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
Prof. Dr. Carsten Wirth, Hochschule Darmstadt - University of Applied Sciences
Dr. Sophie Rosenbohm, University of Duisburg-Essen, Institut Arbeit und Qualifikation

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

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

Programme version: 1.0 (3 July 2019)
# Programme at a glance

**Thursday, 5 September 2019**

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<th>Time</th>
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<tr>
<td>09:00</td>
<td>Registration opens</td>
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<tr>
<td>09:30</td>
<td>ILERA study group meetings</td>
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<td>Welcome coffee</td>
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<td><strong>Opening session</strong></td>
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<td>Plenary 1: Perspectives of European labour relations</td>
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<td>17:30</td>
<td>Plenary 2: Young Scholars</td>
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<td>Welcome reception</td>
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**Friday, 6 September 2019**

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<td>Plenary 3: Digitalization and the new employment relationship?</td>
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<td>Congress dinner</td>
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**Saturday, 7 September 2019**

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<td>Coffee and tea</td>
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<tr>
<td>11:00</td>
<td>Plenary 4: What future for conflict partnership?</td>
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<td>12:30</td>
<td><strong>Closing session</strong></td>
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<td>13:00</td>
<td>Lunch</td>
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About this programme

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

Please note: Room allocation will be completed within the next weeks.

Presenters should be at the session room at least 10 minutes prior to the start of your 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 presentation + 25 min discussion
- 4 presenters: 15 min for presentation + 20 min discussion
- 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 (income, wealth, training and employment opportunities etc.)
- 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 of 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 happens 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 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”, “Mitbestimmung” (co-determination) 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 experience 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 use of artificial intelligence impacts 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

We are also looking forward to papers which discuss these topics with reference to gender, migrant and disabled workers.
Plenary sessions

P1
Perspectives of European labour relations

5. September 2019 11:45 – 13:00

Discussion with: Roland Erne and Maria Jepsen

P2
Young Scholars

5. September 2019 17:30 – 18:45

Functional equivalence of employment regimes under market pressure. Outsourcing of public services in Italy and Denmark
Anna Mori

Beyond ideology: Comparing confrontational union responses to restructuring in France
Ruth Reaney, Genevieve Coderre-Lapalme

Collectivity besides the company. Workers’ representation in the German film and television sector
Lisa Basten
P3
Digitalization and the new employment relationship?


Organised by: Stefan Kirchner

P4
What future for conflict partnership? Industrial relations in Germany from employers’ and trade unions’ perspective

7. September 2019 11:00 - 12:30

Chair: Thorsten Schulten (WSI) and Hagen Lesch (IW)

Christiane Benner
Vice President, IG Metall

Steffen Kampeter
CEO, Confederation of German Employers’ Associations (BDA)
## Overview: Sessions and workshops

### Thursday, 5 September 2019

**Parallel sessions**

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### Friday, 6 September 2019

**Parallel sessions**

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### Saturday, 7 September 2019

**Parallel sessions**

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Sessions and workshops

Thursday, 5 September 2019

T1-01
Corporatism and models of industrial relations

5. September 2019 14:00 – 15:30

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

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

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

T1-04
Firms’ employment strategies and inequality

5. September 2019 14:00 – 15:30

Compensation policies and varieties of capitalism: The role of firms to generate inequality
Fátima Suleman, Henrique Duarte, Abdul K. Suleman

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

Worker selection: The impact of firm heterogeneity
Sara Martinez-de-Morentin, Alberto Bayo-Moriones, Jose E. Galdon-Sanchez
T2-01

Collective bargaining and the labour law

5. September 2019 14:00 – 15:30

Compulsory arbitration in wage setting in Norway – use and effects on industrial action
Åsmund Arup Seip

Interplay between labour law and collective bargaining in the promotion of elderly workers and prolonged working lives
Jenny Julén Votinius

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

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

T2-15

The state and industrial relations (1)

5. September 2019 14:00 – 15:30

The state and industrial relations: From supportive to intrusive?
Roberto Pedersini

Quo vadis Poland? Populist social promises and their impact on the labour market
Anna Piszczek

Trade unions and deunionisation in Turkey
Banu Uckhan Hekimler
T2-19

**Values, trust and action**

5. September 2019 14:00 – 15:30

**Engagement and cooperation in collective action: The role of ‘shared values’**
*Sabrina Weber, Barbara Bechter, Manuela Galetto, Bengt Larsson, Tom Prosser*

**European practices of the union ver.di. Proposal of a field theoretical perspective**
*Nele Dittmar*

**(A)symmetric trust relationships between employer and employee representatives in Europe: Some (not so) known stylized facts**
*Bernd Brandl*

T2-WS2

**Workshop: Leaving the Laval quartet behind? The judicialisation and politicisation of public procurement across Europe**

5. September 2019 14:00 – 15:30

**Organiser: Karen Jaehrling, Niklas Bruun**

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

**Labour clauses in UK public procurement: Identifying, interpreting and implementing ‘social value’**
*Mat Johnson, Aristea Koukiadaki, Stephen Mustchin, Laura Watt*

**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, Christin Stiehm*
Comparative perspectives on job quality

Influence of organizational citizenship behaviour on organizational effectiveness: Experiences from Indian banks
*Sudhir Chandra Das*

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

Does employment status matter for job quality?
*Franz Eiffe*

Organizing work in the digital economy (1)

Individual and organizational repercussions of co-working with algorithms
*Markus Ellmer*

Leeway or oneway? Autonomy in (partly) digitalized worlds of work. Fuzzy Set Qualitative Comparative Analysis (fsQCA) as path to understanding of complex reality in sociology of work
*Christian Manfred Wilke, Eva Susanna Kunze*

Socio-technical systems design (STSD) and digitization processes in the industrial sector – experiences in German companies
*Alexander Bendel, Erich Latniak*
T4-09
The global discourse on digital work

5. September 2019 14:00 – 15:30

The digital work exploitation: Nothing new under the sun!
Calogero Massimo Cammalleri

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

Artificial intelligence and the labour market
Rossana Merola

T2-17
Transnational regulation of labour

5. September 2019 14:00 – 15:30

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

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

Transnational company agreements and enforcement of labour standards in the global supply chain
Stefania Marassi
Workshop: Comparing digitalization of work in Northern European countries

5. September 2019 14:00 – 15:30

Organiser: Bertil Rolandsson, Johan Røed Steen, Jon Erik Dølvik

Changes in the occupational structure of Nordic employment: Upgrading or polarization?
Tomas Berglund, Stine Rasmussen, Johan R. Steen

Digitalization: Impact on jobs, work organization and industrial relations in Nordic manufacturing
Bertil Rolandsson, Tuomo Alaosini, Jon Erik Dølvik, Anna Ilsøe, Trine P. Larsen, Johan R. Steen

Innovation and job quality in the Aerospace industry in France and Sweden
Jerome Gautie, Roland Ahlstrand

5. September 2019 16:00 – 17:30

Smart use of manual work: Opportunities and limits of automation (lessons from the German and Hungarian automotive industry)
Csaba Makó, Miklós Illéssy, Balázs Heidrich, Niela Kleinsmith, Erich Latniak, Chris Mathieu

Platform companies meeting highly organized labour markets
Kristin Jesnes, Anna Ilsøe, Sigurd M. Nordli Oppegaard, Bertil Rolandsson, Antti Saloniemi
T1-02

**Ethnicity and inequality**

5. September 2019 16:00 – 17:30

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

In a taxi, stuck or going places?  
*Meenakshi Sarkar*

Refugee flows and migrant labour market integration: Europe in need of a new policy agenda  
*Mary Stylidi*

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T2-02

**Collective bargaining: National perspectives**

5. September 2019 16:00 – 17:30

Diversified strength of workers’ voice in Central and Eastern Europe  
*Katarzyna Skorupinska-Cieslak*

Wage effects in the Norwegian constructing – an industry with major changes  
*Elin Svarstad, Bård Jordfald*

Farewell from the industry-level bargaining or an increased diversity of bargained employment conditions?  
*Catherine Vincent, Kevin Guillas-Cavan*
T2-16
The state and industrial relations (2)

5. September 2019 16:00 – 17:30

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

Labour migration and stakeholders’ role in the making of Brexit
Chris Forde, Gabriella Alberti, Ioulia Bessa, Zyama Ciupijus, Jo Cutter, Maisie Roberts

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

T2-WS3
Workshop: New developments in European employment relations

5. September 2019 16:00 – 17:30
Organiser: Mona Aranea, Sophie Rosenbohm

European Works Councils: The practitioner’s view
Stan de Spiegelaere, Romuald Jagodzinski, Jeremy Waddington

Interest articulation in SEs: Board-level employee representatives and their link with SEWCs
Sophie Rosenbohm, Jennifer Kaczynska

European employer organisations: A proposal for a typology
Mona Aranea, Leon Gooberman, Marco Hauptmeier
Workshop: Relaunching collective bargaining coverage in outsourced activities

5. September 2019 16:00 – 17:30
Organiser: Oscar Molina

Institutional and organizational dynamics in the configuration of the outsourced employment in six European countries
Oscar Molina, Alejandro Godino

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, Carmela Guarascio, Joan Rodriguez Soler, Maarten Keune, Noëlle Payton

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, Anne Kildunne

Crossing sectoral boundaries: Employment relations in the facility management business
Alejandro Godino, Maarten Keune, Oscar Molina, Noëlle Payton
T3-02

Changes in employee representation

5. September 2019 16:00 – 17:30

The relation between participation, influence and trust in employment relations at local level
Kristin Alsos, Sissel C. Trygstad

The long and unfinished road to workers’ participation in France
Udo Rehfeldt

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

T3-05

Labour-management relations

5. September 2019 16:00 – 17:30

Labour-management partnership development and challenges in South Korea
Changwon Lee

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

How employers perceive the value of works council: Pre- and post- economic crisis comparison
Valentina Franca
T3-15

Workers’ voice in anti-union contexts

5. September 2019 16:00 – 17:30

Employee voice in Ryanair

John Geary

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

Oliver Thünken, Alrun Fischer, Markus Hertwig, Daniel Menning

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

Patrick Nuess

T3-16

Workers’ participation, innovation and productivity

5. September 2019 16:00 – 17:30

World class involvement: Workers’ participation in a 4.0 lean production system

Lisa Dorigatti, Matteo Rinaldini

Workers’ voice, job satisfaction and productivity

Greg Bamber, Bernadine Van Gramberg, Julian Teicher, Brian Cooper, Peter Holland, Amanda Pyman

Do unions affect innovation? Evidence from firm-level data

Fabio Berton, Stefano Dughera, Andrea Ricci
T4-02
Digitalisation: Voice and HRM

5. September 2019 16:00 – 17:30

Monetary incentivized ratings on crowdsourcing platforms for paid work
Paul Hemsen

The digitization of work in the view of works councils in Germany
Elke Ahlers

How to organize digital dirty work: A human relation approach
Jeonghun Kim, Heeeun, Jang
Friday, 6 September 2019

T1-09

Vocational education and training

6. September 2019 09:00 – 10:30

Construction sector internationalization and VET-systems protection in Nordic countries
Jens Arnholtz, Jon Erik Dølvik, Niri Talberg

Labour migration and company centered VET-systems in hotels and restaurants: Is the balance disrupted?
Jonas Felbo-Kolding

Vocational training in Danish and Norwegian manufacturing: Has intra-European labour migration made any difference?
Jon Erik Dølvik, Jonas Felbo-Kolding, Johan Røed Steen, Ståle Østhus

T1-10

Wage setting and minimum wage

6. September 2019 09:00 – 10:30

Visible and invisible hands in the transnational wage setting in Europe
Aarron Toal

Transfers of undertakings and the minimum wage – care home workers falling through the safety net?
Jereme Snook, Julie Prowse, Peter Prowse, Michael Whittall

The influence of the German minimum wage on household incomes in Germany
Toralf Pusch
T2-03

**Different industries, different jobs?**

6. September 2019 09:00 – 10:30

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

Lisa Dorigatti, Wike M. Been, Luigi Burroni, Maarten Keune, Trine P. Larsen, Mikkel Mailand

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

Nana Wesley Hansen

**Beyond labour market institutions. The double embeddedness of creative work**

Lisa Basten

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T2-04

**Employers and collective bargaining**

6. September 2019 09:00 – 10:30

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

Sandra Vogel, Hagen Lesch, Helena Schneider

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

Kristin Alsos, Kristine Nergaard, Johannes Oldervoll
T2-10

New forms of regulation

6. September 2019 09:00 – 10:30

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

*Herman H. Voogsgeerd*

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

*Csilla Kollonay Lehoczky*

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

*Philippe Demougin*

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T2-12

Regulation and the law

6. September 2019 09:00 – 10:30

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

*Marta Kahancova, Monika Martišková, Mária Sedláková*

The role of the constitutional court in Spanish industrial relations

*Montserrat Sole*

When and how judges in Georgia apply ILS

*Zakaria Shvelidze*
T4-WS5

**Workshop: Labour Unions: Doomed but in need**

6. September 2019 09:00 – 10:30

*Organiser: Michael Tiemann, Robert Helmrich*

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T3-WS1

**Workshop: Social media and online tools for engagement, visibility, and interaction**

6. September 2019 09:00 – 10:30

*Organiser: John Budd*

*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.*

*Panelist: Melanie Simms, Jane Holgate, John Budd, Christian Lyhne Ibsen*
T4-03

HRM for digitalized work

6. September 2019 09:00 – 10:30

‘Should I stay or should I go?’ The importance of lifelong guidance for lifelong learning from the perspective of professional employees

Kristina Lovén Seldén

Crowdsourcing platforms for paid work: A literature review from a personnel economics and psychology perspective

Paul Hemsen, Julian Schulte, Katharina Schlicher

Learning factories and their use in changed practices of human resource management

Anna Conrad, Manfred Wannöffel

Social interaction, digitalization and loyalty

David Öborn Regin

T4-10

Theoretical and analytical issues (1)

6. September 2019 09:00 – 10:30

The sub-systems shaping lean production and their managerial application in Italian work-integration social enterprises

Andrea Signoretti, Silvia Sacchetti

HR digital strategy and co-determination 4.0 – a strategy-as-practise-perspective

Verena Bader

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
T4-WS3

**Workshop: Experiences of work in the platform economy: Ways in, ways through, ways out of the platform labour market**

6. September 2019 09:00 – 10:30

*Organiser: Simon Joyce, Mark Stuart, Chris Forde*

**Platform work in working lives: Ways into and ways out of platform work**

*Simon Joyce, Mark Stuart, Chris Forde*

**Work in the platform economy: Deliveroo riders in Belgium and the SMart arrangement**

*Jan Drahokoupil*

**Slash workers and changing models of labour regulation**

*Ivana Pais*

**On-demand digital economy: Can experience ensure work and income security for microtask workers?**

*Uma Rani Amara*

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T1-08

**Strengthening gender equality**

6. September 2019 11:00 – 12:30

**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, Patrizia Zanoni*

**Closing the gender pay gap. What role for unions?**

*Jill Rubery*

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

*Neha Vyas*
T1-WS1

**Workshop: Industrial relations towards 2030**

6. September 2019 11:00 – 12:30

*Organiser: David Foden*

*Discussion with: Christian Welz, Steffen Lehndorff, Agnes Akkermann, Guy Van Gyes, Oscar Molina, Maria da Paz Campos Lima and invited experts*

6. September 2019 15:00 – 16:30

*Organiser: David Foden*

*Discussion with: Christian Welz, Steffen Lehndorff, Agnes Akkermann, Guy Van Gyes, Oscar Molina, Maria da Paz Campos Lima and invited experts*

T2-05

**European governance: Legal aspects**

6. September 2019 11:00 – 12:30

*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*

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

*Márton Leó Zaccaria, Sipka Peter*

**Perspectives of European labour law**

*Manfred Weiss*

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

*Stefano Maria Corso*
T2-14
Supranational governance: The role of the ILO

6. September 2019 11:00 – 12:30

Governing supply chains and the role of the International Labour Organization (ILO)
Huw Thomas, Mark Anner

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

T3-01
Board-level employee representation

6. September 2019 11:00 – 12:30

Workers on the board and long-term investment in German companies
Sigurt Vitols, Robert Scholz

Transnational representation at company boards
Inger Marie Hagen

Examining the decline of board-level employee representation in Spain
Sara Lafuente Hernández
T3-08

New dynamics of political economy

6. September 2019 11:00 – 12:30

Beneficial constraints in lean times: The German diversified quality production 2.0 in international comparison
Chiara Benassi

The impacts of private equity investments on employment relations in Ireland
Dhuha Mujadedi, Colm McLaughlin

From the periphery to the core. Collective bargaining in Chile as a journey to the potential future of European systems
Gonzalo Duran

T3-11

Platform economy

6. September 2019 11:00 – 12:30

Solidarity and collective voice in the platform economy
Philipp Lorig, Markus Hertwig, Manuel Holz

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

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

Digitalisation as contested terrain. Digital Taylorism and labour politics in Amazon’s logistics centres
Georg Barthel
Workshop: Workers’ participation at plant level – a European and global perspective

6. September 2019 11:00 – 12:30
Organiser: Ludger Pries

Workers’ participation: Concepts and evidence for Europe
Thomas Haipeter

Mondragon: Cooperatives in global capitalism
Joseba Azkarraga, George Cheney

Workers’ participation in Czechia and Slovakia
Jan Drahokoupil, Marta Kahancová

Workers’ participation at plant level: France
Udo Rehfeldt

Workers’ participation at plant level: The Case of Italy
Volker Telljohann

Workers’ participation in Spain
Holm-Detlev Köhler

Workers’ participation at plant level in a global comparative perspective
Ludger Pries
T4-04

Industrial relations in the digitalized world

6. September 2019 11:00 – 12:30

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

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

Regulating Flexibility: Uber’s platform as a technological work arrangement
Sigurd M. Nordli Oppegaard

T4-11

Theoretical and analytical issues (2)

6. September 2019 11:00 – 12:30

Agile and traditional management approaches – a comparative analysis
Knut Linke

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

Organizational control of platform work
Heiner Heiland
Workshop: Gig economy and its implications for social dialogue and workers’ protection

6. September 2019 11:00 – 12:30
Organiser: Johannes M. Kiess, Maria M. Mexi

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, Maria M. Mexi

An injury to all? Rights, wrongs and the gig economy in a polarized context
Simone Baglioni, Tom Montgomery

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

6. September 2019 15:00 – 16:30
Gig economy in crisis-hit Greece: Continuities and discontinuities
Maria M. Mexi

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

The future of work and social dialogue in the gig economy: The role of social dialogue and the need for global standards?
Maria M. Mexi, Kostas Papadakis
T1-03

**European governance**

6. September 2019 15:00 – 16:30

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

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

**The European Company (SE): Original expectations and deficiencies of implementation, some political remedies and the lasting political stalemate**  
*Berndt Keller, Sophie Rosenbohm*

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

T1-05

**Job contracts’ influence on equality**

6. September 2019 15:00 – 16:30

**Current trends in casualisation of the workforce in Europe**  
*Isabella Biletta*

**From precarious to ordinary workers? Norwegian employers use of labour Central and Eastern Europe after the EU-enlargement**  
*Jørgen Svalund, Rolf Andersen, Anne Mette Ødegård*

**When two (or more) is not equal to one: An analysis of the changing nature of multiple and single jobholding in Europe**  
*Wieteke Conen*
T1-WS2

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

6. September 2019 15:00 – 16:30

*Organiser: Izabela Florczak, Marta Otto*

**Precarious work: Towards a new theoretical foundation**
*Izabela Florczak, Barbara Godlewska-Bujo, Calogero Massimo Cammalleri*

**The legal contours of precarious work in Europe – case of Sweden and Slovenia**
*Annamaria Westregård, Valentina Franca*

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

T2-11

**Regulating digital work**

6. September 2019 15:00 – 16:30

**Social dialogue in the age of platform economy: Comparative evidence from Europe**
*Marta Kahancova, Mehtap Akguç*

**Gig work and crowdwork: New initiatives to regulate a new field of employment in a comparative perspective**
*Thomas Haipeter, Feliciano Iudicone*

**Platform companies meeting highly organized labour markets**
*Kristin Jesnes, Anna Ilsøe, Sigurd M. Nordli Oppegaard, Bertil Rolandsson, Antti Salonieni*
T2-WS4

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

6. September 2019 15:00 – 16:30

Organiser: Sabina Stiller

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

Sabina Stiller

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

Attila Kun

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

Hanneke Bennaars

T3-12

Sustainability and just transition

6. September 2019 15:00 – 16:30

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

Florian Krause

Trade union attitudes towards climate change. Developing a conceptual framework

Adrien Thomas, Nadja Doerflinger

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

Sigurt Vitols
T4-05

Issues in HRM

6. September 2019 15:00 – 16:30

Exploring internal labour market ‘churn’: Analysing employees’ experience of internal redeployment
Chris McLachlan, Robert MacKenzie

Strategies for labour and employment relations as an academic field
Dong-One Kim

Retail trade as an arena of inclusion in the labour market
Ragnhild Steen Jensen, Kristine Nergaard

T4-08

Organizing work in the digital economy (2)

6. September 2019 15:00 – 16:30

Agile organizations in an era of digitalization – impacts on leadership and HRM practices
Sabrina Weber

The implementation of assistance systems in a shortage sector: The case of the German care service
Peter Wegenschimmel

Managing the networked labour process: The case of German ground handling operations
Dominique Ziehe, Markus Helfen
Workshop: ‘Socioeconomics of personnel’ as an evolving research program

6. September 2019 15:00 – 16:30

Organiser: Martin Schneider

From personnel economics to a political economy of work
David Spencer

Personnel Economics in the US and Germany
Dieter Sadowski

The past of personnel economics is not the future of a socio-economics for personnel
John Riach

Socio-economics versus personnel economics in industrial relations research – a critique and a proposal for a socio-economic mode of explanation
Werner Nienhüser


Can nudges increase employee performance? Evidence from two field experiments
Kirsten Thommes, Christin Hoffmann

‘Why can’t we go on as three?’ The macro-micro-link revisited
Wenzel Matiaske

Studying effects of HR practices through cross-country comparisons
Martin Schneider
T1-06

Labour market institutions and social protection


Welfare recipients’ transition into employment and employment stability in Germany
Katrin Hohmeyer, Cordula Zabel, Katharina Dengler

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

Labour market institutions and growing inequalities: Accounting for the devaluation of work in the case of Portugal
Maria da Paz Campos Lima, José Castro Caldas, Nuno Nunes, João Ramos de Almeida

T2-06

European social dialogue


European sector social dialogue – facts and figures
Peter Kerckhofs

Opening the black box: Practices and processes in European sectoral social dialogue
Sabrina Weber, Barbara Bechter, Manuela Galetto, Bengt Larsson, Tom Prosser

Social dialogue after EU enlargement: New actors’ old problems?
Barbara Bechter
T2-08

Minimum wage: Enforcement and compliance


Compliance with and enforcement of minimum wages in Germany
Frederic Hüttenhoff, Claudia Weinkopf

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

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

T2-09

Mobilising workers across borders


Cross-border labour markets and the role of trade unions in representing migrant workers’ interests
Adrien Thomas

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

Short shrift on the short sea: Can action research reverse the decline of European seafarers in the Western Mediterranean?
Huw Thomas

Posted workers reform between trade union concerns and symbolic EU politics
Jens Arnholtz
T2-13

Shaping good work


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

Active ageing, older workers and employment protection: Dynamics and tensions in labour law, non-discrimination law and collective bargaining
Mia Rönmar

Regulatory structures of flexible working time models in France and Germany using the example of working time accounts
Jens Thoemmes, Hartmut Seifert

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T3-06

Looking inside the union


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

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

Dilemmas of union democracy, national and international
Rebecca Gumbrell-McCormick, Richard Hyman

Trade unions and perceptions of class conflicts
Josef Ringqvist
T3-13

Women’s voice


Feminisation and exploitation of labour in India: Evidence from special economic zone
Sazzad Parwez

Invisible? Women unionists in sherry area. Obstacles and experiences
Eva Bermúdez-Figueroa

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

Women workers/women voice: What to expect, what to demand
Sandra Tavares

T4-06

New perspectives and policies for work-life balance


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

More money or extra days off? New regulations for individual choices in German collective bargaining
Thorsten Schulten, Reinhard Bispinck

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, Timothy Rinke
Workshop: The impact of the gig economy on the transformation of employment relations: EU and EAEU compared


Organiser: Kirill Tomashevski

Labour mobility in the gig-economy: Implementation of the principle of free movement of labour in the EU and the EAEU

Gabriel Tavits

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

Collective bargaining for workers in the gig economy: A path towards fair working conditions

Tania Bazzani

Remote work: Comparison of legislation and practice in the EAEU countries

Svetlana Shuraleva
T2-WS1

**Workshop: Improving conditions of platform workers in Europe**


*Organiser: Markus Ellmer, Thomas Gegenhuber, Dominik Klaus, Stefan Lücking*

**Enabling and control. Algorithmic coordination in the platform-based gig economy**

*Jan-Felix Schrape, Jasmin Schreyer*

**Platform workers centre stage! Taking stock of current debates on improving the conditions of platform work in Europe**

*Markus Ellmer, Thomas Gegenhuber, Dominik Klaus*

**Sharing the liberal utopia. The case of Uber in France and the US**

*Katarzyna Gruszka*

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7. September 2019 09:00 – 10:30

**Creativity, cooperation and conflict in the platform economy in Western Europe: Little new under the sun**

*Kurt Vandaele*

**Limits of the platform economy: Digitalization and marketization in live music**

*Dario Azzellini*
Saturday, 7 September 2019

T1-07

**New challenges at the workplace and in society**

7. September 2019 09:00 – 10:30

*Investigating and transforming resonance (RESet)*

*Philipp Gies*

*Technology, work and free time inequality*

*Nicolas Bueno*

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 Been*

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T2-07

**Legal aspects of digital work**

7. September 2019 09:00 – 10:30

*Digital intermediary platforms – a challenge for the Nordic model, the social partners and the legislation*

*Annamaria Westregård*

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

*Alessio Bertolini*

The legal status of platform workers: Do they have the right to form and to join trade unions

*Siyami Alp Limoncuoglu, Gonca Yilmaz*
T2-18
Trends in collective bargaining

7. September 2019 09:00 – 10:30

Low wage growth – decentralized bargaining in Australia and Denmark compared
Søren Kaj Andersen, Russell D. Lansbury, Chris F. Wright

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

Strengthening and re-building collective bargaining
Gerhard Bosch

T3-03
Restructuring and changing enterprise structures

7. September 2019 09:00 – 10:30

Corporate identity discourse in the post-merger TNC and the consequences for employee voice
Mona Aranea

Transnational protest actions and the interplay of the different levels of employee representation in multinational companies
Christine Üyük

Moving previous insiders into outsider positions? A study of an outsourcing process in Norway
Sissel C. Trygstad, Elin Svarstad

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

Measuring varieties of industrial democracy in Europe: A quantitative analysis
Pablo Sanz

Rough waters – European trade unions in a time of crises
Steffen Lehndorff

Differences in trade union membership and influence across Europe: The importance of comparative electoral systems
John Budd, J. Ryan Lamare

Multinational companies and transnational agreements

Transnational industrial democracy? Workers’ voice across boarders in transnational companies
Isabel da Costa

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

A meta-organizational perspective on global framework agreements strategies of global union federations
Rémi Bourguignon, Pierre Garaudel
T3-09

**New forms of employee voice**

7. September 2019 09:00 – 10:30

**Flexibilizing organizations: Consequences for worker participation?**

*Jan Kees Looise*

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

*Miriam Kullmann, Andrea Iossa*

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

*Ilaria Armaroli*

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T3-10

**New solidarities**

7. September 2019 09:00 – 10:30

**Precarious solidarities: Unions, young workers and representative claims**

*Melanie Simms*

**Perspectives of worker solidarity in changing times**

*Lise Lotte Hansen*

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

*Vera Trappmann*
Workers’ voice for migrant workers

7. September 2019 09:00 – 10:30

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

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

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