



Newsletter

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EDITORIAL

The topic of youth unemployment has been temporarily eclipsed by other pressing developments in Europe. The influx of asylum seekers, refugees, and migrants and the accompanying political and societal implications have become hotly debated topics in all member states. It goes without saying that the integration of this group of people represents a sizable challenge for the EU as a whole as well as for policy-makers in the individual member states. Yet we must not forget that integrating young people into the labour market and providing them with the support needed to become economically self-sufficient remains a major task. We were therefore pleased to see that *The Economist* brought this issue back to the forefront when it published a special report on “The Young: Generation Uphill” in January 2016. Taking a global perspective, the special report highlights a paradoxical situation in Europe and beyond: Today’s young people are better educated than any previous generation, but in many world regions this well-educated and talented cohort of young people is at least twice as likely to be unemployed than older people. This fundamental observation is precisely where the CUPESSE project found its start. Over the last few months, we, as the project consortium and group of supporters, have made important strides towards addressing this empirical puzzle.

Prof. Dr. Jale Tosun – CUPESSE Coordinator

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RESEARCH HIGHLIGHT

Determinants of Entrepreneurial Inclination among South Indian Youth

By Radha Jagannathan, Michael J. Camasso, M. Bagavandas, Jale Tosun, and K. Sadadopan

'Scarred generation,' 'lost generation,' and 'timepass generation' are but a few monikers given to today's youth, with available data painting a troubling picture of a deepening unemployment crisis among young adults. The problem appears to be truly global in nature and has swept quite indiscriminately through both developed and developing economies. According to the International Labour Organization (ILO), there are 1.2 billion people in the 15-24 age group, representing 40 percent of the world's unemployed, with this group's unemployment rate outpacing adult unemployment by nearly three times. Having reached crisis proportions, the youth unemployment phenomenon has now merited a new acronym called NEET (Not in Education, Employment or Training) and a variant called NLFET (Neither in the Labour Force nor in Education or Training), with a large majority of unemployed youth falling into these categories.

Given the obvious implications of large proportions of unemployed youth for the production of human and economic capital, as well as for increased potential for youth-driven societal unrest, it is not surprising that many international bodies such as the World Bank, the United Nations, the Organization for Economic Cooperation and Development (OECD), and the International Labour Organization have been actively involved in seeking solutions to the youth unemployment crisis. Growing prominence of the problem on the world stage has forced and/or enabled many countries to formulate a clear policy agenda and many initiatives to address the challenge. The ILO's Youth Policy Database indicates that 122 out of 198 countries had some version of a national youth policy in 2014, up from 99 countries that had some in the previous year.

One prominent approach to engaging the NEET / NLFET youth that is emerging from global discussions, is entrepreneurship. With funding provided by the Office of Global and International Affairs at Rutgers University the authors conducted a study aligned with CUPESSE objectives, albeit on a much smaller scale, in India. The study examined the perceived desirability of entrepreneurship among a fairly diverse group of 209

business students in four private colleges in Chennai, and takes into consideration a rich set of factors that have been emphasized in various psychological and sociological disciplines as being indicative of entrepreneurial interest, such as parental economic and social capital, youth human, social and cultural capital, young people's values and belief systems, and propensity towards risk-taking.

Adopting a variant of the reasoned action framework, the empirical analyses revealed that the most important predictors of entrepreneurial proclivity were the stocks of social capital acquired by the parents and the youth, as well as young people's prior work experience. Two policy implications follow directly from the study findings: (1) Design and implementation of policy measures that increase an individual's connections while still in education, such as encouragement of volunteer opportunities in the educational or professional sectors or other community service opportunities; and (2) Design and execution of work and apprenticeship policies while students are still in high school or early years of college. Such an introduction to various career training opportunities and providing a 'taste' for actual participation in a variety of occupations may well stimulate individual interest in entrepreneurship.

PROJECT HIGHLIGHTS

Where do we stand? – CUPESSE at half-time

This newsletter marks the half-way point in the CUPESSE project's timeline and provides an opportunity to look back on what has been achieved over the last 24 months.

The project's foundation was laid by reviewing the extant literature on the various topics on youth economic self-sufficiency and identifying research gaps, in particular with respect to the ways in which the intergenerational transmission of norms, attitudes, and values impact young adults' economic activities. Upon this basis we developed the theoretical model outlining the cultural pathways to economic self-sufficiency. This model, in turn, guided our conceptualization of the research designs for the project's analyses.

Another important step was achieved with the formulation of the survey strategy and the design of the survey questionnaires - both for the young adults and for the parents. Pre-tests with young people at the consortium partner institutions as well as 'youth proofing'



sessions were undertaken in order to improve the questionnaires' quality and comparability and to render them both appealing and accessible to young people.

After a very work-intensive preparatory period, the nationwide surveys are about to begin in the 10 countries in which CUPESSE partners are based.

While the objective of the aforementioned tasks is to gain a better understanding of the supply side of young adults' employment patterns, specifically how norms, values and social axioms influence the economic self-sufficiency and entrepreneurship of young people, the project teams also began to examine how demand-side factors affect the employment situation of young people. Based on a systematic review of the research on employer studies, in-depth employer interviews were designed and are currently being conducted in five countries.

Our first outputs in terms of assessing how labour market policies impact the employment situation of young people have been published in the first two policy briefs. The first policy brief provides an overview of focal points of labour market policies across countries and discusses an active labour market programme – Jump Plus– aimed at young unemployed adults in Mannheim, Germany. The second policy brief analyses the impact of labour market policies on entrepreneurial activities.

During the first half of the CUPESSE project, the consortium partners have been engaged in lively and fruitful exchanges. The cooperation between the project members has been facilitated by frequent project meetings, smaller working-group sessions, and at larger conferences and workshops. Four consortium meetings were held to assess project progress, discuss current key issues, and agree on the next steps.

The first two years of CUPESSE have thus been marked by promising progress in analysing both the demand and supply side of youth unemployment in order to advance our understanding of the causes and effects of the high levels of unemployment among young adults in Europe.

In summary, we can confidently say that a number of important steps have been taken during the project's first half. After many months of hard work and careful preparation, the consortium members are eagerly looking forward to finally fielding the large-scale surveys with young people and their parents. The survey findings will subsequently form the basis of further policy recommendations.

First employer interviews completed

The UHEI team has finished data collection for Work Package 4, Task 4.1, which aims to gain a better understanding of what employers look for when deciding to hire young people (aged 18 to 35). From August to December, face-to-face interviews were conducted with a total of 13 employers selected on the basis of company size, industry sector and hiring skill level. These interviews are now being analysed in order to draw general conclusions on the situation in Germany, but also to compare employers' views with those from other countries. In particular, the teams in Austria, Italy, Hungary and Spain are currently preparing similar research endeavours in their countries which will ultimately culminate in a comparison of European employer views on hiring young people. The initial results and insights were presented by the student interviewers in a research seminar at Heidelberg University in January.

Youth proofing the CUPESSE questionnaire

In September 2015 the Newcastle team ran a youth proofing session with the local organisation Youth Focus North East (YFNE). Through dialogues with young people, youth proofing is a process which aims to adapt documents in order to render them both accessible and engaging for young people. Youth proofing is an established practice in youth work and produces documents that will have better traction with young people. As the CUPESSE project conducts surveys with a hard to reach group – namely, unemployed young people— youth proofing was identified as an optimal way of ensuring our questionnaires are well-received by young adults.

We worked together with YFNE to recruit participants from the main groups we are interested in, i.e., 18-35 year olds who are employed, unemployed, in education, and self-employed. Twelve young people participated in the youth proofing sessions.

The questionnaire had previously been separated into 'blocks' of themes, with each question printed on a single piece of paper. During the session participants were randomly split into four groups and allocated a block each to ensure a mix of participants in each group. The groups then went around the room to make sure that all groups saw all questions. Participants were asked to identify the 'good, the bad and the ugly' questions. 'The good' were questions with which they

had no problems; 'the ugly' were the ones they identified as needing improvement; and 'the bad' were questions that the young people would be reluctant or unwilling to answer. Some of these questions were seen as so problematic that they could possibly be reason to abandon the survey altogether. The participants were instructed to write their justifications for the classification



of the questions as well as their suggestions for improvement on sticky notes and attach them to the respective sheet of paper containing the question. The

next group could then agree or disagree with the previous group's classification or add further comments for improvement to speed up the process. At the end of the session we had a discussion on how to improve the 'bad' and the 'ugly' questions.

The outcomes of the discussions were summarised by the Newcastle team and shared with the CUPESSE partners and as well as with the young participants. We split the participants' suggestions into 'structural' and 'cultural' or language changes. Structural changes addressed items that some young people may have difficulty answering. For example, young people who have not yet moved out of the parental home would have difficulty with questions asking whether they were able to pay their bills themselves. One suggestion was to add a 'not applicable' option for this item. More substantial changes were made to the questions relating to the parents, where participants adamantly pointed out that it was inappropriate to use only mother/father options. This was an issue that had been discussed within the CUPESSE project at various points, but now had a different weight to it. The young people suggested adding a 'guardian' option. To address this issue we have added a survey question which will ask the young person to indicate by whom they were raised; this response will be used in the subsequent questions in order to not exclude or alienate persons who did not grow up in traditional two-parent households.

The cultural and language changes involved making question more accessible to the respondents by personalising the language and avoiding overly formal formulations. For example, instead of asking *In what*

year were you born? Please indicate the year, it would suffice to simply ask *When were you born?*

An innovative suggestion by the young people was to make full use the online mode survey mode and use pop-ups, hyperlinks, or tool tips to explain more difficult terms, such as what is meant by institutions, what a 'net income' is, etc.

Overall, the process proved to be very informative and useful for the CUPESSE project and certainly has helped improve the questionnaire. The Newcastle team is currently writing up the results for future publication.

CURRENT AFFAIRS

While our primary focus is the study of youth unemployment in Europe, the CUPESSE project takes other relevant European developments into account as well. The influx of migrants coming to Europe is certainly an issue that also warrants our attention. Over the course of its second half, the CUPESSE project will therefore study the labour market integration of young migrants. To gain initial insights about the current situation, we interviewed Petra R., a teacher at a vocational school in Baden-Wuerttemberg.

Has the migrant influx affected your teaching?

It certainly has, as young migrants are required to attend school. However, the arrival of new class members was not always clearly communicated, which has complicated the management of teaching. Moreover, due to lacking language skills we were unable to implement the regular curriculum. We have consequently had to adopt a more flexible approach to teaching.

Are there any special programmes at your school aimed at improving young migrants' skills?

Yes, we have enrolled them in special classes which provide the young migrants with opportunities to complete an internship with various companies. They also attend the vocational school twice a week for language courses and to obtain a basic introduction to the core subjects.

What kinds of policy measures would help support your work and the integration of young migrants into the labour market?

We should consider offering tailor-made courses to this group. There is remarkable variation in the skill levels:

some arrive with completed vocational degrees and qualifications, others are functionally illiterate. The diversity of education and skills levels is very challenging. There is presently no policy in place that provides guidance on how to integrate young migrants into the vocational school teaching environment; each school defines an individual policy. Therefore, we would welcome the adoption of any policy that could help us in determining which instruments we might use to support young migrants in starting and completing vocational training.

This interview has been translated from German.

EVENTS

ECSR 2015 Conference

Two members of the CUPESSE consortium attended the European Consortium for Sociological Research (ECSR) 2015 Conference which took place at the Institute of International and Social Studies, Tallinn University, on 9-12 September 2015. This year's conference theme was "Cumulative Inequalities in the Life Course" – a key socio-economic topic. CUPESSE researchers Bettina Schuck and Nadia Steiber presented their paper on "Intergenerational mobility and subjective well-being of young Europeans: Evidence from the European Social Survey" in a session on "Intergenerational transmission and mobility". They also had the chance to meet researchers from our sister-project STYLE and discuss their work in a session on "Labour market entry and early career".

Further information on the conference programme can be found here: www.tlu.ee/en/ECSR2015.

Round table on the future of Europe

Jale Tosun (coordinator of the CUPESSE project) joined Peter Simon (Member of the European Parliament), Dr. Gerhard Schick (Member of the German Bundestag), and Constantin Schäfer (Co-founder of Bringing Europeans Together Association e.V.) as part of a round table discussion on the topic of "Europe – A model with a future?". The event took place in Mannheim, Germany, on 3 September 2015. The discussants exchanged views and ideas on the relevance of Europe in the 21st Century as well as the challenges involved with getting young people interested and involved in European issues. Read more about the discussions [here](#) (in German).



Up-Coming: CUPESSE meetings in Barcelona

The CUPESSE team will meet in Barcelona on 18-19 February 2016 for the project's fourth progress meeting, preceded by a stakeholder workshop. In addition to partners from all CUPESSE partner institutions, the consortium will be joined by members of the project's policy and academic advisory boards as well as other stakeholders and the Project Officer from the European Commission. On Thursday morning we will discuss our first results as well as the policy implications derived from the project with the stakeholders.

Following the stakeholder workshop, partners will discuss the project's progress and publication plans. The team has certainly made a great deal of progress: The survey, finalised last autumn, will tap into young people's attitudes, motivations, and expectations about employment. The survey is currently being fielded in the various countries, with the data generated to be merged and processed by the CEU team. Following these phases, the CUPESSE team can start with the analysis of the survey data. The family studies of multiple generations as well as the employer interviews, which were conducted in 2015 and address with the alignment of youth and employer expectations, will also be discussed in Barcelona. The CUPESSE consortium will reconvene again in Athens on 23-24 June 2016. The CUPESSE advisory board member Kyriakos Pierrakakis and the team of diaNEOsis (<http://www.dianeosis.org/>) have kindly agreed to host this meeting.

NEW PUBLICATIONS BY CUPESSE MEMBERS

The first peer-reviewed article resulting from a collaboration between CUPESSE researcher Bettina Schuck and Jonas Voßemer from the Horizon 2020 project EXCEPT (<http://www.except-project.eu/>) has

been accepted for publication in *European Sociological Review*. This joint endeavour by Jonas Voßemer and Bettina Schuck investigates the long-term consequences for unemployed individuals of taking up a job for which one is overeducated as compared to remaining unemployed and continuing job search for adequate employment.

Voßemer, J. und B. Schuck (2015).

“Better overeducated than unemployed? The short- and long-term effects of an overeducated labor market re-entry”

European Sociological Review (forthcoming)

Abstract: Previous studies have shown that overeducation is inferior to adequate employment. For example, overeducated workers have lower earnings, participate less often in continuing education and training, and are less satisfied with their jobs. This article changes perspectives by asking whether it is better for the unemployed to take up a job for which they are overeducated or to remain unemployed and continue the search for adequate employment. Theoretically, we rely on the established confrontation of the stepping stone and trap hypotheses which make opposing predictions in terms of long-term employment chances and job quality. Using the German Socio-Economic Panel (1984-2012) and applying a dynamic propensity score matching approach, the analyses reveal an interesting trade-off. Although an overeducated re-entry increases the long-term employment chances persistently, it also implies strong lock-in effects into overeducation for up to five years after re-employment. In sum, the results support the stepping stone hypothesis in terms of future employment chances, but also highlight non-negligible risks of remaining trapped in a job that is below one’s level of educational qualification.

Rapp, Carolin (2015).

“Shaping Tolerant Attitudes towards Immigrants: The Role of Welfare Expenditures”

Journal of European Social Policy (forthcoming)

Abstract: This article contributes to the ongoing discussion on how tolerance may be fostered in Western European countries and to the question of how contextual factors such as welfare state expenditures may contribute to this formation. Tolerance is understood as a basic democratic principle that helps civil societies cope with rising levels of diversity stemming from increased immigration and individualism.

Within the tolerance literature it is commonly agreed upon that a comprehensive welfare state is capable of bridging class divides and overcoming social categorization. However, over the past decades European welfare states experienced an ongoing influx of immigrants, challenging their general purpose and increasing notions of ‘welfare chauvinism’. Drawing on insights from both tolerance and welfare state solidarity literature, we implement hierarchical analyses based on Eurobarometer data to assess the potential influence of welfare state universalism on political and social tolerance in 15 Western European countries. Moreover, we demonstrate that this relationship is highly conditional on the degree of ethnic heterogeneity within a country.

UPCOMING EVENTS

24th World Congress of Political Science in Istanbul

The 2016 IPSA World Congress will be held in Istanbul from 23-28 July. The theme of this year’s congress is “Politics in a World of Inequality.” Jale Tosun will chair the panel “Different Target Groups, Different Policy Outcomes?” The aim of this panel is to gather, systematize and move forward the existing empirical and conceptual knowledge on how target population characteristics affect political and administrative decisions and policy outcomes across policy sectors and disciplines.

MPSA Conference in Chicago

The 74th annual MPSA conference will be held 7-10 April 2016 in Chicago. CUPESSE researchers Carolin Rapp, Jennifer Shore, and Jale Tosun will present their paper “Not so risk business? How public policy can enhance the desirability of self-employment for risk-averse individuals.”

ECPR Joint Sessions in Pisa

The Joint Sessions of Workshops offer a forum for substantive discussion and collaboration between political science scholars from across the world. Workshops are closed gatherings of 15-20 participants. The 2016 Joint Sessions will be held in Pisa from 24-28 April. Jale Tosun and Felix Hörisch will participate in a session on “Public Policies and Behavioural Change” and present a paper on “Nudging the Youth into employment”.

PROJECT CONSORTIUM

Advisory Board Members



Prof. Dr. Gerbert Kraaykamp is a professor of empirical sociology at the department of sociology at Radboud University. Kraaykamp is director of the Nijmegen Institute of Social and Cultural Research and National Coordinator of the European Social Survey for the Netherlands.

One of Kraaykamp's major research foci relates to the intergenerational transmission of inequality and the role of cultural capital in this process. Cultural capital may be seen in various ways, as an informal academic standard, a class attribute, a basis for social selection, or as a resource for power which is salient as an indicator/basis of class positions. In educational research, upper class parents' cultural capital particularly has been found to be particularly important in reproducing education inequality; children from the higher social strata more often enrol in higher tracks in education as compared to children from low status families. Various empirical studies underscore that the intergenerational transmission of elite preferences, tastes, attitudes, and behaviours is important in this process.

Other research interests of Kraaykamp include socialization processes, gender inequality, attitude change, health, and cultural consumption. His publications have appeared in journals such as: *American Sociological Review*, *European Journal of Political Research*, *European Sociological Review*, *Poetics*, *Social Forces*, and *Social Science Research*.

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Dr. Giorgos Bithymitris works as project manager at APOPSI Group of companies since 2012. He holds a PhD in Trade Union Movement Strategies from Panteion University of Social and Political Sciences. He coordinates the project "Participative Platform for Culture:

A Pilot Program at the Municipality of Korydallos" (www.democu.gr) funded by European Economic Area (EEA) and Norway under the auspices of the Bodossakis Foundation (2015-2016). He has published several academic articles and book chapters on Greek

unionism, strike events, public discourse, employment relations, social identities, etc. He is currently a post-doctoral research fellow at the Centre for Political Research, Panteion University of Social and Political Sciences. He is presently exploring the collective identity of the working class of West Piraeus in the context of crisis and de-industrialization. Giorgos also participates as an External Associate-Researcher in the project "ARISTEIA II, University of Macedonia: Collective Action of Indignant Citizens in Greece".

As a member of the CUPESSE Policy Advisory Board, Giorgos participated at the Survey Strategy Meeting, held in Prague in February 2015. In particular, Giorgos provided many suggestions as to how to shorten the questionnaire and also attended the WP2 working group on the sociodemographic variables. He is very interested in the exploitation of the project's results in tandem with the potential of furthering the scope of CUPESSE to include additional European countries, such as Greece. His experience from other EU funded projects (Erasmus+, South East Europe Transnational Cooperation Programme) will certainly prove useful for the dissemination activities of the CUPESSE project.

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Project Partner

Central European University, Budapest

The CUPESSE team at the Central European University consists of **Prof. Levente Littvay**, **Dr. Federico Vegetti**, **Dr. Robert Sata**, and **Elena Cristina Mitrea**. Although all of them are political scientists, their research interests could not be more diverse.



Levente (Levi) is an Associate Professor of political science at CEU. Predominantly a methodologist, Levi's main activities revolve around applied statistics and issues of measurement. Levi's main interest lies in family studies (with a special focus on the twin and family

design) that allow for a refined understanding of transmission mechanisms of attitudes, behaviours (and also health outcomes) within families. CUPESSE's strong family study component and his willingness to ensure the project's design reflects the latest research advances in contemporary family studies are the primary reasons Levi initially took interest in the project. When not working on CUPESSE, Levi teaches graduate level

classes in research methods, applied social science statistics, political behaviour and psychology, and American politics. This year, he is the inaugural recipient of CEU's *Teacher of the year* award. He is the faculty advisor for CEU's student-run Political Behaviour Research Group and one of the Academic Conveners at the European Consortium for Political Research (ECPR) schools at Bamberg (winter) and at CEU in Budapest (summer). His other research interests include behaviour genetics in general, measurement of populist attitudes, and ideology.



Federico is a postdoctoral research fellow at CEU. He completed his PhD in political science at the University of Mannheim (Germany) in 2013, with a thesis on political polarization and voting behaviour. Before joining the CUPESSE project, he worked for one

year as a postdoctoral researcher for the Political Behaviour Research Group (PolBeRG) at CEU, where he contributed to collecting survey data to study the Hungarian public's attitudes and behaviours at the national and the European elections of 2014. His main research interests are in the field of political psychology and behaviour, but he often collaborates with research projects focusing on a variety of topics dealing with data analysis and visualization.



Robert is a Special Projects Officer at the Political Science Department at CEU. He finished his PhD in political science at CEU in 2006. He has taught classes on comparative politics, political institutions, ethnicity, nationalism, and minority rights; and he

has also been an invited lecturer at McDaniel College Budapest Campus, Corvinus University, Budapest, and Babes Bolyai University, Cluj Napoca, Romania. His research interests include voting behaviour, identity politics, European integration, and gender.



Cristina is a PhD candidate in Comparative Politics at the Doctoral School of Political Science, International Relations and Public Policy at CEU. She holds a MA in political science from CEU, with a certificate in research methodology (2013). She is interested in political psychology and political socialization and is currently studying the

transmission of ideology across generations in a comparative perspective.

In addition to collecting the Hungarian data, the CEU will take the lead in cleaning, integrating, and analysing the survey data from all CUPESSE project partner countries.

Research Interns



Kristina Kadel studies political science and sociology at Heidelberg University. She decided to participate as a research intern to gain better insights into research methods and their applications. Within her CUPESSE internship, she focused on the question of how the qualifications

of trained and untrained applicants match the needs of employers and vice versa. To address this question, she, together with her colleagues, carried out qualitative interviews with employers from small companies across the region.

Ludwig Pelzl, B.A., is currently enrolled in the master's programme in political science at Heidelberg University.



His general research interests centre around policy research, German politics, and the combination of political science methodology and historiography. In the CUPESSE project he is examining the relationship between precarious

labour market positions of teenagers and young adults and their political attitudes and engagement. The guiding questions of his investigation are: How does precariousness affect young people's self-placement on a left-right continuum? Does a precarious employment situation discourage young adults from political engagement due to lower political efficacy or could such a situation embolden participation in order to bring about an improvement of one's own situation?

CUPESSE consortium partners



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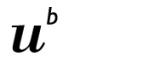
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