



ECSR, Collegio Carlo Alberto and NASP

Joint Spring School on

Work, Employment and Inequality

March the 19th - the 23rd, 2018

Collegio Carlo Alberto

Piazza Vincenzo Arbarello, 8 – Turin (Italy)

The topic for the sixth edition of the ECSR Spring School is “Work, Employment and Inequality”. The School is promoted by the European Consortium of Sociological Research (ECSR), Collegio Carlo Alberto and by the universities of Milan and Turin in the frame of the NASP, Network for the Advancement of Social and Political Studies. It provides high-quality training on leading-edge theories and methods concerning the changing structure of work, occupations and employment. The focus of the School is on how changes in the occupational structure, the labour market and employment relationships affect the life chances of different socioeconomic groups such as youths, women, the working class or migrants.

The School is organized by Gabriele Ballarino (University of Milan), Daniel Oesch (University of Lausanne), Filippo Barbera, Tiziana Nazio and Manuela Naldini (Collegio Carlo Alberto and University of Turin).

Lectures will be given and presentations discussed by Gabriele Ballarino, Paolo Barbieri (University of Trento), Thijs Bol (University of Amsterdam), Stefano Cantalini (University of Milan), Giorgio Cutuli (University of Trento), Jerry Jacobs (University of Pennsylvania), Daniel Oesch, Jacqueline O’ Reilly (University of Brighton), Nazareno Panichella (University of Milan), Helen Russell (ESRI, Dublin), Cristina Solera (Collegio Carlo Alberto and University of Turin), Heike Solga (WZB, Berlin).

Overview and timetable

	Monday 19 March	Tuesday 20 March	Wednesday 21 March	Thursday 22 March	Friday 23 March
9.15-10.45	<i>Solga</i>	<i>O' Reilly</i>	<i>Russell</i>	<i>Barbieri</i>	<i>Solera</i>
10.45-11.15	Break	Break	Break	Break	Break
11.15-13.15	<i>Presentations 1 (Solga/Panichella)</i>	<i>Presentations 2 (O' Reilly/Ballarino)</i>	<i>Presentations 4 (Russell/Oesch)</i>	<i>Presentations 6 (Barbieri/Cantalini)</i>	<i>Presentations 7 (Solera/Ballarino)</i>
13.15-14.15	Lunch	Lunch	Lunch	Lunch	Lunch
14.15-15.45	<i>Jacobs</i>	<i>Bol</i>	<i>Oesch</i>	<i>Cutuli workshop (part 1): Longitudinal approaches for inequality studies</i>	END
15.45-16.00	Break	Break	Break	Break	
16.00-18.00	<i>Jacobs - Bol workshop: How to get your papers published</i>	<i>Presentations 3 (Bol/Panichella)</i>	<i>Presentations 5 (Oesch/Cantalini)</i>	<i>Cutuli workshop (part 2): Longitudinal approaches for inequality studies</i>	

1. Keynote lectures

Heike Solga: New opportunities or reinforced disadvantages? Variation in returns to low-achieving school leavers' participation in pre-vocational training measures

School leavers with low educational attainment face great difficulties in their school-to-work transitions. They are, however, quite heterogeneous in terms of their personal and social resources. These within-group differences may influence who shows initiative during the school-to-work transition period and thereby helps employers recognize their learning potential at labor market entry. Yet this recognition also depends on the ways employers select applicants, which may prevent them from discovering such within-group differences. In the lecture, I therefore investigate the interplay between agency and its constraints, that is, whether higher cognitive and noncognitive skills and more parental resources provide low-achieving school leavers with new opportunities in the school-to-work transition period or whether their low school attainment causes the persistency of their disadvantages. I will pay particular attention to pre-vocational measures and assess whether and for whom these measures generate new opportunities or reinforce disadvantages. I use panel data from the German National Educational Panel Study (NEPS), which started in grade nine. The NEPS also includes school leavers from special-needs schools.

Key references:

Protsch, P., Solga, H. (2016). The social stratification of the German VET system. *Journal of Education and Work*, 29(2), 637-661.*

Shanahan, M.J. (2000). Pathways to Adulthood in Changing Societies: Variability and Mechanisms in Life Course Perspective. *Annual Review of Sociology*, 26, 667-692.

Solga, H., Kohlrausch, B. (2013). How low-achieving German youth beat the odds and gain access to vocational training. *European Sociological Review*, 29(5), 1068-1082.

* MOST important to read before

Jerry Jacobs: Occupations and Inequality: Past, Present and Future

In this paper, I argue for the importance of occupations as a unit of analysis for sociologists. I show that it is useful to study individual occupations – as distinct for social strata or social classes—for the study of inter-generational inequality. This portion of the paper draws on data on the career plans of several million college freshmen in the US. In the second portion of the paper, I use occupational data to examine a central issue in the debate about the future of work. Specifically, I examine whether the rate of occupational change is getting faster or slower. The “jobless future” hypothesis depends on

the idea that technological is accelerating rapidly, so much so that jobs will disappear faster than they can be replaced. Empirically, drawing on US census data from the period 1870-2015, the evidence I present indicates that the rate of occupational change is slower since 1970 than it was in earlier periods of time. Finally, I suggest that occupational analysis can connect our understanding of social stratification with the sociology of work, the sociology of professions and some of these in organizational sociology.

Key references:

Weeden, K. A., Grusky, D. B. (2005). The Case for a New Class Map. *American Journal of Sociology*, 111(1): 141-212. <https://doi.org/10.1086/428815>

Jacqueline O'Reilly: Are some employers more 'youth friendly' than others? Employment regimes, sectors and gender disparities in the Great Recession

Despite national differences in youth employment, many countries share striking similarities in the uneven sectorial distribution of job opportunities for young women and men. We ask which employers are more 'youth friendly', whether this differs between countries, and how has this changed during the Great Recession in Europe? Using a shift-share analysis we find job opportunities in 'youth friendly' sectors have been lost either because the sector has shrunk, or because employers have a lower propensity to hire youth on full-time permanent contracts. Where jobs for youth have increased has been in part-time and temporary work. Youth vulnerability to unemployment during the Great Recession is not only contingent on cross national differences in employers' engagement with institutions shaping school-to-work transitions; gender segregation and the fact some sectors have been particularly fragile during the crisis also plays a significant part.

Key references:

O'Reilly, J., Moyart, C., Nazio, T., Smith, M. (eds. 2017). *Youth Employment: STYLE Handbook* (Brighton: CROME). Ebook - <http://style-handbook.eu/>

Zuccotti, C. V., O'Reilly, J. (2018). Ethnicity, Gender and Household Effects on Becoming NEET: An intersectional analysis. *Work, Employment and Society*. Article first published online: January 16, 2018 <https://doi.org/10.1177/0950017017738945>.

O'Reilly, J., Eichhorst, W., Gábor, A., Hadjivassiliou, K., Lain, D., Leschke, J., McGuinness, S., Mýtna Kureková, L., Nazio, T., Ortlieb, R., Russell, H., Villa, P. (2015). *Five Characteristics of Youth Unemployment in Europe: Flexibility, Education, Migration, Family Legacies, and EU*

(1) DOI: 10.1177/2158244015574962 <http://sgo.sagepub.com/content/5/1/2158244015574962>.

Vandaele, K. (2017). How can trade unions reconnect with young workers?. In O'Reilly, J., C. Moyart, T. Nazio and M. Smith (eds. 2017), *Youth Employment: STYLE Handbook* (Brighton: CROME). <http://style-handbook.eu/contents-list/young-peoples-attitudes-and-values/how-can-trade-unions-in-europe-reconnect-with-young-workers>.

Working papers - STYLE project: <http://www.style-research.eu/publications/working-papers/>.

Policy Briefs: <http://www.style-research.eu/publications/policy-briefs/>.

Thijs Bol: Occupations and Wage Inequality

Sociologists have long argued that occupations are the central unit of stratification in labor markets and “the backbone” of the social inequality system, but little research has focused on identifying why some occupations pay more than others. On the one hand, economists argue that wage differentials between occupations are fully explained by the complexity of tasks that workers perform. Sociologists, on the other hand, see occupations as more than a bundle of job tasks and focus on occupational institutions in explaining why some occupations pay more than others. Recent research for example emphasizes that occupational closure (licensure, educational credentialing) partly explains differences in mean occupational wages. Using empirical results from several countries, I will show (1) why it is important to take occupations into account if we want to understand wage inequality, and (2) how sociological theories can contribute to understanding occupational wage inequality.

Key references

- Bol, T., Weeden, K. A. (2015). Occupational Closure and Wage Inequality in Germany and the United Kingdom. *European Sociological Review*, 31(3): 354–369. <https://doi.org/10.1093/esr/jcu095>
- DiPrete, T. A., Bol, T., Eller, C. C., van de Werfhorst, H. G. (2017). School-to-Work Linkages in the United States, Germany, and France. *American Journal of Sociology*, 122(6): 1869–1938. <https://doi.org/10.1086/691327>
- Redbird, B. (2017). The New Closed Shop? The Economic and Structural Effects of Occupational Licensure. *American Sociological Review*, 82(3): 600–624.
- Sørensen, A. B. (1996). The Structural Basis of Social Inequality. *American Journal of Sociology*, 101(5): 1333–1365. <https://doi.org/10.1086/230825>

Weeden, K. A. (2002). Why Do Some Occupations Pay More than Others? Social Closure and Earnings Inequality in the United States. *American Journal of Sociology*, 108(1): 55–101. <https://doi.org/10.1086/ajs.2002.108.issue-1>

Helen Russell: Recession, unemployment and subjective well-being

This lecture considers how the recession influenced the well-being of European citizens. It focuses on the impact of unemployment and job insecurity, which became increasingly widespread during the crisis. Drawing on theories of work quality and work values it outlines the mechanisms, both financial and non-financial, that are expected to link unemployment and subjective well-being and examines how the effect varies across social groups for example by gender and age. The lecture also considers the societal context in which unemployment occurs. It investigates the question “does unemployment hurts less when there is more of it around?” Do high levels of unemployment mean that the experience is normalised and is less stigmatising, or does high unemployment deplete network resources. Finally, we examine the evidence of institutional effects: Do welfare state and ‘flexicurity’ policies moderate the impact of recession on subjective well-being?

Key references:

Clark, A.E. (2003). Unemployment as a Social Norm: Psychological Evidence from Panel Data. *Journal of Labor Economics*, 21(2): 323-351.*

McKee-Ryan, F., Song, Z., Wanberg, C. R., Kinicki, A. J. (2005). Psychological and physical well-being during unemployment: a meta-analytic study. *Journal of applied psychology*, 90(1): 53-76.

Nordenmark, M, Strandh, M. (1999). Towards a Sociological Understanding of Mental well-being among the Unemployed, *Sociology*, 33(3): 577.*

Russell, H., Leschke, J., Smith, M. (2016). Balancing Flexibility and Security in Europe? The Impact of Unemployment and Insecurity on Young Peoples, Subjective Well-being, STYLE working paper 10.

Russell, H., Watson, D., McGinnity, F. (2013). Unemployment and Subjective Well-Being, in D. Gallie (ed.) *Economic Crisis, Quality of Work, & Social Integration*, Oxford: OUP.*

* MOST important to read before

Daniel Oesch: Job polarization and middle class erosion in Europe?

Over most of the 20th century, the condition of the working class held centre stage in the social sciences. Today, the focus has shifted to the “condition of the middle class” as a consequence of two developments. Evidence on income distribution indicates that economic growth since the 1980s has

mainly benefitted top income earners. Moreover, recent research suggests that technology polarises the job structure by making mid-range clerical and industrial workers redundant. The combination of a growing moneyed elite at the top and the hollowing-out of the middle has struck a nerve with the wider public, convinced of the phenomenon of “middle class squeeze”. Our lecture argues that this debate is fundamentally flawed. What we observe in Western Europe is not the demise of the middle class, but the decline of the working class. We provide conceptual arguments to make sense of the debate on middle class erosion – and show empirical evidence of how the employment structure evolved in Europe over the last decades. Thereby, we will try to clarify several methodological issues related to the analysis of labour market data and occupational change.

Key references

- Fernández-Macías, E. (2012). Job Polarization in Europe? Changes in the Employment Structure and Job Quality, 1995-2007. *Work and Occupations*, 39(2): 157-182.
- Oesch, D., Rodríguez, J. (2011). Upgrading or polarization? Occupational change in Britain, Germany, Spain and Switzerland, 1990-2008. *Socio-Economic Review*, 9(3): 503-531.
- Wright, E. O., Dwyer, R. E. (2003). The Patterns of Job Expansions in the USA: A Comparison of the 1960s and 1990s. *Socio-Economic Review*, 1(1): 289-325.

Paolo Barbieri: Flexible Employment in Europe. Assessing social stratification through the lens of labour market segmentation: a sociological insight

In a nutshell, the lesson will deal with Search Theory as the theoretical foundation of the “Equality-Employment trade-off” much vaunted by the nineties Oecd and the mainstream economics. We will see how labour market deregulation in Europe took place as “deregulation at the margins” either on an age or on a skill basis, thus dualizing labour markets and creating new forms of inequalities. By means of empirical research papers, we will understand how such dualization has deeply affected some (weaker) contexts, namely S.E., and what social consequences came with it.

Key references:

- Barbieri, P. (ed. 2016). Employment Protection Legislation and Labour Markets in Europe. *European Sociological Review - Special Issue*, 32(4).
- Barbieri, P. (2016). Introduction to the Special Issue: Employment Protection Legislation and Labour Markets in Europe. *European Sociological Review*, 32(4): 469-470.
- Barbieri, P., Cutuli, G. (2016). Employment Protection Legislation, Labour Market Dualism, and Inequality in Europe. *European Sociological Review*, 32(4): 501-516.

- Barbieri, P., Cutuli, G., Passaretta, G. (2016). Institutions and the school-to-work transition: disentangling the role of the macro-institutional context. *Socio-Economic Review*, 16(1): 161-183.
- Barbieri, P., Cutuli, G., Mari, G., Luijkx, R., Scherer, S. (2016). Substitution, entrapment, and inefficiency? Cohort inequalities in a two-tier labour market. *Socio-Economic Review*, mww035, <https://doi.org/10.1093/ser/mww035>.
- Barbieri, P., Bozzon, R. (2016). Welfare, labour market deregulation and households' poverty risks: An analysis of the risk of entering poverty at childbirth in different European welfare clusters. *Journal of European Social Policy*, 26(2): 99-123.
- Barbieri, P. (ed. 2009). Atypical Employment. *European Sociological Review – Special Issue*, 25(6).
- Barbieri, P. (2009). Flexible Employment and Inequality in Europe. *European Sociological Review*, 25(6): 621-628.
- Barbieri, P., Scherer, S. (2009). Labour Market Flexibilisation and its Consequences in Italy. *European Sociological Review*, 25(6): 677-692.
- Gangl, M. (2006). Scar effects of unemployment: An assessment of institutional complementarities. *American Sociological Review*, 71(6): 986-1013.
- Gangl, M. (2004). Welfare states and the scar effects of unemployment: A comparative analysis of the United States and West Germany. *American Journal of Sociology*, 109 (6): 1319-1364.
- Gangl, M. (2003). The only way is up? Employment protection and job mobility among recent entrants to European labour markets. *European Sociological Review*, 19(5): 429-449.

Cristina Solera: Women's participation into paid work and men's participation into unpaid work: the link in a comparative perspective

During the twentieth century, women became increasingly engaged in labour market activities also when they got married and had children. Also men increased their engagement in unpaid work activities, but the increase was much smaller, started from a very low level, and was mainly confined to high educated couples, so that scholars speak of a 'stalled gender revolution'. A large body of research shows that the pivotal event of 'stalling' gender equality is the birth of the first child. Yet, how much and for whom vary considerably across countries with different economic, institutional and cultural settings. Contexts indeed shape the degree and type of inequalities not only between but also within men and women. In particular, there is evidence that education polarises behaviours to a greater extent where a general cultural shift in favour of non-traditional gender roles has not occurred, and where care and reconciliation policies are scarce, not universal, and mainly addressed to mothers. In this lecture I shall review the theoretical and empirical literature on the gender division of labour and its implication for inequalities (and not only gender inequalities). First, I shall summarise the

debate on its micro and macro-level explanations. Then, by mainly drawing from cross-country comparative data, I shall show how such division has changed over time, how it differs by education or class, how changes and differences vary across countries, being linked to different welfare and gender regimes.

Key references:

Bühlmann, F., Elcheroth, G., Tettamanti, M. (2010). The Division of Labour Among European Couples: The Effects of Life Course and Welfare Policy on Value–Practice Configurations. *European Sociological Review*, 26(1): 49–66.

Fuochi, G., Mencarini, L., Solera, C. (2014). Involved Fathers and Egalitarian Husbands: by Choice or by Constraint? A Study on Italian Couples with Small Children, *Collegio Carlo Alberto Notebooks n. 370*.

Steiber, N., Berghammer, C., Haas, B. (2016). Contextualizing the Education Effect on Women's Employment: A Cross-National Comparative Analysis. *Journal of Marriage and Family*, 78(1): 246–261.

van der Lippe, T. de Ruijter, J., de Ruijter, E., Raub, W. (2011). Persistent Inequalities in Time Use between Men and Women: A Detailed Look at the Influence of Economic Circumstances, Policies, and Culture. *European Sociological Review*, 27(2): 164–179.

2. Workshops

Jerry Jacobs - Thijs Bol: How to get your papers published

Jacobs: In this session we will discuss various stages of the publication process. These include: clarifying the objectives and contribution of the paper; getting feedback before submitting to a journal; selecting an appropriate journal; reacting to rejection letter; responding to reviews in the “revise and resubmit” stage

Bol: There is no magic formula that guarantees that a paper will be accepted by a journal. A substantial part of getting a paper published depends on luck. Having said that, there are some pointers that you can follow in preparing a manuscript for publication. In this session I will talk about my experiences in publishing papers and give some suggestions that might help getting your papers out there.

Giorgio Cutuli: Longitudinal approaches for inequality studies

The use of longitudinal data and the implementation of panel data approaches to inequality studies comes with relevant theoretical and technical advantages, allowing for a deeper understanding of dynamics of socio-economic risks and relaxing common assumption of cross sectional perspective. Panel models permits a more fine-grained definition of accumulation mechanisms and a more adequate test for the evaluation of the influence of micro-level events and of role played by macro level factors. The seminar illustrates the advantages of: a) tackling research questions on social stratification dynamics adopting a longitudinal perspective; b) applying panel data approaches on available micro-level data in order to disentangle the role played by distinct mechanisms in the accumulation of socio-economic disadvantages; c) handling repeated cross-sectional and pseudo-panel data in order to deal, at least partly, with the scarcity of comparative micro level panel data.

Key references:

Allison, P. (2009) *Fixed Effects Regression Models*, Vol. 160. Los Angeles: Sage.

Bell, A., Jones, K. (2015) Explaining Fixed Effects: Random Effects Modeling of Time-Series Cross-Sectional and Panel Data. *Political Science Research and Methods*, 3(1), 133-153.

Halaby, C. (2005) Panel Models in Sociological Research: Theory into Practice, *ARS* 30:1, 507-544.

Wooldridge, J. M. (2005) Simple solutions to the initial conditions problem in dynamic, nonlinear panel data models with unobserved heterogeneity. *J. Appl. Econ.*, 20: 39–54.

Students' presentations

Day	Presentation session	Authors and discussants		
Monday, 19/3	1	J. Bassetto, <i>Imperfect information in the labor market and the school-to-work transition</i> Discussant: H. Solga	M. G. Montanari, <i>The Over-Qualification of Romanian Migrants across Europe</i> Discussant: H. Solga	K. Morris, <i>To boldy go? Spatial immobility in the school-to-work transitions</i> Discussant: N. Panichella
Tuesday, 20/3	2	C. Giustozzi, <i>Prolonged labour market marginalization and multi-dimensional social disintegration</i> Discussant: J. O' Reilly	S. Kong, <i>Did women pay the price of marketization? Explaining gender disparity in having a job in urban China, 1996-2015</i> Discussant: J. O' Reilly	B. Elbers, <i>School-to-work linkages in France and Germany: A comparative-historical perspective, 1970-2006</i> Discussant: G. Ballarino
	3	G. Piccitto, <i>Occupational change in Germany, Spain, Sweden and the UK, 1992-2015. An analysis using different indicators of job quality</i> Discussant: T. Bol	J. Schauer, <i>Post-school transitions to VET: How much and for whom does the local context count?</i> Discussant: T. Bol	M. Zhao, <i>Migration Gap: How Internal Graduation Migration Affects Gender Income Inequality among College Graduates in China?</i> Discussant: N. Panichella
Wednesday, 21/3	4	Y. Dormidontova, <i>The role of age in wage level and employment status in Italy: inequality or discrimination?</i> Discussant: H. Russell	E. Tambellini, <i>Gender differences in retirement timing and behaviour</i> Discussant: H. Russell	T. Doseděl, <i>The Gender Pay Gap in the Period of Educational Expansion in the European Union</i> Discussant: D. Oesch
	5	J.-Y. Gerlitz, <i>Polarisation of Individual Labour Market Poverty in Eastern and Western Germany, 1984-2013</i> Discussant: D. Oesch	D. Stojmenovska, <i>Management Gender Composition and the Gender Pay Gap: Evidence from British Panel Data</i> Discussant: D. Oesch	P. McDonald, <i>The labour market payoffs of marriage: An analysis of the male marriage premium using panel data and a survey experiment</i> Discussant: S. Cantalini
Thursday, 22/3	6	F. Liechti, <i>Connecting employers and workers: Can recommendations from the public employment service act as substitute for social contacts?</i> Discussant: P. Barbieri	L. Mattijssen, <i>The impact of occupations on the non-standard employment career</i> Discussant: P. Barbieri	J. R. Jiménez García, <i>Gender, field of studies and graduates' employment outcomes in Spain during the Great Recession</i> Discussant: S. Cantalini
Friday, 23/3	7	K. Chkalova, <i>Economic uncertainty and childbearing within couples</i> Discussant: C. Solera	P. Löwe, <i>What can we learn from the public sector in Germany regarding fertility? Is it really the workplace or just selection?</i> Discussant: C. Solera	M. Korber, <i>Does vocational education give an advantage over the whole career? A comparison of the United Kingdom and Switzerland</i> Discussant: G. Ballarino