

# EUROPEAN CURRICULUM VITAE



(Updated December 2013)

## PERSONAL INFORMATION

Name	<b>Enrique FERNÁNDEZ MACÍAS</b>
Current occupation and employer	Research Manager. Employment and Change Unit. Eurofound. Wyattville Road, Loughlinstown. Dublin 18. Ireland
Telephone	00 353 1 204 3231
E-mail	efe@eurofound.europa.eu
Date of birth	26.03.1976

## PREVIOUS WORK EXPERIENCE

- Dates (from – to) September 2010-September 2012
- Name and address of employer University of Salamanca. Department of Sociology.
- Occupation or position held Lecturer and researcher
- Main activities and responsibilities Courses: “Sociology of Work”, “Economic Sociology”, “Sociology of Business” and “Survey Data Analysis”. Research in different projects
  
- Dates (from – to) September 2008-August 2010
- Name and address of employer University of Salamanca. Department of Applied Economics, Facultad de Derecho , Campus Unamuno, 37071 Salamanca SPAIN
- Occupation or position held Full-time Researcher
- Main activities and responsibilities Research in different projects
  
- Dates (from – to) March 2005-August 2008 (on unpaid leave afterwards)
- Name and address of employer European Foundation for the Improvement of Living and Working Conditions, Wyattville Road – Loughlinstown (Dublin 18 – Ireland)
- Occupation or position held Research Manager
- Main activities and responsibilities To conduct research projects in the areas of employment and working conditions
  
- Dates (from – to) May 2004- February 2005
- Name and address of employer University of Salamanca. Department of Applied Economics
- Occupation or position held Full-time Researcher
- Main activities and responsibilities Research in the Project WOLIWEB (VI Framework Program EU), "The socio-economic determinants of citizens' work life attitudes using data from the Wage Indicator Survey"
  
- Dates (from – to) November 2001-May 2004
- Name and address of employer University of Salamanca. Department of Applied Economics
- Occupation or position held Full-time Researcher
- Main activities and responsibilities Research in the Project EUCOWE (V Framework Program EU) "A Comparative Study of Operating Hours, Working Time and Employment in 6 countries"
  
- Dates (from – to) March 1999- November 2001
- Name and address of employer Univ. of Salamanca – Ministry of Education and Science – Regional Govmnt. of Castilla y León.
- Occupation or position held Research Assistant
- Main activities and responsibilities Research Assistant of the Department of Sociology of the University of Salamanca

## EDUCATION AND TRAINING

- Dates (from – to) 2002-2010
- Name and type of organisation Department of Sociology/ Department of Applied Economics, University of Salamanca
- Principal subjects "Patterns of employment expansion in Europe since the 1990s"
- Title of qualification awarded PhD. Awarded Univ. of Salamanca PhD Prize (Premio extraordinario de tesis doctoral)
  
- Dates (from – to) 2001-2001
- Name and type of organisation Department of Sociology, University of Salamanca
- Principal subjects "Type of Contract and Trade Unions in Spain"
- Title of qualification awarded Masters Thesis (Trabajo de Grado). Awarded Univ. of Salamanca Masters' Degree Prize (Premio extraordinario de grado de Salamanca)
  
- Dates (from – to) 1998-2000
- Name and type of organisation Department of Sociology, University of Salamanca
- Principal subjects Postgraduate Program in "Economic Structure and Social Inequalities"
- Title of qualification awarded Research Proficiency (*Suficiencia Investigadora*) in Economic Sociology and Research Methods
  
- Dates (from – to) 1994-1998
- Name and type of organisation Faculty of Social Sciences, University of Salamanca
- Title of qualification awarded Degree in Sociology
- Principal subjects Research Methods, Labour Market, European Studies

## PERSONAL SKILLS AND COMPETENCES

MOTHER TONGUE

**SPANISH**

OTHER LANGUAGES

- Reading skills
- Writing skills
- Verbal skills

**ENGLISH**

EXCELLENT  
EXCELLENT  
EXCELLENT

**FRENCH**

GOOD  
BASIC  
GOOD

ORGANISATIONAL SKILLS AND COMPETENCES

- As a researcher in the University of Salamanca, I have organized different research seminars (seminar on Economy and Society, dept. Applied Economics), worked in international research teams (projects EUCOWE and WOLIWEB, EU Framework Programme) and collaborated in different research networks

- As a research manager in the European Foundation, I have coordinated several EU-wide research projects (European Working Conditions Survey, Geographic Mobility in the EU, European Jobs Monitor, etc), organized international seminars and conferences and coordinated research networks (EWCO).

TECHNICAL SKILLS AND COMPETENCES

-Extensive knowledge (analysis and programming) of different statistical analysis packages: SPSS, STATA, SPAD, CHAID among others.

-General knowledge of Information Technologies. Free Software enthusiast and amateur programmer.

**ADDITIONAL INFORMATION**  
**PUBLICATIONS**

**1. ARTICLES IN PEER-REVIEWED JOURNALS**

- With J.I. Antón and R. Muñoz de Bustillo Llorente (2014): "Supplementary private pensions and saving: evidence from Spain", *Journal of Pension Economics and Finance*, available on CJO 2014, 1-22.
- With J.I. Antón, R. Muñoz de Bustillo Llorente and J. Rivera (2013): "Effects of health care decentralization in Spain from a citizens' perspective", *European Journal of Health Economics*, May 2013, 1-21.
- With R. Muñoz de Bustillo Llorente, J.I. Antón and F.J. Braña (2013): "Early School Leaving In Spain: Evolution, Intensity & Determinants", *European Journal of Education*, 48 (1), 150-164.
- (2012): "La política laboral española en el seno de la UE. ¿Una integración sin competencias?", *Sistema. Revista de Ciencias Sociales*, 225-226, 49-64.
- (2012): "Job Polarization in Europe? Changes in the Employment Structure and Job Quality, 1995-2007", *Work and Occupations*, Vol. 39(2), 157-182.
- With R. Muñoz de Bustillo Llorente, J.I. Antón and F. Esteve (2011): "E Pluribus Unum? A Critical Survey Of Job Quality Indicators", *Socio-Economic Review*, Vol. 9(2), 447-475.
- With R. Muñoz de Bustillo Llorente, J.I. Antón and F.J. Braña (2010): "Algunas apreciaciones aritméticas sobre el fracaso y el abandono escolar" (Some Arithmetic Considerations on School Failure and Early School Leaving), *Revista de Educación*, N° Extraordinario.
- With C. Weltz (2008): Financial participation of employees in the European Union: much ado about nothing?, *European Journal of Industrial Relations*, Vol. 14(4), 479-496.
- With R. Muñoz de Bustillo Llorente (2007): "Producción y Tiempo. Utilización de capacidad instalada en las empresas españolas" (Production and Time. Operating Hours and Capacity Utilization in Spain), in *Estudios de Economía Aplicada*, 25-1.
- With R. Muñoz de Bustillo Llorente (2005): "Job Satisfaction as an Indicator of the Quality of Work", in *Journal of Socio-Economics* vol. 34 – issue 5.
- (2003) "Job Instability and Political Attitudes Towards Work: Some Lessons from the Spanish Case", in *European Journal of Industrial Relations*, Vol. 9 n° 2, pp. 205-222.
- (2002) "Una aproximación sociológica al fenómeno del Software Libre" (A Sociological Approach to Free Software), in *Revista Internacional de Sociología*, n° 31, pp. 167-184.

**2. ARTICLES IN EDITED BOOKS**

- (2012): "Patterns of employment expansion in Europe, 1995-2007" in E. Fernández-Macías, J. Hurley y D. Storrie (eds) (2012): *Transformations of the employment structure in the EU and the US, 1995–2007*, Palgrave Macmillan, London.
- With J. Ignacio Antón y R. Muñoz de Bustillo Llorente (2012): "Identifying Bad-Quality Jobs Across Europe", in C. Warhurst, T. Findlay, C. Tilly and F. Carré (eds.): *Are Bad Jobs Inevitable?*, Palgrave Macmillan, London.
- With F. Bauer et al.: "Cross-country Comparison of Operating Hours, Capacity Utilisation, Working Times and Employment", in L. Delsen et al (2007): *Operating Hours and Working Times*, Springer, Berlin.
- With R. Muñoz de Bustillo Llorente: "Operating hours and working times in Spain", in L. Delsen et al (2007): *Operating Hours and Working Times*, Springer, Berlin.
- "Tipo de contrato y actitudes hacia los sindicatos" (Type of Contract and Attitudes towards Trade Unions), in García Laso, A. y Sanguinetti Raymond, W. (2002): *Sindicatos y cambios económicos y sociales*, Ediciones Universidad de Salamanca, Salamanca.

**3. BOOKS**

- With J. Hurley and D. Storrie (eds) (2012): *Transformations of the employment structure in the EU and the US, 1995–2007*, Palgrave Macmillan, London.
- With R. Muñoz de Bustillo Llorente, J.I. Antón and F. Esteve (2011): *Measuring More than Money: the Social Economics of Job Quality*, Edward Elgar, London.
- With R. Muñoz de Bustillo Llorente, J.I. Antón and F.J. Braña (2009): *Abandono escolar y mercado de trabajo* (Early school leaving and the labour market), Ministerio de Trabajo y Asuntos Sociales, Madrid.
- With M. Escobar Mercado (2009): *Análisis Estadístico para las Ciencias Sociales con Stata* (Statistical Analysis for Social Sciences with Stata), CIS, Madrid.
- With R. Muñoz de Bustillo Llorente (2008): *El trabajo a tiempo parcial en España* (Part-time work in Spain), Ministerio de Trabajo y Asuntos Sociales, Madrid.
- With R. Muñoz de Bustillo Llorente, F. Esteve Mora and A. García Laso (2003): *Nuevos tiempos de actividad y empleo* (New Times of Activity and Employment), Ministerio de Trabajo, Madrid.

#### **4. SELECTED POLICY-ORIENTED REPORTS AND PAPERS**

- With C. Vacas, C. Aumayr-Pintar and J. Cabrita (2014): *Pay in Europe in the 21<sup>st</sup> Century*, Eurofound, Dublin.
- With J. Hurley and D. Storrie (2013): *Employment polarization and job quality in the crisis*, Eurofound, Dublin.
- With J. Hurley (2008): *More and Better Jobs? Patterns of employment expansion in the EU, 1995-2006*, Eurofound, Dublin.
- With A. Parent-Thirion, J. Hurley and G. Vermeylen (2007): *Fourth European Working Conditions Survey*, Eurofound, Dublin.
- With J. Karpinnen and H. Krieger (2006): *Geographic Mobility: Challenges and opportunities*, Eurofound, Dublin.

#### **SELECTED RESEARCH PROJECTS**

- Pay in Europe in the 21<sup>st</sup> Century (2012-2013), Eurofound.
- "Determinants of contributions to private pensions", Spanish Ministry of Labour (2010-2011).
- "Indicators of Job Quality for the EU", funded by the European Parliament (2009-2010).
- "Early School Leaving and the Labour Market in Spain", funded by the Spanish Ministry of Work and Social Affairs, directed by Rafael Muñoz de Bustillo Llorente (2008-2009).
- "Part-time Work in Spain", funded by the Spanish Ministry of Work and Social Affairs, directed by Rafael Muñoz de Bustillo Llorente (2007-2008).
- European Jobs Monitor (2007-ongoing), Eurofound.
- 4<sup>th</sup> European Working Conditions Survey (2005-2006), Eurofound.
- European Establishment Survey on Working Time (2004-2005), Eurofound.
- Geographic mobility in Europe (2005-2007), Eurofound.
- Project WOLIWEB, "The socio-economic determinants of citizens' work life attitudes, preferences and perceptions, using data from the continuous web-based European Wage Indicator Survey". Funded by the VI Framework Program of the European Union (2004-)
- Project EUCOWE. "A Comparative Study of Operating Hours, Working Time and Employment in France, Germany, The Netherlands, Portugal, Spain and the United Kingdom". Funded by the VI Framework Program of the European Union (2001-2004).
- "Design of a National Employment Observatory (Permanent Labour Market Panel)", funded by the Spanish Ministry of Work and Social Affairs, directed by R. Muñoz de Bustillo Llorente (2002).
- "New Times of Activity and Employment", funded by the Spanish Ministry of Work and Social Affairs, directed by Rafael Muñoz de Bustillo Llorente (2002).
- "Participation in Decision-making and representation in middle-range organizations of the Civil Society", financed by the Spanish Ministry of Science and Technology, directed by Prof. Modesto Escobar (1998-2000).

#### **SELECTED SEMINARS AND CONFERENCES**

- "A polarising crisis: structural employment shifts in the EU before during and after the Global Recession", International Working Party on Labour Market Segmentation, 34<sup>th</sup> Annual Conference, September 2013.
- "Combination of aggregate datasets in Stata", 2011 Spanish Stata Users Group meeting, 2011
- "Educational Failure in Spain: Evolution, Intensity and Determinants", Conference in Commemoration of Prof. Marco Biagi, Modena 19-20 marzo 2009.
- "Capacity utilization, working time and the quality of work", Comparative Workplace Studies Workshop, CEPR London School of Economics, London 13-14 March 2008.
- "Financial participation of employees in the EU", Occasional Seminars Employment in Europe, DG EMPL – European Commission, Brussels 25 January 2008.
- Expert seminar for the development of the PIIAC survey, OECD Paris 26-27 November 2007.
- "Should companies be interested in work-life balance", meeting of the Work-Life Council of the Conference Board, Dublin 2-3 February 2006.
- "The changing workplace in Europe", UK Presidency Conference on High Performance Workplaces in Europe, London 15 September 2005.
- "Quality framework of the 4<sup>th</sup> European Working Conditions Survey", 1<sup>st</sup> Conference of the European Association for Survey Research, Barcelona 18-22 July 2005.
- "Measurement of wages in Spain", Wage Indicator Conference, Amsterdam 26 January 2005.
- "Working time flexibility and the quality of work in Spain", International Symposium on Working Time, Paris 26-28 February 2004.