

# ENOP 2017 Symposium (March 23-24)

University Paris Descartes  
Institute of Psychology  
71, Avenue Edouard Vaillant  
92774 Boulogne Billancourt Cedex  
Metro station: Marcel Sembat

## Mobility and transitions

**Coordinators:** Kerstin Isaksson

### **Broad aim:**

The symposium aims to review new and emerging patterns of working, with a focus on mobility and transitions, to outline how work and organizational psychologists (and others) are researching these topics and to explore potential research agendas and policy implications.

#### 1. Transitions into the labour market

Problems and solutions during the entering working life - e.g. for refugees, migrants young people

#### 2. Transitions and mobility as part of a long term career. State of the art for career research

Career transitions e.g. after unemployment, temporary work, voluntary turnover and individual career plans, employability,

#### 3. Transition - exit from the labour market. Patterns of working among the ageing population and bridge employment

### **Rationale:**

#### General background

Recent decades has witnessed dramatic changes in the labour market, due to technical innovations ("digitization" robots etc) globalization and repeated financial crises. Impact for employees has been tremendous mostly because global competition in the private sector and budget cuts in the public sectors have lead to a recurrent need for reduction of costs for personnel followed. Flexibility became a mantra for companies during the 1980ies together with rumors that "the company man" (i.e open ended loyal career employees) was outdated. Obvious consequences were e.g increasing proportions and new forms of temporary employment and increasing job insecurity. These are a number of issues currently debated and question is whether research has developed to follow these quite dramatic changes. The symposium will try to show state of the art and emergent topics for research regarding three critical areas for employees

The symposium will start with an introduction about the changing labour market in Europe – statistics and an update about the post-crisis situation

The symposium aims to cover three areas:

### **1. Transitions into the labour market**

Problems and solutions during the entering working life - e.g. among refugees, young people

The European Union and globalization has lead to increasing mobility in Europe but also world-wide with expatriate workers in multinational companies. Experience of short or longer periods of assigned migration has become much more widespread and varied but research in this areas is still rather unusual. The other form of increasing migration is self-initiated and often not for career purposes but instead due to poverty and high unemployment in European countries. Long lasting wars and poverty in African and Arabic countries has also led to forced migration and increasing number of refugees have moved to seek their future in Europe and to find jobs in the European labour market. Concepts and theories related to migrant workers are clearly underdeveloped, partly due to the unstable living conditions and mobility between countries.

### **2. Career transitions like for example after unemployment, temporary work, voluntary turnover and individual career plans, employability, protean careers**

New forms of careers were discussed and even the career concept has been debated and gradually changed from the traditional bureaucratic organizational career into other forms: professional, boundary-less protean careers. Generally it seemed like career responsibility was increasingly transferred to the individual and employability became a widespread concept both in policy debate and research. Youth unemployment became a recurrent issue when young people lacking previous experience met difficulties to enter the labour market. Career issues related to temporary work is still an open question with high relevance for the young. Question remains whether the development with an increase and change of contract forms has continued?

### **3. Transition out exit from the labour market – part-time working bridge employment etc**

Finally, demographic development in European countries with increasing longevity has lead to debates about retirement age in a number of countries. Within the topic of mobility and transitions the symposium will aim to describe the transition out from the labour market as part of the process leading to retirement

## **Thursday March 23**

14.00

Introduction Kerstin Isaksson

### **1. 14.15 – 17.00 Transitions into the labour market**

14.15- 15.05

The changing labour market in Europe – statistics and up-date of the situation

**Thomas Liebig**, OECD, Paris

15.00- 15.45

“The school to work transition in the UK” **Richard Dorsett**, National Institute for Economic and Social Research

*15.45- 16.15 Coffee break*

16.15 - 17

"Social and labour integration of refugees" **Rita Berger** University of Barcelona

## **Friday March 24**

### **2. Career transitions and mobility**

10.00 - 11.00

“Careers as callings: Examining occupational callings over time”. **Mike Clinton**, King’s College London

*Coffee break*

11.15 - 12.15

"Have careers become more boundaryless"? An analysis of career boundaries and boundary crossing in the contemporary world of work." **David Guest**, King’s College London –

*Lunch break 12.15-13.30*

13.30 - 14.30

“Employability, does it matter? (in the context of careers and transitions), **Nele de Cuyper**, KU Leuven, Belgium–

14.30 -15.15

3. Transition out; exit from the labour market. Patterns of working among ageing population, bridge employment –**Kerstin Isaksson**

*Coffee break 15.15-15.45*

15.45-17.00 Concluding discussion