



Academic Personnel Short Profile / Short CV

University:	Democritus University of Thrace
Surname:	KOUTROUKIS
Name:	THEODOROS
Rank:	Associate Professor
Faculty:	Economic, Social and Political Sciences
conomicsDepartment:	Economics
Scientific Domain: *	Personnel Economics, Employee Relations, Vocational Training, Negotiations, Labour Market institutions, Human Resource Management

** Field of Specialization*

Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Ph.D.	2004	Panteion University of Athens	Economic and Regional Development	Industrial Relations in Multinational Enterprises: The case of European Works Councils
M.Sc.	1990	Aristotle University of Thessaloniki	Economics	-
B.Sc.	1988	Aristotle University of Thessaloniki	Economics	-

Employment history – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
2008	2014	University of Aegean	Chios	Assistant Professor

2014	2019	Democritus University of Thrace	Komotini	Assistant Professor
2019	To date	Democritus University of Thrace	Komotini	Associate Professor

Key <u>refereed</u> journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)						
Ref. Number	Year	Title	Other authors	Journal and Publisher / Conference	Vol.	Pages
1	(forthcoming)	Are European Works Councils a vehicle for the Europeanization of employee relations? A study from the standpoint of People Management Executives,		East-West Journal of Economics and Business		
2	(forthcoming)	Is Europeanization of employee relations fostering by EWCs? An assessment by the Greek Social Partners,		Warsaw Forum of Economic Sociology,		
3	2019.	May workers use EWCs to foster Europeanization of Industrial Relations? An exploratory study of trade union policy in MNCs,		HOBA Journal,	5(1)1	13-36
4	2016	Crisis, innovation and change management in less developed local business ecosystems: The case of Eastern Macedonia and Thrace(*),	C.Vlados, F Katimertzopoulos, D.Chatzinikolaou	Perspectives of Innovations, Economics and Business	19 (2),	114-140

5	2019	Regional underdevelopment and less developed business ecosystems: The case of Eastern Macedonia and Thrace (*),	C.Vlados, F Katimertzopoulos, D.Chatzinikolaou	Bulletin of Applied Economics,	(forthcoming)	
6	2017	Social Dialogue in Post-Crisis Greece: A Sisyphus Syndrome for Greek Social Partners' Expectations,		J. Marangos (Ed), The Internal Impact and External Influence of the Greek Financial Crisis, Palgrave-Macmillan, 2017,		71-83.
7	2009	Employee Participation in the European Company: Implications for the Greek Industrial Relations System,		M. Gold, A. Nikolopoulos and N. Kluge (eds), The European Company Statute: A New Approach to Corporate Governance, Brussels, Peter Lang,		143-164.
8	2010	Can European works Councils be effective? A study of their contributing factors from an HR point of view.	K.Terzidis	International Journal of Decision Sciences, Risk and Management	2, (3/4),	276-290
9	2012	Factors Contributing to the Effectiveness of the European Works Council: An Explorative Study,		E-Journal of International and Comparative Labour Studies	1 (1-2)	25-42.
10	2010	Evaluating the effectiveness of European Works Councils: a study of their influencing factors from the employee representative standpoint,		International Journal of Engineering and Management	2 (1) .	25-35

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Exhibitions (where applicable). List the five (5) more recent and other five (5) selected. (max total 10)					
Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
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**Specify venue, geographic location etc*

**Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1	2018-to date	Life Long Learning Centre, Democritus University of Thrace.	Member of the Board	Educational Programme Planning

2	2001-present	Greek Ministries of Education and Labour	Evaluator of projects funded by the	Educational and Social Projects Evaluation
3	1998-present	Greek Organisation for Mediation and Arbitration	Mediator/ Arbitrator	Providing Mediation Services in Labour Disputes/ Conflicts between trade unions and management and advised social partners in developing social dialogue procedures
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Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected. (max total 10)

Ref. Number	Date	Title	Awarded by:
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**Other Achievements. List the five (5) more recent and other five (5) selected.
(max total 10)**

Ref. Number	Date	Title	Key Activities:
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