Contributors

Dominique Anxo is co-director of the Centre of European Labour Market Studies and Associate Professor at the Department of Economics, University of Göteborg, Sweden. His research interests fall broadly into the areas of labour economics and industrial relations, gender and time-use studies and evaluation of labour market policy. He has previously co-edited Work Patterns and Capital Utilisation (Kluwer Academic Publishers, 1995) and is presently editing a work about ‘The Job Creation Potential of the Service Sector in Europe’.

Silke Bothfeld graduated with a Master’s degree in Political Science from the Free University, Berlin. Her research interests are women’s employment, gender relations and comparative policy analysis and she has published work on working-time preferences and part-time work. She is currently working on her doctoral dissertation ‘One step forward – two steps back? Cognitive determinants in Western European parental leave policies’ at the Social Science Research Centre, Berlin (WZB).

Jean-Yves Boulin is a sociologist based at the Interdisciplinary Research Institute in Socio-Economy (IRIS), Université Paris-Dauphine. He is on the editorial committee of Futuribles (Paris) and Transfer (European Trade Union Institute (ETUI), Brussels). He is also responsible for research on the steering committee of EUREXCTER (European Network for Territorial Excellence). His research interests focus on a broad range of working-time issues. He has co-edited with Gilbert Cette and Dominique Taddei Le Temps de Travail (Syros, 1993); with R. Hoffmann New Paths in Working Time Policy (ETUI, 1999); and with Ulrich Mückenberger Times in the City (Dublin European Foundation, 1999).

Inmaculada Cebrián is Professor of Economics at the University of Alcalá, Madrid. She has been a Visiting Fellow at the Institute for Employment Research, University of Warwick and at the European Work and Employment Research Centre, University of Manchester Institute of Technology (EWERC-UMIST). As a labour market economist she has worked on issues related to participation patterns and gender differences, labour mobility, the family,
atypical work and unemployment. She was one of the editors and authors of the European Commission study on the Spanish labour market.

**María A. Davia** is Lecturer in Economics in the University of Castilla-La Mancha. She has worked as a researcher at the University of Alcalá, Madrid, on European projects in the fields of human capital, transitions among different working-time schedules and active labour market policies. Her current research interest is on youth labour market insertion in a European context. She has been a Visiting Fellow in the WZB (Social Science Research Centre, Berlin) and the EWERC-UMIST.

**Colette Fagan** is Lecturer in Sociology at the University of Manchester and Honorary Research Fellow at EWERC-UMIST and has been a Visiting Research Fellow at the WZB. Her research focuses upon gender relations, households and labour markets. Her research in this area has been funded by the EU, the ETUI and the International Labour Organization (ILO). She is on the editorial board of *Work, Employment and Society* and *Gender, Work and Organization*. Her recent publications include *Part-time Prospects* (edited with Jacqueline O’Reilly, Routledge, 1998) and *Women’s Employment in Europe: Trends and Prospects* (with Jill Rubery and Mark Smith, Routledge, 1999).

**Vanessa Gash** is a researcher at the Economic and Social Research Institute (ESRI), Dublin, working on a series of national and international research reports relating to the labour market, education and training. She studied and taught at University College Dublin where she received both her primary degree and her Master’s doctorate in Social Science. She recently contributed to ‘Astonishing Success: Economic Growth and the Labour Market in Ireland’, a report for the ILO (1999). Currently, she is conducting research on the graduate labour market for the Department of Education in Ireland as well as working on several papers concerning working-time and labour market flexibility.

**Damian Grimshaw** is Lecturer in Employment Studies at the Manchester School of Management, UMIST. His main research interests look at pay systems and wage structures, training and skills development (particularly for the low skilled) and working time. Work in these areas has been funded by the Economic and Social Research Council (ESRC), Organization for Economic Cooperation and Development (OECD), Leverhulme Trust, ILO, ETUI and the EU. He has recently published ‘The concentration of women’s employment and relative occupational pay’ for the OECD (1998, with J. Rubery), and has had articles accepted by the *Cambridge Journal of Economics* and by *Work, Employment and Society* (1999).
Virginia Hernanz is Assistant Lecturer in Economics at the University of Alcalá, as well as a research assistant in Fundación de Estudios de Economía Aplicada (FEDEA). She is interested in labour market transitions, human capital, employment policies and youth labour markets. She is currently working on segmentation in the Spanish labour market and the links between temporary jobs and segmentation. She has been a Visiting Fellow at EWERC-UMIST, among other centres.

Frans Kerstholt is Senior Lecturer in the Faculty of Social Sciences at Tilburg University, the Netherlands. Coming from the field of social stratification, he has combined a neo-Weberian approach (bounded rationality) with insights from a Durkheimian tradition (emotionally founded solidarity). His main interests are in historical sociology and economics, informed both by recent developments in new institutional economics sociology. He has recently published, with Adriaan van Liempt and Jan van Wezel, Institutions, Figurations and Performance: A Neofunctionalist Approach of Labour Markets (1999, Lemma, Utrecht).

Michel Lallement is Professor of Sociology at the University of Paris (CNAM), France. His research affiliations are with the GRIS (Departement of Sociology, Rouen), and the Modélisations Appliquées Trajectoires Institutionelles et Stratégies Socio Economiques (MATISSE) research group, from the University of Paris I. He has written numerous articles on work, employment, industrial relations and working-time policies including Histoire des Idées Sociologiques (Nathan, 1993), Sociologie des Relations Professionnelles (La découverte, 1996) and Les Gouvernances de l’emploi (Desclée de Brouwer, 1999). He is co-editor of a special issue of Sociologie du Travail devoted to industrial relations (no 2, 1998).

Gilbert Lefevre is a geographer and member of the MATISSE research group, at the University of Paris I. He has taken part in many international research projects working with colleagues from Germany and Sweden, on public employment policies, working-time policies and firms’ practices. He is currently involved with research on employment transitions in the French public sector (health public sector, the French Post Office). His recent publications include ‘Les bureaux de poste entre le service public et le marché’, with Michel Lallement, in Bernard Gazier, Jean-Luc Outin, Florence Audier eds, L’économie sociale – formes d’organisation et institutions (Paris, L’Harmattan, 1999).

Miguel A. Malo is Professor of Economics in the Department of Economics and Economic History at the University of Salamanca, Spain. He teaches
‘Macroeconomics’ and ‘Models in Economics’ and is involved in some postgraduate and professional courses. His main research interests are redundancies and the determinants of severance pay, employment policies, gross flows of the labour market, educational mismatch, and the economic analysis of social exclusion. He has published a number of books and articles in specialist journals.

Gloria Moreno is Professor of Economics at the University of Alcalá, Madrid. Her research focuses on the female labour market, economics of the family, gender differentials in wages and the study of atypical and part-time work. Her research has been funded by the Ministry of Labour, ‘Consejo Económico y Social’, the Banco de España, and the European Community. Her recent publications include joint authorship of the European Commission Study of the Spanish labour market, and a contribution in a book edited by Robert Elliott, Claudio Lucifora and Dominique Meurs on Public Sector Pay Determination in the European Union.

Silke Morschett is a freelance researcher based in Frankfurt am Main. She has previously worked in the research department of IG Metall, and in the Human Resource Management section for an international bank.


Jacqueline O’Reilly is Senior Research Fellow at the WZB and acting co-ordinator of the TRANSLAM project. She edited The International Handbook for Labour Market Policy and Evaluation (Edward Elgar, 1996) with Professor Günther Schmid and Dr Klaus Schömann, and published an edited volume Part-time Prospects (Routledge, 1998) with Dr Colette Fagan. She is currently working on a new book Changing Welfare and Work: Revising the Social and Gender Contract in Europe (Oxford University Press, forthcoming) during her stay as Jean Monnet Research Fellow at the European University Institute in Florence, Italy.
Jill Rubery is Professor of Comparative Employment Systems at the Manchester School of Management, UMIST. Her research focuses on the comparative study of labour market organization, women’s employment, payment systems, working-time arrangements and internal labour markets. She has co-ordinated the European Commission’s network of experts on women’s employment and acted as a consultant for the ILO and the OECD. Her most recent books are *Women’s Employment in Europe: Trends and Prospects*, co-authored with Mark Smith and Colette Fagan (Routledge, 1999) and *Equal Pay in Europe* (editor) (Macmillan for the ILO, 1999).

Rachel Silvera is Senior Lecturer at the University of Paris X (Nanterre). As a researcher, she belongs to the MATISSE research group, at the University of Paris I. She is the French expert in the ‘Gender and Employment’ network, for the European Commission (DGV). Her research focuses on gender inequalities and on working-time policies. She is the author of *Le Salaire des Femmes: Toutes choses inégales par ailleurs* (La Documentation Française, 1996), and has published articles in several French journals including *Travail et Emploi, Revue Française des Affaires Sociales*. She belongs to the group of coordinators of MAGE (Marché du travail et Genre) (CNRS) and is co-editor of *Travail, Genre et Société*.

Mark Smith is a Research Associate at EWERC-UMIST. He is also an honorary lecturer at the Manchester School of Management, UMIST. He has research interests in atypical work and has conducted research for a number of international organizations. He has co-authored two books, *Women and European Employment* (Routledge, 1998, with J. Rubery, C. Fagan and D. Grimshaw) and *Women’s Employment in Europe: Trends and Prospects* (Routledge, 1999, with J. Rubery, and C. Fagan) as well as contributing several book chapters.

Elena Stancanelli is a Senior Economist at the Department of Labour, Education and Social Affairs, at OECD, Paris. She is a specialist in labour economics and labour market policies. She has recently worked on the subjects of minimum wages and the Korean labour market. Previously, she worked as a post-doctoral fellow at the Free University of Amsterdam, and at Tilburg University. She completed her Ph.D. at the European University Institute in Florence on unemployment duration and unemployment benefits in the UK. Her latest publications have appeared in the *Oxford Bulletin of Economics and Statistics*, *Applied Economics*, *Applied Economics Letters* and the OECD’s *Employment Outlook*.
Contributors

Donald Storrie is Lecturer in economics and social policy and co-director of the Centre for European Labour Market Studies at Göteborgs University. His main research topics have been plant closures, geographical mobility, employment contracts, industrial relations and evaluation of labour market policy.

Luis Toharia is Professor of Economics at the University of Alcalá, Madrid. He has published his research on various aspects of the labour market in Spain, including the measurement of employment and unemployment, the causes and consequences of unemployment, the nature of employment growth and the rise of fixed-term and part-time employment, the cost of dismissals, the unemployment benefit system, and active labour market policies. He directed the study on the labour market in Spain published by the European Commission (1997). He has acted on several occasions as expert and consultant for the Spanish government as well as for the European Commission.

Ton Wilthagen is Senior Researcher at the Hugo Sinzheimer Institute at the University of Amsterdam and affiliated to the Netherlands School for Social and Economic Policy Research (AWSB). His research interests include labour law and industrial relations theory, occupational safety and health management, labour market policies, work and care arrangements and corporatist decision making. He edited Reflexive Labour Law: Studies in Industrial Relations and Employment Regulation (Kluwer, 1994, with R. Rogowski); Advancing Theory in Labour Law and Industrial Relations in a Global Context (North Holland, 1998), and is jointly editing ‘Naar een nieuwe rechtsorde van de arbeid?’ (‘Towards a New Legal Order of Labour?’, 1999).