

THURSDAY 8 SEPTEMBER

PARALEL SESSIONS – SLOT I

15:00 – 16:30 **TI-S01: REGULATING ATYPICAL WORK**

Between Service Providers and Exploiters? Staffing Agencies as Two-Faced Actors in Tight Labor Markets

Ronny Ehlen, University of Hohenheim
Caroline Ruiner, University of Hohenheim
Birgit Apitzsch, Ruhr-University Bochum
Lena Schulz, SOFI Goettingen
Maximiliane Wilkesmann, TU Dortmund

Challenging notions of part-time work: country and occupational differences in employment status reporting

Janna Besamusca, Utrecht University
Clare Stovell, University of Utrecht
Mara Yerkes, Oxford Brookes University

Economically dependent self-employment - at the crossroad between labour and civil law

Kinga Moras-Olaś

Some lessons on the impact of labour reforms on temporary employment in Spain

Santos Ruesga, Universidad Autónoma de Madrid
Ana Isabel Viñas, Universidad Autónoma de Madrid
Laura Pérez Ortiz, Universidad Autónoma de Madrid
Maribel Heredero, Universidad Autónoma de Madrid

15:00 – 16:30 **TI-S02: MANAGING EMPLOYMENT RELATIONS**

Management Opposition, Strikes and Union Threat

Patrick Nüß, Kiel University

Negotiating idiosyncratic deals to access, motivate and retain STEM outstanding employees

Irene Sanchez, University of Barcelona
Patricia Elgoibar, University of Barcelona
Claudio Cruz, University of Barcelona

Pay Method, Perceived Discrimination, and Self-Selection

Marco A. Barrenechea-Mendez, Universidad Pública de Navarra

Is the Portuguese labour market rigid or flexible? Firms' Compensation policies in last two decades

Fátima Suleman, Instituto Universitário de Lisboa (ISCTE-IUL)

Sérgio Lagoa, Instituto Universitário de Lisboa (ISCTE-IUL)

Abdu Suleman, Instituto Universitário de Lisboa (ISCTE-IUL)

15:00 – 16:30 **TI-S03: MINIMUM WAGES**

The European Minimum Wage Directive: Change of direction in European Labour Relations?

Thorsten Schulten, Wirtschafts- und Sozialwissenschaftliches Institut (WSI)

Serife Erol-vogel, Wirtschafts- und Sozialwissenschaftliches Institut (WSI)

Johannes Specht, Gewerkschaft Nahrung Genuss Gaststätten (NGG)

Enforcement of labour regulation in relation to minimum wages

Frikkie de Bruin, PSCBC

Do minimum wages crowd out union density?

Georg Picot, University of Bergen

Peter Starke, University of Southern Denmark

Michal Kozak, University of Oslo

Facing inequalities through the guarantee of a minimum wage in global green value chains

María José Gómez-Millan Herencia, Universidad Pablo de Olavide

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15:00 – 16:30 **T2-S01: TRANS-NATIONAL COLLECTIVE BARGAINING AND ACTIONS**

Stagnation and decline of transnational company agreements

Udo Rehfeldt, IRES

European Works Councils after Brexit: New Challenges for Transnational Employee Representation?

Patrick Witzak, Ruhr University Bochum

Markus Hertwig, Cardiff University

Timo René Blache, Institut de Recherches Economiques et Sociales

Marco Hauptmeier, Cardiff University

Kevin Guillas-cavan, Institut de Recherches Economiques et Sociales

What factors are driving the increasing number of transnational labour protests in Europe (1997-2019)?

Roland Erne, UCD Dublin

Jörg Nowak, UCD Dublin. Universidade de Brasilia

Transnational Company Agreements: Recent Trends

Isabel da Costa, CNRS, IDHES, ENS Paris-Saclay

15:00 – 16:30 **T2-S02: PLATFORM WORK REGULATION AND UNION RESPONSES**

Two different solutions for delivery riders: Employees by law in Spain or by platform will in Norway

Montse Sole-Truyols, Universitat Rovira i Virgili

Riding together? Why food deliver riders join trade unions

Kurt Vandaele, European Centre for Social Welfare Policy and Research

Leonard Geyer, European Centre for Social Welfare Policy and Research

Nicolas Prinz, European Trade Union Institute (ETUI)

Back to basics: European unions' innovative organizing strategies towards freelancers and platform workers

Trine Pernille Larsen, University of Copenhagen

Anna Ilsøe, University of Copenhagen

Union renewal? Trade union strategies towards platform work

Kristin Jesnes, FAFO

15:00 – 16:30 **T3-S01: SKILLS, LIFE-LONG LEARNING AND VET FOR THE GREEN TRANSITION**

Reskilling and upskilling: the beginning of a value chain to a just transition

Rita Marques Nossa, Centre for Legal and Economic Research

Duarte Abrunhosa e Sousa, Centre for Legal and Economic Research

Labor market policy in the transformation to a green economy

Gerhard Bosch, IAQ University Duisburg-Essen

Just transition, lifelong learning, and labour law

Jari Murto, University of Helsinki

15:00 – 16:30 **T4-S01: ESSENTIAL WORKERS I**

Healthcare workers in COVID times: Heroes suffering from a dark side

Patricia Elgoibar, University of Barcelona

Ana Belen Garcia, University of Loyola, Seville

Francisco Medina, University of Seville

Lourdes Munduate, University of Seville

Martin Euwema, University of Leuven

Towards Sustainable ER in Healthcare? Examining Workload and Pay Initiatives In Response to the Pandemic

Nick Krachler, King's College London

Ian Kessler, King's College London

Stephen Bach, King's College London

Identity work as identity intensification: Professional identity and purpose in the public sector in Chile

Jenny K Rodriguez, Work & Equalities Institute, University of Manchester

Stephen Procter, Newcastle University Business School

Gregorio Perez Arrau, University of Santiago de Chile

15:00 – 16:30 **T5-S01: DIGITALIZATION, WORKERS VOICE AND PARTICIPATION**

Trade Unions' Rage Against the Machine? The Role of Industrial Relations for the Use of Digital Technology

Bernd Brandl, Durham University Business School

The acceleration of digitalisation during the Covid-19 pandemic: Implications for employee voice

Laura Good, University of Sydney

Digitization, monitoring, and privacy in Norwegian companies

Mona Bråten, FAFO

Rolf K Andersen, FAFO

15:00 – 16:30 **T5-S02: THE IMPLICATIONS OF TELEWORK**

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An Example of the Impact of the COVID-19 Pandemic on the Future of Work Trends: Remote Work

Semra Kose, Istanbul Aydin University

Uberization of private homes? Telework and the distribution of workplace costs between employers and employees

Dorothea Alewell, University of Hamburg

Ricarda Reich, University of Hamburg

“Workation” as a HR practice and quality of work: What are the legal implications?

André Zipperer, Universidade de São Paulo

Fabício Zipperer, Centro Universitário Autônomo do Brasil - UniBrasil

SPECIAL SESSIONS – SLOT I

15:00 – 18:15 **SS-T1-01: IMPROVING THE REGULATION OF PLATFORM WORK (LEGISLATIVE INITIATIVES, DIVERGENT CASE LAW, AND COLLECTIVE BARGAINING)**

Chair: Frank Tros, AIAS-HS

- Pros and Cons of regulating platform work at European level: an analysis of the proposal for a Directive on improving working conditions in platform
Nuria Ramos Martín, AIAS-HSI, University of Amsterdam
- Is a Code of Practice sufficient to regulate Platform Work?
Anthony Kerr, University College Dublin
- Latest trends in Belgian case Law: “platform delivery riders are not employees”: the December 2021 Deliveroo case
Alexander de Becker, University of Gent
- Comparing different regulatory approaches to platform work: the cases of the Netherlands and France
Hanneke Bennaars, AIAS-HSI, University of Amsterdam
- Monitoring employee's emotions through algorithms
Ana Belén Muñoz Ruiz, University Carlos III-Madrid

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15:00 – 16:30 **SS-T3-01: ENERGY TRANSITION, POLICY INNOVATION AND TERRITORIAL RESILIENCE**

Chair: Maria Alexia Sanz Hernández

- Just transition and social inclusion, a necessary binomial for vulnerable environments. A look from Aragon
María Esther López Rodríguez, Universidad de Zaragoza
- Questioning the just transition in the media: delay discourses of energy transition in Aragon, Spain
María Alexia Sanz Hernández
- Just transition: framing and creating legitimacy in the Asturian media.
Ángel Alonso Domínguez
- Energy transition in Castilla y León. Evolution of media discourses
Rosario Marcos-Santiago
- Actor networks in energy transition in four coal-intensive EU regions.
Roberto Cantoni

15:00 – 16:30 **SS-T5-01: LA HUMANIZACIÓN DE LA TECNOLOGÍA EN LOS ENTORNOS LABORALES REMOTOS** (SESSION IN SPANISH)

Chair: Viviana Díaz

- Prácticas de HRM y la calidad del trabajo
Viviana Laura Díaz
- Consecuencias de la digitalización para los ámbitos de la política de HRM y las relaciones laborales
Alberto Fantini
- Trabajo remoto y HRM
Erico Ernesto Wulf Betancourt
- Nuevas prácticas en los campos políticos de HRM dentro y más allá de la empresa única
Jaime Guerrero

PARALEL SESSIONS – SLOT 2

16:45 – 18:15 TI-S04: MINIMUM WAGES

Minimum Wage Effects across the Wage Distribution

Marc Riudavets, University of Helsinki
Ferran Elias, University of Valencia

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Effects of the introduction of the statutory minimum wage on income and consumption in Germany

Toralf Pusch, WSI. Hans Böckler Stiftung
Helge Emmeler, Hans Böckler Stiftung

Criteria for setting the minimum wage as a factor in meeting the vital needs of workers

Marcin Wujczyk, Jagiellonian University of Cracow

The development of low-wage work in Sweden - how should they be measure

Johan Alfnsson, Sociology and Work Science University of Gothenburg
Patrik Vulkan, Sociology and Work Science University of Gothenburg
Tomas Berglund, Sociology and Work Science University of Gothenburg

16:45 – 18:15 TI-S05: PRECARIETY AND INEQUALITIES

Hidden groups of hybrid workers on labour platforms in Denmark

Jonas Kristiansen, University of Copenhagen
Trine Larsen, University of Copenhagen

Anna Ilsøe, University of Copenhagen

Turning Post-materialism on its head: Self-expression and autonomy at work in the age of precarity

Petar Marčeta, University of Amsterdam

Wike Been, University of Groningen

Maarten Keune, University of Amsterdam

Pay equality by reason of sex: progress and setbacks

Raquel Poquet, University of Valencia

Comparing workplace regimes in a low-end service sector: the case of McDonald's in China and the UK

Wei Wei, University of Oxford

16:45 – 18:15 TI-S06: LABOUR MARKET POLICY IN THE POST-PANDEMIC

Labour market and posts-pandemic scenario. Recent developments and future perspectives

Raul Lorente, University of Valencia

Josep Banyuls Llopis, University of Valencia

Income guarantee schemes and inclusion during Covid-19. Reform and policy innovation in the Southern Cone

Emma Rose Álvarez Cronin, Universitat Autònoma de Barcelona

Laura Pérez Ortiz, Universidad Autónoma de Madrid

The Covid-19 (Miscellaneous) Provision Act 2020 -The Mauritian Case Study

Rajendra Parsad Gunpath, University of Mauritius

Doubling down or switching paths? Labour market policy change in Southern Europe after Covid-19

Arianna Tassinari, Max Planck Institute for the Study of Societies

16:45 – 18:15 T2-S03: CHANGES IN COLLECTIVE BARGAINING

The role of collective agreements in the liberalisation of industrial relations

Saskia Boumans, AIAS-HSI, University of Amsterdam

Trends and challenges of decentralization in the German system of labor regulation. Tales from two sectors

Sophie Rosenbohm, University of Duisburg-Essen

Thomas Haipeter, University of Duisburg-Essen

Local Collective Bargaining and Organised Decentralisation in Sweden

Mia Rönmar, Faculty of Law, Lund University
Andrea Iossa, Kristianstad University

The interrelationship of collective bargaining at industry and company levels in France

Noémie Delahaie, IRES
Catherine Vincent, IRES
Anne Fretel, Université Paris 8
Nicolas Farvaque, ORSEU France
Kevin Guillas-cavan, IRES
Djamel Messaoudi, ORSEU France
Héloïse Petit, CNAM Université Paris
Michèle Tallard, IRES

16:45 – 18:15 T2-S04: NEW TECHNOLOGIES AND WORKERS PARTICIPATION

Embracing digitalization and AI: A taxonomy of tools developed by labor organizations

Isabelle Roberge-Maltais, HEC Montréal

Unions on Facebook: Developing union democracy on- and offline

Mark Friis Hau, FAOS, Department of Sociology, University of Copenhagen
Nanna Wesley Hansen, FAOS, Department of Sociology, Uni. of Copenhagen

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Participation in the digitalisation of work: models and experiences for a shared sustainable process

Stefano Bini, University of Córdoba

Algorithmic mediation or interpersonal communication?

David Öborn Regin, Karlstad University
Robert Mackenzie, Karlstad University
Henrik Örnebring, Karlstad University
Elizabeth Van Couvering, Karlstad University

16:45 – 18:15 T3-S02: INDUSTRIAL RELATIONS AND THE GREEN TRANSITION

The role of social dialogue and collective bargaining in the ecological transition

Azahara Merino Martos, CCOO

The role of labour relations in the socio-ecological transformation of public services: the case of Germany

Andrea Mueller, Research Institute for Labour, Technology and Culture

The way to “greening” the workplaces in Poland

Anna Piszczek, University of Lodz; Supreme Court of the Republic of Poland

Michał Barański, University of Silesia in Katowice

Katarzyna Jaworska, University of Warmia and Mazury in Olsztyn

Retirement, life satisfaction and migration in a context of energy transition: lessons from As Pontes

Xaquín Pérez-Sindín, University of Warsaw

16:45 – 18:15 T3-S03: SOCIAL PARTNERS AND THE GREEN TRANSITION

The varying effect of union membership on environmental policy support across countries

Josef Ringqvist, Karlstad University

The Regulatory Challenges of the Just Transition at Work

Vincenzo Pietrogiovanni, Lund University

Beatriz Martinez Romera, Copenhagen University

The relationship between environmental care and labour rights in global value chains: two endangered resources

Marouane Laabbas el Guennouni, Universitat Rovira I Virgili

European Social Dialogue Documents: An Effective Commitment for Ecological Sustainability?

Selen Uncular, Pompeu Fabra University

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16:45 – 18:15 T4-S02: EMPLOYMENT RELATIONS IN THE PANDEMIC

Public sector wage-setting and its implications for collective bargaining coordination

Frikkie de Bruin, PSCBC

It's not just the pandemic that's to blame: the stagnation of social dialogue in Slovenia

Valentina Franca, University of Ljubljana

Polona Domadenik, University of Ljubljana

Covid-19 and employee-employer interaction: The global paradigm for job security in employment relations

Joshua Olabiyi, University of The Western Cape

16:45 – 18:15 T4-S03: TRADE UNIONS IN THE PUBLIC SECTOR

Under the weather. Trade union positions towards Covid-19 related occupational health and safety measures

Adrien Thomas, Federal Institute for Occupational Safety and Health (BAuA)
Nadja Doerflinger, Federal Institute for Occupational Safety and Health (BAuA)

**Trade union power resources in the public and the private sector:
The German example**

Werner Schmidt, Research Institute for Work, Technology and Culture
Andrea Müller, Research Institute for Work, Technology and Culture

**Power resources in public sector employment relations in Denmark
and Finland**

Laust Høgedahl, Aalborg Universitet
Paul Jonker-Hoffrén, Tampere University

16:45 – 18:15 T5-S03: NEW FORMS OF WORK AND WORKERS' WELLBEING

A Collaborative Approach to Promoting Workplace Mental Health

Johanna Macneil, RMIT University
Mark Bray, The University of Newcastle, Australia
Timothy Bartram, RMIT University, Australia
Beni Halvorsen, RMIT University, Australia
Lena Wang, RMIT University, Australia

Does the new telework generation need a right to disconnect?

Tina Weber, Eurofound
Dragos Adascalitei, Eurofound

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**Digital voice in the workplace: digital interactions and perceptions of
employee well-being**

Barbara Bechter, Durham University

SPECIAL SESSIONS – SLOT 2

16:45 – 18:15 SS-T3-02: TRADE UNIONS IN THE EUROPEAN UNION

Chair: Vandaele, Kurt and Müller, Torsten
Waddington, Jeremy; Vandaele, Kurt and Müller, Torsten

**16:45 – 18:15 SS-T5-02: REMOTE WORK AND LABOUR RIGHTS: CHALLENGES
AND OPPORTUNITIES**

Chair: Silvia Rainone

Part I: Remote work and impact on working conditions

Moderator and commentator: Silvia Rainone (ETUI, KU Leuven)

- Remote work and use of flexible workforce: what trends do we see?
Uma Rani (ILO)

- Individual and contextual variation in benefits of remote work
Wouter Zwysen (ETUI)

Part 2 : Remote work and structural (organizational) challenges

Moderator and commentator: Mehtap Akgüç (ETUI)

- Remote work and shift in global value chains
Pamela Meil (Institute for Social Science Research)

- Rethinking workers' organization and union's strategies
Birte Dedden (UNI Europa)

FRIDAY 9 SEPTEMBER

PARALEL SESSIONS – SLOT 3

09:30 – 11:00 **TI-S07: EMPLOYMENT ADJUSTMENT AND JOB RETENTION SCHEMES**

Are Job Retention Schemes Protecting Temporary Workers? A dual labour market amid the Covid19 pandemic

Miguel Malo, Universidad de Salamanca

Job retention arrangements in Norway: institutional change in the face of the covid-19 pandemics?

Jørgen Svalund, FAFO

Employment adjustments in times of crisis

Christian Hohendanner, Institute for Employment Research IAB

09:30 – 11:00 **TI-S08: GREEN JOBS AND THE GREEN TRANSITION**

Pros and Cons of Remote Working from the Perspective of Decent Work and Green Deal

Zeynep Şişli, Izmir University of Economics

Serenay Kara, Izmir University of Economics

CSR in Green Transition: from Transnational Social Dialogue to the EU Directive on Due Diligence

Carla Spinelli, University Aldo Moro of Bari

Green jobs as part of the legal roadmap towards a sustainable and responsible workplace in Colombia

Luz Maria Arbelaez Velasquez, ILERA Colombia - Brigard Urrutia

09:30 – 11:00 **TI-S09: LABOR LAW: ENFORCEMENT AND PROTECTION**

The Employer's Legal Responsibility for Working Environment and Rehabilitation

Johan Holm, Umeå universitet

Enforcement of Labour Law: The role of courts and tribunals in Argentina, Brazil and Mexico

Eleonora Peliza, Universidad Nacional de Tres de Febrero – ARTRA

Juan Martin Morando, ILERA ARTRA

Changing Paradigms, Consisting Question: Whom To Protect Under Labour Law?

Serter Oran, University of Bulent Ecevit, Zonguldak, Turkey

Elif Tugba Dogan, University of Ankara

Gaye Burcu Yildiz, University of Ankara

The Role of Labour Inspectorate in the Enforcement of Labour Regulation: The case of Greece

Achilleas Anagnostopoulos, University of Thessaly

Stanley Siebert, University of Birmingham

09:30 – 11:00 **TI-S10: LABOR MARKET TRAJECTORIES AND INEQUALITIES**

The labor trajectories of self-employed workers

Claudia Andrea Baeza Cabello, Universidad Autónoma de Barcelona

Post-redundancy Transitions and Sustainable Working Lives

Chris McLachlan, Queen Mary University of London

Robert Mackenzie, Karlstad University, Sweden

Roland Ahlstrand, Dalarna University, Sweden

Alexis Rydell, Dalarna University, Sweden

Jennifer Hobbins, Swedish Defence University

Martin O'brien, University of Wollongong

Mark Stuart, University of Leeds

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A gender trap of low-skilled jobs? Refugees' prospects for occupational mobility in Sweden

Anne Grönlund, Umeå University, Sweden

Madelene Nordlund, Umeå University, Sweden

Employment services as providers of social capital to young people with precarious employment trajectories

Joan Rodríguez-Soler, Universitat Autònoma de Barcelona

Joan Miquel Verd, Universitat Autònoma de Barcelona

09:30 – 11:00 **T2-S05: DIGITIZATION, RESISTANCE AND CONFLICT**

Control and Conflict at Amazon

Georg Barthel, University of Duisburg-Essen

Digital employee monitoring and collective bargaining

Helena Ysàs, Universitat Autònoma de Barcelona

Workers' voice on how their work environment has changed with a software robot as a colleague

Annica Asp, Karlstad University

Kristina Palm, Karlstad University; Karolinska Institutet

Carin Håkansta, Karlstad University; Karolinska Institutet

Fear of Missing Out: Workaholism and Gamification amongst Platform Delivery Workers in the UK

Tony Royle, University of York

Cristian Lee Santabarbara, University of York

09:30 – 11:00 **T2-S06: UNIONS AND COLLECTIVE BARGAINING**

After industrial relations reform: Coping with the loss of decentralized representation structures?

Kevin Guillas-Cavan, Institut de Recherches Economiques et Sociales (IRES)

Marcus Kahmann, Institut de Recherches Economiques et Sociales (IRES)

Under which conditions do unions sign collective agreements containing pro-outsider clauses? A fsQCA analysis

Paulo Marques, ISCTE - Instituto Universitário de Lisboa and DINÂMIA'CET

Chiara Benassi, King's College London

André Pinto, ISCTE - Instituto Universitário de Lisboa and DINÂMIA'CET

Ana Costa, ISCTE - Instituto Universitário de Lisboa and DINÂMIA'CET

Level-up: moving from single-employer to multi-employer bargaining

Stan De Spiegelaere, Ghent University - UNI Europa

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09:30 – 11:00 **T3-S04: GREEN TRANSITION AND WORKERS' VOICE**

Workers' Voices and Climate Change: The Diverse Role of social partners in Just Transition Policies

Mauro Pucheta, Kingston University London

Ana Belen Sanchez López, Asociacion Española de Fundaciones

The role of global employee voice in facilitating the transition towards a low carbon economy

Anastasia Alexeeva, University of Westminster, London

Workers' Voice and Security in a Just Transition: Rolls Royce and Redundancies in Inchinnan, Scotland

Ewan Mackenzie, Newcastle University

Alan McKinlay, Newcastle University

Jim Phillips, Glasgow University

Ewan Gibbs, Glasgow University

Stephen Procter, Newcastle University

Des McNulty, Glasgow University

09:30 – 11:00 **T4-S04: REMOTE WORK IN THE PANDEMIC**

The teleworking experience during COVID-19: Changes in perceptions of labor relations

Vicent Borràs Català, Universitat Autònoma de Barcelona
Sara Moreno Colom, Universitat Autònoma de Barcelona
Paula Arboix Caldentey, Universitat Autònoma de Barcelona
Mireia Riera Madurga, Universitat Autònoma de Barcelona

The modern concept of employee subordination on the example of employees in the public sphere.

Paulina Matyjas Lysakowska, Jan Kochanowski University in Kielce, Poland

Impact of Covid-19 on human resource practices and future workforce: case of statistics Botswana

Theophilus Tebetso Tshukudu, University of Botswana

Motivating and Dissuading Factors in Work-from-Home Arrangement: Employer vs. Employee Perspectives

Virgel Binghay, University of the Philippines

09:30 – 11:00 **T5-S04: ALGORITHMIC MANAGEMENT**

With or Without Algorithms: Managing Self-Employed in the Platform Economy

Christian Haldrup, University of Copenhagen
Anna Ilsøe, University of Copenhagen
Trine Pernille Larsen, University of Copenhagen

Algorithms for profiling and automated decisions in the workplace: are current transparency measures enough?

Anna Ginès i Fabrellas, Esade Law School

The subjectivity of artificial intelligence as an employer

Krzysztof Stefanski, University of Lodz

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SPECIAL SESSIONS – SLOT 3

09:30 – 11:00 **SS-TI-02: POWER RESOURCES IN EMPLOYMENT RELATIONS - I**

Chair and organiser: Jens Arnholtz, FAOS, University of Copenhagen

- Ideational power resources in employment relations
Colm McLaughlin, University College Dublin
Chris F. Wright, The University of Sydney

- Leveraging power resources for a decent minimum wage
Damian Grimshaw, King's College London
Mat Johnson, The University of Manchester
- Why varieties of power resources matter
Guglielmo Meardi, Scuola Normale Superiore

**09:30 – 11:00 SS-T3-03: TURNING POINTS IN NATIONAL LABOR RELATIONS:
A COMPARATIVE PERSPECTIVE - I**

Chair: Martin Behrens

- Turning points in comparative labour relations: The case of Germany
Martin Behrens, WSI/Hans-Boeckler-Foundation
Andreas H. Pekarek, The University of Melbourne
- Critical junctures and turning points in Italian industrial relations
Lisa Dorigatti, University of Milan
- The embedding of a neoliberal paradigm: Institutional change and actor power in Australian industrial relations policy
Chris Wright, University of Sydney
- Driving Forces in Evolution of Employment Relations in Russia
Maria Bytchkova, London School of Economics

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**09:30 – 11:00 SS-T4-01: SOCIAL DIALOGUE AND WELFARE SERVICES IN
EUROPE: NATIONAL CHALLENGES AND LOCAL SOLUTIONS
FOR LABOUR AND EMPLOYMENT RELATIONS - I**

Chair: Stefano Neri, University of Milan

- Welfare as labour market and labour in the welfare services in Europe: employment, jobs and industrial relations
Stefano Neri, University of Milan
- Wage setting and workload as crucial arena for social dialogue in Germany
Karin Gottschall, University of Bremen
Ruth Abramowski, University of Bremen
- Tackling labour shortage in the care services: social dialogue and union action in Denmark
Mikkel Mailand, FAOS, University of Copenhagen

Nana Wesley Hansen, FAOS, Univ. of Copenhagen

- The Dutch welfare services between marketisation and social dumping
Frank Tros, University of Amsterdam
Simon Kuijpers-Heezemans, University of Amsterdam

Discussant: Manuela Galetto, University of Warwick

PARALEL SESSIONS – SLOT 4

15:00 – 16:30 **TI-S11: MEMBERSHIP AND RENEWAL OF TRADE UNIONS**

Union Finances: The Dark horse within European trade unions' means of actions **Trine Pernille Larsen, University of Copenhagen**

Anna Ilsøe University of Copenhagen

Jens Arnholtz, University of Copenhagen

Maria De Paz Campos Lima, Dinamia-CET - Lisbon University Institute

Beyond Density: Improving Labor Unions' Representativeness through Gender Quotas

Raquel Rego, Instituto de Ciências Sociais, Universidade de Lisboa

Ana Espírito-Santo, ISCTE - Instituto Universitário de Lisboa

Trade union membership among labour migrants: the case of Norway

Kristine Nergaard, FAFO Institute for Labour and Social Research

Anne Mette Ødegård, FAFO Institute for Labour and Social Research

Collectivising services: trade union renewal at the crossroads

Andrea Bellini, Sapienza University of Rome

Marco Betti, Fondazione Tarantell

Alberto Gherardini, University of Turin

Francesco Lauria, Centro Studi Nazionale CISL, Fondazione Tarantelli

15:00 – 16:30 **TI-S12: LABOR MARKET REGULATIONS**

Labour Market Regulations and Productivity

Eva Udden Sonnegård, The Ratio Institute

The Crossroad of Regional Integration and Labour Mobility: The Philippines and ASEAN Experience

Jan Ivan Santamaria, University of the City of Manila

Labour regulation in transnational supply and value chains: Categorizing newly emerging order formations

Patrick Witzak, Ruhr University Bochum

Mandatory Extensions of collective agreements in Norway, 1994-2018. An analysis of sectoral differences

Trond H. Erlien, University of Bergen

15:00 – 16:30 **TI-S13: REGULATING DUALIZED LABOR MARKETS**

New Regulation in the German Meat Industry: Towards better Working Conditions and a new Labour Relations?

Thorsten Schulten, Wirtschafts- und Sozialwissenschaftliches Institut (WSI)

Serife Erol-Vogel, Wirtschafts- und Sozialwissenschaftliches Institut (WSI)

Johannes Specht, Gewerkschaft Nahrung Genuss Gaststätten (NGG)

Precurity and fraud after the ‘Rider Law’: exploring the circumvention of labour law by digital platforms

Pablo Sanz de Miguel, Notus-ASR

María Isabel Casas-Cortés, Universidad de Zaragoza

Juan Arasanz, Notus-ASR

Amaia Prieto, Universidad Autónoma de Madrid

Miguel Montañes, Universidad de Zaragoza

Between legality and illegality: the subcontracting of labour-intensive activities in Northern Italy

Monica Bolelli, University of Duisburg-Essen & Max Planck Institute for the Study of Society

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Polarisation driven by widening firm gaps and outsourcing

Wouter Zwysen, ETUI

15:00 – 16:30 **T2-S07: COLLECTIVE RESPONSES OF PLATFORM WORKERS**

How to (re)cover remote and platform workers? An empirical analysis and policy implication

Valentina Franca, University of Ljubljana

Polona Domadenik, University of Ljubljana

Working Conditions of Platform Workers and Their Protest Waves in Turkey

Sevda Köse, Kocaeli University

Aziz Çelik, Kocaeli University

Platform workers in the US and the EU: employees or independent contractors?

Isabel Da Costa, CNRS, IDHES, ENS Paris-Saclay

15:00 – 16:30 **T2-S08: COVID-19 EFFECTS ON LABOR MARKET**

Digitalization in Norwegian retail – towards a more divided workforce?

Kristin Alsos, FAFO
Sissel C. Trygstad, FAFO

Do workers speak up when job insecure? Examining workers' response to precarity during the COVID-19 pandemic

Hye Jin Rho, Michigan State University
Christine A. Riordan, University of Illinois at Urbana-Champaign
Christian Lyhne Ibsen, University of Copenhagen
J. Ryan Lamare, University of Illinois at Urbana-Champaign
Maite Tapia, Michigan State University

Reactions to the Covid-19 Pandemic in the German Auto and IT-services Sectors

Christina Teipen, HWR Berlin (Berlin School of Economics and Law)
Helena Gräf, HWR Berlin (Berlin School of Economics and Law)

Telework regulation in the EU: a comparative analysis

Ricardo Rodríguez, Eurofound
Pablo Sanz, Notus-ASR
Óscar Vargas, Eurofound
Eckhard Voss, WMP consult - Wilke Maack GmbH

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15:00 – 16:30 **T2-S09: NEW TECHNOLOGIES AND INDUSTRIAL RELATIONS**

How does digitalisation affect industrial relations, and vice-versa, in the Italian & Spanish retail sector?

Stefano Gasparri, University of the West of England
Arianna Marcolin, Sant'Anna School of Advanced Studies

Collective bargaining and digitalisation – crisis or revitalisation of trade unions?

Nele Dittmar, TU Berlin

Digitalization and work organization in Italian banks: the role of collective bargaining

Francesco Seghezzi, Università di Modena e Reggio Emilia

The Future of Labor Unions in the Age of Automation and at the Dawn of AI

Gadi Nissim, Ruppin Academic Center
Tomer Simon, Tel Aviv University

15:00 – 16:30 **T3-S05: GREEN TRANSITION AND LABOR MARKET POLICIES**

From just transition to the `eco-social state`

Bela Galgoczi, European Trade union Institute

The Scandinavian labour market model and the green shift

Alexander Sønderland Skjønberg, BI Norwegian Business School

Understanding green transitions through a Society-Actors-Processes-Policy lens

Emma Hughes, University of Liverpool

Tony Dundon, University of Limerick and University of Manchester

The role of social dialogue in climate change adaptations

Nicole Christiansen, University of Copenhagen

15:00 – 16:30 **T4-S05: ESSENTIAL WORKERS II**

Bargaining on the front line: protecting front line workers in health, social care and food retail

Jill Rubery, University of Manchester

Eva Herman, Alliance Manchester Business School, University of Manchester

Isabel Tavora, Alliance Manchester Business School, University of Manchester

Abbie Winton, Alliance Manchester Business School, University of Manchester

Elderly Care Professionals During the Pandemic - A Swedish Perspective on a Legal Problem

Peter Ramsjö, Uppsala University

Distributional conflicts between public employees – The Danish nurses' strike during the pandemic in 2021

Flemming Ibsen, Aalborg Universitet

Laus Høgedahl, Aalborg Universitet

15:00 – 16:30 **T4-S06: EMPLOYMENT AND COLLECTIVE ACTION IN THE PANDEMIC**

The covid-19 pandemic and transformations in Danish working life

Thomas Bredgaard, Aalborg University

COVID-19, Control and Resistance in Devolved Public Education Work

Isabella Dabaja, University of Sydney

**The changing Trade union landscape in the public sector
employment relations**

Frikkie de Bruin, PSCBC

15:00 – 16:30 **T5-S05: MANAGEMENT, ORGANIZATIONS AND TRAINING**

**Significant Antecedents of Organizational Citizenship Behaviours:
Evidence from Indian Banking Employees**

Sudhir Chandra Das, Banaras Hindu University

**Reward Management System Used by the BUIST on Employee
Performance**

Theophilus Tebetso Tshukudu, University of Botswana

The education and vocational training of modern youth

Andrey Zuev, Studliga LLC

SPECIAL SESSIONS – SLOT 4

15:00 – 16:30 **SS-TI-02: POWER RESOURCES IN EMPLOYMENT RELATIONS - II**

Chair and organiser: Jens Arnholtz, FAOS, University of Copenhagen

- What's in a Number? Reductionist and Holistic Approaches to Associational Power
Christian Lyhne Ibsen, University of Copenhagen
- Power resource theory and the case of migrant workers
Stefania Marino, The University of Manchester
Miguel Martinez Lucio, The University of Manchester
- Power and interests in revitalized power resource theory
Jens Arnholtz, University of Copenhagen
Bjarke Refslund, Aalborg University

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15:00 – 16:30 **SS-TI-03: MAKING WORKERS' RIGHTS IN GSCS A REALITY**

Chair: Janice Bellace

- The experience of GSCs in Latin American and Asia and will analyze the USMCA labour clause and its impact on labour rights in Mexico
Mark Anner
- Recent due diligence legislation in Europe
Nicolas Bueno

- The ILO fundamental principles and how the language in labour clauses in trade agreements does not fully embrace these rights
Franz Christian Ebert
- EU trade agreements, and in particular the implications of the expert panel's report on the EU – Korea trade agreement.
Tonia Novitz
- The Role of the EU in the Promotion of Human Rights and International Labour Standards in EU Trade Agreements.
Samantha Velluti, University of Sussex

Discussant: Janice Bellace

15:00 – 16:30 **SS-T3-03: TURNING POINTS IN NATIONAL LABOR RELATIONS: A COMPARATIVE PERSPECTIVE - II**

Chair: Martin Behrens

- IR in the Netherlands: from collaboration to conflict
Saskia Boumans, AIAS-HIS, Amsterdam
- The United States: Disjunctures and Continuities
Alex J. Colvin, Cornell University
- Turning points in Spanish labour relations
Kerstin Hamann, University of Central Florida
Oscar Molina, Autonomous University of Barcelona
- Danish industrial relations – a slow slide towards deep changes
Søren Kaj Andersen, FAOS, Employment Relations Research Center, Copenhagen

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15:00 – 16:30 **SS-T4-01: SOCIAL DIALOGUE AND WELFARE SERVICES IN EUROPE: NATIONAL CHALLENGES AND LOCAL SOLUTIONS FOR LABOUR AND EMPLOYMENT RELATIONS - II**

Chair: Stefano Neri, university of Milan

- Social dialogue in welfare services in Spain between actors' fragmentation and a migrant workforce
Oscar Molina, Autonomous University of Barcelona
Alejandro Godino, Autonomous Univ of Barcelona
Joan Rodriguez-Soler, Autonomous Univ.of Barcelona

- Union responses to the lack of care services: a comparison between Slovakia and Hungary
Marta Kahancová, CELSI
Barbora Holubova CELSI
Pavol Bors, CELSI

- A segmentation to recompose: union actions in the welfare services in Italy between public and private provision
Valeria Breuker, University of Milan
Lisa Dorigatti, University of Milan
Anna Mori, University of Milan
Stefano Neri, University of Milan
Emmanuele Pavolini, University of Macerata

Discussant 2: Maarten Keune, University of Amsterdam

SATURDAY 10 SEPTEMBER

PARALEL SESSIONS – SLOT 5

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09:30 – 11:00 **TI-S14: GENDER EQUALITY I**

Reconciling work and life: Social partners' role in the transformation of the gendered welfare state

Veronika Lemeire, Hasselt University
Patrizia Zanoni, Utrecht University

Building Blocks for a Gender Equitable Recovery from Pandemic?

Rae Cooper, University of Sydney

Empowering company-level plans to contrast gender pay gap: recent trends in labour market regulation

Matteo Avogaro, ESADE Institute for Labour Studies - Ramon Llull University

09:30 – 11:00 **TI-S15: TRAINING AND SKILLS**

Training and education for new skills as a public policy in Latin America.

Eleonora Peliza, Universidad Nacional de Tres de Febrero, - ARTRA
Paula Sardegna, Universidad Nacional de Tres de Febrero - Instituto de Estudios Interdisciplinarios en Derecho Social y Relaciones del Trabajo (UNTREF- IDEIDES)

Works Councils and Apprenticeship Training. Using the heterogeneity of works councils' power

Kathrin Weis, Federal Institute for Vocational Education and Training (BIBB)

Remedy or short-term fix? Immigration policy as a distinct source of skills

Chris Wright, University of Sydney

Colm McLaughlin, University College Dublin

Organizational Responses to Workforce Aging: The Role of Employment Relations Institutions

Peter Berg, Michigan State University

Matt Piszczek, Wayne State University

Daniela Hochfellner, Google

Chris Ruhm, University of Virginia

Marissa Eckrote-nordland, University of Wisconsin - Lacrosse

09:30 – 11:00 **TI-S16: LABOR MARKET DUALIZATION**

Occupational change and varieties of capitalism in Europe

Daniel Herrero, Universidad Autónoma de Madrid

Laura Pérez Ortiz, Universidad Autónoma de Madrid. Complutense Institute for International Studies (ICEI)

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The Causes of Duality in the Labor Market

Ferran Elias, Universitat de València

A double ethnic penalty? A study of the mobility patterns of the second-generation immigrants.

Tomas Berglund, University of Gothenburg

Gabriella Elgenius, University of Gothenburg

Denis Frank, University of Gothenburg

Vedran Omanovic, Gothenburg School of Economics

09:30 – 11:00 **TI-S17: GENDER EQUALITY II**

Equality and Discrimination in Collective Agreements in Israel

Lilach Lurie, Tel-Aviv University

Labour market regulations on gender equity and gender pay gap

Frikkie de Bruin, PSCBC

Comparative study in Andalusia and Catalonia of inter-gender labour inequality through a Labour Market Gender Segmentation Index

María Cascales Mira, Universidad de Sevilla / UAB

09:30 – 11:00 **T2-S10: SOCIAL PARTNER AND GOVERNANCE**

Stitching Governance for Labour Rights: Towards Transnational Industrial Democracy?

Jimmy Donaghey, University of South Australia

Juliane Reinecke, King's College London

Social partners' involvement in dual VET governance: Greece, Poland, Portugal and Spain in comparison

Pablo Sanz, Notus-ASR

Daniel Barrientos, Universitat Autònoma de Barcelona

Joan Antoni Serra, Notus-ASR

The Legitimacy of Free Collective Bargaining in Germany

Hagen Lesch, German Economic Institute (Institut der deutschen Wirtschaft)

Helena Bach, German Economic Institute (Institut der deutschen Wirtschaft)

Sandra Vogel, German Economic Institute (Institut der deutschen Wirtschaft)

09:30 – 11:00 **T2-S11: NEW TECHNOLOGIES, OLD AND NEW COLLECTIVE RESPONSES**

Digitization and job quality: Participative proposal for an assessment of occupational health in Industry 4.0

Arturo Lahera-Sánchez, Complutense University of Madrid

Ana Negro, Universidad de Valladolid

Francisco J. Tovar, Universidad Complutense de Madrid

Implications of the extension of Artificial Intelligence mechanisms for industrial democracy

Dan Top, Cabinet avocat Dan Top

Ana Maria Alexandra Iancu,

One trade union, many responses to digitalisation: the case of Fiom representatives in the automotive sector

Angelo Moro, Université de Bourgogne, Artes 4.0

Maria Enrica Virgillito, Institute of Economics, Sant'Anna School of Advanced Studies

Ports of globalization in Chile and Spain: comparison of dockers union strategies against semi-automation

Camila Álvarez Torres, QUIT-UAB

09:30 – 11:00 **T2-S12: CO-DETERMINATION, INDUSTRY AND PRODUCTIVITY**

Co-determination: good, bad or irrelevant for business?

Inger Marie Hagen, Oslo Met
Mona Bråten, FAFO

Mediating Technological Change: Contrasting Trade Union approaches in Norway and UK in food processing work

Secki Jose, DMU
Jonathan Payne, De Montfort University, Leicester, UK
Caroline Lloyd, Cardiff University

Deviating from sector-level norms: Empirical results from the German metal- and electrical industry

Sandra Vogel, German Economic Institute (IW)
Hagen Lesch, German Economic Institute (Institut der deutschen Wirtschaft)
Helena Bach, German Economic Institute (Institut der deutschen Wirtschaft)
Christoph Schröder, German Economic Institute (Institut der deutschen Wirtschaft)

Alliances for work in co-determined German companies during the pandemic

Toralf Pusch, WSI. Hans Böckler Stiftung
Hartmut Seifert, Hans Böckler Stiftung

09:30 – 11:00 **T3-S06: NEW AND OLD JOBS FOR THE JUST TRANSITION**

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Workers for the future: the GKN workers' struggle and the Plan towards a Public Hub for Sustainable Mobility

Francesca Gabbriellini, Alma Mater Studiorum University of Bologna
Angelo Moro, Scuola Superiore Sant'Anna – Pisa
Lorenzo Cresti, Scuola Superiore Sant'Anna – Pisa
Giacomo Gabbuti, Scuola Superiore Sant'Anna - Pisa
Maria Enrica Virgillito, Scuola Superiore Sant'Anna – Pisa
Armanda Cetrullo, Scuola Superiore Sant'Anna – Pisa
Simone Gasperin, UCL Institute for Innovation and Public Purpose - London
Arianna Tassinari, Max Planck Institute for the Study of Societies - Köln
Bruno Settis, Scuola Normale Superiore – Pisa
Guendalina Anzolin, King's College – London
Lorenzo Cini, University College - Dublin
Benedetta Rizzo, Scuola Normale Superiore - Pisa

Trade unions facing the eco-social-growth trilemma: the case of just transition in Taranto

Matteo Mandelli, University of Milan
Matteo Jessoula, University of Milan
Luca Novelli, University of Milan

Social dialogue in transition: The case of Norwegian shipyards

Anne Mette Odegard, FAFO Institute for Labour and Social research
Sondre Thorbjornsen, FAFO Institute for Labour and Social research
Jon Erik Dolvik, FAFO Institute for Labour and Social research

Transformations and the Changes in Corporatist Industry Policy in the German Chemical Industry

Thomas Haipeter, University of Duisburg-Essen
Alexander Bendel, University of Duisburg-Essen

09:30 – 11:00 **T4-S07: POLICYMAKING AND PUBLIC SERVICE**

What's NEG(X)T? Continuity and change in European Governance of Labour after the Covid-19 pandemic

Vincenzo Maccarrone, University College Dublin
Roland Erne, University College Dublin

Voices from the City: rhetoric and experiences of public service work at the time of the pandemic

Andrea Bellini, Sapienza University of Rome
Silvia Lucciarini, Sapienza University of Rome

Variegated de-marketization': manifestations and dynamics of extra-neoliberal politics and practices

Karen Jaehrling, University of Duisburg-Essen

Human Resource Managers' View on COVID-19 and its on Botswana National Development Bank (NDB)

Theophilus Tebetso Tshukudu, University of Botswana

09:30 – 11:00 **T5-S06: CHANGES IN HR PRACTICES**

Competence dilemmas: Employer strategies in response to digitalization

Johan Røed Steen, FAFO Institute for Labour and Social Research
Anna Hedenus, University of Gothenburg
Erica Nordlander, University of Gothenburg

The Impact of Technological Changes on HR Practices During the Covid-19: Some Reflections

Balakrishnan Parasuraman, University of Cyberjaya
Nazanin Dara, University of Cyberjaya

Country-of-origin of parent companies on HR policies in overseas subsidiaries

Toshiko Suda, Aoyama Gakuin University

Digital Technologies in HR Management in Bulgaria

Mariya Bobina, Western Illinois University

09:30 – 11:00 **T5-S07: NEW TECHNOLOGIES IN HRM**

The use of AI in HRM: exploring a number of legal issues and glancing into the future

Evelien Timbermont, Vrije Universiteit Brussel

Level up computerized

David Öborn Regin, Karlstad University

Contextual factors associated to the incidence of HR analytics

Amaya Erro-Garcés, Universidad Pública de Navarra

SPECIAL SESSIONS – SLOT 5

09:30 – 11:00 **SS-T3-04: PUBLIC PROCUREMENT AND COLLECTIVE BARGAINING**

Chair: Thorsten Schulten and Torsten Müller

- The promotion of collective bargaining through public procurement - a European overview
Torsten Müller (ETUI) & Thorsten Schulten (WSI)
- Public procurement and collective bargaining: National Experiences
France (Catherine Vincent, IRES)
Spain - Oscar Molina, Autonomous University of Barcelona)
Slovakia - Marta Kahancova, CELSI)
Sweden - Ann-Christine Hartzen, Lund University)
Germany - Thorsten Schulten, WSI)
- Political Perspectives: Trade Union campaigns for a reform of the European Public Procurement Directives
Stan De Spiegelaere (UNI-Europa)

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09:00 – 11:30 **SS-GLI: GRUPO LATINOAMERICANO ILERA (SPANISH SESSION)**

Chair: Martha Elisa Monsalve Cuéllar