The Domestic Europeanization of Labour Market and Employment Policies

Effects, Mechanisms and Actors in the Process of Institutional Change

August, 24th – 30th 2009,

Carl von Ossietzky University Oldenburg

http://www.cetro.uni-oldenburg.de/en
General Information

For twenty years EU Member States have been facing severe challenges: Increasing global competition, demographic changes as well as changing family and gender patterns have rendered established employment policies ever less adequate to ensure jobs, prevent unemployment, and to cover new social risks. The European Union therefore has set up multiple programs, strategies and tools of policy coordination aiming to promote a concerted modernization of domestic employment policies. And indeed, in recent years, many European countries have experienced extensive – nonetheless diverse – reforms bringing about new employment policy paradigms, spreading new policy instruments and forming new institutional arrangements in the coordination of employment policies. While the European initiatives have attracted ample research, their effects on domestic institutional change, the underlying mechanisms, as well as their creative appropriation by national, regional and local actors are still not well understood.

The seminars will try to providing answers to the ‘how’ and ‘why’ questions related to domestic employment policy reforms using concepts of Europeanization and institutional change as a framework to explain reforms on the national, regional and local level, particularly in comparative perspective. How did the EU initiatives affect domestic reform processes? If ‘Europe’ had an effect, why then, are reforms so different between European countries? The latest research on Europeanization shows that to trace a direct European impact might be difficult – if not impossible. But it suggests that domestic actors and their creative appropriation of European resources within national, regional and local arenas might play a major role in explaining the processes by which ‘Europe’ becomes ever more relevant for the regulation and coordination of domestic employment policy.
Aim of the Course

The JM-CETRO summer school aims at bringing together advanced doctoral students in economics, law and social sciences who are in the final phase of their PhD or have completed most recently. It intends to be a platform for young researchers to start forming international research networks and initiate common, international and interdisciplinary research or publication projects. The summer school offers workshops in which the contributing papers are either commented by JM-CETRO members (Prof. Martin Heidenreich, Jun.-Prof. Susanne Pernicka, and Prof. Hans-Michael Trautwein) or one of three guest speakers:

- Dr. Daniel Clegg, Social Policy, School of Social and Political Science, University of Edinburgh
- Prof. Paolo Graziano, Department of Institutional Analysis and Public Management, Bocconi University
- Prof. Jonathan Zeitlin, Professor of Public Affairs, Sociology, Political Science, and History; founding director of the European Union Center of Excellence, University of Wisconsin-Madison

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Monday, 24th August – Welcome and Introduction

guest house
15:00 Welcome reception. Martin Heidenreich

16:00 Welcome lecture. “The Economics of European Unemployment - in Crisis”. Hans-Michael Trautwein

18:30 Dinner at the guest house

Tuesday, 25th August – The Governance of Europeanization

seminar room A5-054


10:30 European Flexicurity and the crystallisation of pre-existing (inter)national norms. Hélène Caune
Comment: Jonathan Zeitlin

12:00 Lunch

14:00 How does the European Employment Strategy impact national labour markets? Anne Schüttpelz
Comment: Jonathan Zeitlin

15:30 Coffee break

16:00 Activating the unemployed: directions and divisions in Europe. Patrizia Aurich
Comment: Martin Heidenreich

18:30 Guided tour in Oldenburg
Wednesday, 26th August – Activation

seminar room A5-054

9:00  Its the firm, stupid! Why within-firm training works better than workfare. Christian Hohendanner and Eva Kopf
Comment: Martin Heidenreich


12:00  Lunch

14:00  Lecture: “European Employment and Activation Policy in Economic Crisis”. Martin Heidenreich

15:30  Coffee break

16:00  Activating the long-term unemployed – Organizational challenges. Sebastian Künzel. Comment: Daniel Clegg

18:00  Barbeque at the guest house

Thursday, 27th August – Domestic Reforms

seminar room A5-054

9.00  Workshop: How to draft a research proposals for the EU Framework Programme. Ilka Ficken

10:30  Europeanisation and internationalisation of job-placement practices in Bulgaria’s maritime industry. Milena Kremakova
Comment: Daniel Clegg

12:00  Lunch
JM-CETRO summer school 2009

14:00 Lecture: “Labour Market and Social Policy. Reforms in France and Great Britain. Fit for Crisis?” Daniel Clegg

15:30 Coffee break

16:00 Alternative forms of employee representation: Substituting or complementing trade unions? Markku Sippola
   Comment: Daniel Clegg

18:30 Visit at the Oldenburg City Festival

Friday, 28th August – Mediating Actors of Europeanization
   seminar room A5-054

   9.00 Workshop: How to publish English books, some examples and experiences. Jannika Mattes

   Comment: Paolo Graziano

   12.00 Lunch

   14:00 Lecture: “Much Ado About Nothing? Europeanization, Employment Policy and Economic Crisis in Southern Europe”, Paolo Graziano

   15:30 Coffee break

   16:00 In whose interest? – The politics of social concertation in Germany and the Netherlands. Cornelia Fraune
   Comment: Paolo Graziano
The Domestic Europeanization of Labour Market and Employment Policies

19:00 guided tour through the Horst-Janssen Museum of Modern Arts

19:30 Conference Dinner at the Art Café Oldenburg

Saturday, 29th August – Conclusions

9:30 discussion groups. The Future of Europeanization?
(1) Methodological Issues: Measuring the Impact of Europeanization. (A5-055)
(2) Comparative Analyses: Activation and Social Policy Reforms in Europe. (guest house)
(3) Theoretical Foundations: Conceptualizing Europeanization. (A5-054)

12.00 Lunch (guest house!)

seminar room A5-054

14:00 Lecture: “The Domestic Europeanization of Labour Market and Employment Policies”. Sascha Zirra

15:30 Coffee break

16:00 Discussion: “The Economic Crisis as Opportunity for Europeanization?” Chair: Martin Heidenreich

17:30 Conclusion: Martin Heidenreich

20:00 Feedback and farewell party

Sunday, 30th August

Departure
Social security is increasingly becoming a worldwide institution. But its development in developing countries has marked a differentiated access, privileging formal labour market employees against the many who are either poor or employed in the informal sector. In this paper, I problematise traditional western style social security concept whose relevance to low income countries stand contested, thus yearning for re-conceptualisation of the concept so as to render it more meaningful to social insecurities of the poor. Central to this contestation is the dominant western epistemological stance and overwhelming global policy diffusion machine that ignores the contexts of the poor in the way they advance their epistemological, technocratic and financial power to reinforce a system that meets (at best partially) the needs of the elite labour force, and reject all other informal social security structures.

Intellectual foundations for this paper flow from the welfare regime theory and current discourses on social policy in development context as analytical entry points. From postcolonial perspectives, I critically interrogate and even break away from the traditional focus on and underlying assumptions of Anglo-Eurocentric orientation as means of understanding social policy in other social spaces, particularly in the African social policy context. In the case of extending social security to the poor in Ghana, my theoretical standpoint calls for theories that embody in its worldview the innovative processes used by poor people to demand social protection. I thus argue that the OECD-type welfare state regime can scarcely be reproduced in the developing world where formal institutions may be fragile and informal structures more robust or rather where informal structures competitively co-exist with formal ones.

Starting from global to national policy arenas, the paper tries to answer if it would not be an illusion for a low income country like Ghana to provide and sustain extended social security coverage for its informal sector.
It reviews informal insurance literature to reconceptualise the innovative processes which grassroots organisations in Ghana have begun to use to claim inclusiveness to social security protection. It further explores how MIOs provide answers to the search for ways of extending pro-poor social security from 2 analytical perspectives. Firstly, how MIOs use innovative strategies to claim inclusiveness and secondly, how public pension arrangements are now attempting to include the informal sector in social security discourses. Of huge interest in this scenario is how social microstructures through semi-formal associations engage with meta-level organisations to push the frontiers of demand and supply of social security in Ghana. Within these analytical perspectives, the study uncovers what works well with MIOs in accessing social security; why things work (causes), in what contexts do they work (processes), and for whom they work (impact).

**Activating the Unemployed: Directions and Divisions in Europe**

*Patrizia Aurich*

One of the remaining disputed issues of welfare state research is the question of convergence or divergence for the field of unemployment policy. It has been contended that the idea of fighting unemployment on the supply-side has lead to symbolic convergence, from which different strategies are formulated. Such assumption requires a broader approach of conceptualising change towards activation. Analytical concepts still lack a somewhat more differentiated perspective on so called “activation” in terms of differing degrees and directions of change.

This paper analyses developments in three European countries: Denmark, Germany and the United Kingdom. A multi-dimensional conception of activation based on individual action construction, on the one hand, and provision of active support, on the other, allows for distinguishing different models of unemployment policy in regard to activation. Changes are traced for programmes of unemployment insurance and social assistance over the last 15 years, comparing policies for insiders with policies for outsiders of the labour market at different points of time. An
attempt is made to analyse these developments in the light of their different contexts referring especially to programme-specific parameters and socio-cultural backgrounds arguing that symbolic convergence towards activation is contrasted by different ways of ascribing responsibility for the management of activation. The comparison of two ideal-typical schemes of activation (UK, DK) with recent reforms in Germany questions previous assumptions in the literature about different types of activation policy.

**European Flexicurity and the “Danish model”: Member States as Model Suppliers and Model Providers**

*Hélène Caune*

Whereas the EU does not command classic coercion means in the field of employment, the development of soft methods of governance creates socialisation spaces that allow European institutions to guide national governments in their welfare policy choices. The diffusion – and acceptation – of a common policy framework (active labour market policies – ALMP), shared by European political parties and leaders, embedded in contrasted social security systems, can be explained by the articulation of member states strategies: the up-loading and downloading of their different, but compatible interests. This paper argues that member states (rather than the Commission) sparked off the phenomenon under study.

The arguments developed in this paper articulate around two dimensions. On the one hand, it is about the establishment of a pattern that answers national policy needs. Member states can be categorized in two categories: model supplier or uploader (continental welfare systems, such as France) and model provider or downloader (social-democrat welfare systems, such as Denmark or Sweden). On the other hand, the Commission holds a central position between member states and, from a national perspective, acts as a cognitive resource. The position of the Commission, as well as the instruments – even soft – at its disposal, allow for the establishment of a pattern of an existing policy norm, through the crystallization of the “Danish model”. The Commission is hence defined as a
model shaper using modelling tools such as the political usage of academic and scientific expertises, recommendations and benchmarking exercises. The articulation between these strategies of political justification disrupts the traditional distinction between national welfare systems and the processes of European integration. These different registers create epistemic communities that favour the Europeanization of national policies while converting policy ideas into national policy strategies. However, it should be noted that activation of employment policies is neither a frame created by the EU, nor it is specifically European. Rather, activation has been promoted since the 1970s by international organisations, such as the OECD, as well as it has been implemented for several decades in liberal and social-dемocrat welfare systems, such as the USA, Australia, Denmark, etc. Since the early 1990s, continental models of welfare protection have also showed a growing interest for this policy model. However, it is only in the early 2000s that this (inter)national norm acquired a European dimension. The rather tardy interest of the EU for activation is hence quite puzzling. This paper explains that activation on the labour markets (or “flexicurity” in the European wording) becomes an accepted norm for the European member states because the EU acts as a space where an existing (inter)national norm crystallizes.

The diffusion of activation as a public action model informs on the abilities of welfare states to adapt to new stakes, as well as on the capacities of European institutions to formulate welfare policies compatible with contrasted social security systems.

In whose interest? – The politics of social concertation in Germany and the Netherlands
Cornelia Fraune

Reforms of the welfare state as well as of labour markets are related to several policy fields: tax policy, social policy and collective bargaining policy. In many Western European countries the responsibility for those policy fields is divided between the government (responsible for tax policy and social
policy) and the social partners (responsible for the collective bargaining policy and social policy as well). The division of responsibility among different actors is theoretically captured by corporatism. According to corporatism a corporatist structure reflected in a selective arrangement in which only few hierarchically organised interest groups are integrated is the condition to enhance welfare and work reforms. It is often argued that a corporatist structure increases cooperation among the actors and thus facilitates innovative and effective reforms (concertation). This paper challenges this theoretical explanation of the enhancement of social policy reforms. It is argued that cooperation is not a result of a certain kind of structure but depends on the interests of the actors involved. Thus it is a shortcoming of corporatism to derive actor’s interests only from their formal role. Divergence of interests within the government or within the social partner organisations is not considered sufficiently. Furthermore, it is to assume that the effects of structure and process are not one-sided as maintained by corporatism. Actors decide not only with regards to content but also by means of strategic considerations. Thus the underlying hypothesis of this paper is that the existence as well as the extent of cooperation of actors depends on their interests as well as their capacity to implement them. This hypothesis is tested by a two country comparison. The chosen countries are Germany and the Netherlands because the conditions of corporatism are totally different in both countries. The cases which are explored are ‘Das Bündnis für Arbeit’ (German case) and the ‘Museumpleinakkoord’ (Dutch case). Both cases are examined by a meso- and micro-level analysis based on empirical analysis of official sources and media. In a concluding part, the cases are compared to found a politics research perspective for social concertation.
The activation of long-term unemployed and other target groups like women, younger and older people is at the core of the European Employment Strategy. There are two sides of the activation strategy (Eichorst 2008): a demanding and an enabling side. In Germany there is a variety of active labour market programmes. Two widely used measures represent these two sides: work opportunities (so-called ‘one-euro-jobs’) and within-firm training. We define one-euro-jobs as part of the demanding side of activation whereas training schemes enable the transition into regular jobs. The success for individual unemployed of such different labour market programmes with respect to employment integration differs from programme to programme: Micro-evaluation results suggest that public employment schemes, such as job creation schemes or one-eurojobs have only slight positive effects for some participants (Caliendo 2005; Hohmeyer/Wolff 2008) while within-company short-term training programmes (Wolff/Jozwiak 2007; Stephan/Pahnke 2008) or wage subsidies (Bernhard et al. 2008; Brussig et al. 2008) perform much better. However, these studies cannot answer why a certain programme has more success than another. Due to data restrictions most studies on activation policies focus on individual effects and participating unemployed characteristics ignoring the demand side. However, the employment success not only depends on the individual characteristics of the participating job seeker but also on the employer’s motives to hire participants, on the personal policy as well as regional and sector-specific institutional and economic restrictions. Therefore, we focus on the companies carrying out programmes such as the less effective one-euro-jobs or the more effective short-term training programmes. Our main thesis is that job creation schemes like one-euro-jobs which are for the most part placed in the social sector have minor integration success than short term training programmes in the predominantly private production-oriented sector. We argue that the intention of social service providers participating in
programmes differs from firms in the private production-oriented sector. While the use of ALMP in the social sector follows the logic of “sink or swim”, rarely intending to hire formerly participating job seekers on a regular basis, firms in the private sector actually participate because they have vacancies to be filled. We carry out probit and bivariate probit models using a cross-section of the IAB Establishment Panel 2007. To analyze sector-specific differences we use a decomposition model. Training is used predominantly in private firms with vacancies and recruiting problems. This can explain why within-training is so successful for participants. On the contrary, one-eurojobs are carried out in the social sector not having any vacancies and traditionally relying heavily on ALMP and precarious jobs. All employers using ALMP also rely on other subsidies. Our results are in line with international studies that activation programmes in the private production-oriented sector work better than in the social, public sector (Gerfin/Lechner 2000). However, our study gives a demand side explanation which has not been done in any other study.

Europeanisation and internationalisation of job-placement practices in Bulgaria’s maritime industry
Milena Kremakova

With the 2007 enlargement, the EU grew by two small countries and one sea. The maritime industries of Bulgaria and Romania are of considerable importance for their national economies, with a maritime labour force of 22,000 and 8,000 registered seafarers respectively; a further 132,000 and 48,000 onshore workers (ECOTEC, 2006); and many dependents relying on their incomes. The proposed paper discusses the effects of market and labour policy transformations on the Bulgarian maritime labour market. This may seem an unusual policy case-study: after all, integrated maritime policies exist, but are not amongst the European Union's priorities; neither are maritime workers in desperate need of EU or state intervention in the form of social assistance or activation policies. Nevertheless, the transformations on this semi-autonomous labour market sector are worth considering.
The paper adopts a broader, capabilities-based vision of welfare as more than just ‘rescuing casualties’ (Whiteside, 1998) but, rather, provision of public services to which everyone is entitled; and proposes for discussion some of the lessons that EU policy-making can derive by examining employment in prosperous industries.

Since the fall of socialism, Bulgarian labour market policies have undergone numerous reforms, complicated by simultaneous institution rebuilding, financial crisis, marketisation, and EU-accession - added to growing global labour market competition, and developments in the EU itself. Before 1989, the country's maritime industry was semi-militarised and fully state regulated, including qualification and placement. The rapid opening of the market brought in foreign firms, and a sudden vacuum of labour regulation. This resulted in both positive and negative changes for maritime workers: rising wages, but also neglected social and health provisions. Their specialised professions, and untypical work conditions, had always made them distinct, but these developments catalysed their autonomisation from the national labour market. Thus, maritime labour is now, in fact, at least as closely linked with and affected by, national policy, as by European and global developments.

Despite public perceptions of prosperity, a closer look revealed pockets of problems, such as: - age and health (and gender) discrimination; - lack of social provisions in practice, even when they exist in contracts; - lacking effective regulation where necessary (e.g. social security regulations for Bulgarian nationals who are employees of foreign ship-owners), or ineffective overregulation (high, but unenforceable taxation for foreign employees).

Further issues that arise from the analysis of researcher-collected qualitative data (in-depth interviews) are the breaches in institutional communication, and the insufficient collaboration between key agencies and stakeholders in appropriation of EU regulation, and participation in EU programmes. The lack of vertical and horizontal institutional cohesion is compensated by pervasive semi-informal networks, laden with socialist legacies, which are idiosyncratically effective, but do not necessarily adapt to top-down national and EU regulations and measures. Thus, the effect of EU
programmes and initiatives can be reduced by the lack of agency coordination on national and sub-national level. Top-down EU policies can be distorted by local networks and interests - but, equally, they can be perceived by local actors not as supporters, but as intrusive distorters of their capabilities.

References:
The figures cited follow the estimates of DG Fisheries and Maritime affairs, as cited in ECOTEC Research for DG Fisheries and Maritime Affairs C3135, Sept.2006. An exhaustive analysis of employment trends in all sectors related to sea or using sea resources Final report for the European Commission.

**Activating the long-term unemployed – Organizational challenges in the continental European employment model**
*Sebastian Künzel*

Consistently high rates of long-term unemployed in Europe raise the question of dealing with a set of manifold problems (skills, child and family care, health, social integration). This addresses the issue of developing new employment approaches for activation. The academic debate brings forward the argument that employment opportunities rise through the implementation of integrated employment strategies, which means the conceptualization of approaches integrating different policy fields. Rigid labour market regimes in France and Germany reflect in closed and centrally organized structures defining policies and services for the unemployed. However, both the Hartz IV-reforms (2005) in Germany as well as the reform of the Revenu Minimum d’Insertion (RMI) (2004/2009) in France hint at fundamental changes in these two core countries of the continental European employment model. Both reforms aim at changing service institutions for social welfare provision
from agencies of mere benefit payment into services for activating the long-term unemployed. These transformations throw up tremendous challenges from an organizational perspective: Firstly, activating the long-term unemployed demands to create organizational linkages between services of social policy (housing, youth welfare, social assistance, counselling on addiction, debt counselling) and labour market policy (training, advanced education, job creation measures). Secondly, these reforms pose the question of a closer interplay of centrally defined competences of labour market policy with traditionally locally anchored competences of social integration. Recent development trends in France and Germany will be discussed on the basis of currently running research drawing on about 80 expert interviews.

**How does the European Employment Strategy impact national labour markets?**

*Anne Schüttpelz*

Roughly a decade after initiating the European Employment Strategy (EES) – an explicit attempt to tackle rising unemployment across the EU - Europe’s employment performance is still modest. According to the Employment in Europe 2008 Report by the European Commission, it is unlikely that the employment rate targets set at the Lisbon European Council in 2000 will be achieved by 2010. Nevertheless, the EES has played an important role for diverse national labour market reforms since 1997. It has contributed to develop structures of policy coordination and different employment measures as well as to establish new employment policy paradigms.

Such effects of the EES on institutional changes in the Member states are a kind of “missing link” between the heavily studied mode of EU regulation the EES (respectively the Open Method of Coordination) represents on the one hand, and the labour market developments within the EU on the other hand. Whether the EES has had an impact on the labour market performance of the Member States (as it was intended) remains hard to say as long as both sides of the coin cannot be systematically related to
the policy efforts of the Member States. This is, we have to focus first, on national policy reforms responding to the guidelines and recommendations of the EES, and second, on the outcomes of such reforms. Although an answer to the question how the EES influences Member States policies necessarily requires qualitative analyses of the respective Europeanisation processes, this paper aims to add another perspective on the overall relationship between European regulation, Member States policies and outcomes by using some of the commonly agreed quantitative indicators that have been established to assess Member States’ progress on implementing the Employment Guidelines. Thus, the paper attempts to analyse whether there can be found an empirical link between the implementation of the EES in the Member States and their employment performance. To operationalise the implementation performance of the Member States, it will use information about the inclusion of quantified employment targets set under the EES in national employment policies as stated in the annual National Reform Programmes as well as some of the key indicators for monitoring the EES to assess, how far employment policies are put into practice in the Member States.

The first part of the paper introduces to the EES, discussing its structures, main contents and mechanisms. Quantified targets and key indicators used in the framework of the EES are introduced as well. It is discussed, which data and available information may be used to operationalise the implementation of the Employment Guidelines. In the second part, implementation of the EES in the Member States is analysed by using available empirical data on implementation activities and employment performance as measured by the existing indicators.

**Alternative forms of employee representation in the Baltic States: Substituting or complementing trade unions?**

*Markku Sippola*

This paper illustrates how European directives are appropriated in the national (Baltic) context in a way they have different and varying effects in
The Domestic Europeanization of Labour Market and Employment Policies

relation to their original purpose. Estonia, Latvia and Lithuania are post-communist countries, which re-gained their independence in 1991 and joined the EU in 2004. The three countries have undergone radical industrial restructuring and transformation from massive munitions industries to flexible small and medium-sized enterprises. Until recently – prior to the economic depression that began in 2008 – they have managed well. At the national level, the decision-making has been based on neo-liberalist principles, where promoting foreign direct investment has played a central part. The Baltic States aspire to getting rid of the Soviet legacies in every respect, seeking road “of their own” to capitalism. Such institutions as trade unions and workplace-based social security are seen as part of the Soviet system and thus condemned. In Lithuania, amendments to national labour code, based on the EU regulation on employee information, consultation and participation, have provided the actors (companies) with more room to manoeuvre than the national legislature has previously allowed. The law allows basically similar rights for the works council to take strike action, conclude collective agreements and to be heard as a consultative body to those of trade unions. A similar status has been provided for works councils in Latvia, but there trade unions are more widespread and the councils are not posing as big threat for trade unionism as in Lithuania. In Estonia, employee representatives elected by general meeting of employees and work environment councils have the potential to undermine unions.

The case studies examined here, one Lithuanian subsidiary with a works council, and two Estonian subsidiaries with work environment councils, are from the data used in my dissertation. The analysis is based on interviews of personnel managers and employees made during fieldwork in the Baltic countries in 2004-2005. It is evidenced that there is a considerable national variation in adopting the EU directives on employee representation and participation, although there are relatively uniform social, economic and political trajectories in these three countries. Consequently, firms are utilizing the difference in labour regimes. Bodies of employee representation are complementing trade unions, as the Estonian cases of work environment council are concerned. However, the works council at the Lithuanian subsidiary seems to serve as a substitute for trade union. This notion is
confirmed by an analysis of collective bargaining process in the subsidiary. This questions the idea that common directives on employee representation and participation will lead to harmonisation of labour standards within the EU.

**Everydaylife of Europeanisation in Poland: Between Reproduction and Change of Labour Market Policies in Action.**

*Karolina Sztandar-Sztanderska*

In Poland, European integration was identified with the improvement of labour market policies: a source of new financial opportunities, a change towards better policy planning and monitoring. Results from recent studies do not confirm these optimistic previsions (Wóycicka et al. 2008, Sztandar-Sztanderska 2008). The problem is that the discourse on the enlargement is highly normative, Europeanization is regarded as a step in the right direction, a manifestation of progress. The ways of depicting European integration in some of Central and Eastern European countries remind of such concepts as westernisation or democratisation, popularised in the frame of modernisation and transition paradigms, still broadly used in a public discourse, but criticised in social sciences because of implicit judgements and a low heuristic value (Ragaru 2008). It is therefore essential to avoid the incorporation of normative concepts into a theory, since they are resources in the game different policy actors play and their uses should be regarded as the object of study. Similarly, the official image of labour market policy constructed through law and administrative documents is often a part of the game. It is created and used by different actors in order to achieve various aims: sometimes to gain support of the European Commission in return for a manifestation of compliance to EU obligations, sometimes to present policy results as success by selecting one information as relevant and if possible turning a blind eye to what might be considered unfavourable. These documents, similarly to the omnipresent discourse on European employment policy, cannot be treated as the reflection of actual
practices, their production as well as their uses are the practices themselves and should be 1 On the underlying assumptions of transition paradigm, see (Carothers 2002). 2 The strategic management of information by candidate countries during pre-accession period and the way it was provoked by the European Commission’s attitude was described by the metaphor of a priest and penitent (Jacoby 1999). I analysed as such, which means a specific methodological approach and a necessity to include other empirical material than official documents and quantitative indicators. I will argue that the focus of the analysis should not be necessarily on whether Europeanization occurs and how deep the European impact is (Börzel 2006), since in this case we risk excluding from the study how different actors use Europe (Jacquot and Woll 2008) and by labelling it “shallow Europeanisation” (Börzel 2006) or “dissimulated” change (Grabbe 2003) we treat as insignificant the phenomena, which are precisely the consequences of European integration and are essential for understanding reproduction and changes in policy-making in the domain of labour market in Poland3. I propose to treat Europeanization as a process transforming access to resources and their relative value and to analyse “everyday life of Europeanization” and “labour market policy in action” by putting in the centre of analysis uses of this process, discrepancies between formal and informal rules and its perverse effects.
List of Participants

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</table>
Accommodation and Fees

To facilitate participation in the summer school we will not charge any participation fee and JM-CETRO will provide the participants with accommodation. Additionally, we offer five scholarships for travel costs for participants from Central and Eastern European Countries (up to 400 Euro). The participants will be accommodated at the guest house of the university. It is located at the Campus of natural sciences (Campus Wechloy). The seminars will take place at the Campus of social sciences and humanities (Campus Haarentor).

Arrival by plane via Bremen

From Airport Bremen (http://www.airport-bremen.de/) take tramline 6 to Bremen Hauptbahnhof (central station). From here please follow instructions below.

Arrival by train/bus via Bremen

In order to arrive in Oldenburg by train you can either take a regional train (RB to Oldenburg or RE to Norddeich (Mole)) or an Inter City train to Emden (faster but more expensive) from Bremen Hauptbahnhof (central station). In front of the main entrance of the central station in Oldenburg take bus line 306 (Universität) and exit – for the guest house – at ‘Carl-von-Ossietzky-Straße’ (terminal stop) or – for the seminar rooms – at ‘Universität’.

For timetables of the public transport see http://www.vwg.de

For more details please see http://www.uni-oldenburg.de/uni/international/14758.html