

The Institute for Sociology, Centre for Social Sciences, HAS  
cordially invites you to its thirty-sixth *Jour fixe* event:

Péter Csizmadia:  
Learning at the workplace:  
European practices in comparison  
Academic symposium

**Presenter:** Péter Csizmadia (Institute for Sociology, CSS HAS)

**Discussants:** Luca Kristóf and Katalin Tardos (Institute for Sociology, CSS HAS)



**Abstract**

In both academic and political discourse one of the central arguments is that competitiveness of countries, regions or firms depends on their adaptability to the turbulent changes in the global context. Theoretical approaches, as well as empirical evidences suggest that companies' adaptability is strongly related to their absorptive capacity, e.g. their ability to efficient use of knowledge external to the firm. Absorptive capacity is connected to the actual level of knowledge, skill and competence (KSC) of employees. The higher is KSC possessed by the organization the better its absorptive capacity can be. Workplace learning plays a crucial role in the development of KSCs at the organizational level. The paper aims at presenting an international comparison about the workplace learning practices of the various European countries with a special attention to some structural factors influencing the employees' access to the learning opportunities. In this respect there are remarkable differences among the various European countries. The size of the company, the education level and the age of the employees seem to correlate with the inequalities in accessing to learning processes.

**Keywords**

absorptive capacity, workplace learning, inequalities

Venue: Institute for Sociology, Centre for Social Sciences, HAS,  
Hegedüs room, Budapest I. Úri u. 49.

Date: 7 May, 2015 (Thursday), 1p.m.