

## DRAFT PROGRAMME ILERA 2025

*Version: 20 July 2025*

Please note that this draft programme is subject to change!

For parallel sessions: all **presenting authors** are underlined and indicated by *italics* and **bold**.

# Conference Structure

	Day 1 (10/09/2025)	Day 2 (11/09/2025)	Day 3 (12/09/2025)
09:00-10:00	Registration and Coffee	09:00-10:30 Parallel Sessions 3	09:00-10:30 Parallel Sessions 6
10:00-10:30	Opening Session		
10:30-11:30	Plenary 1	10:30-11:00 Coffee Break	10:30-11:00 Coffee Break
11:30-12:00	Welcome address	11:00-12:00 Plenary 3	11:00-12:00 Plenary 5
12:00-13:00	Lunch Break Lunch Session 1	12:00-13:00 Lunch Break Lunch Session 2	12:00-13:00 Lunch Break Lunch Session 3
13:00-14:30	Parallel Sessions 1	13:00-14:30 Parallel Sessions 4	13:00-14:30 Parallel Sessions 7
14:30-15:00	Coffee Break	14:30-15:00 Coffee Break	14:30-15:00 Coffee Break
15:00-16:30	Parallel Sessions 2	15:00-16:30 Parallel Sessions 5	15:00-16:30 Closing Ceremony
16:30-17:00	Coffee Break	16:30-17:00 Coffee Break	
17:00-18:00	Plenary 2	17:00-18:00 Plenary 4	
19:00-22:00	Redhill Drink Reception	19:00-22:00 Conference Dinner: University Castle	

# PLENARY, OPENING, AND CLOSING SESSIONS

DAY 1: Wednesday 10 September 2025

REGISTRATION IS OPEN from 09:00 – 17:00

Opening Session: 10:00 – 10:30

<b>Room: TLC042</b>
<b>Chair: Professor Barbara Bechter (Durham University, UK)</b>
Welcome and opening address and remarks by: <ul style="list-style-type: none"><li>• <i>Professor Barbara Bechter (Durham University, UK)</i></li><li>• <i>Professor Rae Cooper (Sydney University, Australia)</i></li></ul>

Plenary 1: 10:30 – 11:30

<b>Room: TLC042</b>
<b>Plenary Speaker: Susan Hayter (International Labour Organization, Switzerland)</b>
<b>Title: N.N.</b>
<b>Chair: Bernd Brandl (Durham University, UK)</b>

Opening Ceremony: 11:30 – 12:00

<b>Room: TLC042</b>
<b>Chair: Professor Barbara Bechter (Durham University)</b>
Welcome address and remarks by: <ul style="list-style-type: none"><li>• <i>Professor Karen O'Brien, Vice-Chancellor and Warden (Durham University, UK)</i></li><li>• <i>Professor Kieran Fernandes, Executive Dean (Business) (Durham University, UK)</i></li></ul>

Plenary 2: 17:00 – 18:00

<b>Room: TLC042</b>
<b>Plenary Speaker: Professor Jason Heyes (Sheffield University, UK)</b>
<b>Title: N.N.</b>
<b>Chair: N.N.</b>

Plenary 3: 11:00 – 12:00

**Room: TLC042**

**Plenary Session: Meet the Editors**

**Title: The current state and future of academic journals and publishing in the field of industrial relations**

**Chair: Professor Andrew Pendleton (University of New South Wales, Australia)**

Panel discussion with participation of:

- *Jim Arrowsmith* (Massey University of New Zealand, New Zealand) from *Labour and Industry*
- *Bernd Brandl* (Durham University, UK) from the *European Journal of Industrial Relations*
- *Markus Hertwig* (Ruhr-University Bochum, Germany) from *Industrielle Beziehungen/German Journal of Industrial Relations*
- *Andy Hodder* (University of Birmingham, United Kingdom) from *New Technology, Work and Employment*
- *Aristea Koukiadaki* (International Labour Organization (ILO), Switzerland/University of Manchester, UK) from the *International Labour Review*
- *Ryan Lamare* (London School of Economics, UK) from the *British Journal of Industrial Relations*
- *Peter Nolan* (University of Leicester, UK) from the *Industrial Relations Journal*
- *Jane Parker* (European Trade Union Institute, Belgium) from *Transfer: European Review of Labour and Research*
- *Chris Wright* (University of Sydney, Australia) from *Industrial Relations: A Journal of Economy and Society*

Plenary 4: 17:00 – 18:00

**Room: TLC042**

**Plenary Speaker: Professor Valeria Pulignano (KU Leuven, Belgium)**

**Title: Inequality in Precarious Work. Directions for Industrial & Employment Relations Research**

**Chair: N.N.**

## DAY 3: Friday 12 September 2025

### Plenary 5: 11:00 – 12:00

**Room: TLC042**

**Plenary Speaker: Professor Adrian Wilkinson (Griffith University, Australia)**

**Title: Employee Voice at Work: Evolution and Perspectives**

**Chair: N.N.**

### Closing ceremony: 15:00 – 16:30

**Room: TLC042**

**Title: Closing remarks**

**Chair: Professor Barbara Bechter (Durham University, UK)**

Closing address and presentation of the future of the ILERA by:

- *Professor Rae Cooper* (Sydney University, Australia)
- *Professor Barbara Bechter* (Durham University, UK)

## LUNCH SESSIONS

Lunch sessions at the ILERA 2025 will take place in a dedicated area and provide (informal) opportunities to interact with colleagues on special matters and activities that take place during the lunch break. The lunch sessions at the ILERA 2025 offer a relaxed environment for conference participants to get in contact with colleagues, to network, and engage with fellow conference participants.

### DAY 1: Wednesday 10 September 2025

#### Lunch Session 1: 12:00 – 13:00

**Room: TLC Social Learning Area Second Floor**

**Title: ILERA Study Group lunch session**

**Chair: N.N.**

Introduction and presentation of study group activities by:

- *Professor Rae Cooper* (Sydney University, Australia)
- *Professor Barbara Bechter* (Durham University, UK)
- *ILERA study group conveyors*

More information and details will be announced.

### DAY 2: Thursday 11 September 2025

#### Lunch Session 2: 12:00 – 13:00

**Room: TLC Social Learning Area Second Floor**

**Title: Meet the editors over lunch**

Editors will be available for conversations with conference participants over lunch. The list of editors/journals includes:

- *Jim Arrowsmith* (Massey University of New Zealand, New Zealand) from *Labour and Industry*
- *Bernd Brandl* (Durham University, UK) from the *European Journal of Industrial Relations*
- *Markus Hertwig* (Ruhr-University Bochum, Germany) from *Industrielle Beziehungen/German Journal of Industrial Relations*
- *Andy Hodder* (University of Birmingham, United Kingdom) from *New Technology, Work and Employment*
- *Aristea Koukiadaki* (International Labour Organization (ILO), Switzerland/University of Manchester, UK) from the *International Labour Review*
- *Ryan Lamare* (London School of Economics, UK) from the *British Journal of Industrial Relations*
- *Peter Nolan* (University of Leicester, UK) from the *Industrial Relations Journal*
- *Jane Parker* (European Trade Union Institute, Belgium) from *Transfer: European Review of Labour and Research*
- *Chris Wright* (University of Sydney, Australia) from *Industrial Relations: A Journal of Economy and Society*

**DAY 3:** Friday 12 September 2025

**Lunch Session 3:** 12:00 – 13:00

<b>Room: TLC Social Learning Area Second Floor</b> <b>Title: Mini-launch of Work-Net International</b> <b>Chair: Professor Jill Rubery (Manchester University, UK)</b>
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More information and details will be announced.
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# PARALLEL SESSIONS

DAY 1: Wednesday 10 September 2025

Parallel Sessions 1: 13:00 – 14:30

<b>Room: TLC042</b> <b>Special Session: Labour Law Re-Quantified: Business Ready, international labour regulation policy, and the future of labour indices</b> <b>Organized and chaired by: Professor Deirdre McCann (Durham University, UK)</b> <b>Discussant: Professor Bernd Brandl (Durham University, UK)</b>
Panel discussion and presentations by: <ul style="list-style-type: none"><li>• <i>Dr. Sangheon Lee</i> (Director, Employment Policy Department, International Labour Office, Switzerland),</li><li>• <i>Professor Deirdre McCann</i> (Durham University, UK)</li><li>• <i>Professor Simon Deakin</i> (University of Cambridge, UK)</li></ul>

<b>Room: TLC033</b> <b>Special Session: Friend or Foe? Artificial Intelligence (AI) and other New Technologies: What are the Implications for Labour and Employment Relations Policies, Practices and Theories?</b> <b>Organized and chaired by: Professor Greg J. Bamber (Monash University, Australia)</b>
Panel discussion and presentations by: <ul style="list-style-type: none"><li>• <i>Professor Greg J Bamber</i> (Monash University, Australia)</li><li>• <i>Professor Jacqueline O'Reilly</i> (University of Sussex Business School, UK)</li><li>• <i>Professor Mark Stuart</i> (Leeds University Business School, UK)</li></ul>

<b>Room: TLC040</b> <b>Session Title: Changing jobs, professions and qualifications</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"><li>• From assembly platforms to education pioneers? Employer preferences on vocational education and training in FDI-led growth regimes of Central and Eastern Europe <b><u>Phd. Monika Martišková</u></b>, <i>PhD. Marta Kahancová, MA Lucia Kováčová</i></li><li>• Semiconductors and quality jobs: Does the EU “Chips Act” have a social dimension? <b><u>Dr. Matteo Avogaro</u></b></li><li>• Career Mobility in Italy: Hypotheses on Trends Across Cohorts and Periods <b><u>Davide Bussi</u></b>, <i>Mario Lucchini, Serafino Negrelli</i></li><li>• Integration of Arabs in Israel into STEM occupations: Barriers and opportunities in the post-pandemic era <b><u>Dr. Ilan Shdema</u></b>, <i>Dr. Keren Michael</i></li></ul>



**Room: TLC113**

**Special Session: Implementation and Negotiation of AI in the Workplace**

**Organized by: Manuel Nicklich and Sabine Pfeiffer**

**Session Title: AI and new forms of Co-Determination**

**Chair: Sabine Pfeiffer**

- Facing the Algorithm: A Multi-Case Study of Canadian Trade Unions' Strategies in Regulating AI  
*Doctor Olivier Jégou, Professor Xavier Parent-Rocheleau, Professor Vincent Pasquier, Professor Julie M.E. Garneau*
- Reverse Co-Determination: Negotiating the socio-technical impacts of AI in the workplace  
*Mario Ottaiano, Daniel Schneiß*
- Expectations towards the implementation of AI – A comparative perspective  
*M.A. Lasse Marz, PhD Anja-Kristin Abendroth*

**Room: TLC116**

**Session Title: Work and working conditions in a digital economy**

**Chair: Anna Ilsøe, Catherine Jacqueson, Valeria Pulignano**

- The Right to Disconnect: A Challenge for the Self-Directed Employee?  
*Kristine Nergaard, Mona Bråten, Rolf Andersen*
- Zone of Contestation, Quality of Working Life (QWL) and Technological Change in the Automotive Industry  
*Prof.Dr. Valeria Pulignano, Prof. Dr. Lorenzo Frangi, Dr. Yennef Vereycken, Mr. Lynford Dor, Prof.Dr. Tod Rutherford*
- Digitalisation and Just Transition along the agrifood system: The case of the processed tomato supply chain in Italy  
*Luca Villaggi, Emanuele Leonardi, Valentina Castellini*

**Room: TLC117**

**Session Title: The multiple implications of the digitalization of work and Laurie**

**Chair: Anna Ilsøe, Catherine Jacqueson, Valeria Pulignano**

- Data Doesn't Manage Itself: Local Management and datafiction in MNCs  
*Dr. Yennef Vereycken, Valeria Pulignano, Lynford Dor*
- Religious Workers in Crisis: Adaptive Strategies of Romanian Religious Institutions During COVID-19  
*Phd Candidate Adrian Gog*
- Key aspects that define the architecture of digital care platforms  
*Isabel María Barrero Velázquez, Sofía Pérez de Guzmán Padrón*

<b>Room: TLC123</b> <b>Session Title: Gender aspects and dimensions in industrial relations</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Perceived Discrimination and Sexual Harassment in the Workplace: Rethinking Risk and Vulnerability in Contemporary Work Settings  <u><b>Dr. Valeria Insarauto</b></u> </li> <li>An Ecosystem Approach to Sexual Harassment: Rethinking Drivers and Responses in Retail Work  <u><b>Prof Rae Cooper</b></u>, <i>Dr Laura Good, Prof Elizabeth Hill, Dr Meraiah Foley, Dr Suneha Seetahul</i> </li> <li>Union avoidance through violence: when organized crime becomes a personnel management provider. An extreme case study in the logistics sector.  <u><b>Tea Maistro</b></u>, <i>Anna Mori, Marco Guerci, Giovanni Radaelli</i> </li> <li>Call It Out! But What Should We Call It?: An Analysis of the Conceptualisation of 'Workplace Sexual Harassment'  <u><b>Dr Ruth Beresford</b></u>, <i>Dr Bob Jeffery</i> </li> </ul>

<b>Room: TLC124</b> <b>Special Session/Special Interest Group: ILERA Access to Justice Study Group Session: Proposed Task Force on International Workplace Neutrals</b> <b>Organizer and Chair: Richard Fincher</b>

<b>Room: TLC129</b> <b>Session Title: Precarious work</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Child Labour in Turkish Hazelnut Production: A Case Study for Due Diligence Legislation  <u><b>Dr. Çağla Erdoğan</b></u> </li> <li>Ignoring the New Precariat: Tripartite Institutions and Bridge Employment  <u><b>Dr Gadi Nissim, Dr Lilach Lurie</b></u> </li> <li>Organising for better conditions in the Scottish video game industry  <u><b>Mr Daniel Jordan</b></u> </li> </ul>

DAY 1: Wednesday 10 September 2025

Parallel Sessions 2: 15:00 – 16:30

Room: TLC033

Special Session: What is the Future for Flexible Working after the Covid-19 Pandemic?

Organized and chaired by: Clare Kelliher (Cranfield University, UK) and Christine Edwards (Kingston University, UK)

Chair: Greg Bamber (Monash University, Australia)

Panel discussion and presentations by:

- Panelist: Professor Jill Rubery, Manchester University
- Panelist: Dr Yvonne Lott, Hans Bockler Institute, Germany
- Panelist: Dr Maria Adamson, Queen Mary University, UK
- Panelist: Professor Pascale Peters, Nyenrode University the Netherlands

Room: TLC039

Session Title: Legal and institutional frameworks for and within industrial relations

Chair: N.N.

- Labour law as a tool for rethinking work beyond productivism: identifying and classifying latent utopias  
*Professor Elise Dermine, Juliette van Ypersele*
- Personal Debt Burden and Union Jobs: Evidence from the United States  
*Dr Po Yin Wong, Dr Giorgos Gouzoulis, Dr Giorgos Galanis*
- Horizontal subsidiarity as a functional leitmotif in a multi-actor and multi-level industrial relations system  
*Dr. Christian Welz*
- Lord Anthony Ashley Cooper: Factory Reforms, The Original Reformer and the Cross.  
*Prakhar Ganguly*

Room: TLC040

Session Title: Different pathways and trajectories in industrial relations

Chair: N.N.

- Social democratic paths to UK prosperity: reforming the employment relationship for productivity and economic growth.  
*Guy Vernon*
- Wage Spillovers Between Public and Private Sectors: Evidence from the European Union  
*Professor Martin O'Brien*
- The British Steel crisis as a reflection of the limitations of market-based Restructuring Regimes  
*Dr Chris McLachlan, Professor Robert MacKenzie*
- Neoliberal trajectories of reform in public education work: mechanisms of control and resistance in the labour process of school leaders  
*Dr Isabella Dabaja*

<b>Room: TLC113</b> <b>Special Session: Implementation and Negotiation of AI in the Workplace</b> <b>Organized by: Manuel Nicklich and Sabine Pfeiffer</b> <b>Session Title: AI and (new) actors of workplace-regulation</b> <b>Chair: Manuel Nicklich</b>
<ul style="list-style-type: none"> <li>AI regulation at the workplace: A look on actors, resources and practices in German companies <i>Prof. Dr. Thomas Haipeter, Prof. Dr. Manfred Wannöffle, Dr. Paul-Fiete Kramer, <u>Alexander Ranft</u></i></li> <li>New Vocational Training with AI - Implementation and negotiation of AI in the context of vocational and in-company training systems <i><u>Dr. Habil. Ina Krause</u></i></li> <li>Works councils and artificial intelligence in the workplace. Variation within the “German model” <i><u>Prof. Dr. Martin Krzywdzinski</u>, Dr. Philip Wotschack, Mario Ottaiano</i></li> <li>Exploring Productivity Gains and Stakeholder Negotiations in AI Implementation - A Case Study of a German Industrial Company <i><u>M.a. Leon Hellbach</u></i></li> </ul>

<b>Room: TLC106</b> <b>Session Title: Industrial Conflict</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>‘What are they smoking?’ A critique of South African jurisprudence on the dismissal of employees for violent conduct during a strike <i><u>Professor Rochelle Le Roux</u></i></li> <li>Industrial action in Europe: what can labour disputes in Europe predict about the future of Europe’s critical sectors? <i><u>Victoria Cojocariu</u>, Maria Sedlakova</i></li> <li>The emergence of alternative datasets on work stoppages: Examining possibilities and challenges in the United States and the United Kingdom <i><u>Dr Andy Hodder</u>, Dr John Kallas, Deepa Kylasam Iyer, Dr Stephen Mustchin</i></li> <li>A Decade Later: Assessing the constitutional right to strike in Canada <i><u>Professor Larry Savage</u>, Professor Alison Braley-Rattai</i></li> </ul>

<b>Room: TLC116</b> <b>Session Title: Regulating Platform Work</b> <b>Chair: Anna Ilsøe, Catherine Jacqueson, Valeria Pulignano</b>
<ul style="list-style-type: none"> <li>Social Protection of Platform Workers in a Comparative and European Perspective <i><u>Ph.D., LL.M. Olqa Chesalina</u></i></li> <li>Digital Platform Work Relations: a comparison between the USA and the EU <i><u>Isabel da Costa</u></i></li> <li>Connecting the dots between the Platform Work Directive and some existing EU social acquis: A missed opportunity for the Platform Work Directive <i><u>Dr. Ilda Durri</u></i></li> <li>Obstacles and chances for collective action in platform work – Art 20 EU Platform Work Directive and the food delivery industry – insights from a case study on Lieferando (JustEatTakeaway, Germany) <i><u>Dr. Johannes Specht</u>, Dr. Amélie Sutterer-Kipping</i></li> </ul>

<b>Room: TLC117</b> <b>Session Title: Gender inequality and the role of trade unions and laws</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Progress, challenges and potential: The pursuit of gender equality in the workplace by trade unions in Europe <i><b><u>Professor Jane Parker</u></b>, Ms Paula Mejia-Gonzalez, Dr Wouter Zwysen, Dr Bart Vanhercke</i></li> <li>Lessons from the Past: Trade Unions, the Equal Pay Act 1970, and Campaigning for Gender Equality at Work in Challenging Times <i><b><u>Dr Frances Galt</u></b></i></li> <li>The Glass Pipeline? Gendered Experiences of Career Entry Amongst Australian Engineers in Training <i>Professor Rae Cooper, <b><u>Dr Isabella Dabaja</u></b></i></li> <li>Understanding how trade unions can “better” represent female in-work claimants on Universal Credit: Applying a gendered analysis to social dialogue. <i><b><u>Ms Sharlene Farrugia</u></b></i></li> </ul>

<b>Room: TLC101</b> <b>Session Title: Care, Health and Wellbeing</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Between oppression and innovation: the ethos of care and workers’ organising in Poland and Italy <i><b><u>Dr hab. Adam Mrozowski</u></b>, Luca Villaggi</i></li> <li>Working Time in the Just Transitions. Revising the EU Working Time Directive in the Prism of Climate Change and AI and Their Social Challenges. <i><b><u>Dr Vincenzo Pietrogiovanni</u></b></i></li> <li>Comparative Analysis of Occupational Safety and Health Practices in the Hospital Sector: the role of industrial relations in Italy and the UK <i><b><u>Dr Manuela Galetto</u></b>, Prof Barbara Bechter</i></li> <li>Health and well-being – the missing dimensions in the Just Transition discourse? <i>Dr. Adrien Thomas, <b><u>Dr. Nadja Doerflinger</u></b></i></li> </ul>

<b>Room: TLC124</b> <b>Session Title: Issues in European and transnational industrial relations</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Unravelling the Diffusion of Telework Regulation in Spain: Actor Networks Shed Light on Collective Bargaining Results within a Multi-level Bargaining System <i><b><u>PhD Candidate Martí Fernández Saboya</u></b>, Dr. Óscar Molina Romo, Dr. Pablo Sanz de Miguel</i></li> <li>Coordinating Voice: Central and Group Works Councils in Multi-Level Industrial Relations <i><b><u>Dr. Sophie Rosenbohm</u></b>, Dr. Paul-Fiete Kramer, Prof. Dr. Thomas Haipeter</i></li> <li>Logistical Power at Risk - shipping companies redefining strategic control and labour conflict in ports (the case of the privatized Port of Hamburg) <i><b><u>Dr. Jule Elena Westerheide</u></b>, Dr. Janina Puder</i></li> <li>Adaptations in the Wake of Brexit: Revisiting the Home-Country Effect on European Works Councils in Germany, France and the United Kingdom <i>Louis Lines, <b><u>Marco Hauptmeier</u></b></i></li> </ul>

## DAY 2: Thursday 11 September 2025

### Parallel Sessions 3: 09:00 – 10:30

Room: TLC033

Special Session: Introducing the project INTEGRATE-DIALOGUE: How to include non-standard workers in social dialogue

Organisers: Anne Mette Ødegård, Kristin Jesnes, Kristin Alsos, Sissel Trygstad, Kristine Nergaard, Sigurd Oppegaard, Fafo, Norway

Panel presentations: In this Special session, we present the Horizon project INTEGRATE-DIALOGUE, where we aim to explore ways to include non-standard workers in social dialogue. The aim of the session is to flag the project and present the state of the art on the topic of including non-standard workers into social dialogue.

Room: TLC039

Session Title: Industrial relations and work systems

Chair: N.N.

- Converging and diverging patterns in employment relations: The case of the Republic of Ireland (ROI) and Northern Ireland (NI)  
*Agnese D'Anna*
- Wage flexibility in different wage formation regimes  
*Bjorn Dapi, Elin Svarstad*
- The changing world of work – the expanding beauty sector and the need for further regulation and representativeness  
*Dr Angelina Atanasova, Ms. Valeria Virgili*
- Trade Union Density in Times of Multiple Crises: A European Comparison of Union Membership Structures  
*Lennart Eckle*

Room: TLC040

Session Title: International and comparative perspectives on trade unions

Chair: N.N.

- Youth Engagement and the Future of Trade Unions in Malaysia: The Case of the National Union of Plantation Workers (NUPW)  
*Prof Dr Balakrishnan Parasuraman, Mr Uganewaran Cilamuthu, Dr Jayaraj Vijaya Kumaran, Mr Mohammad Firdaus Nizam, Mr Murugaiah Parasuraman, Ms Nazanin Dara*
- Unions shops and the union default in comparative perspective  
*Professor Mark Harcourt, Professor Gregor Gall*
- Working Towards SDG 8: Management and Union  
*Mr. Jan Ivan Santamaria*
- Electronic performance monitoring and the future of fair work  
*Dr Tom Montgomery*

Room: TLC106

Special Session: Workshop for Developing Papers on Gender and Industrial Relations

Organized by: Rae Cooper, Jennifer Tomlinson, Laura Good, Chris F. Wright

Session Title: N.N.

Chair: N.N.

DETAILS WILL BE ANNOUNCED LATER

<b>Room: TLC116</b> <b>Session Title: The digitalization of work and employment</b> <b>Chair: Anna Ilsøe, Catherine Jacqueson, Valeria Pulignano</b>
<ul style="list-style-type: none"> <li>Transaction Costs in the Digital Economy: On-line Labour Markets and the Erosion of Standard Employment Contracts <i><b><u>Professor Peter Turnbull</u></b>, Professor Peter Gahan</i></li> <li>Employee Involvement in Digital Transformation at Work: Shaping the Introduction of AI and Automation Technologies in UK Finance Companies <i><b><u>Dr Esme Terry</u></b>, Professor Mark Stuart</i></li> <li>Overqualified for the job? The Relationship between Technological Change, Works Councils and Underutilization of Human Capital in German Firms <i>Myriam Baum, Felix Lukowski, Ana Santiago Vela, <b><u>Kathrin Weis</u></b></i></li> <li>Digitalisation, job quality and the role of industrial relations: the case of the Motor Valley in Emilia-Romagna, Italy. <i>Sara Caria, Lisa Dorigatti, Francesco Gentilini, Laura Leonelli, <b><u>Angelo Moro</u></b>, Matteo Rinaldini</i></li> </ul>

<b>Room: TLC117</b> <b>Session Title: Industrial relations systems, collective bargaining and the digital transformation of work</b> <b>Chair: Anna Ilsøe, Catherine Jacqueson, Valeria Pulignano</b>
<ul style="list-style-type: none"> <li>Interest Heterogeneity, Mobilisation Capacities and Selective Representation: Trade Unions' Challenges of Regulating Platform Work in Germany <i><b><u>Dr. Fabian Beckmann</u></b>, Dr. Fabian Hoose</i></li> <li>Inscribing collective bargaining power into digital technology? Case study evidence from the German hospital workers movement <i><b><u>Dr. Isabell Mader</u></b>, Ingo Singe</i></li> <li>Re-discovering "structured antagonism": exploring the origin of strikes around remote work <i><b><u>Luigi Di Cataldo</u></b>, Lisa Dorigatti, Francesco Gentilini, Matteo Rinaldini</i></li> <li>Beyond workplace co-determination: Collective agreements and digitalisation in Germany <i><b><u>Dr Nele Dittmar</u></b>, Isabel Kleefeld</i></li> </ul>

<b>Room: TLC101</b> <b>Special Session: Power resources in contemporary employment relations</b> <b>Organized by: Jens Arnholtz and Bjarke Refslund</b> <b>Session Title: Session 1</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>A New developments in power resource theory <i><b><u>Bjarke Refslund</u></b>, Jens Arnholtz</i></li> <li>Theorising Power Resources: Class, Union Types, and Resource Configurations in the Nordic Model <i><b><u>Kristin Jesnes</u></b>, Jesper Prytz</i></li> <li>Reconsidering Power, Interests and Bargaining in Industrial Relations Research: An Actor-Relations-Approach to Labour Conflicts <i><b><u>Dr. Jule Elena Westerheide</u></b>, Prof. Dr. Markus Hertwig, Dr. Patrick Witzak, Martin Lenzner</i></li> </ul>

<b>Room: TLC124</b> <b>Session Title: Editorial Board Meeting: European Journal of Industrial Relations</b> <b>Chair: Bernd Brandl</b>
DETAILS WILL BE ANNOUNCED LATER

<b>Room: TLC129</b> <b>Session Title: Crises and the role of industrial relations</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Changing job retention schemes during the pandemic in Scandinavia: Attitudes shaped by personal or collective experiences? <i><b><u>Balder Blinkenberg</u></b>, Laust Høgedahl, Anders Esbjerg Nielsen, Stine Rasmussen, Jørgen Svalund</i></li> <li>Who bore the brunt of the pandemic, and what was different this time? <i><b><u>Jørgen Svalund</u></b>, Bjorn Dapi</i></li> <li>Minimum wage, living wage and minimum guaranteed income in the European South: Towards a new model for shaping industrial relations. <i><b><u>Dr. Maria Antonopoulou</u></b></i></li> <li>The role of industrial relations in the just transition: assessing outcomes, mechanisms and preconditions <i>Francesco Bagnardi, Lisa Dorigatti, <b><u>Laura Leonelli</u></b></i></li> </ul>



## DAY 2: Thursday 11 September 2025

### Parallel Sessions 4: 13:00 – 14:30

Room: TLC033

Special Session: Migration and Employment: Policy Challenges and Interdisciplinary Insights

Organized by: Guglielmo Meardi

Chair: Ines Wagner

- Ethnic segmentation of the labour market: Fragmenting power and representation?  
**Professor Guglielmo Meardi**
- The unsettling nature of immigration: labour migration, racism, and discrimination  
**Dr Patrick McGovern**
- On how traditions, cultural practices, and memories shape trade union responses to labour migration: the case of Spain  
**Professor Miquel Martinez Lucio**, *Dr Stefania Marino, Dr. Heather Connolly, Dr Holly Smith*
- UK employers' changing approaches to the management of labour mobility in the context of Covid-19 and Brexit: qualitative case study evidence from the hospitality, warehousing and food production  
**Dr Zinovijus Ciupijus**

Room: TLC040

Session Title: The role of gender in the employment relationship - global issues and aspects

Chair: N.N.

- The impact of minimum wages and collective bargaining on gender inequality across European countries  
*Dr. Arne Baumann, **Dr. Clemens Ohlert***
- Increasing attraction and gender diversity in the community services sector. Evidence from a discrete choice experiment in Australia  
**Arianna Gatta**, *Christine Ablaza, Robert Arcidiacono, Greg Marston*
- The chicken or the egg? Gendered subordination and exploitation in industrial relations analysis  
**Dr Deborah Dean**, *Professor Valeria Pulignano, Professor Anne-marie Greene*
- The influence of gender equality on employment relations and social policies in the South African Public service  
*Dr Christopher Phiri, **Mr Frikkie De Bruin***

Room: TLC113

Session Title: Advancing Fairness and Diversity in Organizations

Chair: Gokce Basbug and Stefan Zagelmeyer

- A Lack of Competitiveness or of Resources? Gender Differences in High-Level Tournament Participation  
**Enja Herdejürgen**
- Bridging the Diversity Gap: Enhancing Corporate Governance & HRM through Inclusive Boards and a fitting talent pipeline  
**Prof. Dr. Julia Hansch**
- Paid FDV Leave in Australia: Policy, Practice, and the Barriers to Effective Implementation  
**Dr Renata Casado**, *Dr Mihajla Gavin, A/Prof Kantha Dayaram*
- Management Opposition in Times of Crisis  
**Dr. Patrick Nüß**

<b>Room: TLC106</b> <b>Special Session: Workshop for Developing Papers on Gender and Industrial Relations</b> <b>Organized by: Rae Cooper, Jennifer Tomlinson, Laura Good, Chris F. Wright</b> <b>Session Title: N.N.</b> <b>Chair: N.N.</b>
DETAILS WILL BE ANNOUNCED LATER

<b>Room: TLC116</b> <b>Session Title: Platform work and platform workers</b> <b>Chair: Anna Ilsøe, Catherine Jacqueson, Valeria Pulignano</b>
<ul style="list-style-type: none"> <li>• “Exploring degeneration and the prospects of regeneration in Platform Cooperatives’ – Insights from Multistakeholder Platform Cooperatives in the UK” <b><u>Mrs Omoniyi Edward</u></b></li> <li>• The Platform Work Directive: a milestone or a nothingburger? <b><u>Dr. Ilda Durri</u></b>, <i>Dr. Charalampos Stylogiannis, Dr. Mathias Wouters</i></li> <li>• Identity regulation of content creators across different types of digital platforms <b><u>Dr Yin Liang</u></b>, <i>Dr Jeremy Aroles, Professor Bernd Brandl</i></li> <li>• The ‘Digital Moral Economy’ of Care. How Platforms Legitimate AI-based Algorithm Management Through Welfare-based Moral Justifications of Care Services <b><u>Prof.Dr. Valeria Pulignano</u></b>, <i>Dr. Mathew Johnson, Dr. Claudia Mara, Dr. Milena Franke</i></li> </ul>

<b>Room: TLC117</b> <b>Session Title: "Algorithmic" work and management</b> <b>Chair: Anna Ilsøe, Catherine Jacqueson, Valeria Pulignano</b>
<ul style="list-style-type: none"> <li>• Algorithmic Management under the Fairwork Lens: Germany’s Location-Based Platform Economy <b><u>Dr Didem Özkiziltan Wagenführer</u></b>, <i>Dr Patrick Feuerstein, Dr Tobias Kuttler, Zeynep Karlidag, Debarun Dutta, Dr Martin Krzywdzinski, Dr Mark Graham</i></li> <li>• Fighting ghosts? A comparative analysis of algorithmic management in manufacturing <b><u>Mr Oscar Molina</u></b>, <i>Mr Florian Butollo, Mr Alejandro Godino, Mrs Anna Illsoe, Mr. Sander Junte, Mr Trine Pernille Larsen</i></li> <li>• Algorithms at work: new forms of control and monitoring of employees <b><u>Mr. Rolf Andersen</u></b>, <i>Ms, Mona Bråten</i></li> <li>• Rethinking Flexibility: Autonomy and Precarity in Platform Mediated Work in Norway <b><u>Johanne Huseby</u></b>, <i>PhD Kaja Reegård, PhD Sigurd Martin Nordli Oppegaard</i></li> </ul>

<b>Room: TLC123</b> <b>Special Session: The Collective Representation And Regulation Of Work In The Creative Sectors</b> <b>Organized by: Roberto Pedersini and Maarten Keune</b> <b>Session Title: Session 1</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Self-employment as an (un)successful strategy for navigating the contradictions of contemporary work <i><b><u>Dr Petar Marceta</u></b>, Dr Wike Been, Prof Dr Maarten Keune</i></li> <li>Orchestra rehearsal. The success and challenges of workers' representation in a state-sponsored cultural service sector <i><b><u>Prof. Roberto Pedersini</u></b></i></li> <li>Should I stay or should I go now? Survival strategies and quitting in the cultural and creative industries <i><b><u>Dr. Wike Been</u></b>, Dr. Yosha Wijngaarden, Dr. Ellen Loots</i></li> <li>IN CRUNCH WE TRUST. OVERWORKING, INDUSTRIAL RELATIONS AND PROFESSIONAL COMMUNITIES IN THE ITALIAN GAMING SECTOR <i><b><u>Prof Luigi Burroni</u></b>, DR GIULIA CAVALLINI</i></li> </ul>

<b>Room: TLC101</b> <b>Special Session: Power resources in contemporary employment relations</b> <b>Organized by: Jens Arnholtz and Bjarke Refslund</b> <b>Session Title: Session 2</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Trade unions' power resources in the European shipbuilding industry: the role of cross-border mobility <i><b><u>Dr. Aurora Trif</u></b>, Anne-Mette Ødegård, Prof Ines Wagner</i></li> <li>Power resources and unions' immediate and enduring policy influence during crises <i><b><u>Chris Wright</u></b>, Colm McLaughlin</i></li> <li>The role of trade union power resources in experimenting with 'buying decent work': the case of the Italian public procurement protocols <i><b><u>Lisa Dorigatti</u></b>, Anna Mori</i></li> </ul>

<b>Room: TLC124</b> <b>Special Session: Access to justice in Laurie disputes</b> <b>Organized by: Julie Ringelheim and Laura William</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Exploring Inequalities between Plaintiffs in Work Discrimination Cases. Belgium as a Case-Study <i><b><u>Prof. Julie Ringelheim</u></b>, Prof. Jogchum Vrielink, Olivier Struelens</i></li> <li>Inequalities in labour justice: A state-of-the-art <i><b><u>Alizée Mosseray</u></b></i></li> <li>Intersectionality as a silent force: interrogating British employment tribunal discrimination claims <i><b><u>Dr Laura William</u></b>, Dr Jenny Rodriguez</i></li> </ul>

## DAY 2: Thursday 11 September 2025

### Parallel Sessions 5: 15:00 – 16:30

<b>Room: TLC033</b> <b>Special Session: Comparative Industrial Relations Research: Towards Social Europe? An ETUI and Transfer research round-up</b> <b>Organizer and Chair: Jane Parker</b>
Panel discussion with ETUI researcher: <ul style="list-style-type: none"><li>• <u><b>Jane Parker</b></u></li><li>• <u><b>Kalina Arabadjieva</b></u></li><li>• <u><b>Béla Galgóczi</b></u></li><li>• <u><b>Agnieszka Piasna</b></u></li><li>• <u><b>Wouter Zwysen</b></u></li><li>• <u><b>Bart Vanhercke</b></u></li></ul>

<b>Room: TLC113</b> <b>Session Title: Institutionalizing Decent Work: Corporate Law, HRM, and Sustainability</b> <b>Chair: Gokce Basbug and Stefan Zagelmeyer</b>
<ul style="list-style-type: none"><li>• From HRDD (Human Rights Due Diligence) to HRMDD (Human Resource Management Due Diligence)? — a labour law perspective on corporate sustainability due diligence <u><b>Prof. Attila Kun</b></u></li><li>• A 28th EU-wide regime for companies under a 'single and simple' set of rules (corporate law, insolvency, labour law and taxation). What might it look like? <u><b>Dr. Herman Voogsgeerd</b></u></li><li>• Corporate Commitment to Decent Work and Sustainable Development: Evidence from Corporate Reporting <u><b>Dr Stefan Zagelmeyer</b></u></li><li>• The Impact of an HR Officer on the board of directors on human capital investment <u><b>Professor Katsuyuki Kubo</b></u>, <i>Ms. Ayako Ozawa</i></li></ul>

<b>Room: TLC106</b> <b>Special Session: Workshop for Developing Papers on Gender and Industrial Relations</b> <b>Organized by: Rae Cooper, Jennifer Tomlinson, Laura Good, Chris F. Wright</b> <b>Session Title: N.N.</b> <b>Chair: N.N.</b>
DETAILS WILL BE ANNOUNCED LATER

<b>Room: TLC116</b> <b>Session Title: Fairness and wellbeing in times of digitalization of work and employment</b> <b>Chair: Anna Ilsøe, Catherine Jacqueson, Valeria Pulignano</b>
<ul style="list-style-type: none"><li>• Fairness Perceptions in Crowdwork: A Comparative Analysis of MTurk and Upwork <u><b>Dr. Patrick Witzak</b></u>, <i>M.A. Anna Korn, Prof. Dr Markus Hertwig</i></li><li>• Happy Together, Resist Alone: Food Delivery Couriers' Strategies to Defend Dignity <u><b>Dr Bo-Yi Lee</b></u></li><li>• Warehouse Work in the UK's E-Commerce Fulfilment Sector: Does company size matter? <i>Professor Niall Cullinane, Dr Conor McCabe, Professor Tony Dundon, Professor Debra Howcroft, <u><b>Dr Emma Hughes</b></u></i></li><li>• 'Balancing Acts': Unveiling the Influence of Work-Life Balance on Job Satisfaction and Productivity Among East Malaysia's Public Sector Workers <u><b>Dr. Oscar Dousin</b></u></li></ul>

<b>Room: TLC117</b> <b>Session Title: European industrial relations</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>European shipbuilding work 20 years after EU enlargement: Levelling down or up? <i>Prof. Jon Erik Dølvik, <b><u>Dr. Aurora Trif</u></b>, Prof Ines Wagner, Prof. Guglielmo Meardi</i></li> <li>The role of social partners in the European Semester <b><u>Peter Kerckhofs</u></b>, Prof Mario Munta</li> <li>Resilience of European Works Councils after Brexit: the interplay of factors in bargaining dynamics <b><u>Dr Anna Frisone</u></b>, Marcus KAHMANN, Dr Patrick WITZAK, Prof Markus HERTWIG, Prof Marco HAUPTMEIER, Dr Louis LINES</li> <li>Evolution of European social dialogue: much ado about nothing? <b><u>Valeria Virgili</u></b>, <b><u>Dr Angelina Atanasova</u></b>, <b><u>Dr Tina Weber</u></b></li> </ul>

<b>Room: TLC123</b> <b>Special Session: The Collective Representation And Regulation Of Work In The Creative Sectors</b> <b>Organized by: Roberto Pedersini and Maarten Keune</b> <b>Session Title: Session 2</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Symphonic orchestras as a creative sector: working conditions, collective representation and regulation <b><u>Dr. Belisa Zoehler Giorgis</u></b></li> <li>Broadcast Media Workers: Exploring Collective Representation Options <b><u>Dr Sara Slinn</u></b></li> <li>Who represents them? An analysis of employers' and workers' representation in the videogaming sector in Italy <b><u>Domenico Andrea Schiuma</u></b></li> <li>Work and workers in the video game industry: the case of the Turin video game production cluster <b><u>Phd Nicola Costalunga</u></b>, Professor Riccardo Fassone</li> </ul>

<b>Room: TLC124</b> <b>Session Title: The transformation of German Industrial Relations</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>Legal Mobilisation in the Workplace: German Trade Unions and Strategic Litigation as a Mobilisation Strategy <b><u>Mira Kossakowski</u></b></li> <li>The Decline of German Unions: why do members quit? <b><u>Pd Dr. Martin Behrens</u></b>, Dr. Malte Lübker, Dr. Andreas Pekarek</li> <li>Rethinking Remuneration: German Companies and Collective Agreements Between Stability and Dynamism <b><u>Lara Obereiner</u></b>, Dr. Claudia Niewerth, Riema Repp</li> <li>Works councils under attack – Survey evidence on the obstruction of co-determination and union busting in Germany <b><u>Prof. Dr. Markus Hertwig</u></b>, Sabrina Glanz, Dr. Fabian Hoose, Prof. Dr. Manfred Wannöfchel</li> </ul>

**Room: TLC101**

**Special Session: Power resources in contemporary employment relations**

**Organized by: Jens Arnholtz and Bjarke Refslund**

**Session Title: Session 3**

**Chair: N.N.**

- Associational power resources of employers' and business associations across two spheres in the services industry  
***Dr Lisa Sezer**, Dr Christian Ibsen*
- Reassessing Employer Power: Extending Power Resource Theory  
***Professor Marco Hauptmeier**, Professor Felix Syrovatka*
- Trajectories of public, private and joint governance in the Bangladesh RMG sector 2013-2024  
***Dr Mahreen Khan**, Prof Jimmy Donaghey, Prof Juliane Reinecke*

**Room: TLC129**

**Special Session: Work and employment in times of multiple transformations: implications for workers' health and well-being as well as job quality**

**Organized by: Nadja Doerflinger and Barbara Bechter**

**Session Title: N.N.**

**Chair: Stan De Spiegelaere**

- Responsibilisation of governance: A comparison of OSH systems in managing occupational safety and health protection of frontline workers  
***Prof. Dr. Barbara Bechter**, Dr. Nadja Doerflinger*
- Post-pandemic challenges for occupational health and related policies in Germany  
***Dr Kristin Carls**, **Dr Barbara Splett***
- Job quality in Poland in the times of the poly-crisis  
***Dr. Jan Czarzasty***
- Community and common good: filling the gaps of worker and community wellbeing  
*Dr. Amber Nicholson, Tanya Ewertowska, Dr. Fiona Hurd, **Dr Katherine Ravenswood***

## DAY 3: Friday 12 September 2025

### Parallel Sessions 6: 09:00 – 10:30

Room: TLC033

Special Session: Social dialogue on care and cleaning platforms: impacts on job quality for a gendered workforce

Organizer and Chair: Anna Ilsøe

Discussant: Valeria Pulignano

- *Professor Ivana Pais*, Catholic University of the Sacred Heart: Cooperative Platforms and Care Work in Italy: A Model for Fairer Labour Conditions?
- *Associate Professor Caroline Murphy*, University of Limerick: 'Playing ostrich': the absence of digital platform work as a social dialogue concern in Ireland
- *Associate Professor Clémence Ledoux*, University of Nantes: The role of the social partners in structuring the home care market in France
- *Associate Professor Anna Ilsøe*, FAOS, University of Copenhagen: Collective bargaining on Danish cleaning platforms - effects of the Hilfr1 and Hilfr2 agreements for company and workers

Room: TLC039

Session Title: Past and current developments and challenges in industrial relations

Chair: N.N.

- Labour Relations in the 30 years of South African Democracy  
*Dr Christopher Phiri, Mr Frikkie De Bruin*
- Unions and just transition on the ground: strategies and power resources at different levels in Italian food industry  
*Marco Betti, Marcello Pedaci*
- Co-governance of unions - a decolonising project and challenge to racism  
*Dr Julie Douglas*

Room: TLC113

Session Title: Speaking Up at the Workplace

Chair: Gokce Basbug and Stefan Zagelmeyer

- Working For The Brand: how corporations are undermining free speech.  
*Mr Josh Bornstein*
- Lasting gaps – Workers' representation and participation post covid  
*Reserach Professor Sissel Trygstad, Head of research Kristin Alsos*
- Amplifying employee voice during crisis through non-union employee representative forums – evidence from social care.  
*Professor Ian Cunningham, Dr Kendra Briken, Professor Stewart Johnstone, Professor Philip Taylor, Dr Eva Jendro, Professor Dora Scholarios, Ms Marina Nikolova, Dr Anastasios Hadjisolomou, Professor Stuart McIntyre, Dr. Tony McCarthy*
- Conditions for whistleblowers in England and Norway  
*Anne Mette Ødegård, Sissel C. Trygstad*

<b>Room: TLC106</b> <b>Session Title: The role of trade unions for non-standard forms of work</b> <b>Chair: Clare Kelliher, Christine Edwards</b>
<ul style="list-style-type: none"> <li>Countervailing Powers: Labor Unions Against the Buyer Power of Walmart Supercenters <i>Dr Joshua Choper, <u>Dr Lukas Lehner</u>, Dr Zachary Parolin</i></li> <li>Multiple union frames in the Italian logistics sector <i><u>Professor Andrea Signoretti</u>, Professor Marcello Pedaci, Professor Sabrina Perra, Professor Katia Pilati</i></li> <li>ARE UNIONS GOOD FOR TEMPORARY WORKERS IN THE NEW DIGITAL WORKPLACE? EVIDENCE FROM EUROPEAN COUNTRIES <i><u>Phd Alessio Tomelleri</u>, PhD Giorgio Cutuli, PhD Andrea Signoretti</i></li> </ul>

<b>Room: TLC116</b> <b>Session Title: Presentation by Durham University PhD students</b> <b>Chair: N.N.</b>
N.N.

<b>Room: TLC117</b> <b>Session Title: The role and implication of AI for work and employment relations</b> <b>Chair: Anna Ilsøe, Catherine Jacqueson, Valeria Pulignano</b>
<ul style="list-style-type: none"> <li>Governing Participatory AI: How Industrial Relations Shape Algorithmic Management in Italian Workplaces <i><u>Professor Ivana Pais</u>, Davide Bisi</i></li> <li>Strategic use of AI to secure skilled workers in SME-enterprises: potentials and challenges for companies and workforce <i><u>Dr. Sebastian Schneider</u>, Dr. Siegrun Brink, Dr. Jonas Löher, Dr. Annette Icks, Felix Becker</i></li> <li>Union Engagement in Robotization and AI: Challenges and Prospects in the Nordic Labor Market <i><u>Dr David Regin Öborn</u>, Dr Carin Håkanstad, Prof Kristina Palm, Dr Calle Rosengren</i></li> <li>From Decision-Makers to System Operators? The Evolving Role and Legal Accountability of Managers under AI <i><u>Dr. Dana Volosevici</u></i></li> </ul>

<b>Room: TLC123</b> <b>Session Title: Non-standard work and workers</b> <b>Chair: Clare Kelliher, Christine Edwards</b>
<ul style="list-style-type: none"> <li>Beyond Employment: Rethinking Social Protection in the Age of Non-Standard Work. Toward an Integrated Conceptual Framework. <i><u>Ninon Ramlot</u></i></li> <li>"Hiding in plain sight: The covert diffusion of intermediation through fraudulent subcontracting in Italy" <i><u>Dr. Monica Bolelli</u></i></li> <li>Drivers of Non-Standard Employment Growth: Unemployment Effects and Institutional Moderation among Low- and Mid-Skilled Workers in Europe <i><u>Dr Silvia Girardi</u>, Prof. Dr. Anna Ilsøe, Prof. Dr. Trine Pernille Larsen, Dr. Jérémie Gautier Poltier, Prof. Dr. Jonas Pontusson</i></li> <li>Who Wants to Be a Doctor? Non-SERs and the Quality of Working Life of Junior Doctors in Italy <i><u>Michele Campanaro</u></i></li> </ul>



<b>Room: TLC101</b> <b>Session Title: Green transition and climate change</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>• Union Revitalisation and Green Transition Targets in Europe: the role of trust between trade unions and boards of multinational corporations  <b><u>Ovidiu Goran</u></b></li> <li>• Workers' Rights in the Climate Emergency: Embedding Just Transition in Inter-American Human Rights Jurisprudence  <b><u>Dr Mauro Pucheta</u></b></li> <li>• The impact of industrial relations institutions on workers' support for environmental protection: A comparative European analysis  <b><u>Dr. Josef Ringqvist</u></b></li> </ul>

<b>Room: TLC129</b> <b>Special Session: Work and employment in times of multiple transformations: implications for workers' health and well-being as well as job quality</b> <b>Organized by: Nadja Doerflinger and Barbara Bechter</b> <b>Session Title: N.N.</b> <b>Chair: N.N.</b>
<ul style="list-style-type: none"> <li>• Health and Safety in Supply Chains Affected by Marketisation: Logistics Workers in Reorganised Chemical Parks  <b><u>Lena Schwerdt</u></b>, Dr. Britta Schmitt-Howe</li> <li>• Transformations in long-term care and the promise of intersectoral collaboration: Implications for quality of care and care workers' job quality  <b><u>Janne Eijckmans</u></b>, Lander Vermeerbergen, Geert Van Hootegem</li> <li>• Adapting Labour Inspection in the Digital Era: Navigating Emerging Risks and Challenges  <b><u>Giulia La Rocca</u></b>, Swantje Robelski</li> </ul>

## DAY 3: Friday 12 September 2025

### Parallel Sessions 7: 13:00 – 14:30

**Room: TLC039**

**Session Title: Collective bargaining actors and institutions**

**Chair: N.N.**

- The Pros and Cons of Trade Union Membership  
**Dr. Sandra Vogel**, *Helena Bach, Carolin Fulda*
- The fragility of employers' involvement in collective bargaining in the Netherlands  
**Dr. Wike Been**
- Company-level bargaining: a polysemous concept for a variety of practices  
**Research Professor (Directeur de Recherche) Claude Didry**
- Flexible coordination: A new model of pay bargaining in Ireland  
**Dr Valentina Paolucci**, *Professor William (Bill) Roche*

**Room: TLC113**

**Session Title: The embeddedness of HRM in industrial relations**

**Chair: Gokce Basbug and Stefan Zagelmeyer**

- (Re-)examining structured antagonism in the context of cooperative employment relations  
**Dr Reece Garcia**
- Liberalisation, industrial relations, and institutional change in Southern Europe: Actor-based and institutional resilience in a context of marketisation advance.  
**Marti Lopez-andreu**
- Labour in the New World Order: Reflections on the Implications of the Decolonisation Debate for Labour and Employment Relations  
**Dr Stefan Zagelmeyer**

**Room: TLC106**

**Session Title: Non-standard and standard work in global context**

**Chair: Clare Kelliher, Christine Edwards**

- Helping others or helping each other? Reconsider volunteer work as a non-employment labour exchange dynamic  
**KAI ZHAO**, *Dr Hugh Cook, Dr Alan Roe, Dr Zinovijus Ciupijus*
- Chinese Management and Nigerian Labour: Exploring the Impact of Underemployment and Casualisation on Dispute Responses  
**Glory Nwaugbala**
- Disabled workers' perceptions of the impact of remote and hybrid working on their health, employment, work-life balance and productivity.  
**Dr Paula Holland**, *Dr Calum Carson, Rebecca Florisson, Dr Alison Collins, Alice Martin, Jacqueline Winstanley*
- Devaluing women's work: part-time, gender, and the limits of EU equality law  
**Juliette Gilman**

**Room: TLC116**

**Special Session: Who cares for care workers? Challenges, dilemmas, and responses for employment and working conditions in the care sectors**

**Organized by: Anna Mori and Monica Bolelli**

**Session Title: N.N.**

**Chair: Anna Mori**

- Persistent labour shortages and collective bargaining challenges in care services – how social partners react in Germany  
**Ruth Abramowski**
- Breaking the vicious circle of low job quality and labour scarcity in the care sector: lessons from the Netherlands  
**Dr. Frank Tros**
- The impact of labour shortages and other pressures on job quality in the Danish care sector  
**Associate Professor Mikkel Mailand**, *Communication Coordinator Mikkel Krogh*
- How to take care of care work? Social partners' strategies to tackle labour-related challenges in Italy  
*Associate professor Anna Mori, **Dr Monica Bolelli***

**Room: TLC117**

**Session Title: Minimum wages and the role of industrial relations**

**Chair: N.N.**

- Level Up: Trade Union Strategies for Sectoral Bargaining in the Context of the EU Minimum Wage Directive  
**Stan De Spiegelaere**
- Enforcement of the minimum wage in Germany: reorganisation of labour inspection  
**Prof. Dr. Gerhard Bosch**, *Frederic Hüttenhoff*
- What's the point of minimum wage policies in small developing countries?  
**Professor Jim Arrowsmith**, *Professor Jane Parker, Dr Salman Rashid*
- Closer interaction between minimum wages and collective bargaining? A six-country analysis  
**Mr Oscar Molina**, *Mr Juan Arasan, Mr Rui Branco, Mr Igor Guardiancich, Mr Sander Junte, Mr Aurelian Munteanu, Mr. Frederic Turlan*

**Room: TLC123**

**Session Title: Flexible work and its implications**

**Chair: Clare Kelliher, Christine Edwards**

- Testing Flexicurity: Is Danish Flexicurity Still Alive and Kicking?  
**Professor Thomas Bredgaard**
- Balancing between precarious work and social security: Experiences of in-work poverty in Finland  
**Professor Mikko Jakonen**
- Generation Z and flexible work  
**Kristin Jesnes**, *Tove Mogstad Aspøy, Anne Mette Ødegård*

**Room: TLC101**

**Session Title: The variety and complexity of collective bargaining**

**Chair: N.N.**

- Do signing collective agreements mean they have an influence on management practices? Considering the effectiveness of collective agreements  
**Redha Fares**, *Noélie Delahaie, Héloïse Petit*
- Vertical New Knowledge Transfer and the Revival of Multi-Employer Collective Bargaining  
**Associate Professor Søren Andersen**, *Professor Chris F. Wright*
- Wage Bargaining in the Context of Liberalization of Industrial Relations in Europe: A comparison of nine countries and four sectors  
**Janna Besamusca**, *Marta Kahancová*
- Navigating the Future of Bargaining in European Services: Towards 'smart bargaining' in care, commerce, publishing and finance  
**Dr Marta Kahancova**, *Simona Brunnerová*

## DETAILS ON SPECIAL SESSIONS

### SPECIAL SESSION:

#### **Workshop for Developing Papers on Gender and Industrial Relations**

##### Organisers:

- Prof Rae Cooper, rae.cooper@sydney.edu.au (The University of Sydney Business School)
- Prof Jennifer Tomlinson, j.tomlinson@leeds.ac.uk (Leeds University Business School)
- Dr Laura Good, laura.good@sydney.edu.au (The University of Sydney Business School)
- Prof Chris F Wright, chris.f.wright@sydney.edu.au (The University of Sydney Business School)

Keywords: Gender and industrial relations, industrial relations theory, feminist theory, gender equality.

##### Summary:

This special session focuses on developing papers for a forthcoming Industrial Relations: A Journal of Economy and Society special issue on Gender and Industrial Relations. The session provides a platform for authors to present extended drafts, receive constructive feedback from the guest editors (who are the organisers of this workshop), and refine their work for submission to the special issue.

Format: Paper development session.

### SPECIAL SESSION:

#### **Implementation and Negotiation of AI in the Workplace**

##### Organisers:

- Dr Manuel Nicklich, manuel.nicklich@fau.de and
- Prof Dr Sabine Pfeiffer, sabine.pfeiffer@fau.de, Friedrich-Alexander-Universität, Nuremberg.

Format: Conference Stream and special issue paper development workshop.

Contributions are encouraged from a variety of perspectives, including empirical research, case studies and theoretical analyses. We look forward to your submissions that will enrich the discourse established in this critical area of study. Contributions to the special issue (in English or German) will be published in the German Journal Industrielle Beziehungen (= industrial relations; for more information at:

<https://www.nomos.de/en/journals/indbez/>).

If you have any questions, please feel free to contact: manuel.nicklich@fau.de and sabine.pfeiffer@fau.de

### SPECIAL SESSION:

#### **Social dialogue on care and cleaning platforms: impacts on job quality for a gendered workforce**

Organiser & Chair: Associate Professor Anna Ilsøe, ai@faos.dk (FAOS, University of Copenhagen).

##### Paper presenters:

- Professor Ivana Pais, Catholic University of the Sacred Heart: Cooperative Platforms and Care Work in Italy: A Model for Fairer Labour Conditions?
- Associate Professor Caroline Murphy, University of Limerick: 'Playing ostrich': the absence of digital platform work as a social dialogue concern in Ireland
- Associate Professor Clémence Ledoux, University of Nantes: The role of the social partners in structuring the home care market in France
- Associate Professor Anna Ilsøe, FAOS, University of Copenhagen: Collective bargaining on Danish cleaning platforms - effects of the Hilfr1 and Hilfr2 agreements for company and workers

Discussant: Professor Valeria Pulignano, KU Leuven.

Format: Paper presentation.

**SPECIAL SESSION:**

**Comparative Industrial Relations Research: Towards Social Europe? An ETUI and Transfer research round-up**

Organiser: Jane Parker, (jparker@etui.org) ETUI, Belgium and Massey University, New Zealand

ETUI researcher:

- Jane Parker,
- Kalina Arabadjieva
- Béla Galgóczi
- Agnieszka Piasna
- Wouter Zwysen
- Bart Vanhercke

Keywords: industrial relations, comparative, social Europe, research, ETUI.

Format: Panel discussion.

In this Special Session, we adopt a panel discussion involving short panellist presentations (5-6 minutes each) by ETUI researchers on key industrial relations features within and across the EU Member States as they relate to progress on Social Europe.

**SPECIAL SESSION:**

**Power resources in contemporary employment relations**

Organiser:

- Jens Arnholtz, FAOS, University of Copenhagen (jh@faos.dk)
- Bjarke Refslund, Aalborg University (bref@socsci.aau.dk)

Keywords: Power resource theory; employment relations theory; industrial relations theory; unions; labour struggles.

This special session focuses on the application, potential and challenges of power resource theory. With its focus on power resource theory, the special session will be part of the agenda for the ILERA IR Theory Study Group.

Format: Paper presentations.

**SPECIAL SESSION:**

**Who cares for care workers? Challenges, dilemmas, and responses for employment and working conditions in the care sectors**

Organisers:

- Anna Mori (anna.mori@unimi.it) and
- Monica Bolelli (monica.bolelli@unimi.it), University of Milan

Keywords: care services, care penalty, job quality, labour shortage, union responses.

List of participants:

- Anna Mori – University of Milan. Chair
- Mikkel Mailand, Mikkel Krogh - Employment Relations Research Center (FAOS), University of Copenhagen. Presenters of a research paper on Denmark
- Frank Tros – University of Amsterdam. Presenter of a research paper on the Netherlands
- Barbora Holubova, Marta Kahancová – Central European Labour Studies Institute (CELSI). Presenters of a research paper on Slovakia
- Ruth Abramowski – University of Bremen. Presenter of a research paper on Germany
- Oscar Molina, Joan Soler – Autonomous University of Barcelona. Presenters of a research paper on Spain
- Monica Bolelli, Emmanuele Pavolini, Stefano Neri. University of Milan. Presenters of a research paper on Italy

Format: Presentation of research papers.

SPECIAL SESSION:

**Work and employment in times of multiple transformations: implications for workers' health and well-being as well as job quality**

Session convenors:

- Nadja Doerflinger (Federal Institute of Occupational Safety and Health, Germany),  
Doerflinger.Nadja@baua.bund.de
- Barbara Bechter (Durham Business School)

Keywords: work, transformation, health, well-being, job quality.

Format: Presentation of research papers.

SPECIAL SESSION:

**The collective representation and regulation of work in the creative sectors**

Organisers:

- Roberto Pedersini, Università degli Studi di Milano, roberto.pedersini@unimi.it
- Maarten Keune, Universiteit van Amsterdam, m.j.keune@uva.nl

Keywords: Creative sectors, Representation, Collective bargaining.

The special session provides the opportunity to present and discuss recent and ongoing research on the collective representation and regulation of work in the creative sectors (performing arts, film and TV industry, fashion, design, videogames, etc.).

Type of special session: Presenting research papers.

SPECIAL SESSION:

**Labour Law Re-Quantified: Business Ready, international labour regulation policy, and the future of labour indices**

Organiser & Chair:

- Deirdre McCann, Durham Law School, Durham University (UK), deirdre.mccann@durham.ac.uk

Keywords: labour law indices, B-READY, World Bank, ILO, international labour standards, Doing Business, labour law, leximetric, decent work.

Presentations:

- Sangheon Lee (Director, Employment Policy Department, International Labour Office, Switzerland),
- Deirdre McCann (Durham University, UK)
- Simon Deakin (University of Cambridge, UK)

Discussants: Bernd Brandl (Durham University, UK)

Format:

The Session is organised as (1) 2-3 paper presentations followed by (2) contributions from 1-2 discussants and (3) extensive dialogue among Session attendees.

**SPECIAL SESSION:**

**Introducing the project INTEGRATE-DIALOGUE: How to include non-standard workers in social dialogue**

Organisers:

- Anne Mette Ødegård, Kristin Jesnes, Kristin Alsos, Sissel Trygstad, Kristine Nergaard, Sigurd Oppegaard, Fafo, Norway

Contact info: amo@fafo.no (Anne Mette Ødegård, Fafo) krj@fafo.no (Kristin Jesnes, Fafo)

Keywords: non-standard workers, social dialogue, inclusion, labour rights, industrial relations.

In this Special session, we present the Horizon project INTEGRATE-DIALOGUE, where we aim to explore ways to include non-standard workers in social dialogue. The aim of the session is to flag the project and present the state of the art on the topic of including non-standard workers into social dialogue.

Format: 10 min presentation each and then a discussion with all the panellists.

**SPECIAL SESSION:**

**Migration and Employment: Policy Challenges and Interdisciplinary Insights.**

Organiser: Guglielmo Meardi, Scuola Normale Superiore, Florence, Italy: guglielmo.meardi@sns.it

Keywords: migration – employment – industrial relations – free movement – segmentation.

Chair: Guglielmo Meardi, SNS, Italy

Organiser: Guglielmo Meardi, Scuola Normale Superiore: Explaining migrant labour's segregation

Chair: Ines Wagner, University of Oslo

Zinovijus Ciupijus, Gabriella Alberti, Chris Forde, Marketa Dolezalova and Jo Cutter (University of Leeds): UK employers' changing approaches to the management of labour mobility in the context of Covid-19 and Brexit  
Miguel Martínez Lucio, Stefania Marino, Holly Smith (University of Manchester), Heather Connolly (Grenoble Ecole de Management): On how traditions, cultural practices, and memories shape trade union responses to labour migration

Patrick McGovern, London School of Economics, The unsettling nature of immigration: labour migration, racism, and discrimination

Discussant: Aurora Trif, University College Dublin

**SPECIAL SESSION:**

**What is the Future for Flexible Working after the Covid-19 Pandemic?**

Organisers:

- Professor Clare Kelliher clare.kelliher@cranfield.ac.uk, Cranfield University UK
- Professor Christine Edwards c.edwards@kingston.ac.uk, Kingston University UK

Keywords: Flexible Working Arrangements: Remote Working; Covid-19; Outcomes of Flexible Working; Future of Flexible working

This Special Session will take the form of a panel discussion where experts in the field, including the organisers, will address these questions sharing their own perspectives and research. Contributions from the audience will be encouraged and the discussion will help shape the future agenda of the ILERA Flexible Work Patterns Study Group.

Tentative Participants:

- Chair: Professor Greg Bamber, Monash University, Australia
- Panelist: Professor Jill Rubery, Manchester University
- Panelist: Dr Yvonne Lott, Hans Bockler Institute, Germany
- Panelist: Dr Maria Adamson, Queen Mary University, UK
- Panelist: Professor Pascale Peters, Nyenrode University the Netherlands

Format: Panel discussion.



**SPECIAL SESSION:**

**Friend or Foe? Artificial Intelligence (AI) and other New Technologies: What are the Implications for Labour and Employment Relations Policies, Practices and Theories?**

**Organiser:**

- Greg J. Bamber is a Professor Department of Management, Monash Business School; Co- Director, International Consortium for Research in Employment & Work (iCREW), Research Theme Lead: Future of Work @ Monash Data Futures Institute, Monash University, Australia; and Associate Fellow, Digital Futures at Work Research Centre (Digit) led by Sussex University/Leeds University, funded by Economic and Social Research Council, UK (ESRC). Contact: [gregbamber@gmail.com](mailto:gregbamber@gmail.com)

**Keywords:** Artificial Intelligence, New Technologies, Digitalisation, Workplace Change, Research.

This session is part of the Digit Artificial Intelligence Symposium (DAIS) series, an international academic collaboration focused on how AI is transforming work. DAIS aims to identify challenges, share the latest research findings, extend theoretical and policy debates, and consider potential solutions in a global context.

**The three co-chairs are:**

- Greg J Bamber, [gregbamber@gmail.com](mailto:gregbamber@gmail.com) , Professor& Co-Director, International Consortium for Research in Employment & Work (iCREW), Monash Business School, Monash University, Australia.
- Jacqueline O'Reilly, [J.O-Reilly@sussex.ac.uk](mailto:J.O-Reilly@sussex.ac.uk), Professor & Co- Director, The University of Sussex Business School, UK; Co-Director: ESRC Digital Futures at Work Research Centre (Digit) ([digit-research.org](http://digit-research.org)).
- Professor Mark Stuart, [M.A.Stuart@lubs.leeds.ac.uk](mailto:M.A.Stuart@lubs.leeds.ac.uk), Pro Dean for Research and Innovation; Montague Burton Professor of Human Resource Management and Employment Relations; Director: Centre for Employment Relations Innovation and Change, Leeds University Business School, UK; Co-Director: ESRC Digital Futures at Work Research Centre (Digit) ([digit-research.org](http://digit-research.org)).

**Format:** Roundtable discussion.