

2019 ILERA
05-07 SEPT. DÜSSELDORF

PERSPECTIVES OF EMPLOYMENT RELATIONS IN EUROPE

PROGRAMME



ABOUT

ILERA European Congress 2019:
Perspectives of Employment Relations in Europe
Düsseldorf, 5–7 September 2019

Organiser:
International Industrial Relations Association –
Sektion der Bundesrepublik Deutschland e.V.
(German Industrial Relations Association)

Board members:
Prof. Dr. Markus Hertwig,
Chemnitz University of Technology, Institute of Sociology
Dr. Sophie Rosenbohm,
Institute for Work, Skills and Training,
University of Duisburg-Essen
Prof. Dr. Carsten Wirth,
Darmstadt University of Applied Sciences

Venue:
The ILERA European Congress 2019 takes place at
Heinrich Heine University Düsseldorf.

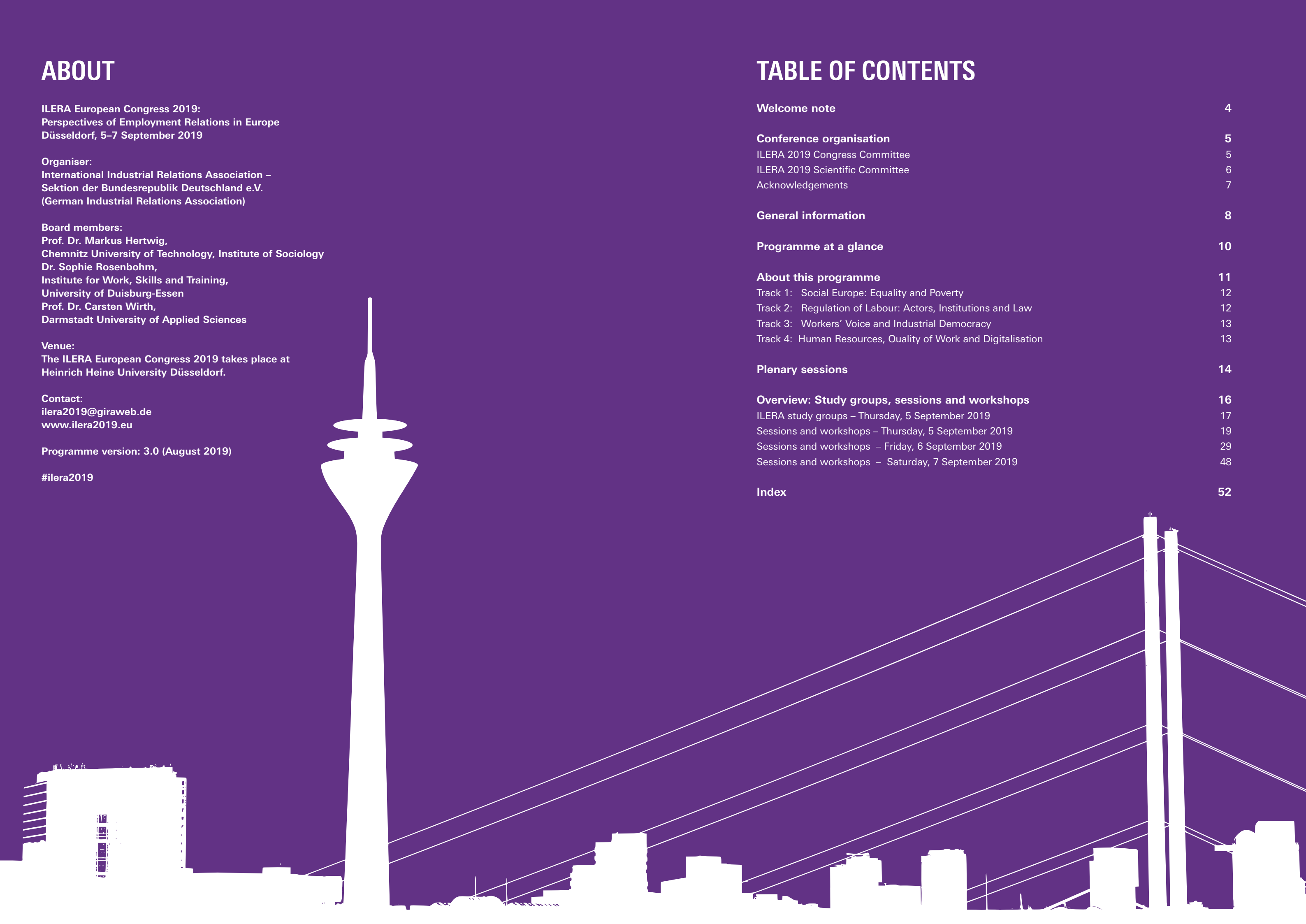
Contact:
ilera2019@giraweb.de
www.ilera2019.eu

Programme version: 3.0 (August 2019)

#ilera2019

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WELCOME NOTE

Dear friends and colleagues,

The Congress Committee of the 12th European Regional Congress of the International Labour and Employment Relations Association (ILERA) warmly welcomes you to Düsseldorf! We hope you had a pleasant journey to Germany and we very much look forward to meeting you all in person.

The 12th ILERA European Congress comes at a time when changes affecting the institutions, actors and practices of labour relations are widespread. The development of ‘new work’ concepts and disruptive business models present serious challenges for industrial relation systems and social partners. Intensified global trade conflicts and the exit of the United Kingdom from the EU influence such changes in various ways. At the same time, the rise of right-wing populist parties seriously challenges the European idea as well as national democratic institutions.

Against this background, we hope to have set the ground for three days of lively discussions at the Heinrich Heine University in Düsseldorf. The multitude of high-profile plenaries, workshops and parallel sessions will provide you with ample opportunity to dig deeper into such pressing questions as how to bring about a Social Europe and effective labour market institutions, as well as stable collective bargaining systems, improved working and HRM practices for all.

Joining with friends and colleagues from all over the world, we are looking forward to a rich exchange of ideas linking the different academic disciplines to renew the field of Industrial Relations. Let’s open new possibilities for collaboration beyond national borders and disciplines.

We wish you a very pleasant stay in the Rhineland!

Best wishes,

Your Congress Committee of the ILERA European Congress 2019

CONFERENCE ORGANISATION

ILERA 2019 CONGRESS COMMITTEE



Martin Behrens

is senior researcher at the Institute of Economic and Social Research (WSI) at the Hans-Böckler-Foundation and lecturer at the University of Düsseldorf. Fields of study: works councils (comparative), employers’ associations, labour unions



Axel Hauser-Ditz

is research coordinator at the Institute of Economic and Social Research (WSI) at the Hans-Böckler-Foundation. Fields of study: labour relations, works councils



Markus Hertwig

is professor for Sociology with specialization in work and organizations at the Chemnitz University of Technology. Fields of study: national and European labour relations, digitalisation of work, organisations, company networks



Birgit Kraemer

is senior researcher at the Institute of Economic and Social Research (WSI) at the Hans-Böckler-Foundation and Eurofound correspondent. Fields of study: EU level and national policies on democratic processes, labour inspection, labour rights enforcement



Stefan Lücking

is head of the research focus Codetermination at the Research Promotion Department of the Hans-Böckler-Foundation. Fields of study: workplace democracy, European industrial relations, platform work, digital commons



Stefanie Pawlak

is our Congress manager and a PhD student at the University of Bamberg. Fields of study: non-profit organisations and volunteering



Sophie Rosenbohm

is post-doctoral researcher at the Institute for Work, Skills and Training (IAQ) at the University of Duisburg-Essen. Fields of study: (transnational) labour and employment relations, Europeanization, qualitative research methods and data management



Thorsten Schulten

is senior researcher at the Institute of Economic and Social Research (WSI) at the Hans-Böckler-Foundation and an honorary professor at the Institute for Political Science at the University of Tübingen. Fields of study: minimum wages, collective bargaining and German political economy in a comparative perspective



Sandra Vogel

is senior researcher at the German Economic Institute, Cologne. Fields of study: collective bargaining coverage, extension mechanisms and social partnership



Carsten Wirth

is professor for work science, HRM and organisation at the Department of Social Sciences at the Darmstadt University of Applied Sciences. Fields of study: industrial relations, organisation and network theory

ILERA 2019 SCIENTIFIC COMMITTEE

We wish to thank the members of the ILERA 2019 Scientific Committee who have assisted us in the process of evaluating and classifying submissions.



Dorothea Alewell

is professor of Human Resource Management at the University of Hamburg. Fields of study: human resources, employment systems, socio-economic analysis of labour law, spirituality at work



Ingrid Artus

is professor for sociology (comparison of societies) at the Institute of Sociology, Friedrich-Alexander-University Erlangen-Nuremberg. Fields of study: comparative industrial relations, precarious work, strikes and gender



Ulrich Brinkmann

is professor for Organizational Sociology at the Department of Sociology, Technical University of Darmstadt. Fields of study: organisations, unions, digitalisation of work



Thomas Haipeter

is professor and head of the Research Unit „Working Time and Work Organisation“ at the Institute for Work, Skills and Training at the University of Duisburg-Essen. Fields of study: labour and employment relations, transnationalisation, digitalisation



Markus Helfen

is professor for Human Resource Management & Employment Relations in the Department of Organization and Learning, University of Innsbruck/Austria. Fields of study: global labour standards, interorganisational HRM and employment relations, organisational sustainability



Stefan Kirchner

is professor for the Sociology of the Working Worlds' Digitalisation at the School VI Planning Building Environment, TU Berlin and the Einstein Center Digital Future, Berlin. Fields of study: work, economy, digitalisation



Eva Kocher

is professor for Civil Law and Labour, Center for Interdisciplinary Labour Law Studies, Law Faculty, European University Viadrina, Frankfurt (Oder). Fields of study: labour law, antidiscrimination law, socio-legal studies



Hagen Lesch

is head of the Research Unit "Wage Policy and Industrial Relations" at the German Economic Institute, Cologne. Fields of study: trade unions, employers federations, collective bargaining



Torsten Müller

is senior researcher at the European Trade Union Institute (ETUI) in Brussels/Belgium. Fields of study: collective bargaining and wages in Europe



Sabine Pfeiffer

is professor for Sociology (Labour – Technology – Society) at the Nuremberg Campus of Technology (NCT), Friedrich-Alexander-University Erlangen-Nuremberg. Fields of study: Industry 4.0, agile organization, digital transformation



Christoph Schröder

is senior researcher at the German Economic Institute, Cologne. Fields of study: industrial relations, labour costs, poverty



Achim Seifert

is professor of Private Law, German and European Labour Law and Comparative Law at the Friedrich-Schiller-University Jena. Fields of study: employee participation, employee data protection and comparative labour law



Dorothee Spannagel

is senior researcher at the Institute of Economic and Social Research (WSI) at the Hans-Böckler-Foundation in Düsseldorf. Fields of study: social inequality, in-work poverty, comparative welfare state research



Sabrina Zajak

is ass. professor for Globalisation Conflicts, Social Movements and Labour at the Ruhr-University Bochum, Institute for Social Movements and head of the department consent and conflict at the German Center for Integration and Migration Research. Fields of study: social movements, global political economy, civil society and inclusion

ACKNOWLEDGEMENTS

We would like to express our gratitude to the following institutions:

Chemnitz University of Technology

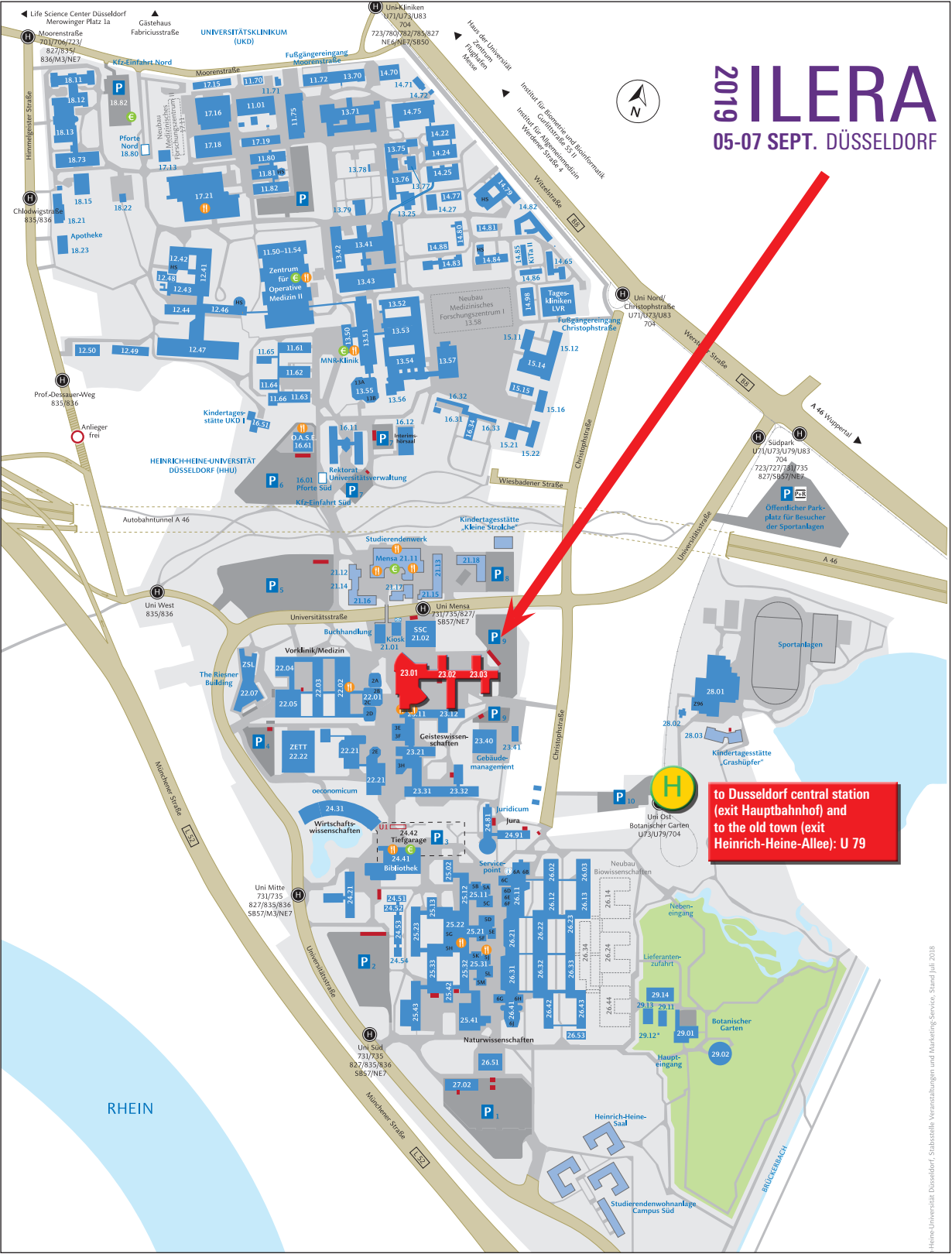
German Economic Institute (IW)

Institute of Economic and Social Research (WSI), Hans-Böckler-Foundation

Institute for Work, Skills and Training (IAQ), University of Duisburg-Essen

VENUE

The ILERA European Congress 2019 takes place at Heinrich Heine University (HHU) Düsseldorf (building 23.01).



Directions

The university campus is a small town within a town which is why it has many stops for buses and trams. There is a good connection to the main train station by public transport. Both the underground line U79 and the tram line 704 go from the main train station direct to the university.

The underground line U79 will take you to Uni Ost/Botanischer Garten (University East/Botanical Garden). The tram line 704 will take you to Uni Nord/Christophstraße (University North/Christoph Street). Both connections will take approximately 15 minutes from the main train station to the university campus. For prices, a public transportation map and further information please visit the website of the local transport agency Rheinbahn.
<https://www.rheinbahn.com/Seiten/default.aspx>

Registration

Please go to the registration desk when you first arrive at the Congress centre to collect your name badge and congress materials. The registration desk is situated on the ground floor of building 23.01. The registration desk will be open at 8.30am (Thursday to Saturday).

Important note: if you have not paid for your registration you must make payment before you can participate in sessions and collect your congress materials. For on-site registrations during the conference, we will provide an Internet access and computer for you to make online registration. No cash payment will be accepted when registering on-site.

For urgent matters please contact the registration desk or send an email: ilera2019@giraweb.de

How to read room numbers at the Heinrich Heine University?

You may think what is printed underneath you session or workshop number is an IP-address. It is not! In fact, it is your room number.

Example:

2303.01.22

The first four digits ("2303") identify the building, your room is located in. For the Congress we use three buildings (2301, 2302, 2303) which are connected to each other.

Digits four and five ("01") indicate the floor-level, where you find your room. "01"-rooms are located on the first floor, "U1"-rooms in the basement. The final two digits ("22") indicate the room number

Welcome Reception

The Welcome Reception will take place on Thursday 5 September 2019 at Heinrich Heine University (HHU) Düsseldorf (building 23.01), right in front of lecture hall 3D.

Congress Dinner

The Congress Dinner will take place on Friday 6 September 2019 at the local craft brewery 'Zum Schlüssel', which is located directly in the heart of the old town of Düsseldorf. The brewery has a unique atmosphere and is well-known for its draught beer (Original Schlüssel) as well as delicious local dishes. The Congress Dinner will start at 7.30pm.

Please note: Attendance at the Congress Dinner is conditional upon prior reservation and payment.

You will find the brewery 'Zum Schlüssel' located at Bolkerstrasse 41-47. From the Heinrich-Heine-University please take the underground lines U73 or U79 and get off at the station 'Heinrich-Heine-Allee'. From there it is just a five-minute walk to the restaurant.

Coffee and lunch

Coffee and tea will be available in the main hall during breaks (building 23.01). Lunch is available to all registered participants. On Saturday a sandwich lunch will be available

Wi-Fi connection

Your eduroam access is available at the premises of the university.

If you do not have eduroam access, please use:
WiFi: ilera19
Password: 7-shqjvm

Social media:

#ilera2019

Presentation equipment

There will be a beamer in every seminar room as well as in the large lecturing hall.

As we have observed at many international conferences, participants increasingly prefer to use their own computers for presentations to avoid problems with software compatibility. We support this and would ask you to use your own computer for presenting your work. We also provide for (very) limited number of computers in case "your own device" is not available.

PROGRAMME AT A GLANCE

Thursday, 5 September 2019

08:30	Registration opens
09:30 – 11:00	ILERA study group meetings
11:00 – 11:30	Welcome coffee
11:30 – 11:45	Opening session
11:45 – 13:00	Plenary 1: Perspectives of European labour relations
13:00 – 14:00	Lunch
14:00 – 15:30	Parallel sessions
15:30 – 16:00	Coffee and tea
16:00 – 17:30	Parallel sessions
17:30 – 18:45	Plenary 2: Young scholars
18:45	Welcome reception

Friday, 6 September 2019

09:00 – 10:30	Parallel sessions
10:30 – 11:00	Coffee and tea
11:00 – 12:30	Parallel sessions
12:30 – 13:30	Lunch
13:30 – 14:30	Plenary 3: Digitalisation and the new employment relationship?
14:30 – 15:00	Coffee and tea
15:00 – 16:30	Parallel sessions
16:30 – 16:45	Break
16:45 – 18:15	Parallel sessions
19:30	Congress dinner

Saturday, 7 September 2019

09:00 – 10:30	Parallel sessions
10:30 – 11:00	Coffee and tea
11:00 – 12:30	Plenary 4: What future for conflict partnership?
12:30 – 13:00	Closing session
13:00	Lunch

ABOUT THIS PROGRAMME

The Congress programme includes plenaries, parallel sessions and workshops. In order to limit scheduling conflicts, sessions and workshops do not overlap with plenary sessions.

Presenters should be at the session room at least 10 minutes prior to the start of their session. The total number of presentations per session is set at three or, in exceptional cases, at four. Each presenter’s allocated presentation time will vary according to the number of presentations for each session:

- 3 presenters: 18 min for each presentation + 25 min for open floor discussion at the end of the session
- 4 presenters: 15 min for each presentation + 20 min for open floor discussion at the end of the session
- Workshops with more than 4 presenters: Please contact your workshop organiser

Please use your time efficiently and comply with the instructions of your chair which are designed to help us begin and end sessions on time. Most importantly, be considerate of your fellow speakers. They also need the time allotted to them to present their paper.

The programme is organised around four thematic tracks:

- Track 1:** Social Europe: Equality and Poverty
- Track 2:** Regulation of Labour: Actors, Institutions and Law
- Track 3:** Workers’ Voice and Industrial Democracy
- Track 4:** Human Resources, Quality of Work and Digitalisation

TRACK 1: SOCIAL EUROPE: EQUALITY AND POVERTY

The idea of Social Europe is widely associated with strong labour market institutions and employment relations which largely contribute to comparatively high levels of social protection and low inequality. Trust in European institutions and the commitment to build a better future are not necessarily taken for granted as the rise of populist parties in many European countries seems to challenge the European idea. In addition, during recent decades Europe has been faced by growing social and economic disparities both within and between regions and states but also by persistent gaps between sexes as well as between migrant and native workers. Although the reasons for growing inequalities are complex and manifold, changes in labour market institutions and the power relations of the social partners are widely regarded as one major cause for this development. Track 1 tackles the following issues:

- Influence of labour market institutions and employment relations on the different dimensions of inequality (for example: income, wealth, training and employment opportunities)
- The impact of non-standard employment and precarious work
- Contributions of social partners to a reduction of inequality and to a more inclusive economic development
- Employment relations and macroeconomic performance
- New forms and concepts of labour market regulation and employment relations at European level
- EU economic governance and industrial relations
- Mobility of labour in Europe
- Contentious politics in Europe: protest, opposition, and mobilisation

TRACK 2: REGULATION OF LABOUR: ACTORS, INSTITUTIONS AND LAW

The regulation of labour is a dynamic process subject to power relations in public policies and collective bargaining. This track aims at gathering contributions on the policies, the practice and enforcement of labour legislation and collective agreements.

The past decade has seen a growing impact at the supranational level as European policies have aimed at influencing labour and employment policies in the member states. Simultaneously, at member state level, nationalist political parties with divergent policies on labour institutions but similar opposition to foreign workers have grown. This is happening against the background of a declining membership strength of trade unions and employer organisations, policies promoting a decentralisation of collective bargaining and opposition to the IR system by digital multinationals. Track 2 tackles the following issues:

- The relationship between law and other forms of regulation and between `soft` and `hard` law
- Conflicts caused by the relationship between national and supra-national labour law
- Enforcement of labour regulation – enforcing institutions and actors; strategies for transnational enforcement of labour rights
- The role of courts and tribunals as actors in labour relations
- Development of actors, trade unions and employer organisations, at national and EU level
- Transnational regulation of labour relations and the regulation of cross-border mobility
- Nationalist party policies and the regulation of labour
- Regulation of the digital economy and the role of digital multinationals

TRACK 3: WORKERS' VOICE AND INDUSTRIAL DEMOCRACY

Europe is the origin of a rich variety of different concepts of industrial and workplace democracy. For decades the incompatibility of these traditions was more an obstacle than a fertile ground for a strong European representation of the workers' voice. Meanwhile considerable progress has been made regarding workers' participation in Europe as well as beyond. Yet democracy is threatened at different levels and from different sides, in particular by the rise of authoritarian political movements and new forms of racism, sexism, classism and religious fundamentalism that also affect workplace relations. At the same time new technologies lead to new challenges as well as opportunities for democratic participation. Against this background we want to discuss the future of democratic participation at local, national, European and international levels. Track 3 tackles the following issues:

- Concepts and traditions: Industrial democracy, industrial citizenship, `autogestion`, co-determination (Mitbestimmung) and beyond
- Debate about European minimum standards for board-level employee representation, workers' voice in transnational companies: European Works Councils, employee involvement in European Companies (SE), International Framework Agreements
- Union busting in international comparison
- Voluntary forms of employee participation
- Direct and representative participation
- Economic outcomes of workers' participation
- Fragmentation of the workforce as a challenge for democratic participation
- New solidarities and new forms of participation
- Gender and diversity in labour unions and works councils

TRACK 4: HUMAN RESOURCES, QUALITY OF WORK AND DIGITALISATION

HRM is a continuously changing practice – not only in the firm, but also in inter-organisational relations between firms or between firms and (self-employed) individuals. As a consequence, we are experiencing a massive change in practices of HRM, in the respective constellations of actors in HRM and employment relations. A growing digitalisation of (multinational) firms as well as their business relationships, new business models based on digital technologies (e.g. crowdwork) leading to a `Gig economy` and the impacts of the use of artificial intelligence on the quality of work, HRM practices and employment relations. Track 4 tackles the following issues:

- HRM, quality of work and working conditions
- Consequences of digitalisation for HRM policy fields and employment relations
- New developments in HRM, for example talent analytics or automatic decision making
- New practices in the policy fields of HRM in and beyond the single firm
- Intermediated work
- HRM for highly-skilled workers and low-skilled workers

PLENARY SESSIONS

5. September 2019, 11:45 – 13:00

Lecture hall 3D

P1 – PERSPECTIVES OF EUROPEAN LABOUR RELATIONS

Chair: **Daniel Seikel**, Institute of Economic and Social Research (WSI),
Hans-Böckler-Foundation

**Vertical and horizontal integration. A distinction that helps us understanding
of the EU's new economic governance regime and transnational collective action**

Roland Erne, University College Dublin

Comment by:

Maria Jepsen, European Trade Union Institute (ETUI)

5. September 2019, 17:30 – 18:45

Lecture hall 3D

P2 – YOUNG SCHOLARS

Chair: **Martin Behrens**, Institute of Economic and Social Research (WSI),
Hans-Böckler-Foundation

Functional equivalence of employment regimes under market pressure.

Out-sourcing of public services in Italy and Denmark

Anna Mori, University of Milan

**Beyond ideology: Comparing confrontational union responses to
restructuring in France**

Ruth Reaney, London School of Economics and Political Science (LSE)

Genevieve Coderre-Lapalme, University of Birmingham

**Collectivity besides the company. Workers' representation in the
German film and television sector**

Lisa Basten, Berlin Social Science Center (WZB)

6. September 2019, 13:30 – 14:30

Lecture hall 3D

P3 – DIGITALISATION AND THE NEW EMPLOYMENT RELATIONSHIP?

Chair: **Marta Kahancová**, Central European Labour Studies Institute (CELSI)

Work, organisational shifts and 'Uberisation'

Stefan Kirchner, TU Berlin

Online digital platforms as Labour Market Intermediaries (LMIs)

Hans J. Pongratz, Ludwig-Maximilians-Universität München

7. September 2019, 11:00 – 12:30

Lecture hall 3D

P4 – WHAT FUTURE FOR CONFLICT PARTNERSHIP? INDUSTRIAL RELATIONS IN GERMANY FROM EMPLOYERS' AND TRADE UNIONS' PERSPECTIVE

Chair: **Hagen Lesch**, German Economic Institute (IW), **Thorsten Schulten**, Institute of
Economic and Social Research (WSI), Hans-Böckler-Foundation

Christiane Benner, Vice Chair IG Metall

Peter Clever, Member of the Executive Board, Confederation of German Employers'
Associations (BDA)

OVERVIEW: STUDY GROUPS, SESSIONS AND WORKSHOPS

Thursday, 5 September 2019										
ILERA study groups										
09:30 – 11:00										
SG-01 2303.01.24	SG-02 2302.U1.22	SG-03 2302.U1.24								
Parallel sessions										
14:00 – 15:30										
T1-01 2303.01.22	T1-04 2302.U1.23	T2-01 2303.01.63	T2-15 2302.U1.24	T2-19 2303.01.61	T4-01 2303.01.70	T2-WS2 2302.U1.21	T4-07 2302.U1.61	T4-09 2303.01.24	T2-17 2302.03.22	T4-WS2(1) 2302.U1.22
16:00 – 17:30										
T4-WS2(2) 2302.U1.22	T1-02 2303.01.61	T2-02 2302.U1.61	T2-16 2302.U1.24	T2-WS3 2303.01.22	T2-WS5 2302.03.22	T3-02 2303.01.70	T3-05 2303.01.24	T3-15 2302.U1.23	T3-16 2302.U1.21	T4-02 2303.01.63

Friday, 6 September 2019										
Parallel sessions										
09:00 – 10:30										
SE-01 2303.01.24	T1-10 2302.U1.21	T2-03 2303.01.61	T2-04 2302.U1.22	T2-10 2302.U1.24	T2-12 2303.01.70	T4-WS5 2303.01.63	T3-WS1 2303.01.22	T4-03 2302.U1.23	T4-10 2302.U1.61	T4-WS3 2302.03.22
11:00 – 12:30										
T1-08 2303.01.61	T1-WS1(1) 2302.03.22	T2-05 2302.U1.24	T2-14 2303.01.70	T3-01 2303.01.24	T3-08 2302.U1.23	T3-11 2303.01.63	T3-WS2 2303.01.22	T4-04 2302.U1.22	T4-11 2302.U1.61	T4-WS4(1) 2302.U1.21
15:00 – 16:30										
T1-WS1(2) 2302.03.22	T4-WS4(2) 2302.U1.21	T1-03 2303.01.22	T1-05 2302.U1.22	T1-WS2 2303.01.61	T2-11 2303.01.63	T2-WS4 2302.U1.24	T3-12 2303.01.24	T4-05 2303.01.70	T4-08 2302.U1.23	T4-WS1(1) 2302.U1.61
16:45 – 18:15										
T1-06 2303.01.24	T2-06 2302.U1.61	T2-08 2303.01.22	T2-09 2302.U1.21	T2-13 2303.01.61	T3-06 2302.03.22	T3-13 2302.U1.23	T4-06 2302.U1.24	T1-WS3 2302.U1.22	T2-WS1(1) 2303.01.63	

Saturday, 7 September 2019										
Parallel sessions										
09:00 – 10:30										
T2-WS1(2) 2303.01.63	T1-07 2303.01.61	T2-07 2303.01.24	T2-18 2303.01.22	T3-03 2302.U1.23	T3-04 2302.U1.21	T3-07 2302.U1.22	T3-09 2302.U1.24	T3-10 2302.U1.61	T3-14 2302.03.22	

How to read room numbers

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ILERA STUDY GROUPS

THURSDAY, 5 SEPTEMBER 2019

ILERA study group meetings are open to all Congress participants

SG-01
Flexible Working Patterns
Organiser: Christine Edwards, Kingston University,
Clare Kelliher, Cranfield University

5. September 2019, 09:30–11:00, Room: 2303.01.24

Why employees do not use telework: Barriers to the use of telework in an ideal worker culture
Yvonne Lott, Institute of Economic and Social Research (WSI), Hans-Böckler-Foundation
Anja-Kristin Abendroth, Bielefeld University

Working well and doing well: Flexible work life issues among migrant workers in the United Kingdom
John Opute, London South Bank University

Never cross the red line? Working time and control in the fast-food sector: McDonald’s in China
Wei Wei, Management School, University of York

Investment managers mothers: Navigating exible careers?
Rae Cooper, The University of Sydney Business School
Sarah Oxenbridge, The University of Sydney Business School
Marian Baird, The University of Sydney Business School

SG-02
Human Resource Management
Organiser: Stefan Zagelmeyer, The University of Manchester,
Mark J. Smith, EM Grenoble

5. September 2019, 09:30–11:00, Room: 2302.U1.22

The micropolitics perspective on global frameworks agreements: Potential and limits
Rémi Bourguignon, Université Paris 1 Panthéon-Sorbonne

International framework agreements: Substantive and procedural aspects
Stefan Zagelmeyer, The University of Manchester
Mark J. Smith, EM Grenoble

The local influence of transnational company agreements: Informality, soft regulation and union leverage
Stephen Mustchin, The University of Manchester
Miguel Martinez Lucio, The University of Manchester

Spillover effects across transnational industrial relations agreements: The potential and limits of collective action in global supply chains
Sarah Ashwin, London School of Economics and Political Science (LSE)
Chikako Oka, Royal Holloway
Elke Schüßler, JKU Linz
Rachel Alexander, London School of Economics and Political Science (LSE)
Nora Lohmeyer, FU Berlin

SG-03
Social Protection & Labour Migration
Organiser: Gijsbert Vonk, University of Groningen

5. September 2019, 09:30–11:00, Room: 2302.U1.24

Low skilled labour immigration to Japan: A labour market necessity and a social protection challenge
Chizuko Hayakawa, Saga University

Asylum seekers and refugees: Access to the labour market or social security?
Viola Bex, University of Groningen

New universalism in European social security: Can it be reconciled with migration?
Barbara Brink, University of Groningen

Repressive welfare policies, xenophobia and racial bias: Reality of conspiracy theory?
Valery Gantchev, University of Groningen

Social assistance also for foreigners: A human rights question for South Africa and Germany
Eddie Bambrough, University of Groningen

SESSIONS AND WORKSHOPS

THURSDAY, 5 SEPTEMBER 2019

T1-01
Corporatism and models of industrial relations
Chair: Torsten Müller

5. September 2019, 14:00–15:30, Room: 2303.01.22

Corporatist survivors in an age of adversity – Denmark, the Netherlands and Austria compared
Mikkel Mailand, FAOS, University of Copenhagen

The crumbling of the poldermodel: The end of Dutch corporatism?
Maarten Keune, University of Amsterdam
Paul de Beer, University of Amsterdam

Neo-corporatist crisis management in Germany: Two worlds but one vision of the social market economy?
Timo Weishaupt, University of Göttingen

T1-04
Firms’ employment strategies and inequality
Chair: Christoph Schröder

5. September 2019, 14:00–15:30, Room: 2302.U1.23

Compensation policies and varieties of capitalism: The role of firms to generate inequality
Fátima Suleman, University Institute of Lisbon, DINÂMIA’CET-IUL
Henrique Duarte, University Institute of Lisbon
Abdul K. Suleman, University Institute of Lisbon, DINÂMIA’CET-IUL

External employment practices and income inequality: A cross-country comparison
Markus Weissphal, Paderborn University

Worker selection: The impact of firm heterogeneity
Sara Martinez-de-Morentin, Public University of Navarre
Alberto Bayo-Moriones, Public University of Navarre
Jose E. Galdon-Sanchez, Public University of Navarre

T2-01
Collective bargaining and the labour law
Chair: Mia Rønnmar

5. September 2019, 14:00–15:30, Room: 2303.01.63

Compulsory arbitration in wage setting in Norway–use and effects on industrial action
Åsmund Arup Seip, Fafo Institute for Labour and Social Reserach, Oslo

Interplay between labour law and collective bargaining in the promotion of elderly workers and prolonged working lives
Jenny Julén Votinius, Faculty of Law, Lund University

Decentralization vs. coordinated multi-level collective bargaining: Is it time for a u-turn in European policies?
Matteo Avogaro, University of Milan

The freedom of association and the extension of collective labour agreements
Isabelle Van Hiel, Ghent University

T2-15
The state and industrial relations (1)
Chair: Richard Hyman

5. September 2019, 14:00 – 15:30, Room: 2302.U1.24

The state and industrial relations: From supportive to intrusive?
Roberto Pedersini, University of Milan

Quo vadis Poland? Populist social promises and their impact on the labour market
Anna Piszczek, University of Lodz and Supreme Court of the Republic of Poland

Trade unions and deunionisation in Turkey
Banu Uckhan Hekimler, Anadolu University

T2-19
Values, trust and action
Chair: Berndt Keller

5. September 2019, 14:00 – 15:30, Room: 2303.01.61

Engagement and cooperation in collective action: the role of `shared values`
Sabrina Weber, Pforzheim University
Barbara Bechter, Durham University Business School
Manuela Galetto, University of Warwick
Bengt Larsson, University of Gothenburg
Tom Prosser, Cardiff University

European practices of the union ver.di. Proposal of a field theoretical perspective
Nele Dittmar, TU Berlin

(A)symmetric trust relationships between employer and employee representatives in Europe: Some (not so) known stylized facts
Bernd Brandl, Durham University Business School

T4-01
Comparative perspectives on job quality
Chair: Dorothea Alewell

5. September 2019, 14:00–15:30, Room: 2303.01.70

Influence of organisational citizenship behaviour on organisational effectiveness: Experiences from Indian banks
Sudhir Chandra Das, Banaras Hindu University

The differences in job quality among higher education graduates in Europe: A cross-national analysis of 17 countries
Predrag Lazetic, University of Bath

Does employment status matter for job quality?
Franz Eiffe, Eurofound

T2-WS2
Workshop: Leaving the Laval quartet behind? The judicialisation and politicisation of public procurement across Europe
Organiser: Karen Jaehrling, Institute for Work, Skills and Training, University of Duisburg-Essen and Aristea Koukiadaki, School of Law, The University of Manchester

5. September 2019, 14:00–15:30, Room: 2302.U1.21

The new requirements on working conditions within the context of public procurement under Swedish law
Niklas Bruun, University of Helsinki

Labour clauses in UK public procurement: Identifying, interpreting and implementing `social value`
Mat Johnson, The University of Manchester
Aristea Koukiadaki, The University of Manchester
Stephen Mustchin, The University of Manchester
Laura Watt, The University of Manchester

German public procurement regulation and its interplay with European regulation and case law: Obedient anticipation, implementation `one-to-one` or testing the waters?
Karen Jaehrling, Institute for Work, Skills and Training, University of Duisburg-Essen
Christin Stiehm, Institute for Work, Skills and Training, University of Duisburg-Essen

T4-07

Organizing work in the digital economy (1)

Chair: Sabine Pfeiffer

5. September 2019, 14:00 – 15:30, Room: 2302.U1.61

Leeway or oneway? Autonomy in (partly) digitalised worlds of work. Fuzzy Set Qualitative Comparative Analysis (fsQCA) as path to understanding of complex reality in sociology of work

Christian Manfred Wilke, Paderborn University

Eva Susanna Kunze, Paderborn University

Socio-technical systems design (STSD) and digitization processes in the industrial sector – experiences in German companies

Alexander Bendel, Institute for Work, Skills and Training, University of Duisburg-Essen

Erich Latniak, Institute for Work, Skills and Training, University of Duisburg-Essen

T4-09

The global discourse on digital work

Chair: Verena Bader

5. September 2019, 14:00 – 15:30, Room: 2303.01.24

The digital work exploitation: Nothing new under the sun!

Calogero Massimo Cammalleri, University of Palermo

Online outsourcing and implications for marginalised groups in developing countries: A comparative perspective

Samuel Mbah, University of Lagos

Artificial intelligence and the labour market

Rossana Merola, International Labour Organization (ILO)

T2-17

Transnational regulation of labour

Chair: Marco Hauptmeier

5. September 2019, 14:00 – 15:30, Room: 2302.03.22

Transnational representation of workers’ interests in MNC and the problem of articulation

Thomas Haipeter, Institute for Work, Skills and Training, University of Duisburg-Essen

Transnational collective agreements and global collective treaties in the EU and EAEU states: Place in the system of labour law sources

Kirill Tomashevski, International University “MITSO”, Minsk

Transnational company agreements and enforcement of labour standards in the global supply chain

Stefania Marassi, The Hague University of Applied Sciences

T4-WS2

Workshop: Comparing digitalisation of work in Northern European countries

Organiser: Bertil Rolandsson, University of Gothenburg, Johan Røed Steen, Fafo Institute

for Labour and Social Research, Oslo and Jon Erik Dølvik, Fafo Institute for Labour and

Social Research, Oslo

5. September 2019, 14:00–15:30, Room: 2302.U1.22

Changes in the occupational structure of Nordic employment: Upgrading or polarisation?

Tomas Berglund, University of Gothenburg

Stine Rasmussen, Aalborg University

Johan R. Steen, Fafo Institute for Labour and Social Research, Oslo

Digitalisation: Impact on jobs, work organisation and industrial relations in Nordic manufacturing

Bertil Rolandsson, University of Gothenburg

Tuomo Alaosini, University of Tampere

Jon Erik Dølvik, Fafo Institute for Labour and Social Research, Oslo

Anna Ilsøe, FAOS, University of Copenhagen

Trine P. Larsen, FAOS, University of Copenhagen

Johan R. Steen, Fafo Institute for Labour and Social Research, Oslo

Innovation and job quality in the Aerospace industry in France and Sweden

Jerome Gautie, Université Paris 1 Panthéon-Sorbonne

Roland Ahlstrand, Malmö University

5. September 2019, 16:00–17:30, Room: 2302.U1.22

Smart use of manual work: Opportunities and limits of automation (lessons from the German and Hungarian automotive industry)

Csaba Makó, Hungarian Academy of Sciences

Miklós Illéssy, Hungarian Academy of Sciences

Balázs Heidrich, Budapest Business School

Niela Kleinsmith

Erich Latniak, Institute for Work, Skills and Training, University of Duisburg-Essen

Chris Mathieu, Lund University

Platform companies meeting highly organised labour markets

Kristin Jesnes, Fafo Institute for Labour and Social Research, Oslo

Anna Ilsøe, FAOS, University of Copenhagen

Sigurd M. Nordli Oppegaard, Fafo Institute for Labour and Social Research, Oslo

Bertil Rolandsson, University of Gothenburg

Antti Saloniemi, Tampere University

T1-02
Ethnicity and inequality
Chair: Kurt Vandaele

5. September 2019, 16:00–17:30, Room: 2303.01.61

Where nationalism and class formation meet: The production of ethno-migrant inequality at work
Hans Siebers, Tilburg University

In a taxi, stuck or going places?
Meenakshi Sarkar, Leeds University Business School

Refugee flows and migrant labour market integration: Europe in need of a new policy agenda
Mary Styliidi, Greek Ministry of Education, Research and Religion Affairs / UNHCR

T2-02
Collective bargaining: National perspectives
Chair: Steffen Lehndorff

5. September 2019, 16:00–17:30, Room: 2302.U1.61

Diversified strength of workers’ voice in Central and Eastern Europe
Katarzyna Skorupinska-Cieslak, University of Lodz

Wage effects in the Norwegian constructing – an industry with major changes
Elin Svarstad, Fafo Institute for Labour and Social Research, Oslo
Bård Jordfald, Fafo Institute for Labour and Social Research, Oslo

Farewell from the industry-level bargaining or an increased diversity of bargained employment conditions?
Catherine Vincent, IRES
Kevin Guillas-Cavan, IRES

T2-16
The state and industrial relations (2)
Chair: David Foden

5. September 2019, 16:00 – 17:30, Room: 2302.U1.24

The changing context of employment relations: Greece in a comparative south European perspective
Gregoris Ioannou, University of Glasgow

Labour migration and stakeholders’ role in the making of Brexit
Chris Forde, Centre of Employment Relations Innovation and Change, University of Leeds
Gabiella Alberti, Leeds University Business School
Ioulia Bessa, Leeds University Business School
Zyama Ciupijus, Leeds University Business School
Jo Cutter, Leeds University Business School
Maisie Roberts, Leeds University Business School

Bringing history back in: Understanding the positions taken by trade unions and political parties in the scope of labour market reforms in Portugal and Spain (1974-2017)
Paulo Marques, University Institute of Lisbon, DINÂMIA’CET-IUL

T2-WS3
Workshop: New developments in European employment relations
Chair: Sandra Vogel
Organiser: Mona Aranea, Cardiff University and Sophie Rosenbohm, Institute for Work, Skills and Training, University of Duisburg-Essen

5. September 2019, 16:00 – 17:30, Room: 2303.01.22

European Works Councils: The practitioner’s view
Stan de Spiegelaere, European Trade Union Institute (ETUI)
Romuald Jagodzinski, European Trade Union Institute (ETUI)
Jeremy Waddington, The University of Manchester and European Trade Union Institute (ETUI)

Interest articulation in SEs: Board-level employee representatives and their link with SEWCs
Sophie Rosenbohm, Institute for Work, Skills and Training, University of Duisburg-Essen
Jennifer Kaczynska, Institute for Work, Skills and Training, University of Duisburg-Essen

European employer organisations: A proposal for a typology
Mona Aranea, Cardiff University
Leon Gooberman, Cardiff University
Marco Hauptmeier, Cardiff University

T2-WS5
Workshop: Relaunching collective bargaining coverage in outsourced activities

Organiser: Oscar Molina, Universitat Autònoma de Barcelona

5. September 2019, 16:00 – 17:30, Room: 2302.03.22

Institutional and organisational dynamics in the configuration of the outsourced employment in six European countries

Oscar Molina, Universitat Autònoma de Barcelona

Alejandro Godino, Universitat Autònoma de Barcelona

Outsourcing of low-skilled services, tensions in collective bargaining and pressures on equality. A comparative analysis in cleaning activity in three EU countries

Marcello Pedaci, University of Teramo

Carmela Guarascio, University of Calabria

Joan Rodríguez Soler, Universitat Autònoma de Barcelona

Maarten Keune, University of Amsterdam

Nöelle Payton, University of Amsterdam

Relaunching collective bargaining coverage in outsourced services in the UK: An analysis of outsourcing in the adult home care and prison service sector

Bernd Brandl, Durham University Business School

Anne Kildunne, University of York

Crossing sectoral boundaries: Employment relations in the facility management business

Alejandro Godino, Universitat Autònoma de Barcelona

Maarten Keune, University of Amsterdam

Oscar Molina, Universitat Autònoma de Barcelona

Nöelle Payton, University of Amsterdam

T3-02
Changes in employee representation

Chair: Claudia Weinkopf

5. September 2019, 16:00 – 17:30, Room: 2303.01.70

The relation between participation, influence and trust in employment relations at local level

Kristin Alsos, Fafo Institute for Labour and Social Research, Oslo

Sissel C. Trygstad, Fafo Institute for Labour and Social Research, Oslo

The long and unfinished road to workers’ participation in France

Udo Rehfeldt, IRES

Roots, reason and resistance: Diverging motives and tensions when standing for employee representative elections

Maarten Hermans, HIVA, KU Leuven

T3-05
Labour-management relations

Chair: Dong-One Kim

5. September 2019, 16:00 – 17:30, Room: 2303.01.24

Labour-management partnership development and challenges in South Korea

Changwon Lee, Korea Labor Institute

When universal HR perspectives give way to contextual issues: Lessons from developing economies

John Opute, London South Bank University

How employers perceive the value of works councils: Pre- and post-economic crisis comparison

Valentina Franca, University of Ljubljana

T3-15
Workers’ voice in anti-union contexts

Chair: Ingrid Artus

5. September 2019, 16:00 – 17:30, Room: 2302.U1.23

Employee voice in Ryanair

John Geary, University College Dublin

Fighting union busting: How do employees respond to management strategies against works councils and trade unions?

Oliver Thünken, Chemnitz University of Technology

Alrun Fischer, Alrun Fischer Beratung

Markus Hertwig, Chemnitz University of Technology

Daniel Menning, Chemnitz University of Technology

Firms’ resistance to unionism and its determinants: Evidence from a field experiment

Patrick Nuess, Macroeconomic Policy Institute (IMK), Hans-Böckler-Foundation

T3-16
Workers’ participation, innovation and productivity
Chair: Luitpold Rampeltshammer

5. September 2019, 16:00 – 17:30, Room: 2302.U1.21

World class involvement: Workers’ participation in a 4.0 lean production system
Lisa Dorigatti, University of Milan
Matteo Rinaldini, University of Modena and Reggio Emilia

Workers’ voice, job satisfaction and productivity
Julian Teicher, Central Queensland University
Bernadine Van Gramberg, Swinburne University of Technology
Greg J. Bamber, Monash University
Brian Cooper, Monash University
Peter Holland, Monash University
Amanda Pyman, Deakin University

Do unions affect innovation? Evidence from firm-level data
Fabio Berton, University of Turin
Stefano Dughera, University of Turin
Andrea Ricci, National Institute for Public Policies Analysis (INAPP)

T4-02
Digitalisation: Voice and HRM
Chair: Karen Jaehrling

5. September 2019, 16:00 – 17:30, Room: 2303.01.63

Monetary incentivized ratings on crowdsourcing platforms for paid work
Paul Hensen, Paderborn University

The digitization of work in the view of works councils in Germany
Elke Ahlers, Institue for Economic and Social Research (WSI), Hans-Böckler-Foundation

How to organize digital dirty work: A human relation approach
Jeonghun Kim, Korea University Business School
Heeeun Jang, Yonsei Business Research Institute

SESSIONS AND WORKSHOPS

FRIDAY, 6 SEPTEMBER 2019

SE-01
Special event: Meet the editors of
Industrielle Beziehungen – The German Journal of Industrial Relations
Chair: Wenzel Matiaske (editor-in-chief), Werner Nienhüser

6. September 2019, 09:00 – 10:30, Room: 2303.01.24

The editors of *Industrielle Beziehungen – The German Journal of Industrial Relations* will speak on how to publish in the journal. Come visit and talk to them about being an author, reviewer or any other questions you have about the journal. Young scholars are especially welcomed!

T1-10
Wage setting and minimum wage
Chair: Thorsten Schulten

6. September 2019, 09:00 – 10:30, Room: 2302.U1.21

Visible and invisible hands in the transnational wage setting in Europe
Aarron Toal, Durham University Business School

Transfers of undertakings and the minimum wage – care home workers falling through the safety net?
Jereme Snook, Sheffield Hallam University
Julie Prowse, University of Bradford
Peter Prowse, Sheffield Hallam University
Michael Whittall, University of Erlangen-Nuremberg

Employers and employees’ responses to the UK national living wage in non-compliant small firms: Which way out of poor work in the informal sector?
Guglielmo Meardi, Scuola Normale Superiore

T2-03
Different industries, different jobs?

Chair: Oscar Molina

6. September 2019, 09:00 – 10:30, Room: 2303.01.61

Passion and interests: Industrial relations in the videogame industry in Denmark, Italy and the Netherlands

Lisa Dorigatti, University of Milan
Wike M. Been, University of Amsterdam
Luigi Burroni, University of Florence
Maarten Keune, University of Amsterdam
Trine P. Larsen, FAOS, University of Copenhagen
Mikkel Mailand, FAOS, University of Copenhagen

Sector level conflict in the public sector and the resilience of workplace labour-management relations

Nana Wesley Hansen, Department of Sociology, University of Copenhagen

Beyond labour market institutions. The double embeddedness of creative work

Lisa Basten, Berlin Social Science Center (WZB)

T2-04
Employers and collective bargaining

Chair: Martin Behrens

6. September 2019, 09:00 – 10:30, Room: 2302.U1.22

To join or not to join – Company motives for participating in collective bargaining

Sandra Vogel, German Economic Institute (IW)
Hagen Lesch, German Economic Institute (IW)
Helena Schneider, German Economic Institute (IW)

Norwegian employer organizations in the 2000s – a path of coordination or fragmentation?

Kristin Alsos, Fafo Institute for Labour and Social Research, Oslo
Kristine Nergaard, Fafo Institute for Labour and Social Research, Oslo
Johannes Oldervoll, Fafo Institute for Labour and Social Research, Oslo

T2-10
New forms of regulation

Chair: Peter Kerckhofs

6. September 2019, 09:00 – 10:30, Room: 2302.U1.24

The role of private regulation and non-state actors in the enforcement of collective labour agreements. An example from the Netherlands

Herman H. Voogtsgeerd, University of Groningen

The power of the soft methods in preserving and developing labour standards

Csilla Kollonay Lehoczky, Central European University

A new voluntarism in British employment relations – private voluntary regulation by employer forums

Philippe Demougin, Cardiff University

T2-12
Regulation and the law

Chair: Manfred Weiss

6. September 2019, 09:00 – 10:30, Room: 2303.01.70

The growing role of legislative solutions to the regulation of working conditions: The case of Czechia and Slovakia

Marta Kahancová, Central European Labour Studies Institute (CELSI)
Monika Martišková, Central European Labour Studies Institute (CELSI)
Mária Sedláková, Central European Labour Studies Institute (CELSI)

The role of the constitutional court in Spanish industrial relations

Montserrat Sole, University of Girona

When and how judges in Georgia apply ILS

Zakaria Shvelidze, Tbilisi State University

T4-WS5
Workshop: Labour Unions: Doomed but in need

Organiser: Robert Helmrich, Federal Institute for Vocational Education and Training (BIBB)
and Michael Tiemann, Federal Institute for Vocational Education and Training (BIBB)

6. September 2019, 09:00 – 10:30, Room: 2303.01.63

Codetermination in the process of digitalisation

Sabine Pfeiffer, University of Erlangen-Nuremberg

Constructions of labour and the effects of digital intermediaries

Hans J. Pongratz, Ludwig-Maximilians-Universität München

Investments in skills at the establishment level

Myriam Baum, Federal Institute for Vocational Education and Training (BIBB)

T3-WS1
Workshop: Social media and online tools for engagement, visibility, and interaction

Chair: Ilaria Armaroli
Organiser: John Budd, University of Minnesota

6. September 2019, 09:00 – 10:30, Room: 2303.01.22

The workshop discusses different ways in which IR academics (and others) can use social media and online tools in our own work. Contributions and questions from the audience are welcomed.

Panelists:
Melanie Simms, University of Glasgow
John Budd, University of Minnesota
Kurt Vandaele, European Trade Union Institute (ETUI)

T4-03
HRM for digitalised work
Chair: Wenzel Matiaske

6. September 2019, 09:00 – 10:30, Room: 2302.U1.23

‘Should I stay or should I go?’ The importance of lifelong guidance for lifelong learning from the perspective of professional employees
Kristina Lovén Seldén, TCO - The Swedish Confederation of Professional Employees

Crowdsourcing platforms for paid work: A literature review from a personnel economics and psychology perspective
Paul Hemsén, Paderborn University
Julian Schulte, Bielefeld University
Katharina Schlicher, Bielefeld University

Learning factories and their use in changed practices of human resource management
Anna Conrad, Ruhr University Bochum
Manfred Wannöfchel, Ruhr University Bochum

Social interaction, digitalisation and loyalty
David Öborn Regin, Karlstad University

T4-10
Theoretical and analytical issues (1)
Chair: Markus Helfen

6. September 2019, 09:00 – 10:30, Room: 2302.U1.61

The sub-systems shaping lean production and their managerial application in Italian work-integration social enterprises
Andrea Signoretti, University of Trento
Silvia Sacchetti, University of Trento

HR digital strategy and co-determination 4.0 – a strategy-as-practise-perspective
Verena Bader, Bundeswehr University Munich

Understanding the antecedents of seeking advisers in team projects: The effects of relevance of previous work and multiple memberships on advice network centrality and the moderating role of TMS
Sunwoo Lee, Korea University

T4-WS3
Workshop: Experiences of work in the platform economy: Ways in, ways through, ways out of the platform labour market
Organiser: Simon Joyce, University of Leeds, Mark Stuart, University of Leeds and Chris Forde, University of Leeds

6. September 2019, 09:00 – 10:30, Room: 2302.03.22

Platform work in working lives: Ways into and ways out of platform work
Simon Joyce, University of Leeds
Mark Stuart, University of Leeds
Chris Forde, University of Leeds

Work in the platform economy: Deliveroo riders in Belgium and the SMar arrangement
Jan Drahokoupil, European Trade Union Institute (ETUI)

Slash workers and changing models of labour regulation
Ivana Pais, Catholic University of the Sacred Heart, Milan

On-demand digital economy: Can experience ensure work and income security for microtask workers?
Uma Rani Amara, International Labour Organization (ILO)

T1-08
Strengthening gender equality

Chair: Isabel da Costa

6. September 2019, 11:00 – 12:30, Room: 2303.01.61

Gender equality outcomes of a coordinated market economy during European economic integration: How European macro-economic policy shapes Belgian social partners’ (in)action for gender equality

Veronika Lemeire, Hasselt University

Patrizia Zanoni, Hasselt University

Closing the gender pay gap. What role for unions?

Jill Rubery, The University of Manchester

‘Gender inequality - Now available on digital platform’. An interplay between gender equality and gig economy in the European Union

Neha Vyas, Goethe University Frankfurt

T1-WS1
Workshop: Industrial relations towards 2030

Organiser: David Foden

6. September 2019, 11:00 – 12:30, Room: 2302.03.22

Discussion with:

Christian Welz, Eurofound

Steffen Lehndorff, Institute for Work, Skills and Training, University of Duisburg-Essen

Agnes Akkermann, University of Groningen and Radboud University

Guy Van Gyes, KU Leuven

Maria da Paz Campos Lima, University Institute of Lisbon, DINÂMIA’CET – IUL

Oscar Molina, Universitat Autònoma de Barcelona

6. September 2019, 15:00 – 16:30, Room: 2302.03.22

Discussion with:

Christian Welz, Eurofound

Steffen Lehndorff, Institute for Work, Skills and Training, University of Duisburg-Essen

Agnes Akkermann, University of Groningen and Radboud University

Guy Van Gyes, KU Leuven

Maria da Paz Campos Lima, University Institute of Lisbon, DINÂMIA’CET – IUL

Oscar Molina, Universitat Autònoma de Barcelona

T2-05
European governance: Legal aspects

Chair: Achim Seifert

6. September 2019, 11:00 – 12:30, Room: 2302.U1.24

Do you know how many hours of sleep had the pilot who has brought you here? The European social law as a guarantee of air traffic safety

Krzysztof Stefanski, University of Lodz

A new era for labour and social rights in EU law – perspectives, challenges and growing concerns

Márton Leó Zaccaria, University of Debrecen

Sipka Peter, University of Debrecen

Perspectives of European labour law

Manfred Weiss, Goethe University Frankfurt

Workers’ voice at the workplace: Freedom of speech and legality before the European Court of Human Rights

Stefano Maria Corso, University of Urbino

T2-14
Supranational governance: The role of the ILO

Chair: Birgit Kraemer

6. September 2019, 11:00 – 12:30, Room: 2303.01.70

Governing supply chains and the role of the International Labour Organization (ILO)

Huw Thomas, University of Bristol

Mark Anner, School of Labor and Employment Relations, Pennsylvania State University

The ILO’s 100th anniversary: What strategy for the next century?

Aneta Tyc, University of Lodz

T3-01
Board-level employee representation

Chair: Mona Aranea

6. September 2019, 11:00 – 12:30, Room: 2303.01.24

Workers on the board and long-term investment in German companies

Sigurt Vitols, Berlin Social Science Center (WZB)

Robert Scholz, Berlin Social Science Center (WZB)

Transnational representation at company boards

Inger Marie Hagen, Fafo Institute for Labour and Social Research, Oslo

Examining the decline of board-level employee representation in Spain

Sara Lafuente Hernandez, European Trade Union Institute (ETUI)

T3-08
New dynamics of political economy
Chair: Russell Lansbury

6. September 2019, 11:00 – 12:30, Room: 2302.U1.23

The impacts of private equity investments on employment relations in Ireland
Dhuha Mujadedi, Michael Smurt Graduate Business School, University College Dublin
Colm McLaughlin, University College Dublin

From the periphery to the core. Collective bargaining in Chile as a journey to the potential future of European systems
Gonzalo Duran, Institute for Work, Skills and Training, University of Duisburg-Essen

T3-11
Platform economy
Chair: Greg J. Bamber

6. September 2019, 11:00 – 12:30, Room: 2303.01.63

Solidarity and collective voice in the platform economy
Philipp Lorig, Chemnitz University of Technology
Markus Hertwig, Chemnitz University of Technology
Manuel Holz, Chemnitz University of Technology

See no evil, hear no evil? Workers voice in the gig economy
Giuseppe Antonio Recchia, University of Bari

Formations and expressions of labour solidarities in the platform economy
Sarrah Kassem, University of Tübingen

Digitalisation as contested terrain. Digital Taylorism and labour politics in Amazon’s logistics centres
Georg Barthel, Institute for Work, Skills and Training, University of Duisburg-Essen

T3-WS2
Workshop: Workers’ participation at plant level – a European and global perspective
Organiser: Ludger Pries, Ruhr University Bochum

6. September 2019, 11:00 – 12:30, Room: 2303.01.22

Workers’ participation: Concepts and evidence for Europe
Thomas Haipeter, Institute for Work, Skills and Training, University of Duisburg-Essen

Mondragon: Cooperatives in global capitalism
Joseba Azkarraga, University of the Basque Country (UPV/EHU)
George Cheney, University of Colorado

Workers’ participation in Czechia and Slovakia
Jan Drahokoupil, European Trade Union Institute (ETUI)
Marta Kahancová, Central European Labour Studies Institute (CELSI)

Workers’ participation at plant level: France
Udo Rehfeldt, IRES

Workers’ participation at plant level: The case of Italy
Volker Telljohann, IRES Emilia-Romagna

Workers’ participation in Spain
Holm-Detlev Köhler, University of Oviedo

Workers’ participation at plant level in a global comparative perspective
Ludger Pries, Ruhr University Bochum

T4-04
Industrial relations in the digitalised world
Chair: Werner Nienhüser

6. September 2019, 11:00 – 12:30, Room: 2302.U1.22

The effects of information and communication technologies on pay for performance use
Alberto Bayo-Moriones, Public University of Navarre
Amaya Erro-Garcés, Public University of Navarre
Fernando Lera-López, Public University of Navarre

Prospects of workers in the automotive industry and social partners responses under new technologies deployment
Monika Martišková , Charles University

Regulating Flexibility: Uber’s platform as a technological work arrangement
Sigurd M. Nordli Oppegaard, Fafo Institute for Labour and Social Research, Oslo

T4-11
Theoretical and analytical issues (2)
Chair: Martin Schneider

6. September 2019, 11:00 – 12:30, Room: 2302.U1.61

Agile and traditional management approaches – a comparative analysis
Knut Linke, University of Applied Sciences Weserbergland, Institute for Knowledge Management

The locus of human resource decision making in MNC’s: The competing pressures produced by global supply chains
Harry Katz, Cornell University, ILR School

Organisational control of platform work
Heiner Heiland, Technical University Darmstadt

T4-WS4
Workshop: Gig economy and its implications for social dialogue and workers’ protection
Organiser: Johannes Kiess, University of Siegen and Maria M. Mexi, University of Geneva

6. September 2019, 11:00 – 12:30, Room: 2302.U1.21

The rise of the gig economy as an emerging reality, its potential disruption and the need to find answers to its challenges
Jean-Michel Bonvin, University of Geneva
Maria M. Mexi, University of Geneva

An injury to all? Rights, wrongs and the gig economy in a polarised context
Simone Baglioni, University of Lodz
Tom Montgomery, Glasgow Caledonian University

Exploitation 4.0 or social protection 4.0? The challenges of the gig economy to the German Model
Johannes M. Kiess, University of Siegen

6. September 2019, 15:00 – 16:30, Room: 2302.U1.21

Social partnership and gig economy in Greece: Continuity or discontinuity
Maria M. Mexi, University of Geneva

How can social dialogue contribute to the enhancement of gig workers’ social protection? A case study on bike deliverers
Jean-Michel Bonvin, University of Geneva
Nicola Cianferoni , University of Geneva
Luca Perrig, University of Genva

The future of work and social dialogue in the platform economy: Challenges and opportunities
Kostas Papadakis, ILO
Maria M. Mexi, University of Geneva

T1-03
European governance
Chair: Stan De Spiegelaere

6. September 2019, 15:00 – 16:30, Room: 2303.01.22

Is the European semester really being socialised? Rethinking the European Union’s new economic governance regime and labour politics
Jamie Jordan, De Montfort University
Roland Erne, University College Dublin

Labour markets under attack. The new European labour market policy after the crisis and the impact of the national labour markets
Felix Syrovatka, University of Tübingen

The European Company (SE): Original expectations and deficiencies of implementation, some political remedies and the lasting political stalemate
Berndt Keller, University of Konstanz
Sophie Rosenbohm, Institute for Work, Skills and Training, University of Duisburg-Essen

European integration and the commodification of labour market institutions. A comparative analysis of recent EU interventions in Italy, Ireland and Switzerland
Vincenzo Maccarrone, University College Dublin
Roland Erne, University College Dublin

T1-05
Job contracts` influence on equality
Chair: Barbara Bechter

6. September 2019, 15:00 – 16:30, Room: 2302.U1.22

Current trends in casualisation of the workforce in Europe
Isabella Biletta, Eurofound

From precarious to ordinary workers? Norwegian employers use of labour. Central and Eastern Europe after the EU-enlargement
Jørgen Svalund, Fafo Institute for Labour and Social Research, Oslo
Rolf Andersen, Fafo Institute for Labour and Social Research, Oslo
Anne Mette Ødegård, Fafo Institute for Labour and Social Research, Oslo

When two (or more) is not equal to one: An analysis of the changing nature of multiple and single jobholding in Europe
Wieteke Conen, University of Amsterdam

T1-WS2

Workshop: Precarious work. The challenge for labour law in Europe

Chair: Manfred Weiss

Organiser: Izabela Florczak, University of Lodz and Marta Otto, University of Lodz

6. September 2019, 15:00 – 16:30, Room: 2303.01.61

Precarious work: Towards a new theoretical foundation

Izabela Florczak, University of Lodz

Barbara Godlewska-Bujok, University of Warsaw

Calogero Massimo Cammalleri, University of Palermo

The legal contours of precarious work in Europe – case of Sweden and Slovenia

Annamaria Westregård, Lund University

Valentina Franca, University of Ljubljana

Digital work in the ‘platform economy’. The last (but not least) stage of precariousness in labour relationships

Matteo Avogaro, University of Milan

T2-11

Regulating digital work

Chair: Lisa Dorigatti

6. September 2019, 15:00 – 16:30, Room: 2303.01.63

Social dialogue in the age of platform economy: Comparative evidence from Europe

Marta Kahancová, Central European Labour Studies Institute (CELSI)

Mehtap Akgüç, Center for European Policy Studies (CEPS)

Gig work and crowdwork: New initiatives to regulate a new field of employment in a comparative perspective

Thomas Haipeter, Institute for Work, Skills and Training, University of Duisburg-Essen

Feliciano Iudicone, Fondazione Giacomo Brodolini

Platform companies meeting highly organised labour markets

Kristin Jesnes, Fafo Institute

Anna Ilsøe , FAOS, University of Copenhagen

Sigurd M. Nordli Oppegaard, Fafo Institute for Labour and Social Research, Oslo

Bertil Rolandsson, University of Gothenburg

Antti Saloniemi, Tampere University

T2-WS4

Workshop: Non-standard and new forms of employment: Challenges to labour law and industrial relations

Organiser: Sabina Stiller, AIAS-HSI, University of Amsterdam

6. September 2019, 15:00 – 16:30, Room: 2302.U1.24

Germany’s cautious approach to the regulation of flexible and new forms of work and conflicting social partner responses

Sabina Stiller, AIAS-HSI, University of Amsterdam

New forms of employment in Hungary: Labour-market practicality versus labour law rational?

Attila Kun, Károli Gáspár University of the Reformed Church in Hungary

Platform work in France: Can collective rights overcome the social protection gap?

Hanneke Bennaars, Leiden University

T3-12

Sustainability and just transition

Chair: Stefan Lücking

6. September 2019, 15:00 – 16:30, Room: 2303.01.24

On the role of works councils and plant level agreements for developing more sustainable organisations

Florian Krause, Leibniz University Hannover

Trade union attitudes towards climate change. Developing a conceptual framework

Adrien Thomas, Luxembourg Institute of Socio-Economic Research

Nadja Doerflinger, KU Leuven

What drives sustainability in companies? Examining the influence of board level employee representation on responsible practices in large European companies

Sigurt Vitols, Berlin Social Science Center (WZB) and European Trade Union Institute (ETUI)

T4-05

Issues in HRM

Chair: Carsten Wirth

6. September 2019, 15:00 – 16:30, Room: 2303.01.70

Exploring internal labour market ‘churn’: Analysing employees’ experience of internal redeployment

Chris McLachlan, University of Leeds

Robert MacKenzie, Leeds University Business School

Strategies for labour and employment relations as an academic field

Dong-One Kim, Korea University Business School

Retail trade as an arena of inclusion in the labour market

Ragnhild Steen Jensen, Fafo Institute for Labour and Social Research, Oslo

Kristine Nergaard, Fafo Institute for Labour and Social Research, Oslo

T4-08
Organizing work in the digital economy (2)
Chair: Elke Ahlers

6. September 2019, 15:00 – 16:30, Room: 2302.U1.23

Agile organizations in an era of digitalisation – impacts on leadership and HRM practices
Sabrina Weber, Pforzheim University

The implementation of assistance systems in a shortage sector: The case of the German care service
Peter Wegenschimmel, Regensburg University of Applied Sciences

Managing the networked labour process: The case of German ground handling operations
Dominique Ziehe, University of Innsbruck
Markus Helfen, University of Innsbruck

T4-WS1
Workshop: ‘Socioeconomics of personnel’ as an evolving research program
Organiser: Martin Schneider, Paderborn University

6. September 2019, 15:00 – 16:30, Room: 2302.U1.61

From personnel economics to a political economy of work
David Spencer, Leeds University Business School

Socio-economics versus personnel economics in industrial relations research – a critique and a proposal for a socio-economic mode of explanation
Werner Nienhäuser, University of Duisburg-Essen

Can nudges increase employee performance? Evidence from two field experiments
Kirsten Thommes, Paderborn University
Christin Hoffmann, Brandenburg University of Technology

‘Why can’t we go on as three?’ The Macro-Micro-Link revisited
Wenzel Matiaske, Helmut Schmidt University Hamburg

T1-06
Labour market institutions and social protection
Chair: Sandra Vogel

6. September 2019, 16:45 – 18:15, Room: 2303.01.24

Welfare recipients’ transition into employment and employment stability in Germany
Katrin Hohmeyer, Institute for Employment Research (IAB)
Cordula Zabel, Institute for Employment Research (IAB)
Katharina Dengler, Institute for Employment Research (IAB)

Social security protection for new self-employment in the Italian system. Criticalities, aporias and prospects for reform
Giovanna Pistore, University of Padova

Labour market institutions and growing inequalities: Accounting for the de-valuation of work in the case of Portugal
Maria da Paz Campos Lima, University Institute of Lisbon, DINÂMIA’CET – IUL
José Castro Caldas, University of Coimbra
Nuno Nunes
João Ramos de Almeida, University of Coimbra

T2-06
European social dialogue
Chair: Erika Mezger

6. September 2019, 16:45 – 18:15, Room: 2302.U1.61

European sector social dialogue – facts and figures
Peter Kerckhofs, Eurofound

Opening the black box: Practices and processes in European sectoral social dialogue
Sabrina Weber, Pforzheim University
Barbara Bechter, Durham University Business School
Manuela Galetto, University of Warwick
Bengt Larsson, University of Gothenburg
Tom Prosser, Cardiff University

Social dialogue after EU enlargement: New actors’ old problems?
Barbara Bechter, Durham University Business School

T2-08
Minimum wage: Enforcement and compliance

Chair: Thomas Haipeter

6. September 2019, 16:45 – 18:15, Room: 2303.01.22

Compliance with and enforcement of minimum wages in Germany
Frederic Hüttenhoff, Institute for Work, Skills and Training, University of Duisburg-Essen
Claudia Weinkopf, Institute for Work, Skills and Training, University of Duisburg-Essen

The general statutory minimum wage’s impact on German trade unions’ membership
Florian Spohr, Ruhr University Bochum
Simon Ress, Ruhr University Bochum

The influence of the German minimum wage on household incomes in Germany
Toralf Pusch, Institute of Economic and Social Research (WSI), Hans-Böckler-Foundation

T2-09
Mobilising workers across borders

Chair: Søren Kaj Andersen

6. September 2019, 16:45 – 18:15, Room: 2302.U1.21

Cross-border labour markets and the role of trade unions in representing migrant workers’ interests
Adrien Thomas, Luxembourg Institute of Socio-Economic Research

‘Labour on the move’: Logistics work and spatio-legal dynamics in the EU
Andrea Iossa, Lund University

Posted workers reform between trade union concerns and symbolic EU politics
Jens Arnholtz, FAOS, University of Copenhagen

T2-13
Shaping good work

Chair: Carsten Wirth

6. September 2019, 16:45 – 18:15, Room: 2303.01.61

The evolution of standard and non-standard employment relationship regulation in Europe and other regions of the world: A sequence analysis of regulation patterns over four decades
Jean-Yves Gerlitz, University of Bremen

Active ageing, older workers and employment protection: Dynamics and tensions in labour law, non-discrimination law and collective bargaining
Mia Rönnmar, Lund University, Faculty of Law

Regulatory structures of flexible working time models in France and Germany using the example of working time accounts
Jens Thoemmes, CERTOP-CNRS Toulouse
Hartmut Seifert, formerly Institute of Economic and Social Research (WSI), Hans-Böckler-Foundation

T3-06
Looking inside the union

Chair: Melanie Simms

6. September 2019, 16:45 – 18:15, Room: 2302.03.22

The relationship between worker collectivism and trade unionism: A case study in Turkish retail sector
Sadik Kilic, Bulent Ecevit University

Voice within the union: Relationship of leader, status and voice behaviour
Kyungyeon Kim, Korea University

Dilemmas of union democracy, national and international
Rebecca Gumbrell-McCormick, Birkbeck College, University of London
Richard Hyman, London School of Economics and Political Science (LSE)

Trade unions and perceptions of class conflicts
Josef Ringqvist, Karlstad University

T3-13
Women’s voice
Chair: Isabella Biletta

6. September 2019, 16:45 – 18:15, Room: 2302.U1.23

Feminisation and exploitation of labour in India: Evidence from special economic zone
Sazzad Parwez, School of Development Studies, Indian Institute of Health Management Research University

Invisible? Women unionists in sherry area. Obstacles and experiences
Eva Bermúdez-Figueroa, University of Cádiz

Context-based explanations for different occupational opportunities and employment conditions experienced by women and migrants
Andrea Signoretti, University of Trento

Women workers/women voice: What to expect, what to demand
Sandra Tavares, Law School, Catholic Portuguese University

T4-06
New perspectives and policies for work-life balance
Chair: Jill Rubery

6. September 2019, 16:45 – 18:15, Room: 2302.U1.24

Working parents and new trends in the human resources management in Polish companies
Barbara Godlewska-Bujok, University of Warsaw
Krzysztof Walczak, Warsaw University

More money or extra days o? New regulations for individual choices in German collective bargaining
Thorsten Schulten, Institute of Economic and Social Research (WSI), Hans-Böckler-Foundation
Reinhard Bispinck, formerly Institute of Economic and Social Research (WSI), Hans-Böckler-Foundation

The importance of gender, professional position and family responsibility in the process of dissolution of work and private life through the use of ICT
Ines Entgelmeier, University of Duisburg-Essen
Timothy Rinke, University of Duisburg-Essen

T1-WS3
Workshop: The impact of the gig economy on the transformation of employment relations: EU and EAEU compared
Organiser: Kirill Tomashevski, International University “MITSO”, Minsk and Nikita Lyutov, Moscow State Law Kutafin University

6. September 2019, 16:45 – 18:15, Room: 2302.U1.22

Labour mobility in the gig-economy: Implementation of the principle of free movement of labour in the EU and the EAEU
Gaabriel Tavits, University of Tartu

Rethinking the notion of employer for the gig-economy (on the example of platform work in the transportation sector): Russian and EU experience compared
Olga Chesalina, Max Planck Institute for Social Law and Social Policy

Collective bargaining for workers in the gig economy: A path towards fair working conditions
Tania Bazzani, Faculty of Law, HU Berlin

Remote work: Comparison of legislation and practice in the EAEU countries
Svetlana Shuraleva, Perm State University

T2-WS1
Workshop: Improving conditions of platform workers in Europe
Chair: Stefan Lücking
Organiser: Markus Ellmer, University of Salzburg, Thomas Gegenhuber, Leuphana University of Lüneburg, Dominik Klaus, University of Vienna, and Stefan Lücking, Hans-Böckler-Foundation

6. September 2019, 16:45 – 18:15, Room: 2303.01.63

Platform workers centre stage! Taking stock of current debates on improving the conditions of platform work in Europe
Markus Ellmer, University of Salzburg
Thomas Gegenhuber, Leuphana University of Lüneburg
Dominik Klaus, University of Vienna

Enabling and control. Algorithmic coordination in the platform-based gig economy
Jan-Felix Schrape, University of Stuttgart and University of Hohenheim
Jasmin Schreyer, University of Stuttgart

Sharing the liberal utopia. The case of Uber in France and the US
Katarzyna Gruszka, WU Vienna University of Economics and Business

7. September 2019, 09:00 – 10:30, Room: 2303.01.63

Creativity, cooperation and conflict in the platform economy in Western Europe: Little new under the sun
Kurt Vandaele, European Trade Union Institute (ETUI)

Limits of the platform economy: Digitalisation and marketisation in live music
Dario Azzellini, Cornell University

SESSIONS AND WORKSHOPS

SATURDAY, 7 SEPTEMBER 2019

T1-07
New challenges at the workplace and in society
Chair: Roberto Pedersini

7. September 2019, 09:00 – 10:30, Room: 2303.01.61

Investigating and transforming resonance (RESet)
Philipp Gies, Center for Labour and Political Education (zap), University of Bremen

That is just part of being able to do my cool job: Working conditions and interest formulation in self-enterprising sectors in the Netherlands
Wike M. Been, University of Amsterdam

T2-07
Legal aspects of digital work
Chair: Markus Hertwig

7. September 2019, 09:00 – 10:30, Room: 2303.01.24

Digital intermediary platforms – a challenge for the Nordic model, the social partners and the legislation
Annamaria Westregård, Department of Business Law, Lund University

Labour law and on-demand work: An analysis of policy actors’ ideas and strategies in the gig economy
Alessio Bertolini, University of Glasgow

The legal status of platform workers: Do they have the right to form and to join trade unions
Siyami Alp Limoncuoglu, Izmir University of Economics
Gonca Yilmaz

T2-18
Trends in collective bargaining
Chair: Harry Katz

7. September 2019, 09:00 – 10:30, Room: 2303.01.22

Low wage growth – decentralised bargaining in Australia and Denmark compared
Søren Kaj Andersen, FAOS, University of Copenhagen
Russell D. Lansbury, The University of Sydney Business School
Chris F. Wright, The University of Sydney Business School

Coffee, cigarettes and coordination: Networks and the relational approach to wage-setting
Oscar Molina, Universitat Autònoma de Barcelona

Strengthening and re-building collective bargaining
Gerhard Bosch, Institute for Work, Skills and Training, University of Duisburg-Essen

T3-03
Restructuring and changing enterprise structures
Chair: Axel Hauser-Ditz

7. September 2019, 09:00 – 10:30, Room: 2302.U1.23

Corporate identity discourse in the post-merger TNC and the consequences for employee voice
Mona Aranea, Cardiff University
Sergio González Begega, University of Oviedo
Holm-Detlev Köhler, University of Oviedo

Transnational protest actions and the interplay of the different levels of employee representation in multinational companies
Christine Üyük, Institute for Work, Skills and Training, University of Duisburg-Essen

Responsible restructuring and integrative concession bargaining: An empirical examination of the role of trade unions at a UK steel firm
Chris McLachlan, University of Leeds
Mark Stuart, University of Leeds

T3-04
Comparing trade unions
Chair: Rebecca Gumbrell-McCormick

7. September 2019, 09:00 – 10:30, Room: 2302.U1.21

Measuring varieties of industrial democracy in Europe: A quantitative analysis
Pablo Sanz, notus-asr
Maria Caprile, notus-asr
Christian Welz, Eurofound
Ricardo Rodriguez, Eurofound

Rough waters – European trade unions in a time of crises
Steffen Lehndorff, Institute for Work, Skills and Training, University of Duisburg-Essen

Differences in trade union membership and influence across Europe: The importance of comparative electoral systems
John Budd, University of Minnesota
J. Ryan Lamare, School of Labor and Employment Relations, University of Illinois at Urbana-Campaign

T3-07

Multinational companies and transnational agreements

Chair: Sara Lafuente Hernandez

7. September 2019, 09:00 – 10:30, Room: 2302.U1.22

Transnational industrial democracy? Workers’ voice across borders in transnational companies

Isabel da Costa, CNRS, IDHES, ENS Paris Saclay

Transnational company agreements signed in German-based MNCs as a tool to introduce participatory experiences in the context of Italian industrial relations

Volker Telljohann, IRES Emilia-Romagna

A meta-organisational perspective on global framework agreements strategies of global union federations

Rémi Bourguignon, Université Paris 1 Panthéon-Sorbonne

Pierre Garaudel, Université Paris 1 Panthéon-Sorbonne

T3-09

New forms of employee voice

Chair: Inger Marie Hagen

7. September 2019, 09:00 – 10:30, Room: 2302.U1.24

Flexibilizing organizations: Consequences for worker participation?

Jan Kees Looise, University of Twente

‘Subordination in solidarity’: The labour law of workers’ cooperatives – insights for the future of workers’ protection?

Andrea Iossa, Lund University

Miriam Kullmann, WU Vienna University of Economics and Business

Integrating direct employee voice within the framework of worker representation. The role of an Italian trade union in ‘organising disintermediation’

Ilaria Armaroli, University of Bergamo, ADAPT

T3-10

New solidarities

Chair: Heiner Dribbusch

7. September 2019, 09:00 – 10:30, Room: 2302.U1.61

Precarious solidarities: Unions, young workers and representative claims

Melanie Simms, University of Glasgow

Perspectives of worker solidarity in changing times

Lise Lotte Hansen, Department of Social Science & Business, Roskilde University

Revolution is cancelled. The lacking social basis for a re-politicization of work

Vera Trappmann, Leeds University Business School

T3-14

Workers’ voice for migrant workers

Chair: Ludger Pries

7. September 2019, 09:00 – 10:30, Room: 2302.03.22

Work’s relationships and discrimination, harassment of foreign workers in some European countries

Boudjemaa Koussa, University of Setif2, Algeria

Voice or voiceless of the workers? An investigation of immigrant Nepalese workers in South Korea

Bojindra Prasad Tulachan, Ajou University

Workplace universalism – the function of German industrial relations for the integration of migrant workers and refugees

Werner Schmidt, Forschungsinstitut für Arbeit, Technik und Kultur (F.A.T.K.)

Andrea Müller, Forschungsinstitut für Arbeit, Technik und Kultur (F.A.T.K.)

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