

Leiden Law School, University of Leiden  
Amsterdam Institute for Advance Labour Studies, University of Amsterdam

**Contact information**

Steenshuur 25  
2300 RA, Leiden, the Netherlands  
+31(0)71 527 8569  
f.koster@law.leidenuniv.nl  
www.ferrykoster.nl

**Academic appointments**

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- 2009-present Amsterdam Institute for Advanced Labour Studies  
University of Amsterdam  
Researcher *Solidariteit in de 21ste eeuw (Solidarity in the 21<sup>st</sup> century)*
- 2008-present Leiden University  
Researcher *Hervorming sociale zekerheid (Social security reform)*
- 2005-2008 Amsterdam Institute for Advanced Labour Studies  
University of Amsterdam  
Researcher *Solidariteit en verzorgingsstaat (Solidarity and the welfare state)*
- 2000-2004 Groningen University, Department of Sociology  
Interuniversity Center for Social Science Theory and Methodology (ICS)  
Ph.D. researcher *Solidarity at work*
- 1998-2000 Groningen University, Department of Management and Organisation  
Ph.D. researcher *Functional flexibility of labor, operational mobility and the quality of work*

**Education**

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- 2005 University of Groningen, Sociology  
Ph.D. (Supervisors: Karin Sanders, Frans Stokman and Werner Raub)
- 1997 University of Groningen, Sociology  
M.A. (Supervisor: Rudi Wielers)
- 1995 Hanze University Groningen  
B.A. Personnel Management

**Additional courses**

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Longitudinal data analysis (VU, 2009), Multilevel analysis of longitudinal data (UU, 2009), Mixed models for categorical data (ICPSR, (2003), Social network analysis (ICPSR, 2003), Theory, methodology, and integration course (ICS, 2001 – 2002), Introduction to social network analysis (TI, 2001), Advanced topics in human resource management (TI, 1999), Introduction course (SOM, 1999),

Writing in English for academic purposes (RUG, 1999), Statistiek in vogelvlucht (IOPS, 1999), Methodology course (NOBO, 1998 – 1999), Argumenteren en redeneren (RUG, 1998)

## Publications

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### *Peer reviewed journal articles (International)*

Koster, F. (2010). Welfare state attitudes and economic integration in the EU, 1992-2002. A multilevel investigation across 24 countries. *Policy & Politics*, forthcoming.

Koster, F., Goudriaan, H., Van der Schans, C. (2009). Shame and punishment. An international comparative study on the effects of religious affiliation and religiosity on attitudes to offending. *European Journal of Criminology*, 6(6): 481-495.

Koster, F. (2009). Risk management in a globalizing world. An empirical analysis of individual preferences in 26 European countries. *International Social Security Review*, 62(3): 79-98.

Koster, F. (2009). The welfare state and globalisation: down and out or too tough to die? *International Journal of Social Welfare*, 18(2): 153-162.

Koster, F. (2008). The effects of social and political openness on the welfare state in 18 OECD countries, 1970-2000. *International Journal of Social Welfare*, 17(4): 291-300.

Koster, F. & Bruggeman, J.P. (2008). The institutional embeddedness of social capital. A multilevel investigation across 24 European countries. *Policy & Politics*, 36(3): 397-412.

Koster, F. (2007). Globalization, social structure, and the willingness to help others. A multilevel analysis across 26 countries. *European Sociological Review*, 23(4): 537-551.

Koster, F. & Sanders, K. (2007). Serial solidarity: the effects of experiences and expectations on the cooperative behavior of employees. *International Journal of Human Resource Management*, 18(4): 568-585.

Koster, F., Stokman, F., Hodson, R. & Sanders, K. (2007). Solidarity through networks: the effects of task and informal interdependence on cooperation within teams. *Employee Relations*, 29(2): 117-137.

Lambooj, M., Sanders, K., Koster, F. en Zwiers, M. (2006). Human resource practices and organisational performance: can the HRM-performance linkage be explained by the cooperative behaviours of employees? *Management Revue*, 17(3): 223-240.

Koster, F. & Sanders, K. (2006). Organisational citizens or reciprocal relationships? An empirical comparison. *Personnel Review*, 35(5): 519-537.

Koster, F., Sanders, K. & Van Emmerik, H. (2003). Solidarity of temporary workers. *The Netherlands Journal of Social Sciences*, 38(1): 65-80.

### *Peer reviewed journal articles (Dutch)*

Koster, F. (2008). Globalisering is geen natuurramp. *Socialisme & Democratie*, 65(12): 53-56.

Koster, F. (2007). Bedreigt economische openheid de verzorgingsstaat, of niet? Een synthese van internationaal vergelijkend onderzoek. *Beleid & Maatschappij*, 34(3): 143-154.

Sanders, K., Emans, B. & Koster, F. (2004). Determinanten van solidair gedrag binnen moderne organisaties. *Gedrag & Organisatie*, 17(2): 120-130.

Sanders, K., Schyns, B., Koster, F. & Rotteveel, C. (2003). Het stimuleren van solidair gedrag: een kwestie van leiderschap. *Gedrag & Organisatie*, 16(4): 237-254.

Koster, F., Sanders, K. & Van Emmerik, H. (2002). Solidariteit van tijdelijke medewerkers: de effecten van temporele en netwerkinbedding bij universitaire junioronderzoekers. *Gedrag & Organisatie*, 15(4): 240-254.

Sanders, K., Nauta, A. & Koster, F. (2002). De invloed van tevredenheid met type en omvang van het contract op de betrokkenheid van medewerkers. *Gedrag & Organisatie*, 15(6): 456-472.

Koster, F., Wielers, R. & Van der Meer, P. (2000). Kapitaalintensiteit en arbeidsplaatsenstructuur: een analyse op het niveau van bedrijfsklassen. *Tijdschrift voor Arbeidsvraagstukken*, 16(3): 292-305.

### **Books and thesis**

De Beer, P. & Koster, F. (2009). *Sticking together or falling apart? Solidarity in an era of individualization and globalization*. Amsterdam: Amsterdam University Press.

De Beer, P. & Koster, F. (2007). *Voor elkaar of uit elkaar? Individualisering, globalisering en solidariteit*. Amsterdam: Aksant.

Koster, F. (2005). *For the time being: accounting for inconclusive findings concerning the effects of temporary employment relationships on solidary behavior of employees*. Veenendaal: Universal Press.

### **Editorship**

De Beer, P. & Koster, F. (2006). *Samen voor ons eigen. Individualisering, globalisering en de toekomst van de solidariteit*. Amsterdam: De Burcht.

Koster, F. (2006). *Shifting responsibilities*. Amsterdam: AIAS.

Working Papers series *Solidarity at Work* (with Karin Sanders and Hetty van Emmerik).

Working Papers series *Social Security Reform* (with Koen Caminada and Ben van Velthoven).

### **Book chapters**

Koster, F. (2009). Economische openheid, baanonzekerheid en de verzorgingsstaat. In H.B.G. Ganzeboom & M. Wittenberg (Eds.) *Nederland in vergelijkend perspectief. Proceedings Tweede Nederlandse Workshop European Social Survey – 13 november 2008*. Amsterdam: Aksant.

Koster, F. (2006). Globalisering en solidariteit, 1971-2002. Nederland in vergelijkend perspectief. In P. De Beer & F. Koster (Eds.) *Samen voor ons eigen. Individualisering, globalisering en de toekomst van de solidariteit*. Amsterdam: De Burcht.

Koster, F. (2006). Discussion. In F. Koster (Ed.) *Shifting responsibilities*. Amsterdam: AIAS.

Sanders, K., Seminara, J. & Koster, F. (2006). Solidarity of women and men in the workplace: individual characteristics or quality of relationships? In L. den Dulk, T. van der Lippe & J. Schippers (Eds.) *Emancipatie als kwestie. Liber amicorum voor Anneke van Doorne-Huiskes*. Utrecht: Dutch University Press.

Koster, F. & Sanders, K. (2005). Burgerschap. In H. Van Emmerik & K. Sanders (Eds.) *Solidair gedrag binnen moderne organisaties: onderzoek naar het geven van steun en hulp op de werkplek*. Amsterdam: Aksant.

### **Working papers**

Caminada, C.L.J., Goudswaard, K.P. & Koster, F. (2010). *Social income transfers and poverty alleviation in the EU15 and other OECD countries. An empirical analysis*. Department of Economics Research Memorandum 2010.01.

Koster, F. (2007). *The effects of social and political openness on the welfare state in 18 OECD countries, 1970-2000*. AIAS Working Paper, 07/47.

Koster, F. & Bruggeman, J.P. (2006). *Social capital, achievement, and the welfare state in 22 countries*. Equalsoc Research Note.

Lambooj, M., Sanders, K., Koster, F., Emmerik, I.J.H., Raub, W., Flache A. & Wittek, R.P.M. (2003). *Verantwoording vragenlijst Solidarity at Work*. Solidarity at Work Working Paper.

Lambooj, M., Sanders, K., Koster, F., Emmerik, I.J.H., Raub, W., Flache A. & Wittek, R.P.M. (2003). *Survey Solidarity at Work*. Solidarity at Work Working Paper.

### **Professional publications**

Koster, F. (2008). Kromme lepels in een platte wereld. *AIAS Newsletter*, Spring.

Koster, F. (2008). De effecten van sociale openheid (reactie op Ruud Koopmans: “Waarom immigratie en de verzorgingsstaat elkaars draagvlak kunnen ondergraven”). *Waterstof nr. 28*.

De Beer, P. & Koster, F. (2007). Mooi, dit kabinet gelooft weer in de maakbare samenleving. *De Volkskrant*, 29 september.

Koster, F. (2006). Solidariteit van tijdelijke medewerkers. Over het belang van sociale relaties op de werkplek. *Facta*, 14(2): 22-23.

Koster, F. (2005). Tijdelijk contract, net zo solidair. *Zeggenschap*, 16(2): 16-19.

### **Presentations**

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*Safe European Home. Job security, unemployment spending, and economic integration in the EU*. Seminar Sociaal Europa, Leiden, 2010.

*The European Social Model: formal institutions and individual attitudes, 1990-2004. A multilevel study*. SASE Conference, Paris (with Monika Kaminska), 2009.

*The European Social Model: formal institutions and individual attitudes, 1990-2004. A multilevel study*. ESRA Conference, Warsaw (with Monika Kaminska), 2009.

*The European Social Model: formal institutions and individual attitudes, 1990-2004. A multilevel study.* TRALEG Workshop “Institutional Change”, Amsterdam (with Monika Kaminska), 2009.

*Explaining welfare state convergence in the European Union: the role of globalization, regionalization and domestic developments.* Politicologenetmaal, Nijmegen (with Olaf van Vliet), 2009.

*Europeanisation and the political economy of active labour market policies.* Politicologenetmaal, Nijmegen (with Olaf van Vliet), 2009.

*Dissonance or harmony? The institutional and relational embeddedness of welfare state attitudes.* Seminar Sociologie, Amsterdam (with Klarita Gërkhani), 2009.

*Dissonance or harmony? The institutional and relational embeddedness of welfare state attitudes.* European Public Choice Society, Athens (with Klarita Gërkhani), 2009.

*Explaining welfare state convergence in the European Union: the role of globalization, regionalization and domestic developments.* IMPALLA-ESPANET Conference, Luxembourg (with Olaf van Vliet), 2009

*Europeanisation and the political economy of active labour market policies.* HSZ Workshop, Leiden (with Olaf van Vliet), 2009.

*Europeanisation and the political economy of active labour market policies.* SIG Onderzoekersdag, Amsterdam (with Olaf van Vliet), 2008.

*Welfare attitudes and economic integration in the EU.* HSZ Workshop, Leiden, 2008.

*Europeanisation and the political economy of active labour market policies.* NIG Conference, Enschede (with Olaf van Vliet), 2008.

Economische openheid, baanonzekerheid en de verzorgingsstaat. ESS Workshop, Den Haag.

*Europeanisation and the political economy of active labour market policies.* Espanet Conference, Helsinki (with Olaf van Vliet), 2008.

*Have welfare state attitudes converged in Europe? A cross-national and longitudinal analysis.* International Institute of Sociology World Congress, Budapest, 2008.

*Globalization and insecurity.* International Institute of Sociology World Congress, Budapest, 2008.

*Formeel beleid, informele interacties en regelnaleving. Een vignettenstudie.* NVK, Leiden (with Heike Goudriaan and Wim Huisman), 2008.

*Globalisering en onzekerheid.* Dag van de Sociologie, Leuven, 2008.

*Bovennationale en lokale solidariteit.* Boekpresentatie “Voor elkaar of uit elkaar?”, Amsterdam, 2007.

*De calculerende burger.* Boekpresentatie “Voor elkaar of uit elkaar?”, Amsterdam, 2007.

*The institutional embeddedness of social capital. A multilevel investigation in 15 welfare states.* International Congress on Social Capital and Networks of Trust, Jyväskylä (with Jeroen Bruggeman), 2007.

*Social capital and organizational citizenship behavior. An empirical test.* International Congress on Social Capital and Networks of Trust, Jyväskylä (with Martin van der Gaag), 2007.

*Globalization and the organization of solidarity. A multilevel analysis of the effects of economic, social and political openness on individual preferences in 26 European countries.* ECSR/Transeurope Conference Globalization, Inequality and the Life Course, Groningen, 2007.

*Religieuze denominatie, religiositeit en de gepercipieerde rechtvaardigheid van slachtofferloze delicten. Een multilevel analyse.* Dag van de Sociologie, Rotterdam (with Coen van der Schans, Heike Goudriaan and Johan van Wilsem), 2007.

*Globalisering en de organisatie van solidariteit. Een analyse van economische, sociale en politieke openheid in 26 Europese landen.* Dag van de Sociologie, Rotterdam, 2007.

*Serial solidarity: the effects of experiences and expectations.* Reciprocity: Theories and Facts, Milan, 2007.

*Globalization and solidarity. The effects of economic, social, and political openness.* AIAS lunchseminar, Amsterdam, 2006.

*Social capital, achievement, and the welfare state.* Equalsoc conference, Barcelona (with Jeroen Bruggeman), 2006.

*Globalization and solidarity. Equal is not enough. Dealing with opportunities in a diverse society,* Antwerp, 2006.

*Human resource practices and organisational performance: internal and strategic fit.* AoM Meeting, Atlanta (with Mattijs Lambooi and Marieke Zwiers), 2006.

*Globalization and the supply of social capital.* ISA World Congress of Sociology, Durban, 2006.

*Networks and safety nets.* International Sunbelt Social Network Conference, Vancouver, 2006.

*Globalisering en solidariteit, 1971-2002. Nederland in vergelijkend perspectief.* Symposium Solidariteit in tijden van globalisering, De Burcht, Amsterdam, 2006.

*Effects of consistent human resource practices on organizational performance.* IVth International Conference on HRM, Enschede (with Mattijs Lambooi, Karin Sanders and Marieke Zwiers), 2005.

*Solidarity through networks: the effects of task and informal interdependence on cooperation within teams.* AoM Meeting, Honolulu (with Frans Stokman, Randy Hodson and Karin Sanders), 2005.

*Serial solidarity.* Sociaal Wetenschappelijke Studiedagen, Amsterdam (with Randy Hodson and Karin Sanders), 2004.

*Organizational citizens or solidary relationships.* French-Dutch Seminar on Social Network Analysis, Groningen (with Karin Sanders), 2003.

*Organizational citizenship behavior and organizational solidarity.* Marktdag Sociologie, Nijmegen (with Karin Sanders), 2003.

*Arbeidstevredenheid: solidariteit op de werkvloer?* WESWA/TVA congres, Amsterdam (with Hans Homans and Karin Sanders), 2002.

*Solidarity of men and women in the workplace: individual characteristics or quality of relationships within in the organization.* WESWA/TVA congres, Amsterdam (with Jessica Seminara and Karin Sanders), 2002.

*Horizontal and vertical solidarity: concepts, measurement, and relations.* WESWA/TVA congres, Amsterdam (with Karin Sanders and Siegwart Lindenberg), 2002.

*The effects of social embeddedness on job performance efforts of tenured and nontenured professionals.* Southern Management Meeting, Atlanta (with Hetty van Emmerik, Karin Sanders and Mattijs Lambooi), 2002.

*Commitment to the organization: the influence of satisfaction with the type and extent of the labor contract.* International Association for Time Use Research, Lisbon (with Karin Sanders and Aukje Nauta), 2002.

*De effecten van sociale inbedding op de inzet van tijdelijk en vast personeel.* Derde Vlaams-Nederlandse arbeidsmarktcongres, Rotterdam (with Hetty van Emmerik, Karin Sanders and Mattijs Lambooi), 2002.

*Betrokkenheid bij de organisatie: individualisering of flexibilisering?* Sociaal Wetenschappelijke Studiedagen, Amsterdam (with Karin Sanders and Aukje Nauta), 2002.

*Flexibility and solidarity of employers and employees.* Workshop on Strategic Human Resource Management, Linz, 2002.

*Solidarity within a Dutch university: the effect of temporal and network embeddedness on solidary behavior of Ph.D. students.* ASA Annual Meeting, Chicago (with Karin Sanders and Hetty van Emmerik), 2002.

*Solidarity within a Dutch university.* Dutch/French Seminar on Network Studies, Groningen (with Karin Sanders and Hetty van Emmerik), 2002.

*Solidarity within a Dutch university.* HRM congres, Nijmegen (with Karin Sanders and Hetty van Emmerik), 2001.

*Flexibiliteit en solidariteit.* NSV/VVS Marktdag, Antwerpen (with Karin Sanders and Hetty van Emmerik), 2001.

*Functional flexibility and operational mobility.* SOM seminar, Groningen, 1999.

*Kapitaalintensiteit en arbeidsplaatsenstructuur. Een analyse op het niveau van bedrijfsklassen.* WESWA Congres, Rotterdam (with Rudi Wielers and Peter van der Meer), 1998.

### **Invited presentations**

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- 2010 Centraal Planbureau, Den Haag
- 2009 PensioenNetwerkGroep, Nationale Nederlanden, Rotterdam
- 2009 Werkgroep Heroverweging Werkloosheid, Den Haag
- 2008 SIG onderzoekersdag, Amsterdam (keynote)
- 2008 Vakbond de Unie, Culemborg
- 2008 La Red, Delft
- 2008 Tilburg University, Tilburg
- 2003 Delft University, Delft

### **Experience with data collection and research management**

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Development and implementation of the vignette study *The effects of formal and informal norms on compliance* (with H. Goudriaan and W. Huisman), 2008.

Development and implementation of the vignette study *Help in need*, 2002.

Development and implementation of the *Solidarity at Work Survey* (with Matthijs Lambooi, Karin Sanders, Hetty van Emmerik, Werner Raub, Andreas Flache and Rafael Wittek), 2002.

### **International experience**

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Ohio State University, Department of Sociology (2003). Host: prof. dr. Randy Hodson.

### **Grants and awards**

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- 2009 *Solidariteit in de 21ste eeuw* (with Paul de Beer), SIG grant, €1 million.
- 2005 Best paper award: Lambooi, M., Sanders, K., Koster, F. & Zwiers, M. (2005). *Effects of consistent human resource practices on organizational performance*. IVth International Conference on HRM, Enschede.
- 2002 NWO travel grant

## Thesis supervision

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### *Ph.D. theses*

Van Vliet, O.P. (2006 – 2011). *The convergence of social protection systems in the European Union* (daily supervisor). Leiden University.

### *Master theses*

Oranje, M.V.P. (2008). *Regelovertrekend gedrag in organisaties*. Leiden University.

Van der Schans, C. (2007). *Religieuze dimensies aan de afkeuring van slachtofferloze delicten. Een internationaal vergelijkend onderzoek*. Leiden University.

Arts, M. (2004). *De invloed van informatievoorziening en solidariteit op veranderingsbereidheid*. University of Groningen.

Zwiers, M. (2004). *Organisatiestrategie, solidair gedrag en productiviteit*. University of Groningen

Buffinga, E. (2004). *Carrièreperspectief, organisatiebetrokkenheid en solidair gedrag*. University of Groningen.

Tieks, W.J. (2004). *Roddelgedrag en solidariteit*. University of Groningen.

Homan, H. (2003). *Arbeidstevredenheid: solidariteit op de werkvloer?* University of Groningen.

Seminara, J. (2003). *Solidarity of men and women in the workplace: individual characteristics or quality of relationships within in the organization*. University of Groningen.

### *Bachelor theses*

Glimmerveen, L.M. (2008). *Vertrouwen in de vreemde ander. Over immigratie en steun voor de verzorgingsstaat*. University of Amsterdam.

## Teaching

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### *B.A. and M.A. Courses*

2010	Arbeidsrelaties en percepties	University of Twente
2007	Moderne sociologie	Applied University of Amsterdam
2007	Klassieke sociologie	Applied University of Amsterdam
2007	Verzorgingsstaat en arbeidsmarkt	University of Amsterdam
2004-2005	Inleiding organisaties	University of Groningen

**Guest lectures**

2007	Globalization and welfare state	University of Amsterdam
2006	Flexibility and solidarity	University of Amsterdam
2006	Solidariteit tussen collega's	AIAS / De Burcht
2003	Coöperatief gedrag in organisaties	University of Groningen
2002	Collectieve actie	University of Groningen
2001	Regressieanalyse	University of Groningen
2001	Flexibiliteit in organisaties	University of Groningen

**Workshops**

2007	Verzorging en beleid	University of Amsterdam
2007	Moderne sociologie	Applied University of Amsterdam
2007	Klassieke sociologie	Applied University of Amsterdam
2002-2003	Organisatiediagnose	University of Groningen
2001	Kwaliteit van leven en zorg	University of Groningen
1999	Bedrijfskundig integraal onderwijs	University of Groningen
1999	Afstudeerworkshops	University of Groningen
1995	Vergaderingpracticum	Hanze University Groningen

**Professional courses**

2010	Constructie en analyse van vragenlijsten
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**Ad-hoc reviewer**

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Ongoing	<i>American Journal of Political Science</i> <i>Bentham Science Publishers</i> <i>ESPAnet conference papers</i> <i>European Journal of Work and Organizational Psychology</i> <i>Gedrag &amp; Organisatie</i> <i>Personnel Review</i> <i>Social Forces</i> <i>Sociologie</i> <i>Tijdschrift voor Arbeidsvraagstukken</i>
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2008-present *Social Security Reform Working Papers*  
*Leiden Law School research proposals*

2005-2008 *ASSR Staff seminars*  
*ASSR Working Papers*

### **Organizing**

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Organizer *Hervorming sociale zekerheid: Sociaal Europa*. Leiden Law School, 2010.

Co-organizer *Globalization, Europeanisation and welfare state reforms*. Politicologenetmaal, Nijmegen, 2009 (with Olaf van Vliet).

Co-organizer *Boekpresentatie: Voor elkaar of uit elkaar? Individualisering, globalisering en solidariteit*. De Burcht, Amsterdam, 2007 (with Paul de Beer).

Co-organizer *Samen voor ons eigen. Solidariteit in tijden van globalisering*. De Burcht, Amsterdam, 2006 (with Paul de Beer).

Co-organizer *Samen voor ons eigen. Solidariteit in tijden van individualisering*. De Burcht, Amsterdam, 2006 (with Paul de Beer).

Organizer of the *Group of Organization Studies seminars* at the University of Groningen (2003-2004).

### **Affiliations and memberships**

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2008-present Research fellow at Leiden Law School

2008-present Research fellow at the Amsterdam Institute for Advanced Labour Studies

2008-present Member of the Seventh Framework Programme *Politics, economics and global governance: the European dimensions (PEGGED)*

2007-present Member of the Equalsoc project *Social networks: theory, measurement and outcomes*

*Nederlandse Sociologische Vereniging*

*ESPAnet (2007-present)*

*Equalsoc (2007-present)*

*AIAS (2005-present)*

*ICS (2000-2004)*

*SOM (1998-2000)*

### **Other**

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Freelance teacher and consultant (2009-present).

Advisor for the website Wetenschapsforum.nl (2006-2008).

Member of the personnel council, faculty of Management and Organisation (1999) and SOM Ph.D. council (1998).