

ILERA
MILANO
8-9-10
SEPT. **2016**

EUROPEAN REGIONAL CONGRESS
THE FUTURE OF REPRESENTATION



PROGRAMME

Faculty of Political, Economic and Social Sciences
Università degli Studi di Milano
Via Conservatorio, 7
Milano, Italy



**UNIVERSITÀ
DEGLI STUDI
DI MILANO**





11TH ILERA EUROPEAN REGIONAL CONGRESS
THE FUTURE OF REPRESENTATION
PROGRAMME AT A GLANCE

THURSDAY, 8 SEPTEMBER 2016														
Pre-Congress														
Room (Aula)	6	3	4	5	20	21	22	23	24	25	26	27	AS1*	AS2*
09.30-11.00			SG06	SG10		SG15			SG04					
11.00-11.30	<i>Welcome coffee</i>													
11th ILERA European Regional Congress														
11.30-12.00	Opening session (Aula 6)													
12.00-13.00	Opening Address (Aula 6) Paul Marginson (University of Warwick), <i>Market Integration, Structural reform and European industrial relations: An increasingly fractured landscape?</i>													
13.00-14.00	<i>Lunch (Garden)</i>													
Parallel sessions														
Room (Aula)	6	3	4	5	20	21	22	23	24	25	26	27	AS1*	AS2*
14.00-15.30	SG01	WS08	T1.01	T1.07	T5.01	T5.06	T2.01	T2.07	T3.01	T4.01		WS01	WS11	WS09
15.30-16.00	<i>Coffee break</i>													
16.00-17.30	SG01	WS08	T1.02	T1.08	T5.02	T5.07	T2.02		T3.02	T4.02	T5.11	WS01	SG13	WS09
17.30-18.30	Keynote speech Track I: Actors at national and European level (Aula 6) Jeremy Waddington (University of Manchester and Project Coordinator for the ETUI), <i>European works councils: The state of play</i>													
FRIDAY, 9 SEPTEMBER 2016														
09.00-10.00	Keynote speech Track III: The European dimension of regulation (Aula 6) Mia Rönnmar (University of Lund), <i>European labour law in flux - Hard, soft or fundamental?</i>													
10.00-10.30	<i>Coffee break</i>													
Parallel sessions														
Room (Aula)	6	3	4	5	20	21	22	23	24	25	26	27	AS1*	AS2*
10.30-12.00		WS03	SG16	T1.09	T5.03	T5.08	T2.03	T2.09	T1.03	T5.05	SG02	WS05	WS10	WS06
12.00-13.00	Keynote speech Track II: Collective bargaining and participation (Aula 6) Maarten J. Keune (University of Amsterdam), <i>Challenges to collective bargaining and participation in Europe</i>													
13.00-14.00	<i>Lunch (Garden)</i>													

FRIDAY, 9 SEPTEMBER 2016 (CONTINUES)															
Parallel sessions															
Room (Aula)	6	3	4	5	11	20	21	22	23	24	25	26	27	AS1*	AS2*
14.00-15.30	WS02**	WS07	T1.04	T1.10	WS15	T5.04	T5.09	T2.04	T2.10	T3.03	T4.03	WS12	WS04	WS14	WS13
15.30-16.00	<i>Coffee Break</i>														
16.00-17.30	Special plenary session: Industrial relations at EU level (Aula 6)														
17.30-18.30	Keynote speech Track IV: The transformation of the public sector (Aula 6) Jill Rubery (University of Manchester), <i>Why the public sector matters for gender equality</i>														
19.30-22.00	Congress dinner, main university building, via Festa del Perdono 7														
SATURDAY, 10 SEPTEMBER 2016															
09.00-10.00	Keynote speech Track V: HRM, business performance, quality of work (Aula 6) Andrew Pendleton (University of Durham), <i>Ownership, financialization, and employment relations</i>														
10.00-10.30	<i>Coffee break</i>														
Parallel sessions															
Room (Aula)	6	3	4	5	20	21	22	23	24	25	26	27	AS1*	AS2*	
10.30-12.00		T1.12	T1.05	T1.11	T4.04	T2.12	T2.06	T2.11	T3.04		T2.05	SG08			
12.00-13.30	Closing session: The future of work (Aula 6)														
13.30-14.00	Closing of Congress (Aula 6)														

* AS1: Aula Seminari Conservatorio; AS2: Aula Seminari Passione

** Please note: This workshop starts at 13.30 and ends at 16.00

11TH ILERA EUROPEAN REGIONAL CONGRESS
THE FUTURE OF REPRESENTATION
8-10 September 2016
Faculty of Political, Economic and Social Sciences
Università degli Studi di Milano

PROGRAMME

PLENARY SESSIONS

Opening session

Aula 6

Thursday 8 September 2016

11.30-12.00

Welcome and greetings

- Lorenzo Bordogna, President of the Local Organising Committee
- Antonio Chiesi, Head of the Department of Social and Political Sciences, Università degli Studi di Milano
- Dong-One Kim, President of ILERA, *The future of employment relations as an academic field*

Opening address

Aula 6

Thursday 8 September 2016

12.00-13.00

Chair: Erika Mezger, (European Foundation for the Improvement of Living and Working Conditions)

- Paul Marginson (University of Warwick), *Market Integration, Structural reform and European industrial relations: An increasingly fractured landscape?*

Keynote speech Track I: Actors at national and European level

Aula 6

Thursday 8 September 2016

17.30-18.30

Chair: Ida Regalia (Università degli Studi di Milano)

- Jeremy Waddington (University of Manchester and Project Coordinator for the ETUI), *European works councils: The state of play*

Discussant: Gian Primo Cella (Università degli Studi di Milano)

Keynote speech Track III: The European dimension of regulation

Aula 6

Friday 9 September 2016

09.00-10.00

Chair: Janice Bellace (University of Pennsylvania)

- Mia Rönmar (University of Lund), *European labour law in flux - Hard, soft or fundamental?*

Discussant: Stefania Scarponi (Università degli Studi di Trento)

Keynote speech Track II: Collective bargaining and participation

Aula 6

Friday 9 September 2016

12.00-13.00

Chair: Martin Behrens (Hans Böckler Foundation)

- Maarten J. Keune (University of Amsterdam), *Challenges to collective bargaining and participation in Europe*

Discussant: Søren Kaj Andersen (University of Copenhagen)

Special plenary session: Industrial relations at the EU level

Aula 6

Friday 9 September 2016

16.00-17.30

Chair: Roberto Pedersini (Università degli Studi di Milano)

Speakers

- Barbara Kauffmann, Director for Employment and Social Governance, DG Employment, Social Affairs and Inclusion
- Luca Visentini, General Secretary, European Trade Union Confederation
- Nils Trampe, BusinessEurope and Confederation of Danish Employers (DA)

Keynote speech Track IV: The transformation of the public sector

Aula 6

Friday 9 September 2016

17.30-18.30

Chair: Lorenzo Bordogna (Università degli Studi di Milano)

- Jill Rubery (University of Manchester), *Why the public sector matters for gender equality*

Discussants: Berndt Keller (University of Konstanz)

Oscar Molina (Universitat Autònoma de Barcelona)

Keynote speech Track V: HRM, business performance, quality of work

Aula 6

Saturday 10 September 2016

09.00-10.00

Chair: Russell Lansbury (University of Sydney)

- Andrew Pendleton (University of Durham), *Ownership, financialization, and employment relations*

Discussant: Johanna Weststar (Western University)

Closing session: The future of work

Aula 6

Saturday 10 September 2016

12.00-13.30

Chair: Dong-One Kim, President of ILERA

Speakers

- Nicolas Niemtchinow, International Labour Office
- Susan Hayter, International Labour Office
- Silvana Sciarra, Judge of the Italian Constitutional Court and Università degli Studi di Firenze
- Maria João Rodrigues, Member of the European Parliament
- Maxime Cerutti, BusinessEurope
- Esther Lynch, European Trade Union Confederation

Closing of Congress

Aula 6

Saturday 10 September 2016

13.30-14.00

- Roberto Pedersini, Local Organising Committee
- Mia Rönnmar, President-Elect of ILERA

GENERAL SESSIONS

(Please note: the names of presenting authors are underlined)

Thursday 8 September 2016, 14.00-15.30

T1.01

Aula 4

Thursday 8 September 2016

14.00-15.30

Track I

The state and prospects of Sectoral European Social Dialogue

- Barbara Bechter, *Does high stakeholder engagement drive the outcomes of European Sectoral Social Dialogue?*
- Sabrina Weber, *European sectoral social dialogue through the lens of agency theory*
- Peter Kerckhofs, Pablo Sanz, *Comparing the representativeness of social partners in ten European sector social dialogue committees*

T1.07

Aula 5

Thursday 8 September 2016

14.00-15.30

Track I

Trade union renewal: migrant workers and the challenge of feminisation

- Hanneke Bennaars, *The position of trade unions with respect to migrant workers*
- Olga Rymkevich, *Trade union strategies towards migrant workers in Italy and Russia*
- Ife Smith, *A critical analysis of women's involvement and representation in leadership positions within trade union movement in Trinidad and Tobago: The experience of the banking insurance and general workers' union (BIGWU)*

T2.01

Aula 22

Thursday 8 September 2016

14.00-15.30

Track II

Collective bargaining and the law

- Mia Rönnmar, *The Swedish collective bargaining system under pressure*
- Iacopo Senatori, Alberto Mattei, *The troubled relationship between law and industrial relations as regulatory systems in Italy. Integrations and interferences after the labour law reform (so-called 'Jobs act')*
- Zakaria Shvelidze, *ILO standards compliance and trade union rights in Georgia within the last decade*

T2.07

Aula 23

Thursday 8 September 2016

14.00-15.30

Track II

Collective bargaining and the law

- Mark Bray, Johanna Macneil, *The peculiar underbelly of Australian collective bargaining*
- Giuseppe Antonio Recchia, *The future of collective bargaining in Italy between legislative compression and role re-appropriation*
- Erling Rasmussen, Jens Lind, *Collective bargaining versus personal grievance rights: A comparison of employment relations in Denmark and New Zealand*
- Achilleas Anagnostopoulos, Stanley W. Siebert, *The impacts of the labour market reforms in Greece: Towards more flexible and informal jobs?*

T3.01

Aula 24

Thursday 8 September 2016

14.00-15.30

Track III

European works councils

- Thomas Haipeter, Markus Hertwig, Sophie Rosenbohm, Christine Slomka, *Articulation between actors and levels: an enlarged perspective on cross-border employee representation in multinational companies*
- Theodore Koutroukis, *European works councils: Their benefits and costs in a peripheral European country*
- Stan De Spiegelaere, *Beyond the symbolic: A latent profile analysis of the EWC agreements' quality*
- Angela Rauseo, *European works councils looking for transnational labour solidarity*

T4.01

Aula 25

Thursday 8 September 2016

14.00-15.30

Track IV

Perspectives on public employers

- Nana Wesley Hansen, Åsmund Arup Seip, *Government employers in Denmark, Sweden and Norway and their powers*
- Per-Harald Rødvei, *Norwegian municipal senior managers' experiences on local wage-bargaining: Is it worth the effort?*
- Laust Høgedahl, Flemming Ibsen, *Wearing more than one hat? Employer lockout and state intervention in Danish public sector collective bargaining*

T5.01

Aula 20

Thursday 8 September 2016

14.00-15.30

Track V

HRM, job transitions, and the labour market

- John Burgess, Julia Connell, Michael Dockery, *Job quality and the role of HRM: Evidence from Australian case studies*
- Yuhee Jung, Norihiko Takeuchi, Tomokazu Takeuchi, *Family friendly work practices and voluntary turnover: Testing a psychological process of turnover intentions*
- Yongjin Nho, Kyoung Won Park, *Employee involvement and employment security in Korea*
Marco Marrone, *The rise of the intern economy: The informalization of labor and of HRM practices*

T5.06

Aula 21

Thursday 8 September 2016

14.00-15.30

Track V

HRM and performance

- Davide Mosca, Paolo Tomassetti, *Industrial relations institutions and skill-based pay systems regulatory quality*
- Eul-Teo Lee, *On the relationships among strategy, union, employment flexibility, and firm performance*
- Guy Vernon, *Do unions promote or destroy industry? Employment growth versus productivity growth effects in OECD manufacturing 1960-2010*
- Alberto Bayo-Moriones, Jose E. Galdon-Sanchez, Sara Martinez-de-Morentin, *Performance measurement and incentive intensity*

Thursday 8 September 2016, 16.00-17.30

T1.02

Aula 4

Thursday 8 September 2016

16.00-17.30

Track I

Employers between collective and individual action

- Barry Foster, Erling Rasmussen, Deirdre Farr, *Where have all the research on employers gone?*
- Martin Behrens, Heiner Dribbusch, *Contested participation: New evidence on employer resistance to works councils*
- Jeremy Waddington, Valeria Pulignano, Jeff Turk, Thomas Swerts, *The views of managers towards EWCs*

T1.08

Aula 5

Thursday 8 September 2016

16.00-17.30

Track I

Representativeness and the effectiveness of representation

- Sylvie Contrepois, Steve Jefferys, Peter Kerckhofs, *Comparison of the concept of representativeness in 29 European countries: Towards more legal recognition?*
- Elsa Underhill, Michael Quinlan, Emma Wadsworth, David Walters, *Worker representation in the Australian construction industry – the importance of retaining independent representation in health and safety*
- Herman Knudsen, Jens Lind, [Erling Rasmussen], *The erosion of the Danish model of labour market regulation*
- Attridge Mwelwa Mwape, Balakrishnan Parasuraman, *Trade union movement in Zambian financial sector: issues and challenges*

T2.02

Aula 22

Thursday 8 September 2016

16.00-17.30

Track II

Collective bargaining and participation through the crisis

- Bill Roche, Tom Gormley, *After social partnership: Employers, unions, collective bargaining and economic revival in Ireland*
- Eleni Patra, *Collective bargaining and participation: Lessons learned from the first six years of the financial crisis in Greece*
- Aristea Koukiadaki, Isabel Tavora, Miguel Martinez Lucio, *De-collectivising industrial relations: Structural labour market reforms and collective bargaining in Europe during the crisis*
- Maria da Paz Campos Lima, *Between disorganised decentralization and the erosion of sector bargaining in Southern Europe: exploring the case of Portugal*

T3.02

Aula 24

Thursday 8 September 2016

16.00-17.30

Track III

The challenges of private governance in global employment relations

- Johanna Macneil, Mark Bray, Andrew Stewart, *The sharp end of soft regulation: Controlling industrial relations in the construction industry*
- Beryl ter Haar, Attila Kun, *Compliance and remedies in transnational private labour regulation: A reappraisal*
- Judith Stroehle, *Firm characteristics, compliance and the private governance of global labor standards*

T4.02

Aula 25

Thursday 8 September 2016

16.00-17.30

Track IV

The reorganisation of public administrations

- Gill Kirton, Cecile Guillaume, *Challenges and pitfalls for a small public sector professional union following restructuring and outsourcing*
- Gaye Burcu Yildiz, *Working conditions of subcontractor workers in the Turkish public sector employment system*
- Markus Helfen, Jörg Sydow, Carsten Wirth, *Public service restructuring and changing labour-management relations: What direction are German airports taking?*

T5.02

Aula 20

Thursday 8 September 2016

16.00-17.30

Track V

HRM and the quality of work

- Tomas Berglund, Patrik Vulkan, *The effect of flexibility and wage dispersion on job quality*
- Peter Nielsen, *Performance pressure and organizational change – Frames for innovative behavior and well-being in the Danish health and the education sector.*
- Heejung Chung, *Schedule flexibility and work-family conflict: The importance of country contexts*

T5.07

Aula 21

Thursday 8 September 2016

16.00-17.30

Track V

HRM and performance

- Guy Vernon, *Why does stronger industrial unionism promote productivity growth? Joint regulation, careers, social exchange, HRM outcomes and operational performance*
- Liway Johnson, *The 2015 Teacher Performance Development Agreement in the New South Wales public schooling system: Emergence, implementation and initial perceptions*
- Laura Peutere, Simo Aho, Antti Saloniemi, Jouko Nätti, *The effect of high involvement management practices on financial outcomes: A study based on Finnish employer-employee survey and register data*
- Jose Bento da Silva, Jose P. Anacoreta Correia, *A systematic literature review of manager and board member performance-related pay policies*

T5.11

Aula 26

Thursday 8 September 2016

16.00-17.30

Track V

CSR and sustainability

- Heungjun Jung, Changwon Lee, *The Effects of CSR on financial performance: The multiple mediating roles of outside investments and differentiation strategy*
- Yeongwook Kim, Kyoung Won Park, *Do labor and management see eye to eye? Examination of reliability and validity of human resource practices*
- Sabrina Weber, Stephan Fischer, *A new role for HRM through sustainability? Findings from an explorative study*

Friday 9 September 2016, 10.30-12.00

T1.03

Aula 24

Friday 9 September 2016

10.30-12.00

Track I

Employee representatives and employee voice

- Ingunn Elvekrok, Berit Bratholm, *Employee union representatives: Trajectories of learning and collective knowledge building in challenging times*
- Gabriele Ballarino, Nicole Casanova, *Union's people and the people. Values and attitudes of Italian unions' officers compared to those of Italians*
- Inger Marie Hagen, *Employee representatives and the concept of representation*
- Dong-One Kim, Joo-Young Park, *Employee voice behavior across cultures: Cultural values and employee voice behaviors in Korea and the United States*

T1.09

Aula 5

Friday 9 September 2016

10.30-12.00

Track I

Employment relations and the regulation of representation

- Pete Burgess, Susan Corby, *Employee lay judges in Great Britain: For decoration only?*
- Rémi Bourguignon, Mathieu Floquet, *The quasi-market to the rescue of French unions?*
- Katarzyna Skorupińska, *The future of works councils in Poland – prospect of extinction of a new form of employee representation*

T2.03

Aula 22

Friday 9 September 2016

10.30-12.00

Track II

Collective bargaining and participation through the crisis

- Orestis Papadopoulos, Christina Niforou, *Collective bargaining in an era of crisis: A micro-level assessment of reform implementation*
- Noémie Delahaie, Coralie Perez, *Adjustments in employment and wages in France: Concessions bargaining in a time of crisis*
- Marco Castellani, *Different bargaining paths in second-level agreements. Evidence from an Italian study*

T2.09

Aula 23

Friday 9 September 2016

10.30-12.00

Track II

Collective bargaining at enterprise level

- Andrea Signoretti, *The analysis of Italian medium-sized enterprises' collective bargaining from an international perspective: Evidence from the manufacturing sector*
- Valentina Paolucci, *The role of collective bargaining in addressing flexibility and security: A multi-level comparative institutional analysis of two countries and four companies within the chemical and pharmaceutical sector*
- John Opute, *The perception of cultural influence in collective bargaining: Lessons from developing economies*
- Kristin Alsos, Sissel C. Trygstad, *Participation, influence and trust*

T5.03

Aula 20

Friday 9 September 2016

10.30-12.00

Track V

HRM and the quality of work

- Lisa Dorigatti, Anna Mori, *Bringing employers' strategies back in: The impact of organisational practices on job quality and inequalities*
- Kristin Jesnes, Torstein Nesheim, *The "sharing economy": New technology, new ways of organizing work – What impacts on working conditions and on the dynamics between the social partners in Norway?*
- Agnieszka Piasna, *Employee participation and quality of work in the EU*

T5.05

Aula 25

Friday 9 September 2016

10.30-12.00

Track V

HRM and gender equality

- Nina Pološki Vokić, Dubravka Sinčić Ćorić, Alka Obadić, *To be or not to be a woman? – Highly-educated women's perceptions of gender equality*
- Julia Hansch, Cornela Haag, Michaela Rode, *The impact of the quota for women on supervisory boards on German corporations, esp. on employer representation and HRM, esp. skill development and training*
- Camilla Gaiaschi, *Doing the same job and earning less: The pay differential among Italian physicians*
- Heejung Chung, *Flexible working and consequence for work-life balance: Importance of gender occupation and family context*

T5.08

Aula 21

Friday 9 September 2016

10.30-12.00

Track V

HRM and employment relations models

- Giuseppe Della Rocca, Anna M. Ponzellini, *Is taylorism really dead? Achievements, failures and trends of direct participation in some Italian cases of organisational change*
- Keith Townsend, Glenn Patmore, Ray Markey, *Historically reconsidering the front line management role: Is there really so much change?*
- Seong-Jae Cho, *Diverging employment relations of Hyundai-Kia Motor Group with global expansion*
- Kyoung Won Park, Yongjin Nho, *An employment systems approach to explain a change in union membership rate*

Friday 9 September 2016, 14.00-15.30

T1.04

Aula 4

Friday 9 September 2016

14.00-15.30

Track I

Innovation in trade union representation

- Manuel Nicklich, Markus Helfen, *Trade union renewal and 'organizing from below': Strategic contradictions, organizational tensions and institutional constraints*
- Marco Bodini, *Federmanager: a very special organisation in evolution at national and European level*
- Grant Michelson, John Burgess, *New actors contesting new work practices: The case of fly-in, fly-out (FIFO) employment in Australia*
- Giulia Borraccino, *Trade Unions, social movements and political exchange: On the interaction between trade unions and self-organised groups of social workers in Italy*

T1.10

Aula 5

Friday 9 September 2016

14.00-15.30

Track I

Trade unions' membership and the future of representation

- Isabella Biletta, *Future of work: Is collective representation still in the picture?*
- Marcus Kahmann, *Promoting trade union engagement of young people: The case of French CGT*
- Kristine Nergaard, *What is hidden behind the (relatively) stable union density rate of Norway?*

T2.04

Aula 22

Friday 9 September 2016

14.00-15.30

Track II

Collective bargaining between security and flexibility

- Valentina Paolucci, Manuela Galetto, *Flexicurity in the agenda of collective bargaining: Metalworking and chemical industries compared in the United Kingdom, Denmark and Italy*
- Rolf K. Andersen, Mona Bråten, Anne Mette Ødegård, *Higher flexibility – less influence?*
- Lise Lotte Hansen, *Complexities of representation: Learning from a conflict about housekeepers' working conditions*

T2.10

Aula 23

Friday 9 September 2016

14.00-15.30

Track II

Industrial relations in emerging economies

- Theophilus Tebetso Tshukudu, *Trade unions and labour conflict in Botswana*
- David Tajgman, *Exporting European collective bargaining and participation models: Reform and transition in Vietnam*
- Ngan Collins, *Vietnam's government and shifts in industrial relations since the economic reform (doi moi)*

T3.03

Aula 24

Friday 9 September 2016

14.00-15.30

Track III

Representation and collective bargaining in transnational companies

- Udo Rehfeldt, *The negotiation of transnational company agreements: the challenge of conflicting channels of employee representation in Europe*
- Martin Bulla, *The involvement of European works councils in transnational collective bargaining*
- Isabel da Costa, *EWCs and transnational company agreements*

T4.03

Aula 25

Friday 9 September 2016

14.00-15.30

Track IV

The public sector under austerity

- Berndt Keller, *The public sector in the aftermath of the financial and debt crisis: Long-term, neglected consequences*
- Eleftherios Kretsos, Markos Vogiatzoglou, *Blooming flowers amidst the debris: The Greek public healthcare system in austerity times*
- Christian Hohendanner, Philipp Ramos Lobato, *Public sector employment in times of austerity*

T5.04

Aula 20

Friday 9 September 2016

14.00-15.30

Track V

HRM and employment relations models

- John W. Budd, Wei Huang, Dionne M. Pohler, *Varieties of employment relations systems: A foundation of (mis)matched frames of reference*
- Anne Inga Hilsen, Sol Skinnarland, *How lean is the Nordic model? A study of the relationship between Lean as a management philosophy and the Nordic tradition of bottom-up approaches to work organisation, innovation and productivity*
- Torben Andersen, Freddy Hällstén, *Nordic HRM – Distinctiveness and resilience*
- Ida Regalia, *Between ‘Small is beautiful’ and ‘The bleak house’: A discussion of employment relations in small firms in search of a more inclusive ER/IR paradigm*

T5.09

Aula 21

Friday 9 September 2016

14.00-15.30

Track V

Changing labour markets

- Chiara Benassi, *A multi-level analysis of the role of occupational labor markets for non-standard work*
- Gokce Basbug, *Do minority groups benefit from social networks? An audit study*
- Jørgen Svalund, Tomas Berglund, *Regulation of fixed-term employment in Norway and Sweden: Are the effects of fixed-term employment on labour market establishment the same in Norway and Sweden?*

Saturday 10 September 2016, 10.30-12.00

T1.05

Aula 4

Saturday 10 September 2016

10.30-12.00

Track I

Trade union renewal: organizing new types of workers

- Haejin Kim, *Is organizing irregular workers into the traditional form of trade unions sufficient to reduce wage polarization? The Korean Case*
- Johanna Weststar, Marie-Josée Legault, *Examining the collective action and representation gap among videogame developers in the North American context*
- Maximiliane Wilkesmann, Caroline Ruiner, Birgit Apitzsch, *Raise your voice! The rising representation of independent contractors' interest*
- Birgit Apitzsch, *Between individualism and collectivism: Participatory practices and collective action of solo self-employed*

T1.11

Aula 5

Saturday 10 September 2016

10.30-12.00

Track I

Tripartite social dialogue in Europe

- Oscar Molina, Igor Guardiancich, Christian Welz, *Post-crisis social dialogue in the EU-28: Revitalization, innovation or enduring crisis*
- Sonila Danaj, Erka Caro, *Reconstructing industrial relations in post-socialist Albania: A tripartite model?*
- Marcin Wujczyk, *A state as a participant of social dialogue - analysis on the basis of the status of Polish Social Dialogue Council*

T1.12

Aula 21

Saturday 10 September 2016

10.30-12.00

Track I

Trade union renewal: social media and coalition building

- N. Balnave, A. Barnes, Louise Thornthwaite, *Trade unions, social media and union revitalization*
- Bengt Larsson, Kristina Lovén Seldén, *Nordic trade unions' approaches to cooperation in Europe: partners, issues and obstacles*
- Martin Behrens, Andreas H. Pekarek, *United we stand? A social movement perspective on union coalitions in Germany*

T2.05

Aula 26

Saturday 10 September 2016

10.30-12.00

Track II

Collective bargaining in Europe

- Hagen Lesch, *Escalation of collective bargaining: Methods, indicators and empirical findings*
- Nils Braakmann, Bernd Brandl, *The efficacy of hybrid collective bargaining systems: An analysis of the impact of collective bargaining on company performance in Europe*
- Lisa Rustico, Roberto Pedersini, *'Intergenerational bargaining in Italy': a case of policy failure?*

T2.06

Aula 22

Saturday 10 September 2016

10.30-12.00

Track II

The changing structure of collective bargaining in Europe

- Paolo Tomassetti, *Wage coordination and vertical (dis)integration of collective bargaining in Italy*
- Catherine Spieser, *The evolving role of sectoral collective bargaining in France, Italy and Germany*
- Annamaria Westregård, Jonas Milton, *Recent trends in collective bargaining structure in the Swedish model*

T2.11

Aula 23

Saturday 10 September 2016

10.30-12.00

Track II

Workplace representation

- Anne-Marie Greene, Gill Kirton, Maria Koumenta, *Workplace union representation and gender in the British workplace*
- Ilse Zaal, Niels Jansen, *Works council and collective bargaining in the Netherlands*
- Heinz Gabathuler, Patrick Ziltener, *Works councils in a voluntaristic context: The Swiss case*
- Jun-ha Choi, Young-Myon Lee, *Factors affecting non-union workers' perceptions of employee representation systems in Korea - Targeting on perception related each other between union and works council*

T2.12

Aula 21

Saturday 10 September 2016

10.30-12.00

Track II

Employment relations and legislation

- Chris Rees, Michael Gold, *The regulation of takeovers: a study of information and consultation in the European airline industry*
- Declan Owens, *Enhancing the effectiveness of workers' representation in European labour law through alternative judicial interpretation by the CJEU*
- Johan Røed Steen, *Implementing whistleblowing legislation: Contents and effects of whistleblower procedures*
- Petra Herzfeld Olsson, *Transfers within multinationals – New challenges in the world of labour migration*

T3.04

Aula 24

Saturday 10 September 2016

10.30-12.00

Track III

Labour law and employment policy in the European Union

- Ralf Rogowski, *Reflexive European labour law*
- Vincenzo Pietrogiovanni, *Decent or minimum wages: What role for the EU?*
- Mikkel Mailand, *Formulating European employment policy in the shadow of the new European economic governance*
- Andrea Fromm, Nick Clark, Anna Paraskevopoulou, *The regulation of labour market intermediaries and the role of social partners in preventing trafficking of labour*

T4.04

Aula 20

Saturday 10 September 2016

10.30-12.00

Track IV

The reorganisation of public administrations

- Anna Mori, *Institutional varieties, outsourcing of public services and challenges to employment relations in comparative perspective*
- Stefano Neri, Lorenzo Bordogna, *The development of user involvement in public services in Italy and its implications for social dialogue*
- Carla Spinelli, *Collective bargaining in the public sector: New scenarios?*

WORKSHOPS

Thursday 8 September 2016, 14.00-15.30; 16.00-17.30

WS01

Active inclusion and industrial relations from a multi-level governance perspective

Aula 27

Thursday 8 September 2016

14.00-15.30; 16.00-17.30

Organiser: Luigi Burroni

Papers

- Manuela Galetto, Guglielmo Meardi, Anna Mori, *Activation strategies and role of social partners. The UK and France in comparative perspective*
- Luigi Burroni, Gemma Scalise, *Varieties of inclusive labour markets. The role of public policies and industrial relations practices*
- Maarten Keune, Noëlle Payton, *Active inclusion at the European level: Actors, discourses and policies*
- Antonio Martin, Oscar Molina, Alejandro Godino, *Active Inclusion in Italy and Spain: Does Industrial Relations Matter?*
- Andrea Bellini, Luigi Burroni, Gemma Scalise, *The local governance of active inclusion: What spaces for social dialogue?*

Discussants: Jon Erik Dølvik, Paul Marginson

WS08

Revisiting the Danish bargaining model – A comparative perspective

Aula 3

Thursday 8 September 2016

14.00-15.30, 16.00-17.30

Organisers: Anna Ilsøe, Trine P. Larsen

Papers

- Steen E. Navrbjerg, Paul Marginson, *MNCs in Denmark and the UK – Accommodating to or transforming national industrial relations?*
Trine P. Larsen, *Discussant*
- Soren Kaj Andersen, Sarah Kaine, Russell Lansbury, *Different pathways to the decentralisation of industrial relations and their consequences: Denmark and Australia compared*
Maria da Paz Campos Lima, *Discussant*
- Berndt Keller, *Sectoral social dialogues in professional football. Freeway or dead end towards Europeanization?*
Christian Lyhne Ibsen, *Discussant*
- Anders Kjellberg, Christian Lyhne Ibsen, *Attacks on union organizing: Reversible and irreversible changes to the Ghent-systems in Sweden and Denmark*
Søren Kaj Andersen, *Discussant*
- Mikkel Mailand, *Danish tripartite negotiations and European social pacts: Different paths, different types*
Steen E. Navrbjerg, *Discussant*
- Trine P. Larsen and Anna Ilsøe, *Flexibility through stability – Institutionalizing working time negotiations in Danish companies*
Mikkel Mailand, *Discussant*

WS09

Unions and precarious workers: Developing new forms of solidarity

Aula Seminari Passione

Thursday 8 September 2016

14.00-15.30, 16.00-17.30

Organisers: Lisa Dorigatti, Chiara Benassi

Papers

- Valeria Pulignano, Andrea Signoretti, *Union strategies, national institutions and the use of temporary labour in Italian and US plants*
- Maria Concetta Ambra, *When choices matter! Comparing strategies of Italian confederal and autonomous unions toward migrant workers in the logistic sector*
- Chiara Benassi, Lisa Dorigatti, *The contentious politics of agency work in Italy and Germany: Institutions, actors and strategies*
- Andrea Ciarini, Lisa Dorigatti, *Trade unions' coalition building: Insights from Italy*
- Guglielmo Meardi, Melanie Simms, Michael Whittall, Bianca Beccalli, Enrico Pugliese, Stefan Kerber-Clasen, Duncan Adam, *Representing the losers of the crisis: A comparison of systems and strategies of vulnerable workers' representation*
- Stefano Gasparri, *Between class and society. The role of ideas in union strategies in the Italian retail sector*

Discussants: Roberto Pedersini, Melanie Simms

Thursday 8 September 2016, 14.00-15.30

WS11

The collective organization of waste pickers: a discussion of national and international experiences

Aula Seminari Conservatorio

Thursday 8 September 2016

14.00-15.30

Organisers: Diego Coletto, Ana Virginia Moreira Gomes

Papers

- Ana Virginia Moreira Gomes, *The power of organizing in the margins of the State: A case study of a waste pickers' association in Fortaleza, Brazil*
- Diego Coletto, *A revival of ancient forms of collective representation? The case of waste pickers' associations in Porto Alegre, Brazil*
- Oluranti Samuel, *Organizing waste pickers in Lagos Nigeria: Problems and prospects*
- Lucia Fernandez, *Organizing dispersity: Lessons and challenges of waste pickers network building*

Discussant: Anil Verma

Friday 9 September 2016, 10.30-12.00

WS03

Building trust and constructive conflict management in organizations: The role of Employee representatives

Aula 3

Friday 9 September 2016

10.30-12.00

Organisers: Patricia Elgoibar, Martin Euwema

Papers

- Patricia Elgoibar, *The trees of trust*
- Erica Romero Pender, *Investing in representatives pays off*
- Ana Belén García, *Complex conflict behavior and quality of agreements in organizations*
- Martin Euwema, *Doves or hawks? Who can be trusted in conflict?*

Discussants: Lourdes Munduate, Aukje Nauta

WS05

Towards a meaningful social dialogue at company level

Aula 27

Friday 9 September 2016

10.30-12.00

Organisers: Isabella Biletta, Stavroula Demetriades, Camilla Galli da Bino

Chair: Erika Mezger

Papers

- Isabella Biletta, *National social partners' organisations exploring new territories?*
- Bernd Brandl, *The cement of social dialogue: The pivotal role of trust for the efficacy of European industrial relations*
- Volker Telljohann, *Integrated strategies of worker participation and collective bargaining in the context of corporate crises*

Discussant: Ida Regalia

WS06

Recent trends in German industrial relations

Aula Seminari Passione

Friday 9 September 2016

10.30-12.00

Organiser: Hagen Lesch

Papers

- Hagen Lesch, Sandra Vogel (supported by Paula Hellmich), *Working together: State intervention and social partner involvement. Germany's response to the global and financial crisis*
- Thorsten Schulten, Reinhard Bispinck, *Strengthening of German collective bargaining through a better use of extension – a failed reform?*

Roundtable: *New contours of industrial conflict in Germany*, Heiner Dribbusch, Hagen Lesch

WS10

Trade unions, immigration and immigrants in Europe in the 21th century: New approaches under changed conditions

Aula Seminari Conservatorio

Friday 9 September 2016

10.30-12.00

Organiser: Stefania Marino

Introduction

- Stefania Marino

Papers

- Sylvie Contrepois, Heather Connolly, *British and French trade unions efforts to integrate undocumented migrants: discourses and practices*
- Miguel Martinez Lucio, *Trade unions and immigration in Spain: The politics and framing of social inclusion within industrial relations*
- Matteo Rinaldini, Stefania Marino, *Trade unions and migrant workers in Italy*
- Stefania Marino, Judith Roosblad, Rinus Penninx, *Comparing and contrasting trade unions stances towards migrant workers in Europe: new approaches under changed conditions?*

Discussant: Guglielmo Meardi

Friday 9 September 2016, 14.00-15.30

WS02 (Please note: This workshop starts at 13.30 and ends at 16.00)

From crisis to collaboration: How one American community and General Motors saved thousands of jobs in the face of de-industrialization

Aula 6

Friday 9 September 2016

13.30-16.00

Organisers: Robert Chiaravalli, David Hollister, Vittorio De Luca

Movie show

Robert Chiaravalli, *Second shift: From crisis to collaboration*

Roundtable: Vittorio De Luca, David Hollister

WS04

Trade unions under the conditions of the European crisis

Aula 27

Friday 9 September 2016

14.00-15.30

Organisers: Heiner Dribbusch, Steffen Lehndorff, Thorsten Schulten

Introduction

- Heiner Dribbusch, Steffen Lehndorff, Thorsten Schulten, *Trade unions under the conditions of the European crisis*
Luca Visentini, General Secretary, European Trade Union Confederation, *Discussant*

Roundtable: Erik Bengtsson, Magdalena Bernaciak, Salvo Leonardi, Torsten Müller

WS07

Representativeness of social partners' organisations at international, EU and national level

Aula 3

Friday 9 September 2016

14.00-15.30

Organisers: Christian Welz, Peter Kerckhofs, Camilla Galli da Bino

Chair: Erika Mezger

Papers

- Sigfried Caspar, Peter Kerckhofs, Birgit Kraemer, *Representativeness at European and national level - examples from European representativeness studies and a study on different concepts of representativeness*
- Camilla Galli da Bino, *An overview of Eurofound's relevant resources and information, including representativeness studies*

WS12

Collective bargaining in northern Europe: Stability, under strain or transformation?

Aula 26

Friday 9 September 2016

14.00-15.30

Organisers: Jon Erik Dølvik, Line Eldring, Paul Marginson

Papers

- Jon Erik Dølvik, Paul Marginson, *Collective bargaining coordination under challenging conditions and shifting dynamics*
- Torsten Müller, Thorsten Schulten, *The role of cross-country pattern bargaining in the metalworking industry*
- Line Eldring, Guglielmo Meardi, *Collective bargaining and minimum wage setting in construction: The relationship between negotiated and statutory regulations*
- Maarten Keune, Kristin Alsos, *Agency work, collective bargaining and multilevel regulation*

Discussants: Vera Glassner, Wolfgang Schröder

WS13

Free trade agreements: The impact on labour standards

Aula Seminari Passione

Friday 9 September 2016

14.00-15.30

Organiser: Janice Bellace

Papers

- Jordi Agusti-Panareda, *Labour clauses in FTAs*
- Janice Bellace, *Social clauses and labour rights in FTAs*
- Michele Faioli, *TTIP and labour clauses*

Discussant: Jeffrey Vogt

WS14

Financial participation in Europe

Aula Seminari Conservatorio

Friday 9 September 2016

14.00-15.30

Organiser: AIPF/IAFP - International Association for Financial Participation

Chair: Jean-Michel Content

Papers

- Andrew Pendleton, *Employee financial participation (EFP) schemes in European enterprises*
- Erik Poutsma, Ulke Veersma, *EFP in the post-crisis European economy*
- Gianluca Pastorelli, *The PROEFP IV project: preliminary findings*

Discussant: Kevin P. O’Kelly

WS15

Theory and practice in comparative employment relations: Reflections on international trends

Aula 11

Friday 9 September 2016

14.00-15.30

Organisers: Russell Lansbury, Greg Bamber

Speakers

- Greg Bamber, *Introduction*
- Lucio Baccaro and Valeria Pulignano, *Italy*
- Berndt Keller and Anja Kirsch, *Germany*
- Søren Kaj Andersen, Jesper Due, Jorgen Steen Madsen, *Denmark*
- Patrice Laroche, *France*
- Jeremy Waddington, *United Kingdom*
- Russell Lansbury, *Conclusions*

STUDY GROUPS

Thursday 8 September 2016, 9.30-11.00

SG04

Workers' participation study group meeting

Aula 24

Thursday 8 September 2016

09.30-11.00

Organiser: Ray Markey

SG06

Public policy responses to industrial relations challenges: Is it necessary or sufficient?

Aula 4

Thursday 8 September 2016

09.30-11.00

Organisers: Serafino Negrelli, Anil Verma

Papers

- Tiziano Treu, *Public policy in industrial relations: Why it matters even more in the era of globalization?*
- Anil Verma, *Does labour regulation discourage investments? A review of the research evidence and lessons for public policy*
- Serafino Negrelli, *Public policy and industrial relations in the EU: Between economic crisis and austerity policies*
- Laurence Léa Fontaine, *Fragmentation of the labour market and lack of workers' protection*
- Diane Gagné, *When unions become carriers of inequalities: The impact of 'orphan clauses' on citizenship at work*
- Sophie Gamwell, *International recruitment of nurses within the UK and state's failure to respond*

SG10

Flexible work patterns: Special session

Aula 23

Thursday 8 September 2016

09.30-11.00

Organisers: Christine Edwards, Clare Kelliher and Richard Croucher

Chair: Clare Kelliher

- Achilleas Anagnostopoulos, Siebert W. Stanley, *Flexible working patterns in Greece during post-crisis: First findings of a survey on the food services industry in central Greece*
- Tatiana Wroclawska, *Flexible work arrangements for older employees after retirement: Legal measures aiming at fostering the employability of older workers*
- Anna Ilsøe, *Living hours under pressure – The Nordic version of the working poor*
- Troy Sarina, Christopher Wright, *Flexible HRM design: An analysis of employment relations choices in Australian Aviation*

SG15

Special seminar: Research methods in labour and employment relations: Plus ça change...?

Aula 21

Thursday 8 September 2016

09.30-11.00

Organisers: Diana Kelly, Keith Whitfield

Thursday 8 September 2016, 14.00-15.30; 16.00-17.30

SG01

Pluralisms? Is there a European theoretical alternative to American unitarist HRM?

Aula 6

Thursday 8 September 2016

14.00-15.30, 16.00-17.30

Coordinators: Peter Ackers, Bruce Kaufman, John Kelly

Papers

- Peter Ackers, *Pluralisms? Framing the debate*
- Stefano Gasparri, *Studying work in theory and practice: Insights for a globalising academia from the IR trajectory in Italy*
- Maragtas S.V. Amante, *Kerr et al (1960) in ASEAN industrial relations: Practical convergence versus national divergence*
- John Budd, *Beyond unitarism: Does the OB turn further marginalize pluralism (and radicalism)?*
- George Tsogas, *Labour and value in cognitive (bio)capitalism: Towards a marxist theory of industrial relations*

Thursday 8 September 2016, 16.00-17.30

SG13

HRM Study group meeting

Aula Seminari Conservatorio

Thursday 8 September 2016

16.00-17.30

Organiser: Stefan Zagelmeyer

- Bernd Frick, *Worker empowerment, workplace climate and firm performance: Theory and evidence*
- Lutz Bellmann, Hans-Dieter Gerner, Christian Hohendanner, *Fixed-term contracts and dismissal protection – Evidence from a policy reform in Germany*
- Stefan Zagelmeyer, *MNE strategy, CSR and international labour standards*
- Mark Smith, *Gender equality and international HRM*

Friday 9 September 2016, 10.30-12.00

SG02

Gender and employment: Special seminar

Aula 26

Friday 9 September 2016

10.30-12.00

Convenors: Gill Kirton, Anne-marie Greene

- Cathrine Seierstad, *Can quotas challenge gender inequality regimes in the private sector? The wider effects of quotas on corporate boards in Norway*
- Cécile Guillaume, *Women's representation in a trade union that claims to be different from others*

SG16

Special seminar: Public service employment relations in Europe after the crisis

Aula 4

Friday 9 September 2016

10.30-12.00

Organisers: Lorenzo Bordogna, Stephen Bach

Speakers

- Stephen Bach
- Lorenzo Bordogna
- Berndt Keller

Discussants: Harry Katz, Carlo Dell'Aringa, Mia Rönnmar

Saturday 10 September 2016, 10.30-12.00

SG08

Special session: Employment relations in football

Aula 22

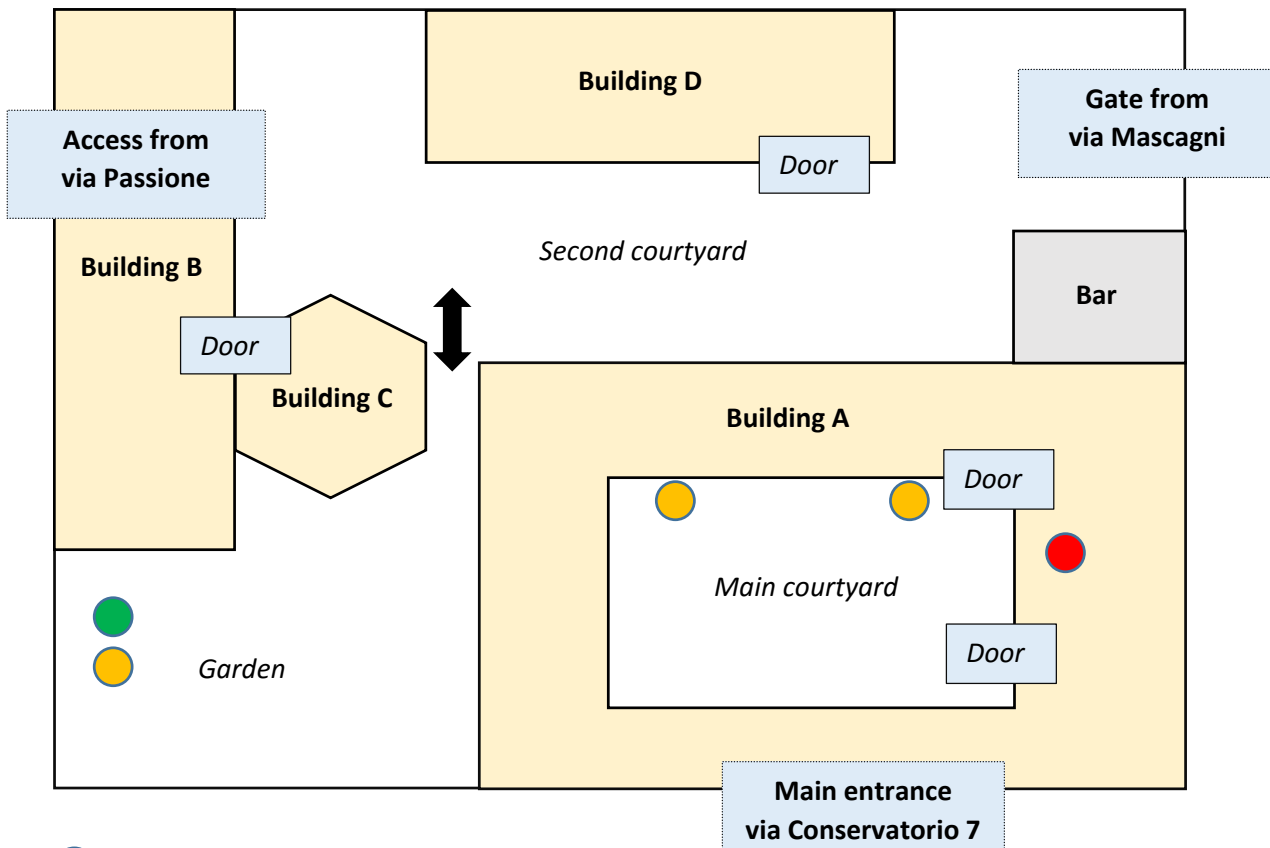
Saturday 10 September 2016

10.30-12.00

Organiser: Michele Colucci

ROOMS, REGISTRATION AND BREAKS

Faculty of Political, Economic and Social Sciences
Via Conservatorio, 7
Milano, Italy



- **Registration**
- **Lunch**
- **Coffee break**

Building A

- Ground floor: Aula 20, Aula 21, Aula 22
- First floor: Aula 23, Aula 24, Aula 25, Aula 26, Aula 27, Aula Seminari Conservatorio

Building B

- Ground floor: Aula 3
- Second floor: Aula Seminari Passione

Building C

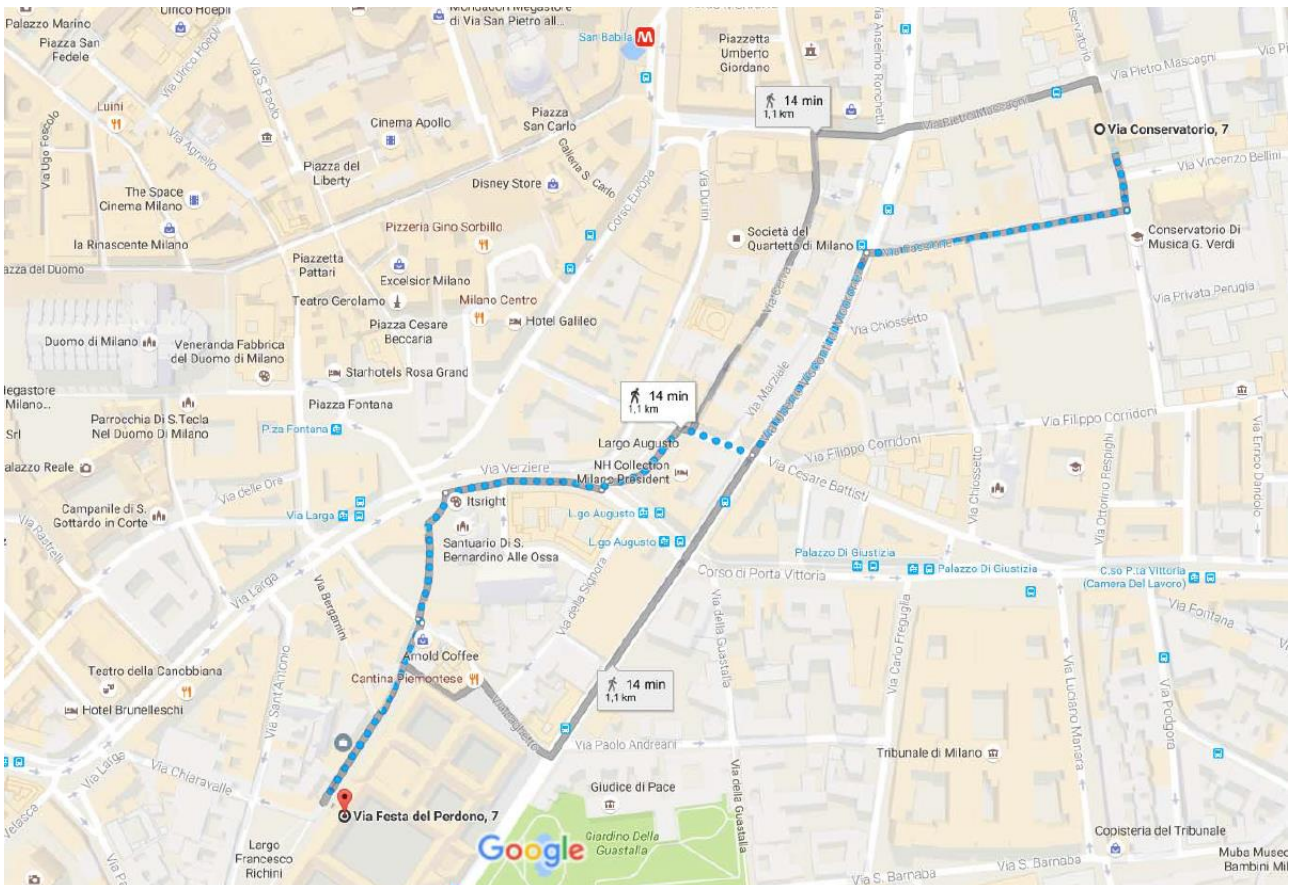
- Ground floor: Aula 4, Aula 5
- First floor: Aula 6

Building D

- First floor: Aula 11

CONGRESS DINNER

The Congress dinner will take place on Friday 9 September 2016 at 19.30 in the main university building, via Festa del Perdono 7, Milano, which is a 15-minute walk from the Congress Venue, via Conservatorio 7.



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LOCAL ORGANISING COMMITTEE

Lorenzo Bordogna (President)
Roberto Pedersini
Massimo Pallini
Lisa Dorigatti

SCIENTIFIC COMMITTEE

Gian Primo Cella (President)
Lauralba Bellardi
Lorenzo Bordogna
Mimmo Carrieri
Carlo Dell'Aringa
Roberto Pedersini
Ida Regalia
Tiziano Treu

