

PERSONAL INFORMATION

**Frank Tros**



- 📍 Amsterdam Institute for Advanced labourStudies – Hugo Sinzheimer Instituut  
AIAS-HSI  
University of Amsterdam – Faculty of Law  
Visiting address: Nieuwe Achtergracht 166 – 1018 WV Amsterdam - The Netherlands  
Postal address: Postbus 15966 – 1001 NL Amsterdam - The Netherlands
- ☎ Workplace: 0031.20.5255065  
Private mobile: 0031.6.24217586
- ✉ [f.h.tros@uva.nl](mailto:f.h.tros@uva.nl)
- 🌐 [dhr. dr. F.H. \(Frank\) Tros - Universiteit van Amsterdam \(uva.nl\)](https://www.uva.nl/en/people/dhr.-dr.-f.h.-frank-tros)

**Sex** Male | **Date of birth** 18/12/1967 | **Nationality** Dutch

OCCUPATIONAL FIELD IN  
ACADEMIC AND RESEARCH  
SECTOR

Academic research and dissemination activities in employment relations, workers participation, trade unions, works councils, employers' associations, labour markets, HR-strategies. Special experience in international comparative studies in industrial relations and social dialogue.  
Besides scientific refereed publications, I have written many research and policy reports for the European Commission.

WORK EXPERIENCE

2011 - present

**Senior Researcher**

AIAS/ AIAS-HSI, University of Amsterdam, Amsterdam, The Netherlands

Acquisition, coordination and realisation of national and international research projects.

Cross-country comparative research projects for the European Commission. Selection:

- Comparatives in Decentralised Bargaining (CODEBAR), PI and main coordinator of 8 countries (2020-2022)
- Business' positions towards social policies and role of employers' associations in Europe (BAWEU), researcher (2020-2022)
- Social dialogue in welfare services (SOWELL, researcher (2020-2022)
- Bargaining for Productivity, researcher
- Negotiating Wage (In)equality (NEWIN), researcher
- Intergenerational Bargaining (iNGenBar), PI and main coordinator of 6 countries.
- Union for Youth (YOUUnion), researcher

Research projects in the Netherlands. Selection:

- Evaluation of experiments in modernising workers participation, main coordinator
- Dutch poldermodel after the crisis, researcher

2000 - 2011

**Postdoctoral Researcher**

Hugo Sinzheimer Instituut (HSI), Faculty of Law, University of Amsterdam, Amsterdam, The Netherlands

Main research financed by Netherlands Organisation for Scientific Research (NWO) about 'Flexicurity: A new paradigm for labour market and employment regulation?'

EDUCATION

- 2000 **PhD in Social Sciences** EQF level 8  
 Netherlands School for Social and Economic Policy Research, University Utrecht, Utrecht, The Netherlands.  
 Title dissertation: *Decentralisering van arbeidsverhoudingen* (Decentralisation of the industrial relations system in the Netherlands between 1982-2000).
- 1992 **M.Sc. in Sociology** EQF level 7  
 University Groningen, Groningen, The Netherlands  
 ▪ Specialisation in labour, organisation and policy studies

PERSONAL SKILLS

Mother tongue(s) Dutch

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
German	B2	B2	B2	B2	B2

**Organisational / managerial skills** Work experiences in co-ordinating, implementing and disseminating international research projects

**Research skills** Advanced qualitative research methods: interviewing workers, employers, HR managers, policy makers, collective bargaining negotiators, business managers etc.; Content analysis of legislative texts, collective agreements, (European) policy documents, company documents etc.

Quantitative research methods: descriptive and explaining statistical analyses.

- Writing skills: scientific and academic-professional writing, including writing reports under time-pressure.
- Presentation skills: Many experiences in academic and policy conferences in Europe and abroad.

PUBLICATIONS AND  
RESEARCH REPORTS
 

---

- Selection
- (2022) Frank Tros, Innovating employee participation in the Netherlands. *Industrielle Beziehungen- The German Journal of Industrial Relations*, 29 (1): 3-24.
- (2022) Frank Tros, *Comparisons in Decentralised Bargaining*. Final Report CODEBAR-project. [Final Comparative Report - AIAS-HSI - University of Amsterdam \(uva.nl\)](https://www.uva.nl)
- (2022) Frank Tros, *Business and Welfare. Preferences and collective action in the Netherlands*. AIAS-HSI.
- (2022) Frank Tros & Simon Kuijpers, *Employment and social dialogue in welfare services in the Netherlands*, AIAS-HSI.
- (2020) Frank Tros, Vernieuwing en hybridisering van medezeggenschap in bedrijven, *Tijdschrift voor Arbeidsvraagstukken*, 36 (3): 323-339.
- (2020) Maarten Keune, Wike Been en Frank Tros, Ongelijkheid. Ontwikkelingen op de arbeidsmarkt en in de arbeidsverhoudingen, *Tijdschrift voor HRM*, 4: 46-63.
- (2019) Wike Been, Maarten Keune en Frank Tros (eds.). *Hoe goed werkt Nederland? Uitdagingen voor arbeidsmarkt, arbeidsverhoudingen en ongelijkheid*. Vakmedianet.
- (2017) Frank Tros & Paul de Beer, Bargaining for productivity in the Netherlands, [http://adapt.it/bargainingforproductivity/e\\_learning.html](http://adapt.it/bargainingforproductivity/e_learning.html)
- (2016) A. Broughton, M. Green, C. Rickard, S. Swift, W. Eichhorst, V. Tobsch, I. Magda, P. Lewandowski, R. Keister, D. Jonaviciene, N.E. Ramos Martín, D. Valsamis and F. Tros. Precarious Employment in Europe . Directorate-General for Internal Policies, European Parliament, Brussels.
- (2016) Frank Tros & Maarten Keune, Country Report The Netherlands, Negotiating Wage (In)equality, <http://www.adapt.it/newin/publications.html>
- (2015) Frank Tros & Maarten Keune, *Intergenerational Bargaining in the EU*, comparative report, <http://www.intergenerationalbargaining.eu/pages/reports>
- (2014) Maarten Keune & Frank Tros, Country report The Netherlands, Union for Youth (YOUnion), *Adapt Special Bulletin*, Issue No. 4/2014 (ISSN 2281-4469). <http://moodle.adaptland.it/mod/resource/view.php?id=14789>
- (2013) Frank Tros, 'La flexicurity in Europa: può sopravvivere a una doppia crisi?', *Diritto delle Relazioni Industriali*, pp. 377-400, Numero 2/XXIII, Giuffrè Editore, Milano. [= translation of the text: Frank Tros, 'Flexicurity in Europe. Can it survive a double crisis?', working paper, <http://ilera2012.wharton.upenn.edu/RefereedPapers/TrosFrankUPDATED.pdf> ]
- (2013) Frank Tros & Ton Wilthagen, 'Flexicurity: concept, practices and outcomes'. Bent Greve (ed), *The Routledge Handbook of the Welfare State*, London/New York: Routledge International Handbooks (pp. 125-135).
- (2010) Frank Tros, 'Flexibility and security for older workers: HRM-arrangements in four European countries' in *Working and ageing. Emerging theories and empirical perspectives*, CEDEFOP (European Centre for the Development of Vocational Training), Luxembourg: Publications Office of the European Union: pp. 132-165.
- (2008) Thomas Bredgaard & Frank Tros, 'Flexicurity and Human Resources Management for Older Workers in the Netherlands , Denmark , Germany and Belgium', *Bulletin of Comparative Labour Relations*, Roger Blanpain, Linda Dickens (eds), pp. 73-100, Kluwer Law International BV, 2008.
- (2005) Frank Tros, 'Flexicurity in the Policies for the Older Workers'. Thomas Bredgaard & Flemming Larsen (eds.) *Employment policy from different angles*. DJOIF Publishing, Copenhagen.
- (2004) T. Wilthagen, F.H. Tros en H.A.M. van Lieshout, 'Towards 'Flexicurity'? Balancing Flexibility and Security in EU Member States', *European Journal of Social Security*, 6 (2): 113-136.
- (2004) Ton Wilthagen & Frank Tros, "The concept of 'flexicurity': A new approach to regulating employment and labour markets", *Transfer*, 10 (2): 166-186.

## PRESENTATIONS

---

Frank Tros is highly experienced in giving presentations for international audiences/discussants in the scientific and academic policy fields. Such as (key speaker) in final conferences of research projects financed by the European Commission in Brussels and presenter of papers in conferences of the European Trade Union Institute, Council for European Studies, International Labour and Employment Relations Association (ILERA).

Frank has also given many presentations in the Netherlands for Dutch audiences, for example at the Socio-Economic Council (SER), Nederlandse ArbeidsmarktDag en de Nederlandse Vereniging voor Arbeidsverhoudingen.