

Households, Work and Flexibility

<http://www.hwf.at>

EU Fifth Framework Project, 2000-2003



FINAL PROJECT REPORT **Volume Two**

Workpackages 5 and 8 **NATIONAL AND INTERNATIONAL EXPLOITATION AND DISSEMINATION ACTIVITIES**

RESTRICTED

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**PROJECT
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PARTNER 01 (CO): Prof. Claire Wallace, Institute for Advanced Studies, Austria

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This document is the final project report on exploitation and dissemination activities of the HWF project for the period from 01 April, 2000 to 31 May, 2003 by the coordination team (partner 01), led by Prof. Claire Wallace, IHS, Austria

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EXPLOITATION AND DISSEMINATION ACTIVITIES REPORT

This Report is set out in such a way that Workpackage 5 (national level dissemination) and Workpackage 8 (international level dissemination) are brought together. This is because the two are often connected. As well as listing the international level and national level outputs of all team members, we have further divided the output according to presentations, scientific articles, journalism and working papers. These are listed in Annex 4 and 5. Finally the full list of publications by team are provided in Annex 6 and samples are held of these at the Institute for Advanced Studies. We have not submitted them all as part of our final report, but could do so on request.

1. Summary of exploitation and dissemination activities

The results of the project have been disseminated to the wider public in the following ways

1. Internationally at meetings and policy workshops
2. Nationally at meetings, seminars and through newspaper and popular articles
3. Electronically through the use of the website, which has aroused substantial interest
4. In several countries, the project has contributed to national debates about flexibilisation
5. A number of working papers designed to contribute to policy debate have been written or commissioned at an international level through the Family and Welfare cluster workshops in Brussels and at a national level too.

The project has been represented at most major international conferences during the project duration and just afterwards. Since the results are available mainly at the end of the project, one should take the planned project output into consideration as well as publications and presentations to date, because most material will be produced after the end of the project.

In addition there has been academic dissemination through

1. Publication and dissemination of a series of HWF Research Reports (ISSN 1682-9131): Five books (six volumes).
2. Publication and dissemination of HWF Newsletter “Flexi-findings” (three issues).
3. Maintenance of project’s web page www.hwf.at, where most of project results are published.
4. Contributions to international conferences and publications, including keynote addresses. This has covered many of the major academic conferences during the duration of the project and just afterwards.
5. Contributions to seminars and conferences at a national level
6. Articles and books published in international journals and for an international audience
7. Articles and books at a national level in national languages.

2. Results achieved / work accomplished within the duration of the HWF project (April 2000 to May 2003)

2.1. International level dissemination [Workpacakge 8]

2.1.0. Summary

The dissemination activities have been carried out on several levels:

1. International conferences and seminars with academic audiences. Presentations were given at the major sociological conferences in Brisbane in 2002, in Helsinki in 2001 and in Murcia in 2003.
2. Workshops with policy makers at an EU level were carried out through the “Family and Social Welfare” series of workshops. There were two presentations of the HWF project at these workshops and some follow up discussions afterwards.
3. Through the development of a home page and series of reports and brochures which were also distributed through a mailing list.
4. Through national level interest in the project as a whole. For example, the Dutch government used aspects of the project as a working paper for policy advice and have requested a working paper to form part of their strategy during their presidency of the European Union in the second half of 2004. There was also a great deal of interest in this project in Britain where it was reported in several national newspapers and in the Czech Republic it has formed part of the debate about flexibilising the labour market. Books of project results have been produced in both Bulgaria and Slovenia in the national languages.

2.1.1. Institute for Advanced Studies (IHS-Vienna), Austria

The Institute for Advanced Studies has been active in publishing a series of book length reports, a newsletter and the “Flexifindings” leaflet as part of the general dissemination campaign. A series of posters were produced for presentation at national as well as international gatherings and have earned praise from those who have seen them.

In addition, the members of the IAS team have been active in presenting the project at international as well as national conferences including:

- A keynote address at the European Sociological Association meeting in Helsinki in 2001

- A keynote address at the Austrian Sociological Association Conference in Vienna in 2003.
- A major presentation at the International Sociological Association Conference in Brisbane in 2002
- Presentations at the Family and Welfare Cluster workshops in Brussels in June 2001 and January 2003 co-ordinated by Linda Hantrais (as well as contributions to the publications from these meetings)
- Contribution to papers for the Dutch Government on flexible working in comparative perspective
- Papers are also in preparation for the *Czech Sociological Review* and for *Work Employment and Society* based on the project

The continually updated list of presentations and activities appears in the tables below. However, in addition, we can list the following:

- The HWF home page www.hwf.at is fully functional is regularly updated. The HWF site has a public area and a restricted domain for HWF consortium members.
- The HWF leaflet “Flexi-Findings” (issue # 1) is published in July 2002 (200 copies) and is being distributed now (coloured paper version and PDF file as a download from http://www.hwf.at/project_newsletter.html)
- We distribute an electronic “HWF Infoletter” to a list of subscribers. First issue has been circulated in July 2002 among 58 subscribers. The list of subscribers is constantly expanding. The subscription request could be automatically sent from the start page of project’ site www.hwf.at
- We have published five books in the HWF Series of Research Reports (ISSN 1682-9131)
 - HWF Research Report #1: “Critical Review of Literature and Discourses of Flexibility”, contains nine chapters and 237 pages.
 - HWF Research Report #2: “Country Contextual Reports (Demographic trends, labour market and social policies)”, 360 pages.
 - HWF Research Report #3: “HWF Survey Reports by Countries”, 478 pages.
 - HWF Research Report #4: Volume One “Cross-Country Overview and Reference Tables” (in printing); Volume Two: “Thematic Reports”(in printing).
 - HWF Research Report #5: “Comparative Contextual Reports (Demographic trends, labour market and social policies)”, in printing.

These books is printed and distributed by the Institute for Advanced Studies, Vienna. It is available from the Institute’s Library per request for HWF Consortium Members at € 10,= per copy on for other subscribers at € 30,= per copy. The total amount of circulation is 120 copies. The contents of the books can be downloaded by chapters from

2.1.2. United Kingdom

- Cousins, C. and Tang, N. (2002a) 'Households, work and flexibility in Europe: the integration of work and family in west and central east Europe' to XV World Congress of Sociology (International Sociological Association) Research Committee on Family Research RC06 Session Work and Family, July 2002 Brisbane, Australia.
- Kovacheva, S. and Tang, N. (2002) 'Young people and flexible work in the process of globalisation' to XV World Congress of Sociology (International Sociological Association) July 2002 Brisbane, Australia
- C. Cousins attended and participated in 2 cluster groups workshops on 'Family and Welfare' held in Brussels June 2001 and January 2003 coordinated by Professor Linda Hantrais.
- Cousins, C. (2001) 'Organising and analysing small-scale qualitative studies of families'
- in L. Hantrais (ed.) Family and Welfare from an International Comparative Perspective' Brussels: Directorate Technology Foresight and Socio-economic Research, European Communities.
- Wallace, C and Cousins, C. (2001) 'Households, Work and Flexibility' in L. Hantrais (ed.) Family and Welfare from an International Comparative Perspective' Brussels: Directorate Technology Foresight and Socio-economic Research, European Communities.
- **Conferences**
- Cousins, C. and Tang, N. (2002a) 'Households, work and flexibility in Europe: the integration of work and family in west and central east Europe' to XV World Congress of Sociology (International Sociological Association) Research Committee on Family Research RC06 Session Work and Family, July 2002 Brisbane, Australia.
- Kovacheva, S. and Tang, N. (2002) 'Young people and flexible work in the process of globalisation' to XV World Congress of Sociology (International Sociological Association) July 2002 Brisbane, Australia
- C. Cousins attended and participated in 2 cluster groups workshops on 'Family and Welfare' held in Brussels June 2001 and January 2003 coordinated by L.Hantrais.

2.1.3. the Netherlands

Work Time and Leisure Time: Dynamics and Convergence in Changing Contexts
Presentation by Tanja van der Lippe at the IATUR (International Association for Time Use Research) conference Lisbon, Portugal October 15-18 2002. (See also Annex Three).

In March 2003 information about the HWF project was sent tot the Dutch Ministry of Social Affairs and Employment. (Especially comparative information of Sweden and the Netherlands on matter as childcare, part-time work, division of domestic labour). This information was to be used for a presentation of the Assistant Secretary of State on mayor policy topic ('Mannen in de hoofdrol').

2.1.4. Slovenia

As mentioned before, already from the second year of the project the web page of SICENTER displays the full English text of the Literature Review for Slovenia, Analysis



of Survey for Slovenia, comparative time distance methodology, and the link to the project consortium web page. In this way the results for Slovenia in English have been continuously accessible to the international audience. Also the papers Contextual Report for Slovenia and Long Term Trends in Atypical Forms of Employment are being posted there. The access to the HWF part is <http://www.sicenter.si/hwf.html>

Methodological contributions like ‘A New Dynamic Approach to the Growth and Inequality Issue’, ‘Comparing In Two Dimensions: A Broader Concept and a Novel Statistical Measure of the Time Dimension Disparity’ (5th Conference of the European Sociological Association), ‘Time Distance: A Missing Link in Comparative Analysis’ (XVth World Congress of Sociology), and ‘Time Distance among Selected EU and Candidate Countries’ (10th General Conference of the European Association of Development and Training Institutes) have been disseminated in EU seminars and other conferences and through HWF and other networks. The full text of the papers is available at the SICENTER web page. The details are in HWF Annex 3 to the general HWF Final Progress Report.

The revised papers were later accepted as journal articles. The article ‘Time Distance – A Missing Perspective in Comparative Analysis’ is being published in E-WISDOM, 2/2003 (Vienna). The article ‘Comparing In Two Dimensions: A Broader Concept and a Novel Statistical Measure of the Time Dimension of Disparities’ was accepted for publication in European Societies, the official journal of the European Sociological Association, and will be published in autumn 2003.

2.1.5. Czech Republic

- Jiri Vecernik From needs to the market: the changing inequality of household income in the Czech transition. The William Davidson Institute Working Paper Series No. 370 [see also: European Societies, 3(2001):191-212].
- Jiri Vecernik Earnings disparities in the Czech Republic: Evidence of the past decade and cross-national comparison. The William Davidson Institute Working Paper Series No. 373 [see also Prague Economic Papers 10(2001):201-222].
- Jiri Vecernik Social policies and social structures: frictions and traps in the Czech Republic after 1989. The William Davidson Institute Working Paper Series No. 404 [accepted by Europe-Asia Studies].
- Jiri Vecernik Monitoring the transition in the Czech Republic: Data, surveys and studies. Czech Sociological Review 38 (2002):365-379.

2.1.6. Hungary

Two main events had happened on international level. One of them was the International Sociological Conference in Brisbane. The other was the creation of the website of HWF project on TARKI’s homepage. (see 2.3.1.)

Mr Sik presented one part of the results of the HWF survey with Ms Wallace at the International Sociological Conference in Brisbane, Australia in 2002.



The web page of the Household, Work and, Flexibility project on TÁRKI's homepage under the English site, heading Research, have been completed some further information on the present situation of the project.

We have placed the literature review, country contextual report and national survey report in pdf format on the homepage, according to the schedule of the international project.

The homepage can be reached at: www.tarki.hu/research-e/hwf/index.html

2.1.7. Bulgaria

Siyka Kovacheva presented a paper 'Balancing flexibility and security in youth employment policies' in the roundtable discussion at the Conference 'Young People and Transition Policies in Europe', Madrid, Spain, 6-8 June 2002. This was later developed with Barbara Stauber and Harm van Lieshout to be published as a chapter in: López Blasco, A., McNeish, W. & Walther, A. (eds.) (forthcoming) *Between CoolingOut and Empowerment. Young People and Policies for Transitions to Work in Europe*. Bristol: Policy Press.

Siyka Kovacheva and Ning Tang presented the paper 'Young People and Flexible Work in the Process of Globalisation' at the XV World Congress of Sociology, Brisbane, Australia, 7-13 July 2002.

Project results were presented by Siyka Kovacheva and discussed with students in the International Youth Studies Training Seminar in Moscow, Russia, 9-15 September 2003.

2.2. National level dissemination [Workpackage 5]

2.2.1. Summary

There has been discussion and dissemination of results at a national level through publications and papers in the national languages in each country. This formed part of the dissemination strategy developed by each partner in the consortium. The team members have been active at a national level in distributing results through academic publications and conferences as well as being actively involved in debates about flexibilisation. In particular, the Dutch team have been contributing to a series of policy working papers and the Czech team have been very active in public debates. The Slovenian team have published a book of the results in Slovenian and the Bulgarian team have been active in developing a version of the results as a booklet for distribution in Bulgaria. The Hungarian team have published a number of papers in policy and social documents, whilst in the UK the project won national recognition as part of a new awareness of the problems of combining work and family life. The UK team prepared a paper for the Women and Equality Unit as part of the Department of Trade and Industry. In several countries therefore, project results have contributed to national debates as well as academic publications.

2.2.2. Institute for Advanced Studies (IHS-Vienna), Austria

Although the project was not carried out in Austria, the HIS team were asked to prepare an exhibition and posters as part of the 40 year anniversary of the institute and some summary for the Federal Chancellery. In addition, results were sent on a regular basis to interested parties such as relevant civil servants who were interested in such comparative work. A spin-off project carried out in Austria and comparing Austria with the other EU countries in the project was funded by the Jubilee Fund of the Austrian National Bank and presented at seminars and conferences inside of Austria.

2.2.3. United Kingdom

Paper ‘Working Time Flexibility and Family Life: An analysis of the Households, Work and Flexibility surveys’ was presented at The Gender Research Forum organised by the Women and Equality Unit, the Department of Trade and Industry. The aim of this conference is to provide a forum for policy makers and researchers. The conference proceedings and papers have been posted on the Women and Equality web page.

A second paper on ‘Working time flexibility and family life; east west contrasts’ was presented at a seminar on Work, Gender and Time in March 2003 organised by the Employment Studies Research Unit, Business School, University of Hertfordshire. In December a press release from the University of Hertfordshire Press Office (together with a PR company Brand and Brown) resulted in articles on the project in 6 national and London newspapers (The Times, The Independent, Daily Mail, Daily Express, Metro and Evening Standard). The press release was also posted on the BBC-online web page. The articles generated considerable interest especially from some of the major policy making bodies, for example, Equal Opportunities Unit, Department of Trade and Industry and the National Society for the Protection of Children (NSPCC). In addition C. Cousins gave interviews on the press release to 6 regional radio stations in the UK in December 2002.

In February 2003 three papers produced for the HWF project, including two of the thematic papers, were sent to three refereed journals for consideration for publication.

Working papers

- Cousins, C. (2001) ‘Flexible employment and households in the UK: discourses and changes’ University of Hertfordshire, Business School Employment Studies Research Unit Working Paper Series, No. 43. ISSN1473 5555
- Cousins, C. and Tang (2003) ‘Working Time and Family Life in the UK’ University of Hertfordshire, Business School Employment Studies Research Unit Working Paper Series No. 47, ISSN1473 5555.
- Cousins, C. and Tang (2003) ‘Working Time Flexibility and Family Life in the UK, the Netherlands and Sweden’ University of Hertfordshire, Business School Employment Studies Research Unit Working Paper Series No. 46 ISSN1473 5555.
- Cousins, C. and Tang (2003) ‘Working time, gender and family in west and central east Europe’ University of Hertfordshire, Business School Employment Studies Research Unit Working Paper Series No. 46 ISSN1473 5555.

Conference papers

- Cousins, C. and Tang, N. (2002) Working Time Flexibility and Family Life: An analysis of the ‘Households, Work and Flexibility’ surveys. Women’s Equality Unit Gender research Forum, Department of trade and Industry 8 November London.
- Cousins, C. and Tang, N. (2003) ‘Working time flexibility and family life; east west contrasts’, Seminar on Work, Gender and Time, 19 March 2003 organised by the Employment Studies Research Unit, Business School, University of Hertfordshire.

2.2.4. The Netherlands

The co-operation of the Dutch team with Tanja van der Lippe from the Utrecht University resulted in an article named ‘*In balans tussen werk en privé*’ (In balance between work and care’), based on analysis of the Dutch data. The article was also used as additional input to the national survey analysis of Work package 4. The article has been submitted for publication in a Dutch journal as well.

In December 2002 the Dutch HWF team was invited by the Directorate Research & Development of the Dutch Ministry of Social Affairs and Employment to write an essay on the topic of combination pressure. This essay was published in an issue in the series ‘*Sociale Verkenningen*’ (an instrument for policy exploration). The series illustrates and is focused on new ideas and initiatives used for policy development of the Dutch Ministry of Social Affairs and Employment (See also Annex Three)

Yvonne Kops, Annet Jager, Tanja van der Lippe, Claire Wallace. Combinatiedruk in Europa. In: M. Keizer, K. Verhaar. Sociale Verkenningen nr. 5. Familiezaken. Ministerie van Sociale Zaken en Werkgelegenheid. Directie Onderzoek & Ontwikkeling. December 2002. Essays.

A link to the HWF website is made on the Stoas website. (see also Annex Three).

Copies of the Newsletter ‘Flexi-findings’ are distributed in the Netherlands.

2.2.5. Sweden

Presentation of a seminar at the Institute for Advanced Studies by Mattias Strandh “Family work conflicts” February 2002

Presentation at the International Sociological Association Conference, Brisbane, by Mattias Strandh “Family work conflicts in comparative perspective” July, 2002.

2.2.6. Slovenia

When the report of analysis of survey for Slovenia was finalised, SICENTER already made first steps in disseminating the results. The principal researcher met with the Slovenian minister for work, family and social affairs Dr. Vlado Dimovski and delivered the draft versions of the survey analysis and country context report for Slovenia to the ministry for their information.

Already from the second year of the project the web page of SICENTER displays the full English text of the Literature Review for Slovenia, Analysis of Survey for Slovenia, comparative time distance methodology, and the link to the project consortium web page.

For all materials a short summary in Slovenian is presented, so that the results were in addition to the international audience accessible also for the Slovenian audience. The web page also brings awareness of the activities of the project and link to the project web page in Austria. Also the papers Contextual Report for Slovenia and Long Term Trends in Atypical Forms of Employment are being posted there. The access to the HWF part is <http://www.sicenter.si/hwf.html>

The leading Slovenian daily newspaper Delo published an article prepared by the journalist Linda Vovk reporting on main results of the HWF survey for Slovenia. The article was also put on the web page of the newspaper.

An article by P. Sicherl and M. Remec on the HWF survey results for Slovenia was accepted for publication in one of the leading professional journals in the country IB Revija. It is in print and it will appear in Slovenian language in May 2003.

A major publication for the Slovenian audience has been prepared as the monograph *Komparativna analiza fleksibilnosti dela (Comparative Analysis of Work Flexibility)* by the leader of the Slovenian team, Professor P. Sicherl, the statistical computations have been prepared by the junior researcher M. Remec. The monograph is expected to be published in May or early June.

It consists of six chapters. First the general information about the HWF project and the HWF Research Reports series is prepared for Slovenian audience to raise the awareness about the series and about the availability of full texts of the results of the HWF project in English. The second chapter presents the detailed results of the survey for Slovenia. This may be the most interesting one in terms of details of the analysed relationships in Slovenia. However, both analytically and for policy purposes, one needs to look at the comparative perspective to see a variety of factors from the level of development to the experience in other countries, which is dealt with in the next three chapters. The third chapter deals with Slovenia in comparison with other HWF countries, based on the results of the common survey. The fourth chapter analyses the long-term trends in atypical forms of employment to put the HWF results in a historical perspective. The fifth chapter performs the analysis of differences in the level of development for HWF countries and looks at the position of Slovenia in Europe in this respect. The last chapter presents an overview of the conclusions. A statistical and a methodological appendix follow. The dissemination strategy is discussed below.

Students used some results of the project for their diploma works.

2.2.7. Czech Republic

Unlike Western countries, which have sought to ease labor market rigidities and excessive social dependency, there has not been much debate about the flexibility of the labour force in the Czech Republic so far. In this sense, there is no difference between the "liberal" and the "socialist" periods of the post-1989 governments. When the problem was mentioned, positions were staked out at ideological extremes: economic liberalism against a rigid welfarist approach. Unfortunately, the state has proceeded rather inconsistently in setting the institutional balance between market freedom and social security. Thus use and dissemination of project results was focused on 1. fuelling public

debate on work and job flexibility via media, 2. consulting the preparation of national policy documents and studies as well as 3. the preparation EU-related documents.

Alongside academic writing, the national exploitation and dissemination of results focused on fuelling public debate on work and job flexibility via articles in *daily press, weeklies and press conferences* where labour market and flexibility issues were presented. Thus the activity of the Czech team could contribute to a more favourable attitude towards flexibility. The topic of work and job flexibility was also related to wage flexibility and income redistribution policies which produce disincentives and dependency behaviour of lower income groups in the Czech Republic.

Data and results of HWF project were also used by team members during the cooperation with the Ministry of Labour and Social Affairs (MLSA), when Czech team consulted the preparation of *Operational Programme of Human Resources Development* which sets priorities and measures in the human resources sector. The same cooperation was developed in preparation of *Joint Memorandum on Social Inclusion (JIM)* for the European Commission. Other important activity is preparation of the publication *Human Resources Development in the CR* issued by the National Educational Fund for the Ministry of Labour and Social Affairs (in Czech and English), to which Jiri Vecernik drafts chapter on “Work and job flexibility in the Czech Republic”.

Press conferences:

Reform of public finances – Are concrete measures or political will missing? Done by Petr Mateju and Jiri Vecernik, organized by the Institute of Sociology and Institute for Social and Economic Analyses, 6 December 2002.

Back to Europe with Eurosclerosis or with Flexibility? Done by Jiri Vecernik and Petra Stepankova, organized by the Institute of Sociology and Institute for Social and Economic Analyses, 7 March 2003.

Articles in local media:

- Jiri Vecernik, From social generosity to niggardness. Daily Mlada fronta DNES 20.7. 2000.
- Jiri Vecernik, Overstated self-evaluation EURO No. 8, 2001.
- Jiri Vecernik, Show your flexibility Respekt No. 28, 2001.
- Jiri Vecernik, Czech chicken, European egg. Daily Mlada fronta DNES 6.4. 2001.
- 6.4. 2001.
- Jiri Vecernik, Taxes and what to want for them. Daily Mlada fronta DNES 20.6. 2001.
- Jiri Vecernik, Support to the work, not idleness. Daily Mlada fronta DNES 1.8. 2002.
- Jiri Vecernik, Focus behind facades of firms Respekt No. 39, 2002.
- Jiri Vecernik, Flexible forms of work EURO No. 35, 2001.
- Jiri Vecernik, Joining EU and the labour market. Respekt No. 47, 2002.
- Jiri Vecernik, Is the work just a pain? Daily Mlada fronta DNES 13.1.2003.
- Jiri Vecernik, Turn the crisis into prosperity. Daily Mlada fronta DNES ,14.2.2003.
- Petra Stepankova, Labour market and family policy. Socialni politika No. 12.

Academic articles:

- Jiri Vecernik, From needs to the market: the changing inequality of household income in the Czech transition. The William Davidson Institute Working Paper Series No. 370 [see also: *European Societies*, 3(2001):191-212].
- Jiri Vecernik, Earnings disparities in the Czech Republic: Evidence of the past decade and cross-national comparison. The William Davidson Institute Working Paper Series No. 373 [see also *Prague Economic Papers* 10(2001):201-222].
- Jiri Vecernik, Social policies and social structures: frictions and traps in the Czech Republic after 1989. The William Davidson Institute Working Paper Series No. 404 [accepted by *Europe-Asia Studies*].
- Jiri Vecernik, Social problems and social structure: latent conflicts in the Czech Republic after 1989. In: *Contemporary Czech Society* (in Czech). Institute of Sociology AS 2002.
- Jiri Vecernik, Czech social reform: a sustainable stagnation? (in Czech) In: *Sociology as the Art of Possible. Social Studies* 8. Masaryk University Brno: Faculty of Social Studies 2002.
- Jiri Vecernik, Work values and employment flexibility. In: Sirovátka T. and Mareš P. eds. *Labour market, unemployment and social policies* (in Czech). Masaryk University Brno.
- Petra Stepankova,

Contributions on local conferences:

- Jiri Vecernik: “Earnings disparities and wage flexibility in the Czech Republic”. Conference on Transition Economies, CERGE-EI, Prague 23 March 2001.
- Petra Stepankova: “Careers of employees in flexible forms of work”. Conference Human capital and investment into education, 23-25 September 2002.
- Petra Stepankova: “Segmented labour market, part-time jobs and unemployment”. Conference Unemployment and Social Policies in the CR, 17-18 October, Brno.
- Jiri Vecernik: “Labour values and flexibility of employment in the CR and EU”. Conference Unemployment and Social Policies in the CR, 17-18 October, Brno.
- Jiri Vecernik: “Work values and flexibility in the Czech Republic and EU”
- International conference Encounter with Future organized by Skoda/Volkswagen in cooperation with the Czech Society for Human Resources Development, 14-15 April 2003, Prague.

2.2.8. Hungary

Several scientific articles and newspaper articles were published on national level in the last 2 years of the project

Additionally, there are two PhD students, who have exploited the results of the survey. One of them is Marteen Keune, who used the Hungarian and Czech data for his comparative analysis at the European University in Firenze, Italy.

The other PhD student is Ildiko Nagy, who also used the data in order to complete her dissertation about the customs of money handling within Hungarian families at the University of Economic Sciences and Public Administration in Budapest.

Following the finalizing of the database, several newspaper articles appeared in connection with the special questions, which were published in the newspaper Magyar Hírlap, as follows:

- “Families Argue Most about Time Spent Together”
24 July 2001 (Ildikó Nagy /TÁRKI)
- “Reconciling Work and Private Life is the Most Difficult”
21 August 2001 (Ildikó Nagy /TÁRKI)
- “Women Still Do Most of the Housework”
3 September 2001 (Ildikó Nagy /TÁRKI)
- “Mainly the Elderly Give Altruistic Assistance”
7 October 2001 (Ildikó Nagy/TÁRKI)
- “Several woman are employed part-time”
17 December 2001 (Endre Sik/TÁRKI)
- “Many people work in the evening at night and over week-ends”
31 December 2001 (Endre Sik/TÁRKI)

The basic survey results were published in the *Hungarian Social Report 2002* by Ildiko, Nagy – Endre, Sik in 2002.

Ms Nagy published an article using the HWF data in her analysis. Her article (“The institution of the head of family – gender roles in the family”) was published in: Nagy, Ildiko–Pongracz, Tiborne–Toth, Istvan Gyorgy (ed.): *Changing Roles, Report on The Situation of Men and Women in 2001*.

There was also a scientific workshop on the theoretical topic of the work flexibilization at the Social Research Centre (TÁRKI) in 2001.

Mr Sik held a technical lecture on the experiences of the project in the EU 5th Framework Program at the Ministry of Education in 2001.

Mr Sik and Ms Nagy presented the results of the HWF survey for their colleagues at Social Research Centre (TÁRKI) in Budapest in 2002. This was a scientific discussion on the typologies of flexible work and on the results in general.

Conference on the situation of women was organized at the University of Economic Sciences and Public Administration in Hungary in 2002, where Mr Sik and Ms Nagy held a short lecture with the title below:

“The situation of women on the labour market”.

In addition to this, a radio interview made with Ildikó Nagy was also broadcast in English by INFÓRádió on 5 October, on the research in general and with special focus on the newspaper article published on 3 September 2001.

There was also a *TV report* on the flexibility of work by Endre Sik on one of the main Hungarian TV channel (Duna TV) at 9th of April, 2003. The duration of the report was 10 minutes.

2.2.9. Bulgaria

The booklet ‘Households, Work and Flexibility in Bulgaria’ prepared by Siyka Kovacheva, Tanja Pancheva and Valentin Zhechev was sent to officials and experts in the Ministry of Labour and Social Care, the National Employment Agency, Committee on Youth and Sports and their regional agencies in Plovdiv, to the National TV and the two local programmes in Plovdiv, radio stations, the Institute of Sociology in Sofia, Sofia University and the ten universities and branches of universities in Plovdiv.

National briefing was organised on April 6th in the University of Plovdiv 2002 with representatives of the above institutions. We had 27 participants. After the presentation of the main survey results by Siyka Kovacheva, Tanja Pancheva and Maria Samarova there were a lot of questions. The overall acceptance of the project results was positive.

In March-April 2003 the combined survey results of the consortium were discussed at internal seminar series at the University of Plovdiv with faculty and students in macro economics, political science, social pedagogy.

Two papers were presented by Tanja Pancheva and Siyka Kovacheva at the Annual Conference of the Union of Bulgarian Scientists, Plovdiv, November 8, 2002 which were subsequently published in the Proceedings of the Union : ‘Flexible Employment as a Survival Strategy of Bulgarian Households’ (Siyka Kovacheva and Tatiana Pancheva), In: S. Vasilev (ed.) *Proceedings of the Union of Bulgarian Scientists*, Vol. III, Plovdiv, 2003, pp. 272-77. And ‘The Non-Standard Forms of Employment – a Potential for Flexibility in the Labour Market’ (Tatiana Pancheva and Siyka Kovacheva), In: S. Vasilev (ed.) *Proceedings of the Union of Bulgarian Scientists*, Vol. III, Plovdiv, 2003, pp. 278-85.

One paper written by Siyka Kovacheva was discussed and accepted for publication in the Proceedings of the University of Plovdiv, Faculty of Business and Social Sciences, Vol. 3: ‘Trends toward flexible employment under the conditions of economic transformation in Bulgaria’

2.2.10. Romania

The national dissemination plan included the following actions:

Link the RIQL home page by the HWF internet page. Students in Sociology of the University of Bucharest and reserachers of the Romanian Academy of Sciences have been encouraged to visit the HWF web page.

Three meetings were held with students and university professors in order to disseminate the project findings:

Faculty of Sociology, March 2002. Manuela Stanculescu gave two lectures on the concept of work flexibility and the main findings for the Romanian case

Faculty of Sociology, October 2002. Manuela Stanculescu presented the working paper “Household, work and flexibility in Romania”.

National School for Political and Administration Studies, March 2003. Ionica Berevoescu gave the lecture “Household, work and flexibility”.

Commission Anti-Poverty and Promotion of Social Inclusion of the Romanian Government, January 2003. Manuela Stanculescu led the workshop “Flexibilization policies. Romania in the European context”. The policy recommendations related to the project topic (family friendly policies and work flexibilization policies) were presented within a round table with politicians and civil servants, and the members of Anti-Poverty Commission.

The Romanian reports of the project have been translated in Romanian language and they are in work for publishing in a book at Nemira Publishing House, Bucharest.

Two workshops were organised by RIQL within the Romanian Academy of Science in March 2002 and March 2003. There were presented and debated the main findings of the project for the Romanian case, and the cross-country comparative analysis on the socio-economic status and patterns of work flexibilization respectively.

3. Planned dissemination and exploitation activities beyond the duration of the project

3.1. *Planned International level dissemination [Workpackage 8]*

3.1.1. Summary

The aim is to produce two books or special editions of journals. One would be about work flexibility and the second would be about family-work balance. In addition a number of the thematic and other papers are being prepared for publication by consortium members.

3.1.2. United Kingdom

Presentation of paper(s) at European Sociological Association Conference , Murcia 23-26 September 2003.

Presentation of paper at European Social Policy Conference , Denmark , November 2003.

Further work and analysis of comparative data on social exclusion and flexibility

3.1.3. The Netherlands

The paper below is still in progress and will be submitted for publication in an European journal:

- Tanja van der Lippe, Annet Jager en Yvonne Kops. *Combination pressure: the work family balance in European countries* (in progress, forthcoming 2003)

The focus in this contribution will be on an explanation of the experienced work-family balance of men and women in Eastern and Western European countries. It is our aim to give more insight in the way men and women experience nowadays the multiple claims on their time; and to understand the differences between European countries therein. Are we able to draw a sharp line in the experience work-family balance between the eastern part and the western part of Europe? The gathered data in eight European countries (the Netherlands, United Kingdom, Sweden, Slovenia, the Czech Republic, Hungary, Bulgaria and Romania) makes it possible to study these differences between countries. First of all,

expectations will be formulated based on the individual level: to what extent do work related and home related factors influence the experienced balance in work and care.

The Dutch HWF team has submitted a abstract for presentation at the European Sociological Association (ESA) conference 2003 in Murcia, Spain, 23-26 September 2003. (see also Annex Three)

- Annet Jager, Yvonne Kops, Tanja van der Lippe, Claire Wallace. *Combination pressure for couples in Europe.*

3.1.4. Slovenia

The two topics discussed above, comparative analysis of work flexibility and comparative time distance methodology, are submitted for presentation at the 6th Conference of European Sociological Association in Murcia in September 2003. The first on comparative analysis of work flexibility has already been accepted by the session organiser.

There is an intention to prepare an article for an international journal about the specific breakdown of the economically active respondents in the HWF survey into flexibility group A, flexibility group B and standard employment group C, which was used first for the analysis of survey in Slovenia and later tested on selected other HWF countries.

In the HWF project, the time distance methodology was used especially for comparative analysis of the level of development and differences in time between HWF countries with respect to atypical forms of employment. However, because time distance is a generic novel measure of disparities applicable to many problems and levels of aggregation, there has been an interest of several European consortia to include SICENTER as one of the partners in the project proposals for 6th Framework Programme. Already for the deadline of April 15, 2003 the joint proposals for two STREPs and one NoE have been submitted.

3.1.5. Czech Republic

International level exploitation and dissemination will occur via participation on ILO and OECD project (see above) and in particular via academic articles in English-written journals, WP series and studies.

Plenty of other academic articles using the HWF data and results in journals published in English in envisaged:

- Jiri Vecernik, Work and job values in CEE and EU countries, *Czech Sociological Review* (in English) 2003, No. 6 (forthcoming).
- Petra Stepankova, Segmentation of the labour markets in Europe, *Czech Sociological Review* (in English) 2003, No. 6 (forthcoming).
- Jiri Vecernik, Employment and labour market in the Czech Republic: trends, policies and problems. *Czech Journal of Economics and Finance* (in English) 2003 (forthcoming). The same will be published in Czech National Bank WP Series.

- Petra Stepankova, Part-time versus full-time jobs, *Czech Journal of Economics and Finance* (in English) 2003 (forthcoming). The same will be published in Czech National Bank WP Series.

3.1.6. Hungary

Prsentation of results at European Sociological Association Conference in Murcia, September 2003.

3.1.7. Bulgaria

Siyka Kovacheva will present a paper ‘The prospects of flexible employment for young people in Central and Eastern Europe’ in at the international conference ‘Futures of Russian Youth’, to be held in Moscow, Russia, May 22-25.

Siyka Kovacheva and Ning Tang sent an abstract and are preparing a paper ‘Flexible work – a transitional choice or an imposed option for youth in the ageing European societies’ to the European Sociological Conference, to be held in Murcia, Spain in September 2003.

3.2. Planned national level dissemination [Workpacakge 5]

3.2.1. United Kingdom

Further work and analysis of data on social exclusion and flexibility

3.2.2. The Netherlands

The authors of the essay as mentioned at 2.2.1 are invited by the Dutch Ministry of Social Affairs and Employment / Directorate Coordination Emancipation and the Netherlands Family Council to participate in a forum in a debate on emancipation and family (series of debates to be organised in 2003). Politicians and experts will be invited. The first debate “Emancipatie en Gezin: een goed huwelijk?” will be organised at 15 May 2003 (international day of the family).

(see also Annex Three)

The Dutch Ministry of Social Affairs and Employment/ Directorate Labour relations/Work, Time, Care (WTZ) has requested information about HWF project and invited Annet Jager to give a presentation at the Ministry at 27 May 2003.

(see also Annex Three).

3.2.3. Slovenia

There are several audiences in Slovenia that may be interested to have the topics of the monograph available in their native language as this can increase the dissemination and its use substantially.

The first group consists of research and student communities. We shall distribute copies of the monograph to all major research libraries and university libraries as well as to professors that are involved in the field. We expect that this monograph could be an interesting complementary source of information both on the Slovenian situation as well as in the comparative perspective. We have already received expression of interest for some materials from two professors teaching at the graduate and postgraduate courses at the Faculty of Social Sciences of the University of Ljubljana.

The second group is ministries, we intend to send copies to all relevant ministries, as the question of work flexibility is a horizontal policy issue. The principal researcher plans to meet again with the Slovenian minister for work, family and social affairs Dr. Vlado Dimovski and inform him personally of the results of the HWF project.

In the third group of the intended dissemination of the monograph and of the information about the results of the HWF projects there are several non-governmental organisations. On the one hand, copies will be sent to a number of trade unions. On the other hand, Chamber of Commerce of Slovenia as another partner in social agreements will also be informed and a presentation of the monograph at their headquarters is under discussion.

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3.2.4. Czech republic

Jiri Vecernik was invited to the project on "flexicurity" launched by the ILO, to which the Czech Republic joined recently. It will also involve assessment of the new Labour Code (under preparation by the Ministry of Labour and Social Affairs) regarding the rigidity/liberalism in comparison with legislation in other countries and implications for politics of employment and labour market. Cooperation with the Ministry of Labour and



Social Affairs on JIM and other documents will also continue. Lastly, Jiri Vecernik was invited to act as national consultant in the OECD project *Ageing and Employment Policies* which involves 20 countries.

Important cooperation was established with several media, concretely speaking with the daily *Mlada fronta Dnes* and its supplement “*Kariera*”, the weekly *PROFIT* (focused on small entrepreneurs) and the weekly *RESPEKT*. Popular articles are planned. Another regular link will continue with the Czech Society for Human Resources Development which published a monthly “*HR Forum*”. A special issue on flexibility is envisaged.

Papers currently prepared:

Jiri Vecernik, Work and job values in CEE and EU countries, WP of the Institute of Sociology (large version in English).

Jiri Vecernik, Work and flexibility in the Czech Republic. Chapter for the publication *Human Resources Development in the CR* (National Educational Fund for the Ministry of Labour and Social Affairs).

3.2.5. Hungary

One of the Hungarian sociological review (*Századvég*) plans to publish a special issue on the topic of household, work and flexibility, which would contain the all Hungarian publications concerning the HWF project, and also one part of the HWF comparative survey report by Wallace-Sik.

A short conference will be held by Endre Sik and his colleagues (Mr Medgyesi, Ms Kopasz, Ms Nagy) about the results of the HWF project for the policy makers in the Ministry of Employment and Labour

3.2.6. Bulgaria

Tanja Pancheva will participate with two papers in the conference organised by the Institute for Food Technologies Management in Plovdiv to be held in September 2003: ‘The need of flexible strategies for employment – a field of common interests for employers and employees’ and ‘Thirteen years of career mobility in Bulgaria – an evaluation of the labour force potential for flexible adjustment’.

- Siyka Kovacheva and Maria Samarova plan to participate in the next Annual Conference of the Union of the Scientists in Bulgaria in Plovdiv in October 2003 with a paper ‘Flexible work and flexible families – a comparative perspective’

3.2.7. Romania

The dissemination activity will be further developed beyond the duration of the project.

The Romanian reports of the project have been translated in Romanian language and they are in work for publishing in a book at Nemira Publishing House, Bucharest. After the book will be published two round tables will be organized by the Anty-Poverty Commission and Promotion of Social Inclusion of the Romanian Government. Relevant interests groups at national level will be invited to these round tables. With these occasions, the book will be distributed.

A N N E X E S

Academic dissemination (Details)

Academic presentations by teams
Scientific articles and books by teams

Practical dissemination (Details)

Working papers by teams
Journalism, popular articles produced by teams

Sample publications and other dissemination documents available from the project partners and/or project coordinator

List of publication and documents by teams
Sample collection of publications and documents by teams (a separate volume)

4. Academic dissemination (Details)

4.1. Academic presentations by teams

country (team)	when	what	where	who
AT (CO1)	16th November 2000	Presentation of flexibility and mobility " <i>Implications of enlargement for mobility in Eastern and Central Europe</i> "	Seminar about the implications of enlargement for European labour markets, organised by the French Presidency of the European Union.	Claire Wallace (IHS)
	17-19th March 2001	paper on the implications of EU enlargement for Central Europe	Conference "Strangers and Citizens", Dundee Scotland	Claire Wallace (IHS)
	20-23 rd June 2001	Presentation on Households, Work and Flexibility: An Overview	Cluster Group Family and Welfare, Brussels	Claire Wallace (IHS)
	25 th – 29 th April, 2001	Presentation on social capital and economic life at the International Social Network Conference	Budapest Claire Wallace (IHS)	and Christine Cousins (UK)
	28 th August – 1 st September 2001	Plenary address "Understanding divisions in Europe: gender, Generation and household strategies"	5 th Conference of the European Sociological Association, Helsinki	Claire Wallace (IHS)
	September 2001	Summer school, Course taught on "Social Stratification and Transformation" using HWF materials	Yalta, Ukraine	Claire Wallace (IHS)
	5 th -6 th October 2001	Social networks in movement. Discussant on papers looking at flexibility and social networks in transition countries	Forum institute and Slovak Institute of Ethnography, Academy of Sciences. Meeting in Galanta, Slovakia	Claire Wallace (IHS)
	October – December 2001	The project was discussed in an internal seminar series	Institute for Advanced Studies, Vienna	Claire Wallace (IHS)
	3 rd -4 th December 2001	Presentation at High Level Experts Meeting on Enlargement Futures	Bled, Slovenia. Meeting organised by ICTP Seville as part of their Enlargement Futures report to the European Commission	Claire Wallace (IHS)
	9 th -11 th December, 2001	6 th Central European Forum "Approaching Europe (or Something Else?) Social policy reform in East-Central Europe in global perspective. Discussant on papers	Institute for Human Sciences, Vienna	Claire Wallace (IHS)
	28 th -29 th January, 2002	Discussion of Report "The Social Situation in the European Union" for Directorate-General Employment and Social Affairs. Experts meeting	European Commission, Brussels	Claire Wallace (IHS)
	7-9 th June 2002	Invited presentation on migration and the family at international seminar, European Observatory on the social Situation, Demography and the Family,	Helsinki, Finland	Claire Wallace (IHS)
	7-12 th July, 2002	"Approaches to Flexibility in the EU" World Congress of Sociology	Brisbane Australia	Claire Wallace (IHS)
	October 2002	"Households, Work and Flexibility" Presentation at internal seminar of the Institute for Advanced Studies	Vienna	Claire Wallace (IHS)
January 30-31 st 2003	Presentation of results at Family and Welfare Cluster Workshop in Brussels	Brussels	Claire Wallace (IHS)	
January 31 st 2003	Contribution to discussion of methodologies at Comparative Qualitative methods workshop, Brussels	Brussels	Claire Wallace (IHS)	

country (team)	when	what	where	who
UK (CR 2)	20-23 rd June 2001	Presentation on Households, Work and Flexibility: An Overview	Cluster Group Family and Welfare, Brussels	Claire Wallace (IHS) and Christine Cousins (UK)
	28 th August – 1 st September 2001	Paper on EU and national policies and the integration of women into the labour market (key-note address by C.Wallace and seminar presentation by C.Cousins)	5 th Conference of the European Sociological Association, Helsinki	C.Cousins and N.Tang (UK)
	21 st September 2001	New Labour, Gender and Social Policies	Social Policy Association, workshop, London	
	7-13 July 2002	Presentation of paper 'Households, work and flexibility in Europe: the integration of work and family in west and central east Europe'	XV World Congress of Sociology (International Sociological Association), Brisbane, Australia	Christine Cousins and Ning Tang (UK)
	7-13 July 2002	Presentation of paper 'Young people and flexible work in the process of globalisation'	XV World Congress of Sociology (International Sociological Association), Brisbane, Australia	Siyka Kovacheva (Bulgaria) and Ning Tang (UK)
	8 November 2002	Presentation of paper 'Working time flexibility and family life: An analysis of the 'Households, Work and Flexibility' surveys'	Gender Research Forum, DTI Conference Centre, London	Christine Cousins and Ning Tang (UK)
	19 March 2003	Presentation of paper 'Working time flexibility and family life: East-West European contrasts'	Employment Studies Research Centre, University of Hertfordshire, UK	Christine Cousins and Ning Tang (UK)
	21 November 2001	Presentation: The Netherlands – Households Work and Flexibility.	Institute for Advanced Studies, Vienna, Austria	Annet Jager
	17 October 2002	Presentation: <i>Work Time and Leisure Time: Dynamics and Convergence in Changing Contexts</i>	IATUR (International Association for Time Use Research) conference Lisbon, Portugal	Tanja van der Lippe.
28 March 2003	Presentation for academic team: Draft paper: <i>Combination pressure: the work family balance in European countries</i>	Utrecht University, Department of Sociology, Utrecht the Netherlands	Tanja van der Lippe	
15 May 2003	Participate in a forum in a debate on emancipation and family	Seminar organised by Dutch Ministry of Social Affairs and Employment / Directorate Coordination Emancipation and the Netherlands Family Council, The Hague, the Netherlands	Annet Jager, Yvonne Kops, Tanja van der Lippe	
23-26 September 2003	Proposal for presentation of paper <i>The work-family balance for couples in Europe. A comparative analysis on combination pressure in six European countries.</i>	European Sociological Association (ESA) conference, Murcia, Spain	Annet Jager	

country (team)	when	what	where	who
SI (CR5)	15-16 th March 2001	paper "A new dynamic approach to the growth and inequality issue"	Conference "The contribution of socio-economic research to the benchmarking of RTD policies in Europe", Brussels	Pavle Sicerl (Slovenia)
	28 th August – 1 st September 2001	Paper and presentation "Comparing In Two Dimensions: A Broader Concept and a Novel Statistical Measure of the Time Dimension Disparity"	5 th Conference of the European Sociological Association, Helsinki	Pavle Sicerl (Slovenia)
	October 29-30, 2001	Presentation: Comments on two crosscutting issues: methods for comparative analysis and strategy for the European Research Area	Belgian Presidency Socio-economic Conference, Unit and diversity, The contribution of the social sciences and the humanities to the ERA, Bruges	Pavle Sicerl (Slovenia)
	5 th February 2002	Presentation and paper: National interest of Slovenia is a social consensus on development (in Slovenian)	Slovenian Parliament, Committee for economic affairs, presentation of public opinion on national interest	Pavle Sicerl (Slovenia)
	28 th –30 th June 2002	Presentation 'Time Distance Inherent in Global Socio-Economic Development'	14 th Annual Conference of the Society for Advancement of Socio-Economics, Minneapolis	Pavle Sicerl (Slovenia)
	7 th –12 th July 2002	Presentation and paper: 'Time Distance: A Missing Link in Comparative Analysis'	XV th World Congress of Sociology, Brisbane	Pavle Sicerl (Slovenia)
	19 th –21 th September 2002	Presentation and paper: 'The Time Distance among Selected EU and Candidate Countries'	10 th General Conference of the European Association of Development Institutes, Ljubljana	Pavle Sicerl (Slovenia)
	23 th March 2001	Contributed paper "Earnings disparities in the Czech Republic: Evidence of the past decade and cross-national comparison"	A Conference on Transition Economies, CERGE-EI, Prague	Jiri Vecernik
	23-25 September, 2002.	Presentation: Careers of employees in flexible forms of work.	Conference „Human capital and investment into education“, Praha	Jiri Vecernik, Petra Stepankova (CZ)
17-18 October, 2002	Presentation: Segmented labour market, part-time jobs and unemployment	Conference „Unemployment and Social politics in the CR, Brno	Petra Stepankova (CZ)	
17-18 October, 2002	Presentation :Labour values and flexibility of employment in the CR and EU		Jiri Vecernik	
7 March, 2003	Is Czech labour market flexible or not and what to do with it?		Jiri Vecernik and Petra Stepankova	
15 April, 2003	Work values and flexibility in the Czech Republic and EU.	Conference "Encounter with Future" organized by Skoda/Volkswagen and the Czech Society for Human Resources Development.	Jiri Vecernik	

country (team)	when	what	where	who
HU (CR7)	10 th October 2001	Scientific workshop on the theoretical topic of the work flexibilization	Social Research Centre (TÁRKI), Budapest	Endre Sik, Marton Medgyesi, Mariann Kopasz, and Ildikó Nagy (HU)
	13 rd February 2002	Presentation of the results of the HWF survey and the typology of the flexible work shifts	Social Research Centre (TÁRKI), Budapest	Endre Sik and Ildikó Nagy (HU)
	27 th September 2002	The situation of the women on the labour market in Hungary	Conference on the Women. Budapest University of Economic Sciences and Public Administration, Budapest	Endre Sik and Ildikó Nagy (HU)
BG (CR8)	7 th -11 th June 2000	Paper "Youth transitions in transitional societies in East and Central Europe"	NYRIS 7 Symposium, Helsinki, Finland	Siyka Kovatcheva (Bulgaria)
	28 th August – 1 st September 2001	paper 'Flexible Labour and Household Strategies in Post-Communist Bulgaria: Intergenerational and Gender Dimensions'	5 th Conference of the European Sociological Association, Helsinki	
	March-April 2002	Survey results were discussed at internal seminar series	University of Plovdiv, Bulgaria	Siyka Kovacheva, Tatiana Pancheva and Maria Samarova (Bulgaria)
	18/19 April 2002	Paper 'Family relationships in the context of work flexibilisation under post-communism'	Parent/Child International Conference, London, UK	Siyka Kovacheva (Bulgaria)
	6-8 June 2002	paper 'Balancing flexibility and security in youth employment policies'	Conference 'Young People and Transition Policies in Europe', Madrid, Spain	Siyka Kovacheva (Bulgaria)
	7-13 July 2002	Presentation of paper 'Young people and flexible work in the process of globalisation'	XV World Congress of Sociology (International Sociological Association), Brisbane, Australia	Siyka Kovacheva (Bulgaria) and Ning Tang (UK)
	8 November 2003	Paper 'The Non-Standard Forms of Employment – a Potential for Flexibility in the Labour Market'	Annual Conference of the Union of Scientists in Bulgaria, Plovdiv	Tanja Pancheva and Siyka Kovacheva (Bulgaria)
	8 November 2003	Paper Flexible Employment as a Survival Strategy of Bulgarian Households	Annual Conference of the Union of Scientists in Bulgaria, Plovdiv	Siyka Kovacheva and Tanja Pancheva
	2003	Bulgarian Households	Bulgaria, Plovdiv	Kovacheva and Tanja Pancheva

country (team)	when	what	where	who
RO (CR9)	12 March 2002	Lectures: "The concept of work flexibility" and "Policies on flexibilization in Romania"	Faculty of Sociology, University of Bucharest, Romania	Manuela Stanculescu
	21 October 2002	working paper "Household, work and flexibility in Romania".	Faculty of Sociology, University of Bucharest, Romania	Manuela Stanculescu
	5 March 2003	lecture "Household, work and flexibility".	National School for Political and Administration Studies, Bucharest, Romania	Ionica Berevoescu

4.2. Scientific articles and books by teams

country (team)	author	date	title	source
AT (CO1)	C. Wallace (IHS) and C. Cousins (UK)	2001	'Households, Work and Flexibility'	In L. Hantrais (ed.) <i>Family and Welfare from an International Comparative Perspective</i> Brussels: Directorate Technology Foresight and Socio-economic Research, European Communities.
	C. Wallace (Austria)	2002	Household strategies: their conceptual relevance and analytical scope	<i>Sociology</i> 36(2) pp. 275-292
	C. Wallace (Austria)	2002	Muster der Beteiligung an der Schattenwirtschaft in Mittel und Osteuropa, 1991-1998	<i>Osterreichische Zeitschrift für Soziologie</i> 27 (1), 2002 pp 28-55 (with Christian Haerpfer)
	C. Wallace (Austria)	2002	Social capital and economic development in Central and Eastern Europe (with C.Haerpfer)	in Fischer, Joachim and Gensior, Sabine (editors) <i>Sprungbrett Region? Strukturen und Voraussetzungen vernetzter Geschäftsbeziehungen</i> , Edition Sigma, Berlin, 2002
UK (CR2)	C. Cousins (UK)	Sept. 2001	Organising and analysing small-scale qualitative studies of families	In L. Hantrais (ed.) <i>Family and Welfare from an International Comparative Perspective</i> Brussels: Directorate Technology Foresight and Socio-economic Research, European Communities.
	C. Wallace (IHS) and C. Cousins (UK)	2001	'Households, Work and Flexibility'	In L. Hantrais (ed.) <i>Family and Welfare from an International Comparative Perspective</i> Brussels: Directorate Technology Foresight and Socio-economic Research, European Communities.
	Cousins, C.	2001	'Flexible employment and households in the UK: discourses and changes'	University of Hertfordshire (UH) Business School Employment Studies Research Unit Working Paper Series, No. 43. ISSN1473 5555
	Cousins, C. and Tang	2003	'Working Time and Family Life in the UK' (2003)	UH Business School Employment Studies Research Unit Working Paper Series No. 47, ISSN1473 5555

country (team)	author	date	title	source
NL (CR3)	T. van der Lippe, A., Jager, Y. Kops	2002	'In balans tussen werk en privé'	Not published yet (but also part of Work package 4)
	Yvonne Kops, Annet Jager, Tanja van der Lippe, Claire Wallace.	2002	<i>Combinatiedruk in Europa</i> In: M. Keizer, K. Verhaar. Sociale Verkenningen nr. 5. <i>Familiezaken</i> . Ministerie van Sociale Zaken en Werkgelegenheid. Directie Onderzoek & Ontwikkeling. December 2002. Essays.	M. Keizer, K. Verhaar. Sociale Verkenningen nr. 5. <i>Familiezaken</i> . Ministerie van Sociale Zaken en Werkgelegenheid. Directie Onderzoek & Ontwikkeling. December 2002. Essays.
	Tanja van der Lippe, Annet Jager en Yvonne Kops	2003	<i>Combination pressure: the work family balance in European countries</i> (in progress, forthcoming 2003)	Paper in progress To be submitted for an European journal
	Annet Jager, Yvonne Kops, Tanja van der Lippe.	2003	<i>The work-family balance for couples in Europe. A comparative analysis on combination pressure in six European countries.</i>	Workpackage No. 6 The Netherlands. (this paper will also be used for dissemination)
SI (CR5)		2000	Benchmarking Slovenia: an evaluation of Slovenia's competitiveness, strengths and weaknesses	Ministry of Economic Affairs, p. 147 (co-editor)
	Pavle Sicerl (Slovenia)	2002	Development distances in Southeast Europe	IB revija, XXXVI, no. 1, pp. 59-77
		2003	Comparing in Two Dimensions: A Broader Concept and a Novel Statistical Measure of the Time Dimension of Disparities	European Societies (forthcoming)
	Pavle Sicerl (with Matija Remec) (Slovenia)	2003	Analysis of Survey About Flexibility of Work in Slovenia	IB revija, XXXVII, no. 2, (in Slovenian)
		2003	Comparative Analysis of Work Flexibility	monograph (in Slovenian), forthcoming

country (team)	author	date	title	source
CZ (CR6)	Jiri Vecernik (CZ)	2000	Social problems and policies in the Czech Republic: costs of transition and socio-economic structure	Politická ekonomie 48(2000):529-546. (in Czech)
		2001	From needs to the market: the changing inequality of household income in the Czech transition	European Societies, 3(2001):191-212 (in English).
		2001	Earnings disparities in the Czech Republic: Evidence of the past decade and cross-national comparison	Prague Economic Papers 10 (2001):201-222 (in English).
		2001	Earnings disparities in the Czech Republic: Evidence of the past decade and cross-national comparison	Finance a uver 9 (2001): 450-471(in Czech)
		2002	FLEXIBILITY AND LABOUR MARKET SEGMENTATION IN EUROPE: <i>The perspective of transition countries</i>	Czech Sociological Review 38:365-379.
		2002	Social problems and social structure: latent conflicts in the Czech Republic after 1989.	<i>Contemporary Czech Society</i> (in Czech). Institute of Sociology AS 2002.
		2002	Czech social reform: a sustainable stagnation?	Sociology as the Art of Possible. <i>Social Studies</i> 8. Masaryk University Brno: Faculty of Social Studies.
		2003	Work values and flexibility of employment	<i>Labour market, unemployment and social policies</i> (in Czech). Editors Sirovatka T. and Mareš P. Masaryk University Brno.
		2002	Monitoring the transition in the Czech Republic: Data, surveys and studies.	<i>Czech Sociological Review</i> (in English) 38 (2002):365-379.
		2003	Work and job values in CEE and EU countries.	<i>Czech Sociological Review</i> (in English) 39 No. 6, forthcoming.
		2003	Employment and labour market in the Czech Republic: trends, policies and problems.	<i>Czech Journal of Economics and Finance</i> (in English), forthcoming.
		2003	Social policies and social structures: frictions and traps in the Czech Republic after 1989.	<i>Europe-Asia Studies</i> , forthcoming
		2003	The segmentation of labour market in Europe: What are bad jobs?	<i>Czech Sociological Review</i> 38:365-379.
		2003	Part-time jobs and their potential for decreasing unemployment in the CR.	<i>Labour market, unemployment and social policies</i> (in Czech). Editors Sirovatka T. and Mareš P. Masaryk University Brno.
		2003	Part-time versus full-time jobs.	<i>Czech Journal of Economics and Finance</i> (in English), forthcoming.

country (team)	author	date	title	source
HU (CR7)	Ildikó Nagy (HU)	2002	The institution of the head of family – gender roles in the family	Nagy, Ildiko – Pongracz, Tiborne – Toth Istvan György (ed.): Changing Roles, Report on the Situation of Men and Women in 2001, Hungary, Budapest, 2002, pp. 155-175. (in Hungarian)
	Ildikó Nagy and Endre Sik (HU)	2002	Flexible shifts and flexible families	Kolosi, Tamás – Tóth, István György – Vukovich, György (ed.): Social Report 2002, Hungary, Budapest, TÁRKI, 2002 pp. (in Hungarian)
BG (CR8)		2001	Flexibilisation of youth transitions in Central and Eastern Europe	YOUNG, Vol. 9, No. 1, pp. 41-60.
	S. Kovacheva (BG)	2002	Work Flexibilisation and Its Impact on Family Relationships in Bulgaria	Sociological Problems, Special issue, The Social World in the 21st Century: Ambivalent Legacies and Rising Challenges, pp. 196-212.
	S. Kovacheva and T. Pancheva (BG)	2003	Flexible Employment as a Survival Strategy of Bulgarian Households	S. Vasilev (ed.) <i>Proceedings of the Union of Bulgarian Scientists</i> , Vol. III, Plovdiv, 2003, pp. 278-85 .
		2003	The Non-Standard Forms of Employment – a Potential for Flexibility in the Labour Market	S. Vasilev (ed.) <i>Proceedings of the Union of Bulgarian Scientists</i> , Vol. III, Plovdiv, 2003, pp. 272-77 .
	Barbara Stauber, Silyka Kovacheva, Harm van Lieshout	2003	Balancing Flexibility and Security in Youth Employment Policies	López Blasco, A., McNeish, W. & Walther, A. (eds.) (forthcoming) <i>Between CoolingOut and Empowerment. Young People and Policies for Transitions to Work in Europe</i> . Bristol: Policy Press.
RO (CR9)	M. Stanculescu and I. Berevoescu (RO)	2003 (forthcoming)	Provisional title: Poverty and flexibilization in Romania 2001	Nemira Publishing House

5. Practical dissemination (Details)

5.1. Working papers by teams

country (team)	author	date	title	source
UK (CR2)	Cousins, Christine and Tang, Ning, UK	2002	Households, Work and Flexibility in the UK	University of Hertfordshire, Business School, Employment Studies Unit, Working Paper Series, forthcoming
	Cousins, Christine and Tang, Ning, UK	2003	'Working time flexibility and family life in the UK, Netherlands and Sweden'	University of Hertfordshire, Business School, Employment Studies Research Centre, Working Paper Series
	Cousins, Christine and Tang, Ning, UK	2003	'Working time, gender and family in west and central east Europe'	University of Hertfordshire, Business School, Employment Studies Research Centre, Working Paper Series
SI (CR5)		2000	<i>A new dynamic approach to growth and the inequality issue</i>	based on discussion at Lisbon Meeting
	Sicherl, Pavle (Slovenia)	2001	Comments on two crosscutting issues: methods for comparative analysis and strategy for the European Research Area	Working paper, SICENTER
		2002	National interest of Slovenia is a social consensus on development (in Slovenian)	Working paper, SICENTER
		2001	<i>Distance in Time Between Slovenia and the European Union</i>	Working paper, SICENTER, for country background
	Sicherl, Pavle, Stanovnik, Tine, Stropnik, Nada, Zoric Jelena (Slovenia)	2002	Country Context Report for Slovenia	Working paper, SICENTER
		2002	Analysis of Survey for Slovenia	Working paper, SICENTER
	Sicherl, Pavle and Remec, Matija (Slovenia)	2002	Distance in time between Slovenia and the European Union around 2001	Working paper, SICENTER
		2003	Flexibility of work in Slovenia with regard to perceptions of enterprises and individuals	Working paper, SICENTER

country (team)	author	date	title	source	
CZ (CR6)		2000	<i>Work values and perceived conditions in CEE and EU countries</i>	comparative paper based upon ISSP survey 1997 "Work orientations"	
		2000	Work values and perceived work conditions in CEE and EU countries. Study based on comparative ISSP survey.	Not yet published.	
		2001	Wage and income distribution in the Czech Republic during transition. Study based on income and labor force surveys.	Working Papers of the Institute of Sociology (in Czech) AS #5	
	Vecernik, Jiri (CZ)	2001	From needs to the market: the changing inequality of household income in the Czech transition.	The William Davidson Institute Working Paper Series No. 370.	
		2001	Earnings disparities in the Czech Republic: Evidence of the past decade and cross-national comparison.	The William Davidson Institute Working Paper Series No. 373.	
		2001	Social problems and policies in the Czech Republic: costs of transition and socio-economic structure	The William Davidson Institute Working Paper Series, No. 404	
		2002	Income redistribution via taxes and benefits in the CR: changes and perceptions after 1989	Finance a over 1. (hardcopy in Czech, English version on website).	
		2003	Employment and labour market in the Czech Republic: trends, policies and problems.	Czech National Bank WP Series, forthcoming.	
		2003	Work values and perceived conditions in CEE and EU countries	WP Series of the Institute of Sociology, forthcoming	
		2002	The possibilities of career development of workers in flexible jobs	The Human Capital and Investments into education page. 161-176. (in Czech) (Collection of conference papers)	
		Par-time jobs in the Czech Republic	not yet published		
	BG (CR8)	S. Kovacheva	2003	Trends toward flexible employment under the conditions of economic transformation in Bulgaria	Proceedings of the University of Plovdiv, Faculty of Business and Social Sciences, Vol. 3.
	RO (CR9)	Stanculescu, Manuela and Ilie, Simona	2001	<i>Informal economy in Romania</i>	UNDP and RIQL, Bucharest, 2001

5.2. Journalism, popular articles produced by teams

country (team)	author	date	title	source
UK (CR2)	Cousins, Christine and Tang, Ning, UK	May 2002	'Fathers feel guilty for working long hours'	Press release report in 22 regional newspapers and local radio
	Cousins, Christine and Tang, Ning, UK	December 2002	'Dad's working hours'	Press release report in 6 national and London newspapers and 6 radio interviews
SI (CR5)	Matija Remec (Slovenia)	13 th Sep. 2001	Approach to phenomena of information society in Slovenia (in Slovenian)	Telecommunications 01
CZ (CR6)	Jiri Vecernik and Petra Stepankova (CZ)	18.1.01	Debate on unemployment	Radio channel Radiojournal
		13.1.03	Flexibility of the Labour market I (Unprepared workers may have a cruel life in a globalised world)	Profit No.2 p: 5
		20.1.03	Flexibility of the Labour market II (Europe knows part-time jobs)	Profit No.3 p: 5
		27.1.03	Flexibility of the Labour market III (Nobody will be guaranteed a life-long job)	Profit No.4 p: 5
		03.2.03	Flexibility of the Labour market IV (Part-time jobs allow to balance work and family)	Profit No.5 p:5
		10.2.03	Flexibility of the Labour market IV (Part-time jobs allow to balance work and family)	Profit No.6 p:5
		17.2.03	Flexibility of the Labour market V (The relationship between the firm and its employee)	Profit No.7 p:5
		20.7. 00.	Flexibility of the Labour market VI (Tax-cut and adequate social protection encourage job creation)	Profit No.8 P:10
		19.2.01	From social generosity to niggardness	Daily Mlada fronta DNES
		9.7.01	Overstated self-evaluation	EURO No. 8
	6.4. 01.	Show your flexibility	Respekt No. 28.	
	20.6. 01.	Czech chicken, European egg	Daily Mlada fronta DNES	
	1.8.02	Taxes and what to want for them	Daily Mlada fronta DNES	
	23.9.02	Support to the work, not idleness	Daily Mlada fronta DNES	
	2002	Focus behind facades of firms	Respekt No. 39.	
	13.1.03	Joining EU and the labour market.	Respekt No. 47	
	14.2.03	Is work just a pain?	Daily Mlada fronta DNES	
4.4. 03	Turn the crisis into prosperity.	Daily Mlada fronta DNES		
27.8.01	On entrepreneurship, work and the middle class in the Czech Republic. Interview with Jiri Vecernik	Weekend Supplement of Mlada fronta DNES		
11.10.02	Flexible forms of work	EURO No. 35		
26.11.02	Return to insecurity	EURO No.		
	Labour market and family policy		Socialni politika No. 12	

country (team)	author	date	title	source
HU (CR7)	Ildikó Nagy (HU)	3 September 2001	"Women Still Do Most of the Housework"	Magyar Hírlap (Hungarian newspaper)
		21 August 2001	"Reconciling Work and Private Life is the Most Difficult"	
		24 July 2001	"Families Argue Most about Time Spent Together"	
		7 October 2001	"Mainly the Elderly Give Altruistic Assistance"	
	Endre Sik (HU)	17 December 2001	"Several women are employed part-time"	Magyar Hírlap (Hungarian newspaper)
		31 December 2001	"Many people work in the evening, at night and over week-ends"	
BG (CR8)	Tatiana Pancheva (BG)	10 January 2002	"The Reality of Flexible Labour"	Economic Life, No. 14, 10.04.2002, p. 11 (in Bulgarian)
RO (CR9)	Manuela Stanculescu (RO)	26 February 2003	"Household strategies in Romanian rural areas"	Radio Delta, Bucharest, Romania

6. Sample publications and other dissemination documents available from the project partners and/or project coordinator

6.1. List of publication and documents by teams

Country (Team)	Concise and understandable description	Nature (article, leaflet, poster, press-release, etc.)	Title	Authors	Exact source	Language
AT (CO1)	C. Wallace (IHS) and C. Cousins (UK)	2001	'Households, Work and Flexibility'	In L. Hantrais (ed.) <i>Family and Welfare from an International Comparative Perspective</i> Brussels: Directorate Technology Foresight and Socio-economic Research, European Communities.		
	C. Wallace (Austria)	2002	Household strategies: their conceptual relevance and analytical scope	Sociology 36(2) pp. 275-292		
	C. Wallace (Austria)	2002	Muster der Beteiligung an der Schattenwirtschaft in Mittel und Osteuropa, 1991-1998	Österreichische Zeitschrift für Soziologie 27 (1), 2002 pp 28-55 (with Christian Haerpfel)		

Country (Team)	Concise and understandable description	Nature (article, leaflet, poster, press-release, etc.)	Title	Authors	Exact source	Language	
UK (CR1)	1	Working paper based on analysis of UK survey data.	Working paper	'Working Time and Family Life in the UK' (2003)	Cousins, C. and Tang	UH Business School Employment Studies Research Unit Working Paper Series No. 47, ISSN1473 5555	English
	2	Working paper based on analysis of comparative survey data	Working paper	'Working Time Flexibility and Family Life in the UK, the Netherlands and Sweden' (2003)	Cousins, C. and Tang	UH Business School Employment Studies Research Unit Working Paper Series No. 46 ISSN1473 5555.	English
	3	Working paper based on analysis of comparative survey data	Working paper	'Working time, gender and family in west and central east Europe' (2003)	Cousins, C. and Tang	UH Business School Employment Studies Research Unit Working Paper Series No. 46 ISSN1473 5555.	English
	4	Conference paper based on analysis of comparative survey data	Conference paper and presentation	Working Time Flexibility and Family Life: An analysis of the 'Households, Work and Flexibility' surveys. (2002)	Cousins, C. and Tang, N.	Women's Equality Unit Gender research. Forum, Department of trade and Industry 8 November London. www.womenandequalityunit.gov.uk	English
	5	Press release	Newspaper article	Fathers feel guilty over work hours		The Times 17-Dec-02	English
	6	Press release	Newspaper article	50-hour working weeks mean fathers are missing out on time with children		The Independent 17-Dec-02	English
	7	Press release	Newspaper article	Now fathers struggle to juggle lives		Daily Express 17-Dec-02	English
	8	Press release	Newspaper article	Pressures that force fathers to work longer hours		Daily Mail 17-Dec-02	English
	9	Press release	Newspaper article	Men with children spend more time at work		Evening Standard 16-Dec-02	English
	10	Press release	Newspaper article	Fathers pay the price of long hours culture		Metro 17-Dec-02	English

Country (Team)	Concise and understandable description	Nature (article, leaflet, poster, press-release, etc.)	Title	Authors	Exact source	Language	
NL (CR2)	1	Article submitted for publication in Dutch Journal. (submitted January 2003)	article	In balans tussen werk en privé	Tanja van der Lippe, Annet Jager, Yvonne Kops	Dutch	
	2	Essay for Dutch Ministry of Social Affairs and Employment. Directorate Research & Development, December 2002 (instrument for policy exploration) contact: M. Keizer, K. Verhaar	essay	Combinatiedruk in Europa'n	Yvonne Kops, Annet Jager, Tanja van der Lippe, Claire Wallace.	Dutch	
	3	The authors of the essay as mentioned at point 2 are invited by the Dutch Ministry of Social Affairs and Employment / Directorate Coordination Emancipation and the Netherlands Family Council to participate in a forum in a debate on emancipation and family. The first debate will be organised at 15 May 2003 (series of debates to be organised in 2003). Target group: politicians, experts.	Participation in forum/debate	Emancipatie en Gezin: een goed huwelijk?		Debate: 15 May (international day of the family)	Dutch
	4	Paper in progress (confidential draft version 17-03-2003) To be submitted for publication in an European journal	paper	Combination pressure: the work family balance in European countries	Tanja van der Lippe, Annet Jager en Yvonne Kops	(in progress, forthcoming 2003)	English
	5	Presentation at the IATUR (International Association for Time Use Research) conference: Lisbon, October 15-18, 2002	presentation	Work Time and Leisure Time: Dynamics and Convergence in Changing Contexts	Tanja van der Lippe.		English
	6	Paper abstract submitted for the European Sociological Association (ESA) conference 2003 in Murcia, Spain, 23-26 September 2003	Paper abstract for presentation at conference	Combination pressure for couples in Europe.	Annet Jager, Yvonne Kops, Tanja van der Lippe, Claire Wallace.		English
	7	A link to the HWF website is made on the Stoas website	website	Sociale Verkenningen; 5 Familienzaken	M. Keizer, K. Verhaar		Dutch
	8						

Country (Team)	Concise and understandable description	Nature (article, leaflet, poster, press-release, etc.)	Title	Authors	Exact source	Language
SI (CR4)	A monograph about a part of the research results of the Slovenian team	monograph	Komparativna analiza fleksibilnosti dela (Comparative Analysis of Work Flexibility)		forthcoming	Slovenian
	SICENTER HWF web page in Slovenian	web page	Projekt HWF Gospodinjstva, delo in fleksibilnost, dokumenti v slovenscini		www.sicenter.si	Slovenian
	Article by a journalist reporting main results of the HWF survey in the leading Slovenia daily	newspaper article	Slovinci radi prilagajajo družinsko življenje delu		Delo, 14.5.2002, p.19	Slovenian
	SICENTER HWF web page in English	web page	HWF Households, Work and Flexibility, available documents		www.sicenter.si	English
CZ (CR5)	Daily newspapers contributions	Newspaper article	Is work just a pain?	Jiri Vecernik	MF DNES	Czech
	Daily newspapers contributions	Newspaper article	Turn the crisis into prosperity.	Jiri Vecernik	MF DNES	Czech
	Daily newspapers contributions	Newspaper article	Taxes and what to want for them	Jiri Vecernik	MF DNES	Czech
	Daily newspapers contributions	Newspaper article	Podporu práci, nikoli zahále	Jiri Vecernik	MF DNES	Czech
	Daily newspapers contributions	Newspaper article	Vzdělání není jen privátní investice, ale i rustový faktor	Jiri Vecernik	MF DNES	Czech
	Interview with Jiri Vecernik on Czech labour market in weeklies	Newspaper article	Na Mensi Penize Je Lepe Videt			Czech
	Interview with Jiri Vecernik on Czech labour market in weeklies	Newspaper article	Divny Kapitalismus			Czech
	Series of articles of Jiri Vecernik and Petra Stepankova on flexibility in weekly PROFIT	Newspaper article	Flexibility of the Labour market I (Unprepared workers may have a cruel life in a globalised world)	Jiri Vecernik and Petra Stepankova	Profit No.3p: 5	Czech
	Series of articles of Jiri Vecernik and Petra Stepankova on flexibility in weekly PROFIT	Newspaper article	Flexibility of the Labour market II (Europe knows part-time jobs)	Jiri Vecernik and Petra Stepankova	Profit No.4 p: 5	Czech
	Series of articles of Jiri Vecernik and Petra Stepankova on flexibility in weekly PROFIT	Newspaper article	Flexibility of the Labour market III (Nobody will be guaranteed a life-long job)	Jiri Vecernik and Petra Stepankova	Profit No.5p: 5	Czech
	Series of articles of Jiri Vecernik and Petra Stepankova on flexibility in weekly PROFIT	Newspaper article	Flexibility of the Labour market IV (Part-time jobs allow to balance work and family)	Jiri Vecernik and Petra Stepankova	Profit No.6 p:5	Czech

Country (Team)	Concise and understandable description	Nature (article, leaflet, poster, press-release, etc.)	Title	Authors	Exact source	Language
	Series of articles of Jiri Vecernik and Petra Stepankova on flexibility in weekly PROFIT	Newspaper article	Flexibility of the Labour market V (The relationship between the firm and its employee)	Jiri Vecernik and Petra Stepankova	Profit No.7 p:5	Czech
	Series of articles of Jiri Vecernik and Petra Stepankova on flexibility in weekly PROFIT	Newspaper article	Flexibility of the Labour market VI (Tax-cut and adequate social protection encourage job creation)	Jiri Vecernik and Petra Stepankova	Profit No.8 P.10	Czech
	WPs of Jiri Vecernik in William Davidson Institute WP series	Study	From needs to the market: the changing inequality of household income in the Czech transition.	Jiri Vecernik	The William Davidson Institute Working Paper Series No. 370.	English
	WPs of Jiri Vecernik in William Davidson Institute WP series	Study	Earnings disparities in the Czech Republic: Evidence of the past decade and cross-national comparison.	Jiri Vecernik	The William Davidson Institute Working Paper Series No. 373.	English
	WPs of Jiri Vecernik in William Davidson Institute WP series	Study	Social policies and social structures: frictions and traps in the Czech Republic after 1989.	Jiri Vecernik	<i>Europe-Asia Studies</i> , forthcoming	English
	WP of Jiri Vecernik in the Institute of Sociology WP series	Study	Wage and income distribution in the Czech Republic during transition. Study based on income and labor force surveys.	Jiri Vecernik	Working Papers of the Institute of Sociology (in Czech) AS No. 5	Czech

Country (Team)	Concise and understandable description	Nature (article, leaflet, poster, press-release, etc.)	Title	Authors	Exact source	Language
HU (CR8)	<p>The paper focuses on flexibility in the household and the family. The author uses the traditional concept of household head to examine gender roles in the family. Through this process the author analysis the socio-demographic characteristics of those families with household head and than the association between the having a household head and other indicators of traditional gender roles e.g. distribution of household labour etc.</p> <p>1</p>	article in pdf format attached	The institution of the head of family – gender roles in the family	Nagy, Ildiko – Pongracz, Tibome – Toth, Istvan György (ed.)	Changing Roles, Report on the Situation of Men and Women in 2001, Hungary, Budapest, 2002, pp. 155-175.	Hungarian
	<p>The aim of the paper is give a general overview of forms of flexibility and their social context in contemporary Hungary. First the different forms of flexibility is described then the authors focuses the association between the demographic and labour market characteristics and the forms of flexibility. At the end of the paper deals with how flexibility occurs inside the household.</p> <p>2</p>	article in pdf format attached	Flexible shifts and flexible families	Kolosi, Tamás – Tóth, István György – Vukovich, György (ed.)	Social Report 2002, Hungary, Budapest, TÁRKI, 2002, pp. 256-270.	Hungarian

Country (Team)	Concise and understandable description	Nature (article, leaflet, poster, press-release, etc.)	Title	Authors	Exact source	Language
BG (CR9)	1 This was first a presentation at NYRIS and then published as an article in YOUNG, applying the concept of flexibilisation to youth transitions, particularly those from education to employment.	Scientific article	Flexibilisation of youth transitions in Central and Eastern Europe	Siyka Kovacheva	YOUNG, Vol. 9, No. 1, 2001, pp. 41-60.	English
	2 This paper discusses the flexibilisation of labour in Bulgaria based on literature review and previous research.	Presented paper	Flexible Labour and Household Strategies in Post-Communist Bulgaria: Intergenerational Dimensions	Siyka Kovacheva	5 th Conference of the European Sociological Association, Helsinki, 28 th August – 1 st September 2001	English
	3 This paper is based on the HWF survey data and focuses on the family relationships as influenced by the trends toward flexibilisation of labour.	Presented paper	Family Relationships in the Context of Work Flexibilisation under Post-Communism	Siyka Kovacheva	Parent/Child International Conference on Adolescence, London, UK, 18-19 April 2002	English
	4 This paper is a revised version of the presentation at the Parent/Child Conference	Journal article	Work Flexibilisation and Its Impact on Family Relationships in Bulgaria	Siyka Kovacheva	Georgi Dimitrov, Georgy Fotev, Ivan Tchalakov, Kolyo Koev, Lijyana Deyanova, Petar-Ernil Mitev (eds.) 2002 The Social World in the 21 st Century: Ambivalent Legacies and Rising Challenges. Sociological Problems. Special Issue, 2002, pp. 196-212	English
	5 This paper is based on the international data set and has been developed as a thematic paper of the HWF project.	Presented paper	Young People and Flexible Work in the Process of Globalisation	Siyka Kovacheva and Ning Tang	The XV World Congress of Sociology, Brisbane, 7-13 July 2002	English
	6 This paper was based on the analysis of the country data.	Book article	Flexible Employment as a Survival Strategy of Bulgarian Households	Siyka Kovacheva and Tanja Panchewa	S. Vasilev (ed.) Proceedings of the Union of Bulgarian Scientists, Vol. III, Plovdiv, 2003, pp. 278-85.	English with Bulgarian summary
	7 This paper is based on the analysis of the country data.	Book article	The Non-Standard Forms of Employment – a Potential for Flexibility in the Labour Market	Tanja Panchewa and Siyka Kovacheva	S. Vasilev (ed.) Proceedings of the Union of Bulgarian Scientists, Vol. III, Plovdiv, 2003, pp. 272-77.	Bulgarian with English Summary
	8 This paper is based on the country context report for Bulgaria.	Article	Trends toward flexible employment under the conditions of economic transformation in Bulgaria	Siyka Kovacheva	Proceedings of the University of Plovdiv, Faculty of Business and Social Sciences, Vol. 3, (forthcoming).	Bulgarian

Country (Team)	Concise and understandable description	Nature (article, leaflet, poster, press-release, etc.)	Title	Authors	Exact source	Language
9	This paper is based on my presentation at the round-table during the Conference Transition Policies in Europe. Three of the participants developed this article in which HWF is presented together with other research projects.	Article	Balancing Flexibility and Security in Youth Employment Policies	Barbara Stauber, Siyka Kovacheva, Harm van Lieshout	López Blasco, A., McNeish, W. & Walther, A. (eds.) (forthcoming) Between CoolingOut and Empowerment. Young People and Policies for Transitions to Work in Europe. Bristol: Policy Press.	English
10	This leaflet is based on the national data and has been prepared for the national press conference.	Leaflet	Households, work and flexibility in Bulgaria	Siyka Kovacheva, Tanja Pancheva and Valentin Zhechev	-	Bulgarian

6.2. *Sample of publications and documents by teams (separate volume, restricted circulation)*

Please see the “Final Project Report. Volume Three” for the sample of publications and documents by HWF teams. Due to a big size of the collection of selected publications of HWF partners, this volume is produced only in two printed copies. One copy of this volume is submitted to the FP5 project officer and another copy is available in the office of Project Coordinator.

Selected publications shall be available via the project’s web-page www.hwf.at