

Curriculum Vitae

Theodore A. Koutroukis, Ph.D.

Department of Economics, Democritus University of Thrace, Komotini, Greece.

Date of birth: 21 July 1966

Address: 24 Akakias Str., Oreokastro, GR-57013, Thessaloniki

Tel. (+30) 2310574066, 6932276177

E-mail: tkoutro@econ.duth.gr

Research Interests

Personnel Economics, Employee Relations, Vocational Training, Negotiations, Labour Market institutions, Human Resource Management.

Employment

- Assistant Professor in Employee Relations (teaching responsibilities: Employee Relations, Negotiations, Entrepreneurship, Labour Economics, Human Resource Management Democritus University of Thrace, Department of Economics, 2014-present
- Hellenic Open University, Adjunct Lecturer, 2004-present
- Experienced regional and national co-ordinator/expert of EU funded projects (ESF, ADAPT, RETEX, NOW, EQUAL, YOUTHSTART etc.) 1993-present
- Experienced Researcher of many studies and research projects concerning industrial relations, labour market, vocational training 1990-present
- Mediator/ Arbitrator at the Greek Organisation for Mediation and Arbitration 1998-present (Providing Mediation Services in Labour Disputes/ Conflicts between trade unions and management and advised social partners in developing social dialogue procedures).
- Evaluator of projects funded by the Greek Ministries of Education and Labour, 2001-present

Education

Post Doctoral Research, Athens University of Economics and Business, 2005-2007

"The consequences and implications of the European Company Statute for the national states and the EU ", Awarded Scholarship by the EU funded Pythagoras Programme

Post Doctoral Research, Panteion University of Athens, 2004-2005

"Human Resources and employee relations in the service sector", Awarded scholarship by the Greek State Scholarship Foundation

Ph.D. (Labour Economics and Industrial Relations), Panteion University, Athens, Greece, 2000-2004

Thesis: *Industrial Relations in Multinational Enterprises: The experience of European Works Councils* (Panteion University, Athens, 2004), under the supervision of Professor A. Dedoussopoulos

M.Ed. (Adult Education), Hellenic Open University, 2003-2007
Thesis: *Trade Union Education in Greece*, 2007

M.Sc. (Economics), Aristotle University of Thessaloniki, 1988-1990

B.Sc. (Economics), Aristotle University of Thessaloniki, 1984-1988

Grants Awarded

2004-2005 Greek State Scholarship Foundation

2006-2007 Pythagoras programme (Greek Ministry of Education and EU)

2009-2010 Propondis Foundation Scholarship for academic research

Conferences

Papers given in various conferences including:

- Recent developments in the trade union movements of Greece and Bulgaria: A comparative analysis (*), 9th World Congress of the International Industrial Relations Association, Sydney, 31 August- 4 September, 1992.
- Aspects of lower and higher level workers participation in Greece (*), Annual Conference of the International Sociological Association, Athens-Glyfada, 9-12 September 1999.
- The Greek Experience in European Works Councils: New Challenges for a peripheral Industrial Relations System (*), 6th European Congress of the International Industrial Relations Association, Oslo, 25-29 June 2001.
- Social Dialogue at the Local Community Level: the case of the Imathia Region in Northern Greece, 13th World Congress of the International Industrial Relations Association, Berlin, 8-12 September, 2003(*).
- The added value of European Works Councils: a case study approach in Greek subsidiaries, 7th European Congress of the International Industrial Relations Association, Lisbon, 7-11 September 2004.
- ICT graduate programmes in Greece: Analysis and Association with the labour market, paper to the International Conference on «Global Integration of Graduate Programs», Amman, 26-30 November, 2004.
- Developments in the level and structure of employment and their impact on Industrial Relations in the Service Sector of the developed countries: a literature review, paper to the II University Professors' European Symposium "Ora et Labora: Work in Europe, Pontifical Lateranensis University, Rome, 30 June-3 July, 2005.
- Employee Participation in the European Company: Implications for the Greek industrial relations system, Asian Regional Congress of the International Industrial Relations Association, New Delhi, 19-21 April, 2007.
- Can European Works Councils be effective? A study of their contributing factors from an employee representative point of view, 1st Hellenic Conference in Applied Economics, University of Thessaly, Volos, 26-28 November 2009.

- An HR management view of European Works Councils function: the Greek case, (*) paper to the International Conference on Management and Service Science (MASS 2010), Wuhan, 24-26 August, 2010.
- Social Dialogue in the Era of Memoranda: The consequences of austerity and deregulation measures on the Greek social partnership process (*), 6th International Conference "The Economies of Balkan and Eastern Europe Countries in the changed world"- EBEEC 2014 (Nis, Serbia, May 9-10.5.2014).
- Austerity and Social Dialogue in Greece: The consequences of Greek Memoranda on Social Partners' Dialogue(*), WEA web-conference 'Greece and austerity policies: Where next for its economy and society?', World Economics Association, 20.10.-21.12.2014.
- The added value of European Works Councils: A case study approach in Greek subsidiaries, International Open Conference on Business Administration, HOBA 2015, 7-8.3.2015., στο <http://mpa.ub.uni-muenchen.de/62741/>)
- European Works Councils: Their benefits and costs in a peripheral European country, ILERA European Regional Conference, Milan, 8-10.9.2016.
- Evaluating the effectiveness of transnational employee involvement schemes (EWCs): An assessment of contributing factors from a worker representative standpoint, 9th International Conference EBEEC 2017, THE ECONOMIES OF BALKAN AND EASTERN EUROPE COUNTRIES, Piraeus, 28-30.4.2017
- Do European Works Councils contribute to the Europeanization of industrial relations? Evidence from the case of EWCs in Greece, 2nd International Conference on Scientific Cooperation for the Future of Economics and Administrative Sciences, ASECU, Thessaloniki, 6-8.9.2017.
- Measuring the effectiveness of international employee involvement: assessing the contributing factors from a European Works Councilor standpoint, 5th SCF International Conference on "Economic and Social Impacts of Globalization" and "Future of European Union", Podgorica 2018 (poster).

(*)= in cooperation

Memberships and Reviews

- International Industrial Relations Association (1989)
- European Association of Labour Economists (2002).
- Regional Editor, Asian Journal of Business Management and Current Research Journal of Social Sciences (2009-).
- Peer Reviewer in Management of International Business and Economics Systems (MIBES) 2010 Conference.

Publications

Book Chapters

- Greece, in B.S. Cooper (ed), *Labor Relations in Education: An International Perspective*, Westport: Greenwood Press, 1992, 127-136 (*).
- Employee Participation and Bipartite and Tripartite Cooperation in Greece: Problems and Prospects, in R. Markey, A. Chouraqi, P. Gollan, A. Hodgkinson and U. Veersma (eds), *Models*

of *Employee participation in a Changing Global Environment: Diversity and Interaction*, Aldershot, Ashgate, 2001, 137-143 (*).

- Employee Participation in the European Company: Implications for the Greek Industrial Relations System, in M. Gold, A. Nikolopoulos and N. Kluge (eds), *The European Company Statute: A New Approach to Corporate Governance*, Brussels, Peter Lang, 2009, 143-164.
- Social Dialogue in Post-Crisis Greece: A Sisyphus Syndrome for Greek Social Partners' Expectations, in J. Marangos (Ed), *The Internal Impact and External Influence of the Greek Financial Crisis*, Palgrave-Macmillan, 2017, 71-83.
- Critical Reflection in Contemporary Adult Education (*), in S. Sava (Ed.), *Collective capacity building - Shaping education and communication in knowledge society*, Rotterdam: Sense, 2019 (forthcoming).

Papers in reviewed journals

- Part-time work in Greece: Problems and prospects, *The Work Flexibility Review*, 1991, 2 (*)
- Developments in the level and structure of employment and their impact on industrial relations in the service sector of the developed countries: a literature review, *The Cyprus Journal of Science and Technology*, (5)3, 2007, 21-26.
- New forms of employee involvement in European Companies: Implications for a peripheral Industrial Relations system, *Social Cohesion and Development*, (2)2, 2007, 155-163.
- Social Dialogue in areas and times of depression: Evidence from regional Greece, *African Journal of Business Management*, (2)4, 2008, 77-84 (*).
- Aspects of worker participation in Greece: A legal revolution and the evolution so far, *Labour Relation Review* 59, 2010, 30-41 (*).
- Can European works Councils be effective? A study of their contributing factors from an HR point of view, *International Journal of Decision Sciences, Risk and Management*, 2, (3/4), 2010, 276-290 (*).
- Evaluating the effectiveness of European Works Councils: a study of their influencing factors from the employee representative standpoint, *International Journal of Engineering and Management* 2 (1), 2010, 25-35.
- Can European works Councils be effective? A study of their contributing factors from an HR point of view, (*) *International Journal of Decision Sciences, Risk and Management*, 2, (3/4), 2010, 276-290.
- The European Company Statute and its implications for a peripheral industrial relations system: the case of Greece, *Res Manageria*, 2(6), 2011, 43-52.
- Factors Contributing to the Effectiveness of the European Works Council: An Explorative Study, *E-Journal of International and Comparative Labour Studies*, 1 (1-2), 2012, 25-42.
- Benefits and Costs of European Works Councils in Greece: a Balkan way of Social Dialogue, *Procedia Economics and Finance*, 33 (2015), 121-128.
- Are European Works Councils a vehicle for the Europeanization of employee relations? A study from the standpoint of People Management Executives, *East-West Journal of Economics and Business* (forthcoming).
- Is Europeanization of employee relations fostering by EWCs? An assessment by the Greek Social Partners, *Warsaw Forum of Economic Sociology*, (forthcoming)
- May workers use EWCs to foster Europeanization of Industrial Relations? An exploratory study of trade union policy in MNCs, *HOBA Journal*, 5(1), 2019, 13-36. .

Ph.D. synopsis

- *Industrial Relations in Multinational Enterprises: The experience of European Works Councils*, Panteion University, Athens, 2004.

Aim of this thesis was to investigate the implication of European Works Councils (EWCs) to the Greek industrial relations (IR) system. The thesis is divided in four parts and eleven chapters. The qualitative approach in combination with case studies in two sectors is chosen as the main methodological tool.

In the conclusions of the thesis is mentioned that EWCs contribute to the europeanization of IR and the creation of added value within multinational subsidiaries. According to the results, EWCs are more efficient in more internationalised subsidiaries, which have already a national participatory schemes and the sectoral trade unions undertake a supporting role to the EWCs. To sum up, the orientation of IR europeanization through the EWCs seems to serve more fully the company needs in order to integrate and internationalise some of its functions than the workers' wishes to build strong pillars of a European IR system.

Courses Taught

Employee Relations, Human Resource Management, Labour Economics, Personnel Economics, Microeconomics, Macroeconomics, Negotiations, Adult Education.