

The Institute for Work, Skills and Training

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The Institute for Work, Skills and Training (IAQ) was founded in 2007 as a research institute in the Faculty of Social Sciences at the University of Duisburg-Essen. It conducts interdisciplinary and international comparative social science research in the fields of work and employment, social protection, education, and training.

The work of the IAQ is organised in four research departments:

- Employment – Integration – Mobility (AIM)
- Working Time and Work Organisation (AZAO)
- Learning and Education in Structural Change (BEST)
- Flexibility and Security (FLEX)

The distinctive feature of the Institute's research profile is the combination of basic and applied research on the sustainable design and organisation of employment, wage, social protection, and education systems considered against the background of social and technological change. The IAQ is affiliated with multiple national and international researchers, research institutes and networks, and carries out projects with the support of national and international funding sources. The IAQ's research provides support and advice for businesses, policymakers and civil society. It develops the evidence base for important decision-making; and evaluates various real-world projects.

Address and Location Plan

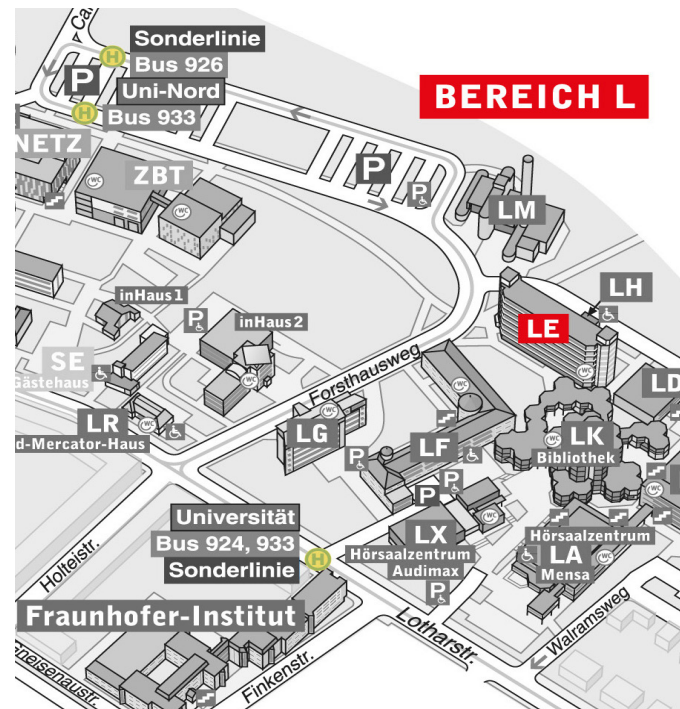
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Directions for Visitors

From Duisburg Railway Station
Bus 933 and 924 to University bus stop
Bus 926 to Uni-Nord bus stop

By Car:
A 40 Exit 14 Kaiserberg Interchange



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Current as of: July 2019

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Duisburg-Essen

Working Time and Work Organisation (AZAO)

Director: Prof. Dr. Thomas Haipeter
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The Working Time and Work Organisation research unit (AZAO) investigates the design, organisation, and regulation of work and working time. The ultimate aim of the unit's analyses is to strengthen socially and economically sustainable working and employment conditions. AZAO seeks out opportunities to improve employees' operational resources, to maintain and further develop individuals' capacity for work, and to use and promote the employment potential within society. At the establishment level, the unit investigates the factors that either hinder or facilitate efforts to organise and regulate working and employment conditions that foster learning and good health with a particular emphasis on the implications of digital technologies. At the meso level of the collective bargaining system, the unit examines employment regulation and the system actors who grapple with the conflicting trends of erosion and renewal. Finally, at the macro level of the state and society, AZAO analyses the social institutions and state regulatory mechanisms that play a significant role in employment policy.

Current research topics:

- Sustainable HR management and work organisation arrangements in digitalised working environments;
- Individualised working time decisions, welfare state institutions, and new forms of working time regulations over life course;
- The opportunities for action of collective actors in national and transnational industrial relations.

Learning and Education in Structural Change (BEST)

Director: Prof. Dr. Sybille Stöbe-Blossey
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The education system is facing a twofold structural change. On the one hand, it is regarded as a key factor in social and economic development: learning and education are supposed to strengthen competitiveness as well as social cohesion and individual participation, to help to overcome society's demographic challenges, and to create the conditions for exploiting the potential of digitalisation. On the other hand, the educational system must constantly react to these challenges and adapt its own structures – its governance and organisation, its educational programs as well as its employees' qualification and working conditions. It is against this background that BEST analyses problems concerning the whole chain of lifelong learning.

Current research topics:

- Company-based, school-based and academic vocational education: developments in the post-secondary sector;
- Career paths and transitions in education and learning biographies;
- The role of networks and integrated services for children, youth, and families in preventive social policies;
- Migration and integration as challenges for the education system.

Employment – Integration – Mobility (AIM)

Director: Prof. Dr. Martin Brussig
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The focus of AIM's research is labour market mobility. Thus, various forms of labour market transition and their consequences for employability, employment opportunities, and social protection are the principal areas of investigation. Individuals move into and out of the labour market or from one job to another, but transitions are shaped by institutions. In addition, opportunities and risks in the labour market are shaped by labour market policy. The level and the degree of risk varies depending on the institutional framework. One of AIM's research priorities is analysis of those institutional frameworks, including an international comparative perspective. Critical analysis of active labour market policies is a characteristic element of the unit's work.

Current research topics:

- Labour market policy: instruments, organisations, actors and the causes, manifestations and consequences of activating labour market policies;
- Older workers and the transition into retirement: opportunities and risks associated with longer working lives;
- Mobility processes in the labour market and in firms: analysis of the dynamics and stability of employment relationships and the facilitation of transitions.

Flexibility and Security (FLEX)

Director: Dr. Claudia Weinkopf
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Flexibility and Security (FLEX) research seeks to identify the factors that influence change in the world of work and to ascertain where the options for establishing a new balance between the needs for flexibility and social equity might lie. The tension between flexibility and security is a fruitful starting point for empirical research questions on the development of employment systems. This tension also serves as a normative category by means of which changes in institutional and corporate framework conditions and their effects can be captured and evaluated. Of particular interest in this regard are the reasons for and consequences of the increase in low pay and precarious employment and the points at which leverage can be exerted in order to improve working and employment conditions at various levels (firms, industries, institutions).

Current research topics:

- The statutory and collectively-negotiated regulation of and compliance with minimum working and employment conditions;
- Institutional leverage points for improving the practical implementation of minimum wages and labour standards;
- Changes in low-skill activities in the wake of the increased demand for skilled labour and digitalisation, including the challenges facing firms, collective actors and social protection systems.