

36th Annual Conference of the International Working Party on Labour
Market Segmentation (IWPLMS), Athens, 22-24 June 2015

**Long term trends in the world of work and effects of the economic crisis:
Policy challenges and responses**

PROGRAMME

Location

Panteion University of Social and Political Sciences
(136, Syggrou Avenue, New Building, 1st floor)

Local Organizers

Social Policy Department and Hellenic Social Policy Association

Conference Venues

“Sakis Karayiorgas I” Amphitheatre, “Sakis Karayiorgas II” Amphitheatre, Amphitheatre 2

Monday, 22 June 2015

9.00-10.30 Welcome and opening*

Chair: *Pr. Maria Karamessini, Social Policy Department, Panteion University*

Pr. Ismini Kriari, Vice Rector of Panteion University

Mr. Panos Skourletis, Minister of Labour

Pr. Iordanis Psimmenos, Head of the Social Policy Department, Panteion University

Pr. Antonis Moysidis, President of the Hellenic Social Policy Association

Opening speech:

Jill Rubery, Professor of Comparative Employment Systems at Manchester Business School,
Coordinator of the IWPLMS

Labour market segmentation theory: the heterodox economic and institutionalist tradition

10.30-11.40 Plenary session* – Labour market regulation and minimum wage in hard times

Chair: *Pr. Antonis Moysidis, President of the Hellenic Social Policy Association*

Janine Berg, Senior Economist, Conditions of Work and Equality Department, ILO

Labour market institutions and Inequality

Damian Grimshaw, Professor of Employment Studies at Manchester Business School and
Director of EWERC (European Work and Employment Research Centre)

Minimum wages and collective bargaining during the European crisis: the challenges for pay equity

*There will be simultaneous interpretation from Greek to English and vice versa.

11.40-12.00 Coffee break

12.00 -13.15 Plenary session – Labour market reforms, policies and employment services

Chair: *Pr. Iordanis Psimmenos, Panteion University*

Maria Karamessini, Professor of Labour Economics and Economics of the Welfare State, Panteion University and Governor of OAED (Manpower Employment Organisation)

Mass unemployment and employment policy in the Greek Great Depression: a challenge to the European Employment Strategy

Ian Greer, Professor of Comparative Employment Relations and Director of the Work and Employment Research Unit, University of Greenwich

Creaming, parking, and cherry picking: Management and front-line work in marketized employment services

13.15 – 14.30 Lunch break

14.30 – 16.00 Parallel sessions A, B, C

Labour market regulation and segmentation I (A), Industrial relations I (B) Employment policy I (C)

Labour market regulation and segmentation I (A)

Moderator: *Pr. Damian Grimshaw, Manchester Business School*

Raúl Lorente Campos and **Adoración Guamán Hernández**, University of Valencia

Temporary contracts and labour market segmentation in Spain: a way for dealing with unemployment in times of crisis?

Kyriakos Filinis, ELIAMEP

The institutions of the Greek labour market before and after the crisis

Fernando Fita-Ortega, T.U. de la Universitat de València

Labour market segmentation in Spain: is legislation heading to reduce duality in labour market?

Industrial relations I (B)

Moderator: *Dr. Eleni Prokou, Panteion University*

Ioannis Kouzis and **Kyriaki Kominou**, Panteion University

The impact of economic crisis on labour relations in Group of Companies: The case study of the Greek Telecommunication Organization (OTE in Greek)

Andreas Kornelakis, University of Sussex (Brighton), **Michail Veliziotis**, University of the West of England (Bristol) and **Horen Voskeritsian**, University of the West of England (Bristol)

'In the name of competitiveness': Dismantling workplace institutions or enhancing work practices? Evidence from EU-15

Nina Vishnevskaya, National Research University – Higher School of Economics

Industrial Relations in Russia: Transformation, Modernization or Inertia?

Employment policy I (C)

Moderator: *Ms. Aggeliki Kazani, Panteion University and Hellenic Social Policy Association*

Marco Elia, Italia Lavoro (Ministero del Lavoro) and **Enrico Pugliese** Emeritus Sapienza University of Rome and IRPPS-CNR

Employment policies and the role of communication: the case of the Italian jobs act.

Viviane Galata, Hellenic Open University and **Manolis Hrysakis**, National Centre for Social Research

Active Labour Market Policies in Greece: Challenges and responses during the economic crisis

Stefanie Gundert and **Christian Hohendanner**, Institute for Employment Research (IAB), Germany

Active labour market policies and social integration in Germany: Do welfare-to-work programs combat social exclusion?

16.00 – 16.20 Coffee break

16.20– 18.20 Parallel sessions A, B, C

Unemployment (A), Youth I (B), Job quality, working conditions, well-being I (C)

Unemployment (A)

Moderator: *Dr. Maria Symeonaki, Panteion University and Hellenic Social Policy Association*

Despoina Papadopoulou and **Iakovos Pelekanos**, Panteion University

Coping strategies of unemployed people in Europe in times of crisis

Alessandra Cocaina and **Alma Mater Studiorum**, Università di Bologna

Unemployment benefits for self-employed workers: an overview in several European countries

Chryssa Kousoulenti, Panteion University

The new meanings of volunteering in the case of Metropolitan Community Clinic at Helliniko (MCCH)

Youth I (B)

Moderator: *Pr. Gerhard Bosch, University of Duisburg-Essen*

Ruggero Cefalo, **Vittorio Sergi** and **Nicola Giannelli**, Università di Urbino, Italy-FP7 Project Inspires

"We are not NEET" How categories frame (mis)understanding and impede solutions

Sotirios Chtouris, University of the Aegean, **Giorgos Stalidis**, Alexandrian University

Thessaloniki, **DeMond Miller**, Rowan University, USA and **Malama Rentari** University of the Aegean

Transition from education to employment of Greek Young People. Social and Cultural Capital as main factors for the social and economic integration of young people. Results from In4Youth survey 2012-2014

Eleni Prokou and **Kate Michalopoulou**, Panteion University

Investigating the "efficiency" of the binary system of higher education in Greece based on graduates' employment: Evidence from the European Social Survey before and during the economic crisis

Maria Thanopoulou and **Joanna Tsiganou**, Research National Centre for Social Research

Long-term non-prospects of employment: The case of social science graduates' unemployment in contemporary Greece

Job quality, working conditions, well-being I (C)

Moderator: *Pr. Duncan Gallie, Nuffield College, Oxford University*

John F. Dumont, University of Liverpool-Laureate Online Education

Are Job Characteristics in Innovative companies different? Towards a Social Policy promoting Economic and Employment Growth

Olympia Kaminioti, National Institute of Labour and Human Resources

The interplay between labour market and health consequences of the crisis

Kirsten Sehnbruch, University of Chile, **Brendan Burchell**, University of Cambridge and

Agneszka Piasna, European Trade Union Institute

Methodologies for Measuring the Quality of Employment: Definitions and Ongoing Debates

Peter Sopp and **Alexandra Wagner**, FIA-Institut

Long-term Trends in Working Time Preferences of Men and Women in Germany and the Probability of their Realisation – the Role of Agreed Working Time

19.00 Reception at the garden of Panteion University

Tuesday, 23 June 2015

9.00 – 10.10 Plenary session – Unemployment and policy responses during the crisis

Chair: *Dr. Constantine Dimoulas, Panteion University*

Gerhard Bosch, Professor of Sociology and Director of the Institute for Work, Skills and Training (IAQ) at the University of Duisburg-Essen, Germany

Youth unemployment in Europe: Are skills the problem?

Christine Erhel, Associate Professor of Economics, University of Paris I, Researcher at the Centre d'Etudes de l'Emploi, Paris

Labour market policy and reforms in France

10.10 - 12.10 Parallel sessions A, B, C

Wages (A) Gender I (B) Job quality, working conditions and well-being II (C)

Wages (A)

Moderator: *Dr. Michail Veliziotis, University of the West of England*

Ioannis Cholezas and **Nikolaos C. Kanellopoulos**, Centre of Planning and Economic Research (KEPE)

Labour market reforms in Greece and the wage curve

Gustavo A. García, Universidad de Los Andes Bogotá, Colombia

What drives the regional inequality in the labor income? Evidence from Colombia

Stavros P. Gavroglou, National Institute of Labour and Human Resources

Restoring competitiveness by cutting wages: the false promises of austerity

George Christopoulos, UNU-MERIT, Maastricht and **Thomas Georgiadis**, Panteion University

Analysing Gender Differences in the Greek Labour Market at Regional Level

Gender I (B)

Moderator: *Pr. Enzo Mingione, University of Milan-Bicocca*

Angelika Kuemmerling and **Dominik Postels**, University of Duisburg-Essen

The impact of family-policy, institutional arrangements and firm-level characteristics on women's working time - Evidence from multi-level analysis

Sofía Pérez de Guzmán Padrón, Universidad de Cádiz, España and **Carlos Prieto Rodríguez**, Universidad Complutense de Madrid

Gender segmentation of employment in Spain: an analytical look based on men and women's living conditions

Maria Skompa, Panteion University

All-day school in Greece and its impact on the women's participation in the active population. Field research results

Carol Woodhams, University of Exeter Business School Streatham Court

Glass ceiling research: an examination of interactional effects between gender and ethnicity in top management

Job quality, working conditions and well-being II (C)

Moderator: *Pr. Steffen Lehndorff, Universität Duisburg-Essen*

Duncan Gallie, Nuffield College, Oxford University and **Ying Zhou**, University of Surrey

Participation and Employee Well-Being

Hande Inanc, OECD Statistics Directorate and **Arne L. Kalleberg**, University of North Carolina at Chapel Hill

Insecurity and Subjective Well-Being in Europe

Diane-Gabrielle Tremblay, Université du Québec

Employees with eldercare responsibilities in a context of austerity: what do firms offer?

James Wickham, Trinity College Dublin

Light at the end of the tunnel? Job quality and recovery in Ireland

12.10 – 12.30 Coffee break

12.30 – 14.00 Parallel sessions A, B, C

Youth II (A), Workforce groups (B), Employment policy II and national employment models (C)

Youth II (A)

Moderator: *Dr. Christine Erhel, University of Paris I*

Marco Alberio, Département Sociétés, territoires et développement, Université du Québec à Rimouski

Local initiatives and the challenges of actors facing budget restriction

Yaël Brinbaum, Center for employment studies and University of Burgundy, IREDU and **Sabina**

Issehnane, University of Rennes 2 and Center for employment studies

Transition to work and job quality of the second generation youth in France

Iain Campbell, RMIT University, Melbourne

Young workers in Australia: unemployment and precarious work

Workforce groups (B)

Moderator: *Dr. Georgia Petraki, Panteion University*

Ioulia Bessa, **Chris Forde** and **Mark Stuart**, University of Leeds

Zero hours contracts in domiciliary care: the 'new normal' for employment in the sector?

Ramprasad Joshi, BITS, Pilani - K K Birla Goa Campus

Hi-tech Labour in India in the Age of Monopoly and Speculative Capital

Vandana Palsane, Shree Siddhivinayak Mahila Mahavidyalaya, Pune

Service Work in Urban India: Sociological study of hotel employees in an Indian Metropolis

Miltiadis Staboulis, University of Macedonia

The economic crisis impact on age management in the labor market. The case of the older workers in the Greek banking sector

Employment policy II and national employment models (C)

Moderator: *Pr. James Wickam, Trinity College Dublin*

Constantine Dimoulas, Panteion University

Are innovative employment initiatives a sufficient answer to the current unemployment problem in Greece?

Giorgos Bithymitris, Panteion University

Vocational training in the industrial zone of Piraeus: upskilling as a collective response to labour market fragmentation?

Steffen Lehndorff, Universität Duisburg-Essen

Europe's divisive integration: national or European ways out of the crisis?

Josep Banyuls, Universitat de Valencia, and **Albert Recio**, Universitat Autònoma de Barcelona and Institut Estudis Treball

Which future after the crisis?

14.00 – 15.00 Lunch break

15.00 – 17.00 Parallel sessions A, B, C

ICT and work organisation (A), Migration I (B), Labour market regulation and segmentation II (C)

ICT and work organisation (A)

Moderator: *Dr. Georgia Petraki, Panteion University*

Kyriakos Georgitsopoulos, Panteion University

Transformations in the work organization of the ICT sector: The case of a representative company in Greece

Roy Panagiotopoulou, National and Kapodistrian University of Athens

Consequences of ICT on journalistic work

Sudipa Sarkar, University of Salamanca

Changes in the Educational Mismatch and Employment in the Jobs: An Investigation Using Job Level Approach

Jamshed Sheriyarji, University of Pune, Maharashtra State, India

Braverman's Legacy: Degraded Labour and Information Technology in the era of Globalization

Migration I (B)

Moderator: *Pr. Iordanis Psimmenos, Panteion University*

Aris Asproulis, Panteion University

Implicit Contract and New Forms of Paternalism

Theodoros Fouskas, Panteion University

Consequences of recession on migrant domestic workers' community and union organization

Daria Lazarescu, Panteion University

Migrant domestic workers' career in Greece: perceptions of intra-occupational mobility and status differentiation in times of crisis

Christoforos Skamnakis, Democritus University of Thrace and **Efrossini Malekaki**, Panteion University

Domestic work and welfare values of migrant women in modern Greece: the juncture of twin exclusion

Katerina Vassilikou, Academy of Athens

Migrant Domestic Workers: Family and Crisis

Labour market Regulation and Segmentation II (C)

Moderator: *Dr. Iain Campbell, RMIT University*

Matthias Dütsch and **Olaf Struck**, Otto-Friedrich-University Bamberg

Employment trajectories in Germany: do firm characteristics, regional disparities and the business cycle matter?

Mathew Johnson, Manchester Business School

Organisational pay systems and the fragmentation of employment relations in UK Local Government

Enrique Fernández-Macías, Rafael Muñoz de Bustillo Llorente, John Hurley, José Ignacio Antón, Damian Grimshaw, Anthony Rafferty, Dominique Anxo, Angelika Kümmerling and Christine Franz, Eurofound, Dublin (presented by **Martina Bisello**)

Long-term trends in the employment structure in four European countries

Aurélie Peyrin, Sociology Institute of Labour Economics and Industrial Sociology

The segmentation of public labour market: French distinctive feature

17.00 – 17.20 Coffee break

17.20 – 19.00 Round table

Growth strategies, employment and job quality in a globalized world

Moderator: Pr. Jill Rubery, Manchester Business School

Trevor Evans, Professor for Monetary Theory, Monetary Policy and International Currency Relations, Department of Business and Economics, Berlin School of Economics and Law

Giorgos Argeitis, Associate Professor of Economics, University of Athens and Scientific Director of the Institute of Labour of the Greek Trade Unions (INE/GSEE-ADEDY)

Anna Maria Simonazzi, Professor of Economics, Department of Economics and Law, Università degli Studi di Roma "La Sapienza"

Alain Lipietz, economist, former Member of the European Parliament and a member of the French Green Party

20.30 Conference dinner

Wednesday, 24 June 2015

9.00 – 10.10 Plenary session – Poverty and Policy Responses - Invited speakers

Chair: Dr. Despina Papadopoulou, Panteion University

Fran Bennett, Senior Research and Teaching Fellow, Department of Social Policy and Intervention, University of Oxford

Gender and poverty: analysis of in-work poverty and minimum income in the UK

Christos Papatheodorou, Professor of Social Policy, Democritus University of Thrace

Child poverty dynamics and social protection in the EU

10.15 – 11.45 Parallel sessions A, B, C

Job quality, working conditions and well-being (A), Precarious work (B), Gender II (C)

Job quality, working conditions and well-being (A)

Moderator: Dr. Maria Symeonaki, Panteion University and Hellenic Social Policy Association

Francis Green, UCL Institute of Education

Unions and Job Quality in Britain Over Three Decades

Golo Henseke, UCL Institute of Education

Bad jobs, bad pay, bad health? The effects of job quality on health outcomes of older European workers

Konstantinos Kougias, Panteion University

Socio-economic security in times of crisis: Evidences and trends from Greece

Precarious work (B)

Moderator: Pr. Anna Maria Simonazzi, Università degli Studi di Roma "La Sapienza"

David Benassi and **Enzo Mingione**, University of Milan-Bicocca

Non-standard workers, worsened life conditions and the weakening of social protection: the decline of social rights among young high skilled workers in Milan (Italy)

Cathel Kornig, **Valeria Insarauto** and **Philippe Méhaut**, Lest-AMU-CNRS

Precarious Work: The French paradoxes

Sikke Leinikki, TJS Study Centre, Helsinki

The Finnish labour market and the position of the well-educated fixed- term employees and self-employed physiotherapist

Gender II (C)

Moderator: *Dr. Maria Stratigaki, Panteion University*

Nikolaos C. Kanellopoulos and **Ioannis Cholezas**, Centre of Planning and Economic Research (KEPE)

Decomposing Gender Unemployment Differentials in Greece

Aimilia Papazoglou-Mitropoulou and **Vasiliki Meleti**, Panteion University

Local Authorities vs Gender Equality Policies in Greece: From Economic Crisis to Care Crisis

Agnieszka Piasna, European Trade Union Institute, Belgium and **Anke Plagnol**, City University London, UK

The role of job quality for female labour market attachment

11.45-12.00 Coffee break

12.00 – 13.30 Parallel sessions A, B, C

Migration II (A), Labour market transitions (B), Industrial relations II (C)

Migration II (A)

Moderator: *Pr. Francis Green, UCL Institute of Education*

Charalambos Kasimis, Agricultural University of Athens, **Apostolos G. Papadopoulos**, Harokopio University of Athens and **Stavros Zografakis**, Agricultural University of Athens

The precarious status of migrant labour in contemporary rural Greece: From pre-recession to post-recession conditions

Pinelopi Kleisiouni, Panteion University

Recent migration flows and labour market integration of migrants

Oxana Krutova, University of Tampere

Diverse Paths to Employment? Longitudinal View on Labour Market Integration of Unemployed Immigrants in Finland

Labour market transitions (B)

Moderator: *Dr. Constantine Dimoulas, Panteion University and Hellenic Social Policy Association*

Dafni Dima, University of Edinburgh

Forms of employment and labour market transitions before and during the economic crisis in Europe

Alexis Ioannides, Democritus University of Thrace

Jobs approach to the Greek labour market crisis

Maria Symeonaki and **Glykeria Stamatopoulou**, Panteion University

A Markov chain analysis application on labour market dynamics: The case of Greece

Industrial relations II (C)

Moderator: *Pr. Albert Recio, Universitat Autònoma de Barcelona*

Valia Arantou, University of Crete

Employment in commerce during the crisis: Transformations in a traditional sector

Santosh Govind Gangurde, Patkar-Varde College

Work and Workers' Rights in India: Changing Scenario in the Post Liberalization Era

Coralie Perez and **Julie Valentin**, Centre d'économie de Sorbonne – CES; université Paris 1; CNRS

Adjusting labour rather than employment through crisis: inputs from 15 French company-level cases

Vincenzo Pietrogiovanni, Lund University, Sweden

Crisis, Crises and Deconstructed Labour Law

13.30 Plenary session - Closing of the conference

Chairs: Prof. Jill Rubery, Prof. Maria Karamessini

Local organizing committee:

Maria Karamessini, Professor, Head of the Organizing committee, Panteion University
Antonios Moysidis, Professor, Panteion University, President of the Hellenic Social Policy Association

Constantine Dimoulas, Assistant Professor, Panteion University, Hellenic Social Policy Association

Ioannis Kouzis, Professor, Panteion University

Despina Papadopoulou, Associate Professor, Panteion University

Georgia Petraki, Associate Professor, Panteion University

Iordanis Psimmenos, Professor, Head of Social Policy Department Panteion University

Conference secretariat:

Aggeliki Kazani, PhD Candidate, Panteion University, Hellenic Social Policy Association

For further information: www.iwplms-athens.gr, iwplms.athens@gmail.com
www.eekp.gr, info@eekp.gr

**Sponsors: Bank of Greece
INE/GSEE**