jun-03	SASE conference Presidential session on low pay, Aix-en-Provence, France	Wiemer Salverda, Claudio Lucifora
3-Jul-03	AIAS annual conference, Eastern meets Western Europe, Will Americanization be the Outcome?, Amsterdam	Jelle Visser Marta Kahancova Martin Schludi
7-Oct-03	Inaugural lecture, 10 geboden voor de vakbeweging, Amsterdam	Paul de Beer
17-18-Oct-03	DEMPATEM Final conference, Demand Patterns and Employment Growth in Europe and the United States: Consumer Demand, Production Structure and Employment, Seville, Spain	Wiemer Salverda, Ronald Schettkat
14-Nov-03	Tempwork research seminar, Uitzendarbeid in Nederland, Amsterdam	ABU i.c.w. Els Sol, Marloes Zijl, Kea Tijdens
11-Dec-03	DUCADAM workshop, Developments in collective agreements, Amsterdam	Kea Tijdens Kilian Schreuder
29-Jan-04	Alumni meeting, Amsterdam	Paul de Beer, AIAS
25-Mar-04	Special lunch seminar: Employment in Europe 2003, Amsterdam	Frank Siebern, Paul Minty (European Commission)
5-7-Apr-04	International Labour Process Conference, Amsterdam	Maarten van Klaveren Angelique Lieberton
23-24-Apr-04	LoWER Annual Conference 2004, London, UK	Wiemer Salverda
26-May-04	LoWER Conference 'Low-wage employment in Europe: Perspectives for Improvement', Antwerp, Belgium	Wiemer Salverda
24-Jun-04	AIAS annual conference, Selection in the Labour Market, Amsterdam	Matthijs Visser Florien Coltof

Scheme A.7.2 AIAS Lunch seminars

Date	Subject	Speaker
24-Mar-02	Researching Work Organisation with Large Scale National Data Sets: AWIRS95 and WERS98	Bill Harley
24-Oct-02	Wage Inequality and Mobility in the UK	Adriaan Kalwij
7-Nov-02	Explaining employees' working hours preferences	Kea Tijdens
21-Nov-02	American model or European?	Wiemer Salverda
5-Dec-02	Choices for a part-time job and the impact on the wage level: comparative studies for the Netherlands and the UK	Yongjian Hu
19-Dec-02	The future of the Dutch model of socio-economic governance	Marc van der Meer
27-Feb-03	Trends in the Effects of Education on Occupational Outcome 1972-2000: Differences across Measurements and across Time Periods	Herman van der Werfhorst (FMG, UvA)
6-Mar-03	Is the OECD Jobs Strategy Behind US and British Employment and Unemployment Success in the 1990s?	John Schmitt (Economic Policy Institute, Washington)
13-Mar-03	Fixed-term contracts in the Netherlands: who got them, how were they paid? The analysis using the linked employee-employer data	Yongjian Hu (AIAS)
10-Apr-03	Flexible Work-arrangements and the Quality of Life	Cees Nierop (AIAS)
24-Apr-03	Why so Unhappy? The Effect of Union Membership on Job Satisfaction	Claudio Lucifora (Università Cattolica, Milano)
8-May-03	Chances and limitations of "benchmarking" in the reform of welfare state structures – the case of pension policy	Martin Schludi (AIAS)
22-May-03	Overcoming Marginalisation	Marc van der Meer Judit Roosblad (AIAS)

Date	Subject	Speaker
5-Jun-03	Gendered Structures in Organizations: The Intertwining of Job Segregation, Hierarchical Segregation and Departmental Segregation at the Workplace	Kea Tijdens (AIAS)
4-Sep-03	Tax Evasion in Transition: Outcome of an Institutional Clash? Testing Feige's Conjecture in Albania	Klarita Gërxfhani (AIAS)
18-Sep-03	Top Incomes in the Netherlands and the United Kingdom over the Twentieth Century	Wiemer Salverda (AIAS)
2-Oct-03	Changes in the gender wage gap during the 1990s in the British labour market	Yongjian Hu (AIAS)
16-Oct-03	Dogs That Sometimes Bark (and Bite): Globalization and Organized Labour in Industrialized Countries.	Damian Raess Brian Burgoon (FMG, UvA)
17-Oct-03	Demand Patterns and Employment Growth in Europe and the United States: Consumer Demand, Production Structure and Employment	Wiemer Salverda (AIAS)
30-Oct-03	Actual versus Preferred Working Times in the Netherlands: Part-time Patterns or Preferences?	Mara Yerkes (AIAS)
13-Nov-03	Childcare in collective agreements - More female employees, more childcare arrangements?	Kilian Schreuder (AIAS)
27-Nov-03	Earnings Inequality Within and Across Gender, Racial, and Ethnic Groups	Joyce Jacobsen (Virginia Commonwealth) Lesley Stratton (Wesleyan)
4-Dec-03	Social capital and the EU enlargement	Jan Fidrmuc (visiting guest AIAS), Klarita Gerxfhani
11-Dec-03	Globalisation and multinational corporations in the Netherlands	Marc van der Meer Rob de Boer (AIAS)
22-Jan-04	(Arbeids)migratie en verzorgingsstaat	Paul de Beer (AIAS)
5-Feb-04	The big trends and questions in European industrial relations	Jelle Visser (AIAS)
19-Feb-04	Human Trafficking in Europe: an Economic Perspective	Gijs van Liempt
4-Mar-04	The labour markets of Central and Eastern Europe	Andras Todt (Hungary)
18-Mar-04	Youth unemployment in the Netherlands revisited	Wiemer Salverda (AIAS)
1-Apr-04	Policy Learning and the Transformation of the Labour Market	Sebastian Jobelius (University of Bremen), Bernhard Kittel (FMG)
15-Apr-04	Timing of Maternity and Career Costs in Japan	Eiko Kenjoh (FEE)
13-May-04	Globalisation and economic development: trade or migration?	Robert Flanagan (Stanford)
27-May-04	Competition and Differentiation as an Evolving Network	Ivar Vermeulen, Jeroen Bruggeman (FMG, UvA)
10-Jun-04	Demand Patterns and Employment Growth – the results	Wiemer Salverda David Hollanders (AIAS)

APPENDIX 8 ANNUAL ACCOUNTS

AIAS regular finances*	2003		2002		2001	
	Euro	%	Euro	%	Euro	
RECEIPTS						
Allocated budgets	328000	34	311963	40	320811	
Contributions other units UvA	110165	11	164835	21	163361	
Fees and sales of syllabi **	195368	20	150471	19	132875	
Services and consulting; contract research	315534	33	123493	16	95325	
Interest	13842	1	25979	3	12186	
TOTAL	962909	100	776740	100	724557	
COSTS						
<i>Personnel expenditures</i>	<i>622914</i>	<i>73</i>	<i>410994</i>	<i>64</i>	<i>317721</i>	
Own personnel	536887	63	352418	55	234702	
scientific staff	466424	55	307789	48	187294	
supporting staff	68520	8	44629	7	47407	
Other personnel	86027	10	58576	9	83019	
temp agency workers etc.	47837	6	20205	3	31249	
guest teachers and speakers	38190	5	38371	6	51771	
<i>Other expenditures</i>	<i>227525</i>	<i>27</i>	<i>233435</i>	<i>36</i>	<i>92748</i>	
Housing	17697	2	16963	3	2277	
Equipment	17893	2	75911	12	5319	
Subcontracted work and advice	19203	2	24579	4	7163	
Travel & subsistence	82697	10	13555	2	24720	
Events	1800	0	38980	6		
Documentation & printing	43842	5	23259	4	16412	
Mail & telephone	6809	1	5238	1	4654	
Banking costs & exchange differences	83	0	533	0	268	
Publicity	30694	4	28347	4	26400	
Office supplies	6438	1	6033	1	5198	
Other costs	368	0	35	0	338	
TOTAL	850439	100	644429	100	410469	
RESULT**	112470		132311		314088	

**)Strictly SAP-bedrijf 29*

****)The results include advance payments*