



University of Cyprus  
Department of Law

The **Department of Law** at the **University of Cyprus** kindly invite you to a research seminar on

## **The Multi-level Regulation of Employment Security in the Post-crisis Era: More Jobs, Less Security?**

**University of Cyprus, Wednesday, 5 February 2020 at 16:00-18:00**

By Dr. Christiana Antonoudiou

### **Abstract**

This presentation aims to explain the complex concept of ‘employment security’ from a terminological and normative perspective. While Cyprus enters the post-crisis recovery era, an imperative question arises: how the transformation of the Cypriot legal system can provide a sustainable solution, ensuring that individuals can swiftly transition in the labour market (that is, enter, re-enter, or remain in the labour market). The solution that will be discussed, refers to the idea of facilitating transitions in the labour market, without exposing individuals to the risk of unemployment and ‘a race to the bottom’ in terms and conditions of employment. This presentation will begin with an analysis of flexicurity, an EU-oriented concept, which entails a shift from job security (i.e. security of a particular job) to employment security (i.e. facilitation of transitions in the labour market). It will further bring up the focus on the regulation of employment security at international (United Nations, including the International Labour Organization), regional (Council of Europe and European Union) and domestic (Cypriot) level. The main argument that will be deployed, articulates that the regulatory labour systems, as autopoietic and self-referential systems, have endorsed differently the concept of employment security, which sometimes could collide or converge with job security (dismissal laws). In this context, I will further provide suggestions on possible solutions for Cyprus in the post-crisis era to promote labour protection, such as the role of social dialogue as means of communication.

### **Speaker Bio**

Christiana Antonoudiou is an alumnus of the University of Cyprus, where she read law as an undergraduate student (Ptychion in Law, 2013). During her studies at the University of Cyprus, she participated in the Erasmus Lifelong Learning Programme. She further obtained an LLM in Human Rights Law (2014) at University of Bristol Law School. Following the completion of her LLM, Christiana continued with her PhD studies at University of Bristol Law School, under the supervision of Professor Tonia Novitz and Ms Nina Boeger. Her PhD thesis applied the theory of reflexive law to explain the relationship between regulation of employment security and social security systems and examine the contemporary implications for Cyprus. Her research interests cover the areas of EU law, employment law and policy, human rights law and social security law. Christiana taught on the undergraduate unit of Law and Policy of the European Union at University of Bristol Law School. She is a fellow of the Higher Education Academy and a member of the Industrial Law Society. She has also been a member of the Centre for Law at Work, the Human Rights Implementation Centre and the Human Rights Law Clinic, University of Bristol. Since September 2019, Christiana has joined George Z. Georgiou and Associates LLC as a trainee advocate.

### **Practical Details**

**Venue:** University of Cyprus, ΧΩΔ 02, B208.

**Registration:** Participation is free and no registration is needed.

**Language:** The seminar will be conducted in English.