

PERSONAL INFORMATION

Roland Maas

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Sex Male | Date of birth 18 August 1965 | Nationality Luxembourgish

WORK EXPERIENCE

2006 – Present

Researcher

CEPS/INSTEAD

3, avenue de la Fonte, L-4346 Esch-sur-Alzette (Luxembourg)

Research in the field of industrial relations

- Participation in the research project *The Role of Trade Unions in the Integration of Immigrants in Luxembourg* (LUXTUI) funded by the National Research Fund Luxembourg (Conducting in-depth interviews with immigrant trade union activists).
- Social dialogue and older workers (ongoing).
- In-depth analysis of collective agreements (2008- April 2012).
- Representative studies on social partners in different industrial sectors in collaboration with Prevent a.s.b.l. and the European Foundation for the Improvement of Living and Working Conditions in Dublin (EIRO, until March 2010).
- National SYSDÉM expert for the European Observatory of Employment (EEO) in collaboration with GHK Consulting (until November 2009).

Research in the field of homelessness

- Participation in the project *Monitoring of housing exclusion* (2013-2015) carried out by CEPS/INSTEAD within the framework of the *National strategy against homelessness and housing exclusion* set up by the Ministry of Family and Integration.
- Participation in the steering group of the *National strategy against homelessness and housing exclusion* setup by the Ministry of Family and Integration.

Business or sector Professional, scientific and technical activities

2003 – 2005

Research assistant

CEPS/INSTEAD

Research in the field of homelessness

- National expert for Luxembourg for the European Observatory on Homelessness (EOH) of FEANTSA (Fédération des Associations Nationales Travaillant avec les Sans-Abris). Production of national and thematic reports, participation in the meetings (2003-2006).
- Survey on homelessness in Luxembourg

Co-management in the carrying out of a quantitative study on homelessness at national level using the ETHOS definition of FEANTSA (design, organization of the field work and exploratory interviews, analysis of the interviews, developing of the questionnaire and production of the final report). Commissioned by the Ministry of Family and Integration (2005-2006).

- Participation in the program “Peer Reviews” organized by the European Commission (DG Employment and Social Affairs)

National expert for Luxembourg in the peer reviews *Street homelessness eradication strategies* in London in the field of homelessness (May 2004), *Preventing and tackling homelessness* in Copenhagen in the field of homelessness (April 2005) and *Amnesty of debts: Amicable Agreement and Statutory Solution* in Rotterdam in the field of social exclusion (November 2006).

Research in the field of professional integration

- Qualitative research on the professional integration of young unqualified

Co-management and participation in the carrying out of the study (design, organization of the fieldwork and interviews, analysis of the interviews and production of the final report) commissioned by the City of Esch-sur-Alzette (December 2004-June 2006).

Experience in project evaluation

- Co-management of the external evaluation of the pilot project “Samu Social” commissioned by the Ministry of Family and Integration (2006).

Participation in the management of fieldwork of surveys

Co-management and training of interviewers of the surveys “Cross-border workers” and “EU-SILC/PSELL ” (2003-2004).

1998 – 2002

Computer specialist

CEPS/INSTEAD

- Maintenance of the computer network / servers.
- User support, installation of Hard- and Software, development of Web pages.
- Network maintenance.
- Development of relational data bases.

EDUCATION AND TRAINING

2009

Master 2 Research in Sociology

EQF level 7

University of Nancy 2, Nancy (France)

Industrial relations, conflicts, qualitative methodology

2005

Maîtrise in Sociology

University of Nancy 2, Nancy (France)

Professional integration, social exclusion, qualitative methodology

2002

Licence in Sociology

University of Toulouse le Mirail, Toulouse (France)

1999

BTS (Brevet de technicien supérieur) in computer science and network management

Académie Nancy-Metz, Nancy (France)

Network management, User support, computer maintenance, data base design.

PERSONAL SKILLS

Mother tongue(s)

Luxembourgish

Other language(s)

German

French

English

UNDERSTANDING		SPEAKING		WRITING
Listening	Reading	Spoken interaction	Spoken production	
C2	C2	C2	C2	C2
C2	C2	C2	C2	C2
C2	C2	C1	C2	C2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2: Proficient user
[Common European Framework of Reference for Languages](http://www.cerl.eu)

Communication skills	Team spirit. Ability to adapt to a multicultural environment gained by work experience in a multicultural research center.
Organisational / managerial skills	Project management, organizational / management skills.
Job-related skills	Survey design, management of field work and training of interviewers, qualitative analyses of interviews, presentation / publishing of survey and research results. Academic writing and presentation skills (training at CEPS/INSTEAD, 2012).
Computer skills	Microsoft office tools (Word, Excel, Outlook). SPSS. Endnote. Computer and network management, webpage development, database design and programming (BTS in computer science in 1999).

ADDITIONAL INFORMATION

Publications in the field of collective bargaining and employment policies

MAAS Roland, BLOND-HANTEN Carole, ETIENNE-ROBERT Fanny. *Le temps de travail, l'emploi, la formation et l'égalité des genres dans les conventions collectives de travail en 2005 et 2006*. CEPS/INSTEAD, 2012, coll. Rapports, 166 p.

FLEURY Charles (avec la collaboration de MAAS Roland et THOMAS Adrien). *Les immigrants et les syndicats*. CEPS/INSTEAD, 2011, coll. Working Papers n°2011-63, 92 p.

MAAS Roland, THILL Patrick. *Synthèse de la mise en œuvre de la stratégie européenne de l'emploi à travers le Plan national de réforme luxembourgeois 2005-2008*. (2ème partie). CEPS/INSTEAD, 2009, coll. Gouvernance & Emploi n°11, 20 p.

MAAS Roland, THILL Patrick. *Synthèse de la mise en œuvre de la stratégie européenne de l'emploi à travers le Plan national de réforme luxembourgeois 2005-2008* (1ère partie). CEPS/INSTEAD, 2009, coll. Gouvernance & Emploi n°10, 24 p.

LEJEALLE Blandine, MAAS Roland, PELS Monique, SCHEHR Sébastien, REINESCH Nadine. *L'insertion professionnelle des jeunes non qualifiés à Esch-sur-Alzette en 2005 - une analyse qualitative auprès de 27 jeunes*. CEPS/INSTEAD, 2008, coll. Population & Emploi n°35, 12 p.

MAAS Roland. *La formation professionnelle sous l'aspect de la formation professionnelle continue et de l'apprentissage tout au long de la vie*. CEPS/INSTEAD, 2008, coll. Gouvernance & Emploi n°4, 16 p.

CLEMENT Franz, MAAS Roland. *Le travail non déclaré au Luxembourg*. CEPS/INSTEAD, 2007, coll. Gouvernance & Emploi n°1, 12 p.

BLOND-HANTEN Carole, MAAS Roland. *L'économie de la connaissance est-elle sexuée ?* In : BARTH Isabelle, GUERET-TALON Lyvie, SALA Florian, DE SWARTE Thibault (sous la dir.) Colloque Homme, femme et après ? Économie de la connaissance, sexe et diversité dans les organisations. Sophia Antipolis, 28 et 29 mai 2009. Recueil des contributions académiques, pp. 149-172.

MAAS Roland. *La réforme de la formation professionnelle au Luxembourg*. In : *Groupe de recherche sur l'éducation et l'emploi (GREE)* / Université Nancy 2. Formes et structures du salariat : crise, mutation, devenir. XIIe journées internationales de Sociologie du travail - 24,25 et 26 juin 2009 (CD-ROM).

BLOND-HANTEN Carole, MAAS Roland. *La politique de formation et l'égalité entre femmes et hommes saisie par la négociation collective de branche*. Entreprise magazine, 2011, n°47, pp. 64-65.

MAAS Roland. *L'apprentissage tout au long de la vie au Luxembourg*. Entreprise magazine, 2008, n°27, pp. 78-80.

MAAS Roland. *Le Plan national pour l'innovation et le plein emploi*. Entreprise magazine, 2007, n°26, pp. 65-67.

MAAS Roland. *Le travail non-déclaré au Luxembourg*. Entreprise magazine, 2007, n°25, pp. 53-55.

MAAS ROLAND. *Le travail non-déclaré, Observatoire européen de l'emploi, Bilan: printemps 2007*, Commission Européenne, Bruxelles, 2008.

MAAS ROLAND. *Tendances en matière de participation des adultes à l'apprentissage tout au long de*

la vie, Observatoire européen de l'emploi, Bilan: automne 2007, Commission Européenne, Bruxelles, 2008.

MAAS ROLAND. *Le statut unique dans le secteur privé*, Observatoire européen de l'emploi, Bilan: printemps 2008, Commission Européenne, Bruxelles, 2009.

MAAS ROLAND. *Improving the capacity to anticipate EU-wide labour market and skills requirements*, Observatoire européen de l'emploi Bilan: printemps 2008, Commission Européenne, Bruxelles, 2009.

Contributions to the EIRO
Observatory (as subcontractor for
PREVENT asbl, Bruxelles), 2007-
2009

MAAS ROLAND. *The representativeness of trade unions and employer associations in the catering sector*. CEPS/INSTEAD, Luxembourg. July 2009.

MAAS ROLAND. *Annual update on trade union membership 2008*. CEPS/INSTEAD, Luxembourg. February 2009.

MAAS ROLAND. *Annual update questionnaire 2008 - pay developments*. CEPS/INSTEAD, Luxembourg. February 2009.

MAAS ROLAND. *The representativeness of trade unions and employer associations in the steel sector*. CEPS/INSTEAD. September 2008.

MAAS ROLAND. *The representativeness in the personal services sector*. CEPS/INSTEAD, Luxembourg. August 2008.

MAAS ROLAND. *The representativeness of trade unions and employer associations in the civil aviation sector*. CEPS/INSTEAD, Luxembourg. July 2008.

MAAS ROLAND. *The representativeness of trade unions and employer associations in the inland water transport sector*. CEPS/INSTEAD, Luxembourg. June 2008.

MAAS ROLAND. *Temporary agency work and collective bargaining in the EU*. Luxembourg. CEPS/INSTEAD. May 2008.

MAAS ROLAND. *Wage flexibility and collective bargaining*. CEPS/INSTEAD, Luxembourg. April 2008.

MAAS ROLAND. *Annual update questionnaire 2007 - working time developments*. CEPS/INSTEAD, Luxembourg. February 2008.

MAAS ROLAND. *Annual update questionnaire 2007 - pay developments*. CEPS/INSTEAD, Luxembourg. February 2008.

MAAS ROLAND. *EIRO annual review – 2007*. CEPS/INSTEAD, Luxembourg. February 2008.

MAAS ROLAND. *The representativeness of trade unions and employer associations in the sea and coastal water transport sector*. CEPS/INSTEAD, Luxembourg. December 2007.

MAAS ROLAND. *The representativeness of trade unions and employer associations in the hospital sector*. CEPS/INSTEAD, Luxembourg. December 2007.

MAAS ROLAND. *The representativeness of trade unions and employer associations in the post and courier services sector*. CEPS/INSTEAD, Luxembourg. October 2007.

MAAS ROLAND. *The representativeness of trade unions and employer associations in the railway infrastructure sector*. CEPS/INSTEAD, Luxembourg. August 2007.

MAAS ROLAND. *Annual update questionnaire 2006 - working time developments*. CEPS/INSTEAD, Luxembourg. March 2007.

MAAS ROLAND. *Annual update questionnaire 2006 - pay developments*. CEPS/INSTEAD, Luxembourg. February 2007.

MAAS ROLAND. *Impact of the working time Directive 2002/15/CE for the road transport sector on collective bargaining in Luxembourg*. CEPS/INSTEAD, Luxembourg. February 2007.

MAAS ROLAND. *Report on industrial relations in the postal sector*. Luxembourg. CEPS/INSTEAD. January. 2007.

Publications
In the field of homelessness

MAAS Roland, *Ausgrenzung vom Wohnungsmarkt*. In: BOUSCH P., CHILLA T., GERBER P., KLEIN O., SCHULTZ C., SOHN C., WIKTORIN D. *Der Luxemburg Atlas / Atlas du Luxembourg*. Köln : Emons, 2009, pp. 182-183.

MEERT Henk, STUYCK Karen, CABRERA Pedro José, DYB Evelyn, FILIPOVIC Masa, MAAS Roland. *The Changing Profiles of Homeless People: Conflict, Rooflessness and the Use of Public Space*. In: DOHERTY Joe, EDGAR Bill (Eds.) *In my Caravan, I feel like superman*. Brussels: FEANTSA, pp. 171–206.

MEERT Henk, CABRERA Pedro José, CHRISTENSEN Ivan, KOCH-NIELSEN Inger, MAAS Roland, MAUREL Elisabeth. *The changing profiles of homeless people. Homelessness in the written press: a discourse analysis*. Brussels: European Observatory on Homelessness, FEANTSA, 2005, 39 p.

Co-author of the report on the situation of homelessness in Luxembourg

MEERT Henk, BENJAMINSEN Lars, CABRERA Pedro José, DANDOLOVA Iskra, FERNANDEZ Elena, FILIPOVIC Masa, HRADECKY Ilja, KOCH-NIELSEN Inger, MAAS Roland, RUBIO Maria José, ZIDI Dalila. *The changing profiles of homeless people: Still depending on emergency services: who and why*. Brussels: European Observatory on Homelessness, FEANTSA, 2004, 29 p.

CEPS/INSTEAD, *L'exclusion liée au logement des personnes prises en charge par les centres de jour, les foyers de nuit, les centres d'accueil et les logements encadrés : dénombrement et caractéristiques*, Ministère de la Famille et de l'Intégration, Luxembourg, 2007. http://www.gouvernement.lu/salle_presse/actualite/2007/03/29jacobs/etudeceps.pdf.

ANNEXES
