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Sixty Years
of Excellence,
Innovation
& Impact

The 14th ILERA European Congress

Navigating challenging times | Congress programme

Durham University Business School | Durham, UK
10-12 September 2025



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Welcome



Dear friends and colleagues,

It is with great pleasure that I extend a warm welcome to all participants of the *14th ILERA European Congress*, convening from 10 to 12 September 2025 at Durham University Business School. We are honoured to host this distinguished gathering of scholars from across the globe.

The theme of this congress, *“Navigating challenging times. The role of employment relations in addressing the problems caused by political uncertainty and the effects of Brexit, Covid-19, migration, technological and climate change on the workforce and labour standards”*, reflects the pressing need for critical engagement with the multifaceted challenges currently shaping the world of work.

Through over seventy sessions, we will explore five thematic tracks that interrogate the evolving dynamics of industrial relations, the role of public policy in the post-pandemic era, the digitalisation of work, the implications of non-standard forms of employment, and the strategic role of human resource management in turbulent times. These themes are designed by ILERA Study Groups to foster critical reflection on both empirical developments and theoretical innovations, with particular emphasis on equity, diversity, inclusion and sustainability.

We are privileged to welcome an exceptional group of keynote speakers whose contributions will undoubtedly enrich our understanding and provoke thoughtful discussion. Their presence underscores the intellectual calibre of this congress and its commitment to advancing the field of labour and employment relations.

This event is the result of a collaborative effort, and I wish to express my sincere gratitude to all those whose dedication and expertise have made it possible. I am particularly indebted to the ILERA Study Group conveners of the five thematic tracks, whose scholarly leadership has shaped the intellectual contours of the programme. I also extend my thanks to the Academic Committee, whose guidance and commitment have been instrumental. The Organising Committee, together with the DUBS organising team and student volunteers, deserves special recognition. Without their hard work and dedication, this congress would not have been possible.

It is my hope that the congress will serve not only as a forum for the exchange of ideas but also as a catalyst for future research collaborations to navigate challenging times.

Professor Barbara Bechter

Conference Chair,
ILERA Executive Committee, 2018-2024
Durham University Business School

Welcome



Dear ILERA colleagues,

It is my pleasure to join you for the *2025 ILERA European Congress*. My warmest congratulations to the organisers for designing such an interesting and impressive programme, and for bringing our community together in such a lovely setting at Durham University. This Congress foregrounds many of the big questions shaping the world of work – including transformations in labour markets, shifting power relations, technological change, climate transitions, inequality, and the challenge of creating work that supports both wellbeing and sustainability. These questions are critical not only to our academic field, but to the social and economic futures of our communities.

ILERA's strength lies in the breadth and diversity of our global community. Our national associations link research to local institutions, policy debates and workplace contexts, and their leadership is reflected in the ILERA Executive Committee, which brings together representatives from every region of the world. Our flourishing and refreshed Study Groups bring deep expertise to the most pressing issues in labour and employment relations – whether in technology, regulation, inequality, collective voice, or the changing nature of work. These communities are central to ILERA's intellectual life and ongoing renewal.

Our enduring partnership with the International Labour Organisation, which serves as ILERA's Secretariat, continues to anchor our work in global policy dialogue and practical impact. The presence of many ILO representatives at this Congress reflects that ongoing connection. I encourage you to take the opportunity to engage with them, as well as with Executive Committee members and Study Group conveners, to explore opportunities for collaboration and shared learning.

Looking ahead, I warmly invite you to attend the next ILERA World Congress, to be held in Sydney, Australia, in 2027, under the theme *Sustainable, productive and decent work: Bridging research, practice and policy*. Please come and say hello to me during the Congress and chat about the exciting plans we have underway. I hope to welcome many of you in Sydney for what promises to be a dynamic and globally connected conversation on scholarship and practice in our field.

Thank you again to the organisers of this Congress for the significant work you have done to present such an impressive programme and to our hosts at the University for your support and investment.

Professor Rae Cooper

President, ILERA
The University of Sydney

Academic Committee



Barbara Bechter,
Durham University
Business School,
Chair



Bernd Brandl,
Durham University
Business School,
Co-Chair



Peter Turnbull,
University of Bristol
Business School,
BUIRA President,
Co-Chair



Gokce Basbug,
Durham University
Business School

Organising Committee



Aaron Atkinson-Toal,
Durham University
Business School



Bernd Brandl,
Durham University
Business School



Gokce Basbug,
Durham University
Business School



Kristen Gron,
Durham University
Business School



Barbara Bechter,
Durham University
Business School



Yin Liang,
Newcastle University
Business School

Conference support

Durham University Research Hub:

Kristen Gron
Freya Long

Student support coordinators:

Kiki Chalkiadaki
Zhaohua (Flora) Song

Students:

Weihang (Katarina) Li
Tao Cui
Yanan Wu
Yousef Alharbi
Zhaoting Lin
Bingzhi Zhang
Mohammed Alsubaie
Ghadah Alosaimi
Maha Alsayyari
Sanjana Dharmaraju
Jiyoun Han
Josh Fenton

On behalf of the Academic and
Organising Committee, thank you
for your incredible support!



Conference themes and tracks

“Navigating challenging times. The role of employment relations in addressing the problems caused by political uncertainty and the effects of Brexit, Covid-19, migration, technological and climate change on the workforce and labour standards.”

We live in a state of uncertainty and multiple crises, causing a slowdown in economic development and widespread social hardship, especially affecting key workers working in sectors that are essential for societies to function. Solving these interrelated problems requires greater dialogue and cooperation among private and public actors and industrial relations institutions at all levels for better coordination. The goal of the 14th ILERA Conference is to bring together academics, social partners, and policymakers to discuss common employment challenges and strategic ways how to overcome them.

To combat interrelated challenges, new forms of collaboration among diverse actors will be essential to help workers and make progress in economic, environmental, and social policy areas. National industrial relations systems and the characteristic of collective bargaining actors in different sectors are crucial factors in facilitating coordination and cooperation. Industrial relations systems vary in the extent to which they can protect different workforce groups, especially atypical workers, highlighting the importance of human rights and the legal perspectives on labour regulation to defend basic employment rights.

The Covid-19 pandemic has revealed pre-existing inequalities and gaps in the protection of some categories of workers and workplaces. Vulnerable workers are often women, disabled workers, young or older workers, migrant workers, or workers from ethnic minorities working in industries where atypical forms of employment, characterised by reduced social protection, are widespread. These workforce groups benefit most from coordinated efforts by industrial relations actors at European and national levels aimed at reducing in-work poverty by introducing minimum wage standards.

At the workplace level, actions taken by human resources (HR) as responses to new and challenging developments often depend on whether they are seen as opportunities or threats. Urgent, immediate responses often lead to unilateral workplace restructuring, weakening employment relations and the efficacy of collective action. When the crisis is seen as an opportunity, HR can embed social and environmental sustainability in organisations. However, implementing new technology to combat climate change and innovate work and the work environment often falls outside union-management relations.

The ILERA Conference aims to shed light on the different responses to the crisis used by industrial relations actors, including short-term and long-term and coordinated and uncoordinated responses at different levels – sectoral, national and international levels – in fixing problems, protecting the workforce, and working conditions.

TRACK 1:

Industrial Relations Adapting to Changing Times

Track Leads: **Bernd Brandl**, Durham University Business School, UK
Deirdre McCann, Law School, Durham University, UK

Industrial relations has undergone significant transformations in recent years, and the world is experiencing economic and social instability that is reminiscent of the 1970s. High inflation, energy crises, and rising unemployment have created a turbulent environment. This instability has brought industrial relations back into focus, with renewed attention on collective wage bargaining and industrial conflicts, such as strikes, to address economic challenges. Trade unions are adapting to changing times by exploring new strategies for organising and mobilising workers. The rise of the platform and gig economy and new technologies has significantly impacted industrial relations. Platform work and digital labour markets present challenges for traditional labour relations frameworks, and employment relations have increasingly shifted towards more flexible and precarious forms of work. Furthermore, environmental and climate change and the transition to a green economy require new skills and job roles, impacting labour markets and employment relations.

Against this background and despite all the challenges, there is clearly a renewed interest in academia and among policymakers in collective bargaining and worker representation. Trade unions and employer organisations are adapting to the changing landscape. For example, there is an emphasis on expanding collective bargaining to cover non-traditional workers in flexible working arrangements and remote work. Employment relations are increasingly focused on promoting diversity and inclusion in the workplace and addressing gender pay gaps, racial and ethnic disparities, and other forms of inequality. Although these are global phenomena, European institutions play a crucial role in shaping industrial relations. However, the effectiveness of these initiatives in countering these challenging trends remains a topic of discussion.

TRACK 2:

The Role of Public Policy in IR/HR Policy in the Post-Pandemic Era

Track Leads: **Anil Verma**, University of Toronto, CA
Serafino Negrelli, Law School, University of Milano Bicocca, IT

The Covid-19 pandemic is now largely in the rear-view mirror. However, the crisis has left not only a scar but has also refracted the trajectory of work and employment, with lasting effects that linger. As the recovery progresses, it has been argued that apart from repairing the harm caused by the pandemic, we have a rare opportunity to build even stronger and more resilient systems to ensure future prosperity. Work and its quality have taken on a different meaning than before, with greater importance given to work-life balance. In this respect, the role of public policy in industrial relations and human resources has become ever more salient to enable and facilitate a transition from legacy systems to a more just and resilient future. The path for public policy is further complicated by several trends that existed even before the pandemic but have accelerated because of machine intelligence, a re-alignment of globalisation due to super-power rivalry, climate change, and xenophobic populism. Accordingly, this track would invite researchers and thought leaders to address the nature and dynamics of innovative public policy and its successes and failures.

TRACK 3: Digitalisation of Work and Employment

Track Leads: **Anna Ilsøe**, University of Copenhagen, DK
Valeria Pulignano, KU Leuven, BE

The adoption of new digital technologies, such as artificial intelligence (AI), machine learning, and cloud computing is significantly transforming work, organisations, and labour markets. This digital transformation presents substantial challenges for both workers and their organisations. Algorithmic management and platform work are increasingly prevalent – not only within traditional industries like manufacturing, retail, logistics, and adult social care, but also in emerging sectors such as fintech and e-commerce. This trend raises questions about managerial authority and potentially obscures managerial decisions, making it more challenging to assign employer responsibility. Additionally, automation of work processes continues across numerous industries, affecting both blue-collar and white-collar jobs. Today, this development is accelerating with the integration of AI, which brings new concerns around worker surveillance, data ownership, and evolving skill needs.

This digital transformation also presents challenges for organising workers. It complicates matters for both managers and employees, as well as the organisations that represent them in negotiations over wages and working conditions. Since the mid-2010s, digital platforms in industries such as transportation, cleaning, and freelancing have enabled workers to earn extra income online – often as self-employed rather than employees, which makes organising workers and negotiating collective agreements more challenging.



TRACK 4: Non-Standard Forms of Work and its Implications on Workplace and Labour Market Inequality

Track Leads: **Christine Edwards**, Kingston University, UK
Clare Kelliher, Cranfield School of Management, UK

Non-standard forms of employment have become widespread globally since the mid-1970s. Characterised by flexibility, these arrangements allow employers to adjust both the composition of their workforce and the design of work. Non-standard employment manifests in two primary ways: flexible employment relationships and flexible work organisation. The former includes part-time, short-term, temporary, and contract-based employment, as well as zero-hour contracts. Examples of the latter include remote and hybrid work arrangements. Measures taken during the COVID-19 pandemic, such as lockdowns, have further accelerated the adoption of flexible working, particularly through remote and hybrid models.

Non-standard forms of work and employment relationships have significant implications for labor market and workplace inequality. By contributing to labor market segmentation, these arrangements are often associated with insecure, low-paid jobs and limited employment rights. Flexible work arrangements also exacerbate inequality, particularly gender inequality, by limiting promotion prospects and widening the gender pay gap. Because flexible roles are predominantly held by women with caregiving responsibilities, who often reduce hours in their current positions, the benefits of improved work-life balance are frequently offset by marginalisation, reduced access to training, and limited career progression.

TRACK 5: Human Resource Management and Employment Relations in Turbulent Times

Track Leads: **Stefan Zagelmeyer**, Alliance Manchester Business School, UK
Gokce Basbug, Durham University Business School, UK

Industrial relations currently face a combination of contextual challenges and uncertainties, ranging from de-globalisation and global value chain disruptions, technological innovation to climate change, and international migration and its impact on rising inequality around the world. At the same time, public policies at national and international levels push companies to contribute to Sustainable Development Goals (SDGs), the ILO's Decent Work Agenda, and the implementation of the UN Guiding Principles on Business and Human Rights. This has an impact on labour markets, industrial relations actors, and human resource management (HRM) policies and practices.

HRM practices are essential for helping organisations meet contextual challenges and for attracting, retaining, and developing talent. They also play a crucial role in ensuring decent, sustainable work and fair labour standards, advancing gender equality, and promoting diverse and inclusive workplaces.

Congress programme at a glance

Day 1 Wednesday 10 September		Day 2 Thursday 11 September		Day 3 Friday 12 September	
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
		11:00-12:00	Plenary 3	11:00-12:00	Plenary 5
11:30-12:00	Welcome Address				
12:00-13:00	Lunch Break	12:00-13:00	Lunch Break	12:00-13:00	Lunch Break
	Lunch Session 1		Lunch Session 2		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		
18:30-22:00	Redhill Drinks Reception	18:30-22:00	Conference Dinner: University Castle		

Plenary, opening, and closing sessions

Day 1: Wednesday 10 September 2025

REGISTRATION IS OPEN from 09:00 – 17:00

Day 1 – Session information	
Opening Session: 10:00 – 10:30 Room: TLC042 Chair: Professor Barbara Bechter (Durham University, UK)	Welcome and opening address and remarks by: Professor Barbara Bechter (Durham University, UK) Chair of the 14th ILERA European Congress Professor Rae Cooper (Sydney University, Australia) President of the ILERA
Plenary 1: 10:30 – 11:30 Room: TLC042 Chair: Professor Bernd Brandl (Durham University, UK)	Plenary Speaker: Susan Hayter (International Labour Organization, Switzerland) Defending collective labour relations institutions: Navigating transitions and uncertainty Discussants: Professor Deirdre McCann (Durham University, UK) Professor Jane Parker (European Trade Union Institute, Belgium) Christian Welz (European Foundation for the Improvement of Living and Working Conditions, Eurofound, Ireland)
Welcome Address: 11:30 – 12:00 Room: TLC042 Chair: Professor Barbara Bechter (Durham University, UK) Chair of the 14th ILERA European Congress	Welcome address and remarks by: Professor Karen O’Brien Vice-Chancellor and Warden (Durham University, UK) Professor Kieran Fernandes Executive Dean (Business) (Durham University, UK)
Plenary 2: 17:00 – 18:00 Room: TLC042 Chair: Professor Guglielmo Meardi (Scuola Normale Superiore, Italy)	Plenary Speaker: Professor Jason Heyes (Sheffield University, UK) Re-examining youth transitions: structure, agency and capability

Plenary, opening, and closing sessions continued

Day 2: Thursday 11 September 2025

Day 2 – Session information	
<p>Plenary 3: 11:00 – 12:00 Room: TLC042 Chair: Professor Andrew Pendleton (University of New South Wales, Australia)</p>	<p>Plenary Session: Meet the Editors The current state and future of academic journals and publishing in the field of industrial relations 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 Alex Colvin (Cornell University, USA) from ILR Review Markus Hertwig (Ruhr University Bochum, Germany) from Industrielle Beziehungen/German Journal of Industrial Relations Andy Hodder (University of Birmingham, UK) 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</p>
<p>Plenary 4: 17:00 – 18:00 Room: TLC042 Chair: Professor Peter Turnbull (Bristol University, UK)</p>	<p>Plenary Speaker: Professor Valeria Pulignano (KU Leuven, Belgium) Inequality in precarious work. Directions for industrial & employment relations research</p>

Day 3: Friday 12 September 2025

Day 3 – Session information	
<p>Plenary 5: 11:00 – 12:00 Room: TLC042 Chair: Professor Barbara Bechter (Durham University, UK)</p>	<p>Plenary Speaker: Professor Adrian Wilkinson (Griffith University, Australia) Employee voice at work: evolution and perspectives</p>
<p>Closing ceremony: 15:00 – 16:30 Room: TLC042 Chair: Professor Barbara Bechter (Durham University, UK)</p>	<p>Closing address and presentation of the future of the ILERA by: Professor Rae Cooper (Sydney University, Australia) President of the ILERA Professor Barbara Bechter (Durham University, UK) Chair of the 14th ILERA European Congress</p>

Keynote speakers at the Opening Ceremony



Professor Kieran Fernandes,
Executive Dean,
Durham University
Business School

Professor Kieran Jude Fernandes is the Associate Pro-Vice-Chancellor (Development and Engagement) and Professor of Operations Management at Durham University Business School. Prior to this role, he held the roles of Executive Dean (Interim), Associate Dean and Head of Department (Management & Marketing) at the Business School. Professor Fernandes is a Fellow of the Academy of Social Sciences, the Executive Director of the Northern Powerhouse Innovation Observatory, Fellow of University College Durham, and Fellow of the Wolfson Research Institute. He held academic positions at the Universities of Warwick and York and as a consulting

Professor at the Cabinet Office's Civil Contingencies Secretariat. He was appointed by the UK Secretary of State for International Development as a Non-Executive Director of the UK National Commission (UKNC) for UNESCO with special responsibility for Higher Education, and in 2017 was elected vice-chair of the UKNC. He is a Director of the Global Gateway's Federation and Governor at several schools. He currently sits on a range of advisory panels covering various aspects of Operations and Innovation Management and is on the Academic Advisory Council member of the Chartered Management Institute.



Professor Karen O'Brien,
Vice-Chancellor and Warden,
Durham University

Professor Karen O'Brien joined Durham University as Vice-Chancellor and Warden in January 2022. As the chief executive, she has overall responsibility for the educational and research mission of England's third oldest university, reporting to its Council of trustees. Since joining she has led Durham University through a significant period of strategy renewal, with a focus on key areas of research growth (particularly in the sciences), access and inclusion, financial sustainability, equality and inclusion, and sustainable development goals in both the region and the wider world. She has worked to strengthen Durham's global reputation, and to support research excellence across all disciplines. As VC she engages extensively in national HE policy including as a member of the Russell Group Board. She has also worked with universities, public sector and industry partners greatly to enhance the role Durham plays in the North East region for economic growth and social mobility.

Before joining Durham, she was for five years a member of the senior team at the University of Oxford where she was Head of the Humanities Division. During that time the Division increased its position near or at the top of the global and national league tables, enjoyed unprecedented research grant

success, and secured unprecedented levels of philanthropic gifts to endow scholarships, academic posts and key activities. She was the driving force behind the University's new, £150m Schwarzman Centre for the Humanities. As part of this project she established a new Institute for the Ethics of Artificial Intelligence. Prior to joining Oxford, she was Vice-Principal for Education at King's College London, PVC (Education) at the University of Birmingham, and chair of the Russell Group Pro-Vice-Chancellors for Teaching and Learning.

She originally studied at Oxford and at the University of Pennsylvania. She spent most of her earlier career teaching and publishing research, and held academic posts at the universities of Warwick, Cardiff and Cambridge. She is a former Harkness Fellow, a Fellow of the Royal Society of Arts, a Fellow of the English Association, and an Honorary Fellow of Peterhouse, Cambridge, and of St Cross College, Oxford. She has published widely on the literature and intellectual history of the European Enlightenment. Her first book won the British Academy's Rose Mary Crawshay prize. She is a regular contributor to BBC Radio 4, BBC World Service and other media networks.

Keynote speakers at the track plenary sessions



Susan Hayter,
Senior Advisor to the
Deputy Director-General
at the International Labour
Organization (ILO)

Susan has had a long career as a researcher on Industrial and Labour Relations, focusing on the changing nature of work and its implications for collective labour relations and labour governance. She was the lead author of the first ILO Flagship Report on Social Dialogue 2022: Collective bargaining for an inclusive, sustainable and resilient recovery. She was also responsible for the report of the ILO Global Commission on the Future of Work, Work for a Brighter Future (ILO, 2019). Additionally, she was a contributing author and editor of several volumes and articles, including Making and Breaking Gender

Inequalities in the World of Work, with Prof. Mia Rönnmar (ILO and Edward Elgar, 2024); Industrial Relations in Emerging Economies: The Quest for Inclusive Development (ILO and Edward Elgar, 2018); Collective Agreements: Extending Labour Protection, with Prof. Jelle Visser (ILO, 2018) and The Role of Collective Bargaining in the Global Economy (ILO and Edward Elgar, 2011). Prior to joining the ILO, she was the Director of the Independent Mediation Service of South Africa (Western and Northern Cape). She studied Industrial Relations at the London School of Economics.



Jason Heyes,
Professor of Employment Relations
at Sheffield University Management
School (SUMS) and director of the
school's Centre for Decent Work
(CDW) research centre

Jason's main research interest is in the connections between employment relations, political economy and public policy. His current research is focused on workers' labour market transitions, underemployment and work intensity, skills and the governance of labour issues. He is currently leading an ESRC-funded project on 'The Transitions of Young Workers in the UK Labour Market: Consequences for Careers, Earnings, Health and Wellbeing' and is also the academic lead

for the Yorkshire, Humber and North East Regional Productivity Forum, which is part of the ESRC-funded 'The Productivity Institute' (TPI). He has undertaken research projects for the European Trade Union Institute, the European Commission and the Low Pay Commission and has regularly acted as a research consultant for the International Labour Organisation (ILO), mainly on issues related to labour administration.



Valeria Pulignano,
Professor of Sociology of work,
employment (industrial) relations and
labour markets and Francqui Research
Professor of Sociology at the Centre
for Sociological Research at KU Leuven

Valeria holds a Ph.D. in Sociology and a scholarly background in socio-economic studies. She is Coordinator of the RN17 Work, Employment and Industrial Relations at the European Sociological Association (ESA), a researcher at the Inter-University Research Centre on Globalization and Work (CRIMT), research fellow at IRRU - Warwick University (UK) and LISER, Luxemburg. She is editor of Work, Employment and Society and associate editor of the Journal of Industrial Relations and former chief-editor of Work, Employment & Organizations (Frontiers). Valeria's research lies in work, employment (industrial) relations and labour markets, their changing nature and

implications for voice at work and inequality as differences in wages, working conditions, job quality, precarity and wellbeing across different sectors and national settings. She is PI of an ERC Advanced Grant ResPectMe, Winner of the James G. Scoville Award 2015 from LERA, and she holds a Chair Jacques Leclercq at UCL. She has a forthcoming book with OUP on The Politics of Unpaid Labour: How the study of unpaid labour can help address inequality in precarious work. Among her recent books Shifting Solidarities (2020, Palgrave-MacMillan) with I. Van Hoyweghen and G. Meyers, and Reconstructing Solidarity (2018, Oxford University Press) with V. Doellgast and N. Lillie.



Adrian Wilkinson,
Distinguished Professor of
Human Resource Management
and Employment Relations at
Griffith University

Adrian was the Founding Director of the Centre for Work, Organisation and Wellbeing at Griffith University (2006 to 2020). He studied at the LSE and Durham University and worked at the Manchester School of Management, University of Manchester Institute of Science and Technology, and Loughborough University, where he was Professor of Human Resource Management and also served as Director of Research for the Business School. Adrian is a Fellow of the Academy of Social Sciences in the UK and Australia. He has authored/co-authored/edited 30 books and more than 200 articles in academic journals. Books include 'Developing Positive Employment

Relations: International Experiences of Labour Management Partnerships' (Palgrave, 2016); 'A Very Short, Fairly Interesting and Reasonably Cheap Book about Employment Relations' (Sage 2017), 'The Routledge Companion to Employment Relations' (Routledge, 2018); 'The Sage Handbook of Human Resource Management' (Sage, 2019); 'The Future of Work and Employment' (Elgar, 2020); 'The Handbook of Research on Employee Voice' (Elgar, 2020), 'Human Resource Management: a very short introduction' (Oxford University Press, 2022); 'Human Resource Management at Work'; (Kogan Page, 2024) and 'Contemporary Human Resource Management' (Sage, 2024).

Lunch sessions



Lunch sessions at the ILERA 2025 conference will take place in the TLC’s Social Learning Area on the second floor. The sessions provide informal opportunities for conference participants to meet colleagues, network, and discuss special matters and activities.

Day 1: Wednesday 10 September 2025

Lunch Session	
Lunch Session 1: 12:00 – 13:00 Room: TLC Social Learning Area Second Floor Chair: Professor Rae Cooper (Sydney University, Australia) President of the ILERA	ILERA Study Group lunch session Introduction and presentation of study group activities by: <ul style="list-style-type: none">• Professor Rae Cooper (Sydney University, Australia)• Professor Barbara Bechter (Durham University, UK)• ILERA study group conveyors

Day 2: Thursday 11 September 2025

Lunch Session	
Lunch Session 2: 12:00 – 13:00 Room: TLC Social Learning Area Second Floor Organiser: Professor Bernd Brandl (Durham University, UK)	Meet the editors over lunch Editors will be available for conversations with conference participants over lunch. The list of editors/journals includes: <ul style="list-style-type: none">• 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• Alex Colvin (Cornell University, USA) from ILR Review• 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	
Lunch Session 3: 12:00 – 13:00 Room: TLC Social Learning Area Second Floor Chair and organiser: Professor Jill Rubery (Manchester University, UK)	Mini-launch of Work-Net International Mini-launch of Work-Net International by Professor Jill Rubery (Manchester University, UK) Speakers: <ul style="list-style-type: none">• Professor Rae Cooper (Sydney University, Australia) President of the ILERA• Professor Aristea Koukiadaki (International Labour Organization (ILO), Switzerland/University of Manchester, UK) from the International Labour Review

Meeting and special interest group sessions

Day 1: Wednesday 10 September 2025

Session information	
Time: 13:00 – 14:30	Special Interest Group: ILERA Access to Justice Study Group Session: Proposed Task Force on International Workplace Neutrals Organiser
Room: TLC124	
Chair: Professor Richard Fincher, Adjunct Professor of Asian Studies and Dispute Resolution, Cornell University ILR, Co-Chair of ILERA Access to Justice Study Group, Fulbright Scholar to Vietnam, Member of the National Academy of Arbitrators	Speakers: <ul style="list-style-type: none">• Christopher Albertyn, Mediator and Arbitrator, Toronto, Vice-President of the National Academy of Arbitrators, educated and worked in South Africa, Former Co-Chair of ILERA Access to Justice Study Group• Professor Sara Slinn, Osgoode Hall Law School, York University, Labor Arbitrator, Toronto, Co-Editor of the Comparative Labor Law and Policy Journal Themes: <ul style="list-style-type: none">• Emerging acceptance of international workplace neutrals in the global supply chain• Enforceable Brand Agreements and international workplace neutrals• Acceptability of workplace neutrals in the global supply chain• Vision of an international roster of workplace mediators and arbitrators• NAA Task Force on International Workplace Neutrals

Day 2: Thursday 11 September 2025

Session information	
Time: 09:00 – 10:30	Session title: Editorial Board Meeting: European Journal of Industrial Relations
Room: TLC124	
Chair: Professor Bernd Brandl (Durham University, UK)	Theme: Meeting of members of the editorial board
Time: 12:00 – 13:00	Session title: ILERA Executive Committee meeting
Room: TLC124	
Chair: Professor Rae Cooper (University of Sydney, Australia)	Theme: Meeting of members of the ILERA Executive Committee

Conference events

ILERA 2025 drinks reception
Date: Wednesday 10 September
Time: 18:15 – 22:00
Location: Redhills Durham Miners’ Hall, Flass Street, Durham DH1 4BE
Opened in 1915 in Durham city centre, Redhills is a Grade II listed building and home to the Pitman’s Parliament – one of Europe’s finest examples of trade union architecture, where miners once shaped their industry’s future.
The drinks reception is free of charge for all registered participants of the ILERA 2025. We kindly ask participants to wear their conference name badge during the drinks reception. A selection of alcoholic and non-alcoholic drinks as well as appetisers and canapés will be served.
We will start the evening at 18:30 with an introduction to the Miner’s Hall by Professor John Tomaney, Redhills Chair of Trustees and Professor of Urban and Regional Planning in the Bartlett School of Planning, and Pro-Provost (Regional Communities) University College London. The event is expected to finish at 22:00.
Coaches will be provided to transport participants to and from the Redhills Miner’s Hall, leaving from the bus stop opposite the TLC on South Street from 18:15-18:45. Participants are also free to make their own way to the Redhills Miner’s Hall, which can be conveniently reached by a 25-minute walk from the TLC, a 13-minute walk from Durham city centre, and a 9-minute walk from Durham railway station.

ILERA 2025 conference dinner
Date: Thursday 11 September
Time: 18:15 – 22:00
Location: University Castle, Palace Green, Durham DH1 3RW
Since 1837, Durham Castle has housed University College, the oldest college of Durham University. Together with Palace Green and Durham Cathedral, it forms part of a UNESCO World Heritage Site.
We will start the evening with a drinks reception at 18:30 followed by dinner in the Great Hall from 19:00. The dinner is expected to finish at 22:00.
PLEASE NOTE: A ticket is needed for the conference dinner. The conference dinner can only be attended by participants who have purchased tickets!





Parallel sessions

Day 1: Wednesday 10 September 2025

Parallel Sessions 1: 13:00 – 14:30

For parallel sessions: all presenting authors are in bold

Room: TLC042

See
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Special Session: Labour law re-quantified: business ready, international labour regulation policy, and the future of labour indices

Organised and chaired by: Professor Deirdre McCann (Durham University, UK)

Discussant: Professor Bernd Brandl (Durham University, UK)
Susan Hayter (International Labour Office, Switzerland)
Dr. Peter Kerckhofs (Eurofound, Ireland)

Panel discussion and presentations by:

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

Room: TLC033

See
p61

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?

Organised by: Professor Greg J. Bamber (Monash University, Australia)

Roundtable discussion co-chaired by:

- Professor Greg J Bamber (Monash University, Australia)
- Professor Mark Stuart (Leeds University Business School, UK)

Room: TLC040

Session Title: Changing jobs, professions and qualifications

Chair: Sandra Vogel (IW Köln, German Institute for Economic Research)

Presenters:

- *From assembly platforms to education pioneers? Employer preferences on vocational education and training in FDI-led growth regimes of Central and Eastern Europe*
 - **Monika Martišková**, Marta Kahancová, Lucia Kováčová
- *Semiconductors and quality jobs: does the EU “Chips Act” have a social dimension?*
 - **Matteo Avogaro**
- *Career mobility in Italy: hypotheses on trends across cohorts and periods*
 - **Davide Bussi**, Mario Lucchini, Serafino Negrelli
- *Integration of Arabs in Israel into STEM occupations: barriers and opportunities in the post-pandemic era*
 - **Ilan Shdema**, Keren Michael

Parallel sessions cont.

Day 1: Wednesday 10 September 2025

Parallel Sessions 1: 13:00 – 14:30

Room: TLC113

Special Session: Implementation and negotiation of AI in the workplace

Organised by: Manuel Nicklich (Friedrich-Alexander-Universität Erlangen-Nürnberg) and Professor Sabine Pfeiffer (Friedrich-Alexander-Universität Erlangen-Nürnberg)

Session title: AI and new forms of co-determination

Chair: Professor Sabine Pfeiffer (Friedrich-Alexander-Universität Erlangen-Nürnberg)

Presenters:

- *Facing the algorithm: a multi-case study of Canadian trade unions’ strategies in regulating AI*
 - Olivier Jégou, Xavier Parent-Rochelleau, **Vincent Pasquier**, Julie M.E. Garneau
- *Reverse co-determination, negotiating the socio-technical impacts of AI in the workplace*
 - **Mario Ottaiano**, Daniel Schweiß
- *Expectations towards the implementation of AI: a comparative perspective*
 - **Lasse Marz**, Anja-Kristin Abendroth

Room: TLC116

Session title: Work and working conditions in a digital economy

Chair: Professor Anna Ilsøe (FAOS, University of Copenhagen, Denmark)

Presenters:

- *The right to disconnect: a challenge for the self-directed employee?*
 - **Kristine Nergaard**, Mona Bråten, Rolf Andersen
- *Digitalisation and just transition along the agrifood system: the case of the processed tomato supply chain in Italy*
 - **Luca Villaggi**, Emanuele Leonardi, Valentina Castellini
- *Governing participatory AI: how industrial relations shape algorithmic management in Italian workplaces*
 - **Ivana Pais**, Davide Bisi

See p55

Parallel Sessions 1: 13:00 – 14:30

Room: TLC117

Session Title: The multiple implications of the digitalisation of work

Chair: Silvia Girardi (FAOS, University of Copenhagen, Denmark)

Presenters:

- *Data doesn’t manage itself: local management and datafiction in MNCs*
 - **Yennef Vereycken**, Valeria Pulignano, Lynford Dor
- *Religious workers in crisis: adaptive strategies of Romanian religious institutions during Covid-19*
 - **Adrian Gog**
- *Digitalisation as new social risk for young workers: a comparative analysis for Portugal, Romania, Spain, and Turkey*
 - Muradiye Ates, Esra Kabaklarli, Anabela Mesquita, **Gabriela Neagu**, Daniel Perez Del Prado
- *Key aspects that define the architecture of digital care platforms*
 - **Isabel María Barrero Velázquez**, Sofía Pérez de Guzmán Padrón

Room: TLC123

Session Title: Gender aspects and dimensions in industrial relations

Chair: Professor Jane Parker (ETUI, Belgium)

Presenters:

- *An ecosystem approach to sexual harassment: rethinking drivers and responses in retail work*
 - **Rae Cooper**, Laura Good, Elizabeth Hill, Meraiah Foley, Suneha Seetahul
- *Union avoidance through violence: when organised crime becomes a personnel management provider. An extreme case study in the logistics sector*
 - **Tea Maistro**, Anna Mori, Marco Guerri, Giovanni Radaelli
- *Call it out! But what should we call it?: an analysis of the conceptualisation of ‘workplace sexual harassment’*
 - **Ruth Beresford**, Bob Jeffery, Rebecca White

Parallel sessions cont.

Day 1: Wednesday 10 September 2025

Parallel Sessions 1: 13:00 – 14:30
Room: TLC129
Session Title: Precarious work
Chair: Professor Adam Mrozowicki (University of Wrocław, Poland)
Presenters: <ul style="list-style-type: none">• <i>Child labour in Turkish hazelnut production: a case study for due diligence legislation</i><ul style="list-style-type: none">◦ Çağla Erdoğan• <i>Ignoring the new precariat: tripartite institutions and bridge employment</i><ul style="list-style-type: none">◦ Gadi Nissim, Lilach Lurie• <i>Organising for better conditions in the Scottish video game industry</i><ul style="list-style-type: none">◦ Daniel Jordan• <i>(Re-)examining structured antagonism in the context of cooperative employment relations</i><ul style="list-style-type: none">◦ Reece Garcia
Parallel Sessions 2: 15:00 – 16:30
Room: TLC042
Special Session: Industrial relations research(ers) and their professional associations
Organised by: Professor Peter Turnbull (Bristol University, UK)
Chair: Professor Rae Cooper (University of Sydney, Australia)
<p>This Special Session will focus on the work of our respective national and international professional associations and how they can support IR research(ers) at a time of profound industrial, intellectual and institution change. The survival of any scientific discipline or field of study is not simply dependent on a particular object of research, specialist knowledge, theories and research methods, but most importantly on some institutional manifestation in the form of subjects taught at universities, respective academic departments, and professional associations connected to it (Krishnan 2009). With the closure of IR departments, courses and degree programmes, the role of our professional associations assumes ever greater importance.</p> <p>• Panel discussion with participation of:</p> <ul style="list-style-type: none">• Professor Jim Arrowsmith (Massey University of New Zealand, New Zealand)• Professor John W. Budd (University of Minnesota, Carlson School of Management, United States)• Frikkie De Bruin (Public Service Coordinating Bargaining Council, South Africa)• Professor Aristeia Koukiadaki (International Labour Organization (ILO), Switzerland/ University of Manchester, UK)• Sophie Rosenbohm (University of Duisburg-Essen, Germany)

Parallel Sessions 2: 15:00 – 16:30
Room: TLC039
Session Title: Legal and institutional frameworks for and within industrial relations
Chair: Jon Erik Dølvik (Fafo, Norway)
Presenters: <ul style="list-style-type: none">• <i>Labour law as a tool for rethinking work beyond productivism: identifying and classifying latent utopias</i><ul style="list-style-type: none">◦ Elise Dermine, Juliette van Ypersele• <i>Personal debt burden and union jobs: evidence from the United States</i><ul style="list-style-type: none">◦ Po Yin Wong, Giorgos Gouzoulis, Giorgos Galanis• <i>Re-examining the ‘Model Employer’ approach to public sector employment relations: shifting meanings, values and consequences in a UK context</i><ul style="list-style-type: none">◦ Ian Kessler, Stepen Bach, Nick Krachler• <i>Horizontal subsidiarity as a functional leitmotif in a multi-actor and multi-level industrial relations system</i><ul style="list-style-type: none">◦ Christian Welz
Room: TLC040
Session Title: Different pathways and trajectories in industrial relations
Chair: Peter Kerckhofs (Eurofound, Ireland)
Presenters: <ul style="list-style-type: none">• <i>Social democratic paths to UK prosperity: reforming the employment relationship for productivity and economic growth</i><ul style="list-style-type: none">◦ Guy Vernon• <i>Wage spillovers between public and private sectors: evidence from the European Union</i><ul style="list-style-type: none">◦ Martin O’Brien• <i>The British Steel crisis as a reflection of the limitations of market-based restructuring regimes</i><ul style="list-style-type: none">◦ Chris McLachlan, Robert MacKenzie• <i>Neoliberal trajectories of reform in public education work: mechanisms of control and resistance in the labour process of school leaders</i><ul style="list-style-type: none">◦ Isabella Dabaja

Parallel sessions cont.

Day 1: Wednesday 10 September 2025

Parallel Sessions 2: 15:00 – 16:30	
Room: TLC113	See p55
Special Session: Implementation and negotiation of AI in the workplace	
Organised by: Manuel Nicklich (Friedrich-Alexander-Universität Erlangen-Nürnberg) and Professor Sabine Pfeiffer (Friedrich-Alexander-Universität Erlangen-Nürnberg)	
Session Title: AI and (new) actors of workplace-regulation	
Chair: Manuel Nicklich (Friedrich-Alexander-Universität Erlangen-Nürnberg)	
Presenters:	
<ul style="list-style-type: none">AI regulation at the workplace: a look on actors, resources and practices in German companies<ul style="list-style-type: none">Thomas Haipeter, Manfred Wannöffel, Paul-Fiete Kramer, Alexander RanftNew vocational training with AI – implementation and negotiation of AI in the context of vocational and in-company training systems<ul style="list-style-type: none">Ina KrauseWorks councils and artificial intelligence in the workplace. Variation within the “German model”<ul style="list-style-type: none">Martin Krzywdzinski, Philip Wotschack, Mario OttaianoExploring productivity gains and stakeholder negotiations in AI implementation – a case study of a German industrial company<ul style="list-style-type: none">Leon Hellbach, Philip Wotschack	
Room: TLC106	
Session Title: Industrial conflict	
Chair: Kurt Vandaele (Etui, Belgium)	
Presenters:	
<ul style="list-style-type: none">‘What are they smoking?’ A critique of South African jurisprudence on the dismissal of employees for violent conduct during a strike<ul style="list-style-type: none">Rochelle Le RouxIndustrial action in Europe: what can labour disputes in Europe predict about the future of Europe’s critical sectors?<ul style="list-style-type: none">Victoria Cojocariu, Maria SedlakovaThe emergence of alternative datasets on work stoppages: examining possibilities and challenges in the United States and the United Kingdom<ul style="list-style-type: none">Andy Hodder, John Kallas, Deepa Kylasam Iyer, Stephen MustchinA decade later: assessing the constitutional right to strike in Canada<ul style="list-style-type: none">Larry Savage, Alison Braley-Rattai	

Parallel Sessions 2: 15:00 – 16:30	
Room: TLC116	
Session Title: Regulating platform work	
Chair: Mikkel Mailand (FAOS, University of Copenhagen, Denmark)	
Presenters:	
<ul style="list-style-type: none">Social protection of platform workers in a comparative and European perspective<ul style="list-style-type: none">Olga ChesalinaDigital platform work relations: a comparison between the USA and the EU<ul style="list-style-type: none">Isabel da CostaConnecting the dots between the Platform Work Directive and some existing EU social acquis: a missed opportunity for the Platform Work Directive<ul style="list-style-type: none">Ilda DurriObstacles 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)<ul style="list-style-type: none">Johannes Specht, Amélie Sutterer-Kipping	
Room: TLC117	
Session Title: Gender inequality and the role of trade unions and laws	
Chair: Professor Katherine Ravenswood (Auckland University of Technology, New Zealand)	
Presenters:	
<ul style="list-style-type: none">Progress, challenges and potential: the pursuit of gender equality in the workplace by trade unions in Europe<ul style="list-style-type: none">Jane Parker, Paula Mejia-Gonzalez, Wouter Zwysen, Bart VanherckeLessons from the past: trade unions, the equal pay act 1970, and campaigning for gender equality at work in challenging times<ul style="list-style-type: none">Frances GaltConceptualising the countervailing power of trade unions through social dialogue: a framework for women’s representation in welfare policy reform<ul style="list-style-type: none">Sharlene Farrugia	

Parallel sessions cont.

Day 1: Wednesday 10 September 2025

Parallel Sessions 2: 15:00 – 16:30
Room: TLC101
Session Title: Care, health and wellbeing
Chair: Czarzasty, Jan (SGH Warsaw School of Economics, Poland)
Presenters: <ul style="list-style-type: none">• <i>Between oppression and innovation: the ethos of care and workers’ organising in Poland and Italy</i><ul style="list-style-type: none">◦ Adam Mrozowski, Luca Villaggi• <i>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><ul style="list-style-type: none">◦ Vincenzo Pietrogiovanni• <i>Comparative analysis of occupational safety and health practices in the hospital sector: the role of industrial relations in Italy and the UK</i><ul style="list-style-type: none">◦ Manuela Galetto, Barbara Bechter• <i>Health and well-being – the missing dimensions in the just transition discourse?</i><ul style="list-style-type: none">◦ Adrien Thomas, Nadja Dörflinger
Room: TLC124
Session Title: Issues in European and transnational industrial relations
Chair: Martin Behrens (WSI/Hans-Boeckler-Foundation, Germany)
Presenters: <ul style="list-style-type: none">• <i>Unravelling the diffusion of telework regulation in Spain: actor networks shed light on collective bargaining results within a multi-level bargaining system</i><ul style="list-style-type: none">◦ Martí Fernández Saboya, Óscar Molina Romo, Pablo Sanz de Miguel• <i>Logistical power at risk – shipping companies redefining strategic control and labour conflict in ports (the case of the privatised Port of Hamburg)</i><ul style="list-style-type: none">◦ Jule Elena Westerheide, Janina Puder• <i>Adaptations in the wake of Brexit: revisiting the home-country effect on European Works Councils in Germany, France and the United Kingdom</i><ul style="list-style-type: none">◦ Louis Lines, Marco Hauptmeier• <i>Zone of contestation, quality of working life (QWL) and technological change in the automotive industry</i><ul style="list-style-type: none">◦ Valeria Pulignano, Lorenzo Frangi, Yennef Vereycken, Lynford Dor, Tod Rutherford

Day 2: Thursday 11 September 2025

Parallel Sessions 3: 09:00 – 10:30
For parallel sessions: all presenting authors are in bold
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: <p>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.</p>
Room: TLC123
Special Session: What is the future for flexible working after the Covid-19 pandemic?
Organised by: Professor Clare Kelliher (Cranfield University, UK) and Professor Christine Edwards (Kingston University, UK)
Chair: Professor Greg Bamber (Monash University, Australia)
Panel discussion and presentations by: <ul style="list-style-type: none">• Professor Jill Rubery (Manchester University, UK)• Dr Yvonne Lott (Hans Böckler Foundation, Germany)• Dr Maria Adamson (Queen Mary University, UK)• Professor Pascale Peters (Nyenrode University, Netherlands)
Room: TLC039
Session Title: Industrial relations and work systems
Chair: Aarron Atkinson-Toal (Durham University, UK)
Presenters: <ul style="list-style-type: none">• <i>Converging and diverging patterns in employment relations: the case of the Republic of Ireland (ROI) and Northern Ireland (NI)</i><ul style="list-style-type: none">◦ Agnese D’Anna• <i>Wage flexibility in different wage formation regimes</i><ul style="list-style-type: none">◦ Bjorn Dapi, Elin Svarstad• <i>Trade union density in times of multiple crises: a European comparison of union membership structures</i><ul style="list-style-type: none">◦ Lennart Eckle• <i>Lord Anthony Ashley Cooper: factory reforms, the original reformer and the cross</i><ul style="list-style-type: none">◦ Prakhar Ganguly

Parallel sessions cont.

Day 2: Thursday 11 September 2025

Parallel Sessions 3: 09:00 – 10:30

Room: TLC040

Session Title: International and comparative perspectives on trade unions

Chair: Professor Andrea Signoretti (University of Trento, Italy)

Presenters:

- Youth engagement and the future of trade unions in Malaysia: the case of the National Union of Plantation Workers (NUPW)
 - Balakrishnan Parasuraman, Uganewaran Cilamuthu, Jayaraj Vijaya Kumaran, Mohammad Firdaus Nizam, Murugaiah Parasuraman, Nazanin Dara
- Unions shops and the union default in comparative perspective
 - Mark Harcourt, Gregor Gall
- Working towards SDG 8: management and union
 - Jan Ivan Santamaria
- Electronic performance monitoring and the future of fair work
 - Tom Montgomery

Room: TLC106

Special Session: Workshop for developing papers on gender and industrial relations

Organised by: Professor Rae Cooper (University of Sydney, Australia), Jennifer Tomlinson (University of Leeds, UK), Dr. Laura Good (University of Sydney, Australia), Professor Chris F. Wright (University of Sydney, Australia)

Session Title: Theory, actors and institutions

Chair: Professor Rae Cooper (University of Sydney, Australia)

Presenters:

- Six frames of reference on gender equality in the employment relationship
 - Johanna Macneil, Meraiah Foley
- The role of political parties in shaping women’s labour market policies and outcomes: a longitudinal analysis of party characteristics, positions, and effects
 - Ryan Lamare, John Budd
- Accidental or committed success? Industrial relations, wage setting institutions and decreasing gender pay gaps in southern Europe
 - Marti Lopez-andreu, Hugo Figueredo, Jill Rubery, Isabel Tavora

See p55

Parallel Sessions 3: 09:00 – 10:30

Room: TLC116

Session Title: The digitalisation of work and employment

Chair: Professor Anna Ilsøe (FAOS, University of Copenhagen, Denmark)

Presenters:

- Transaction costs in the digital economy: on-line labour markets and the erosion of standard employment contracts
 - Peter Turnbull, Peter Gahan
- Employee involvement in digital transformation at work: shaping the introduction of AI and automation technologies in UK finance companies
 - Esme Terry, Mark Stuart
- Overqualified for the job? The relationship between technological change, Works Councils and underutilisation of human capital in German firms
 - Myriam Baum, Felix Lukowski, Ana Santiago Vela, Kathrin Weis
- Digitalisation, job quality and the role of industrial relations: the case of the Motor Valley in Emilia-Romagna, Italy
 - Sara Caria, Lisa Dorigatti, Francesco Gentilini, Laura Leonelli, Angelo Moro, Matteo Rinaldini

Room: TLC117

Session Title: Industrial relations systems, collective bargaining and the digital transformation of work

Chair: Wike Been (University of Groningen, NL)

Presenters:

- Interest heterogeneity, mobilisation capacities and selective representation: trade unions’ challenges of regulating platform work in Germany
 - Fabian Beckmann, Fabian Hoose
- Inscribing collective bargaining power into digital technology? Case study evidence from the German hospital workers movement
 - Isabell Mader, Ingo Singe
- Re-discovering “structured antagonism”: exploring the origin of strikes around remote work
 - Luigi Di Cataldo, Lisa Dorigatti, Francesco Gentilini, Matteo Rinaldini
- Beyond workplace co-determination: collective agreements and digitalisation in Germany
 - Nele Dittmar, Isabel Kleefeld

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Parallel sessions cont.

Day 2: Thursday 11 September 2025

Parallel Sessions 3: 09:00 – 10:30

Room: TLC101

Special Session: Power resources in contemporary employment relations

See p57

Organised by: Jens Arnholtz (FAOS, University of Copenhagen, Denmark) and Bjarke Refslund (Aalborg University, Denmark)

Chair: Jens Arnholtz (FAOS, University of Copenhagen, Denmark) and Bjarke Refslund (Aalborg University, Denmark)

Presenters:

- *A new development in power resource theory*
 - **Bjarke Refslund**, Jens Arnholtz
- *Trade unions’ power resources in the European shipbuilding industry: the role of cross-border mobility*
 - **Aurora Trif**, Anne-Mette Ødegård, Ines Wagner
- *Reconsidering power, interests and bargaining in industrial relations research: an actor-relations-approach to labour conflicts*
 - **Jule Elena Westerheide**, **Markus Hertwig**, **Patrick Witzak**, **Martin Lenzner**

Room: TLC129

Session Title: Crises and the role of industrial relations

Chair: Wouter Zwysen (Etui, Belgium)

Presenters:

- *Changing job retention schemes during the pandemic in Scandinavia: Attitudes shaped by personal or collective experiences?*
 - **Balder Blinkenberg**, Laust Høgedahl, Anders Esbjerg Nielsen, Stine Rasmussen, Jørgen Svalund
- *Who bore the brunt of the pandemic, and what was different this time?*
 - **Jørgen Svalund**, Bjørn Dapi
- *Minimum wage, living wage and minimum guaranteed income in the European South: towards a new model for shaping industrial relations.*
 - **Maria Antonopoulou**
- *The role of industrial relations in the just transition: assessing outcomes, mechanisms and preconditions*
 - Francesco Bagnardi, Lisa Dorigatti, **Laura Leonelli**

Parallel Sessions 4: 13:00 – 14:30

For parallel sessions: all presenting authors are in bold

Room: TLC033

Special Session: Migration and employment: policy challenges and interdisciplinary insight

See p59

Organised by: Professor Guglielmo Meardi (Scuola Normale Superiore, Italy)

Chair: Ines Wagner (University of Oslo, Norway)

Presenters:

- *Ethnic segmentation of the labour market: fragmenting power and representation?*
 - **Guglielmo Meardi**
- *The unsettling nature of immigration: labour migration, racism, and discrimination*
 - **Patrick McGovern**
- *On how traditions, cultural practices, and memories shape trade union responses to labour migration: the case of Spain*
 - **Miguel Martinez Lucio**, Stefania Marino, Heather Connolly, 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*
 - **Zinovijus Ciupijus**

Room: TLC040

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

Chair: Janice Bellace (Wharton School at the University of Pennsylvania, United States)

Presenters:

- *The impact of minimum wages and collective bargaining on gender inequality across European countries*
 - Arne Baumann, **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*
 - **Deborah Dean**, Valeria Pulignano, Anne-marie Greene
- *The influence of gender equality on employment relations and social policies in the South African Public service*
 - Christopher Phiri, **Frikkie De Bruin**

Parallel sessions cont.

Day 2: Thursday 11 September 2025

Parallel Sessions 4: 13:00 – 14:30

Room: TLC113

Session Title: Advancing fairness and diversity in organisations

Chair: Dr Gokce Basbug (Durham University, UK)

Presenters:

- 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
 - Julia Hansch
- Paid FDV leave in Australia: policy, practice, and the barriers to effective implementation
 - Renata Casado, Mihajla Gavin, Kantha Dayaram
- Management opposition in times of crisis
 - Patrick Nüß

Room: TLC106

Special Session: Workshop for developing papers on gender and industrial relations

Organised by: Professor Rae Cooper (University of Sydney, Australia), Jennifer Tomlinson (University of Leeds, UK), Dr. Laura Good (University of Sydney, Australia), Professor Chris F. Wright (University of Sydney, Australia)

Session Title: Gender discrimination and responses

Chair: Jennifer Tomlinson (University of Leeds, UK)

Presenters:

- Perceived discrimination and sexual harassment in the workplace: rethinking risk and vulnerability in contemporary work settings
 - Valeria Insarauto
- Home bargains, bargaining in the home: nannies and class reproduction power
 - Kate Hardy, Katie Cruz, Xanthe Whittaker
- Combating sexual harassment through collective bargaining
 - Shannon Potter, Rachel Aleks, Tina Saksida
- “Gender washing”: examining the effectiveness of gender equality initiatives in the workplace
 - Yvonne Ehrstein, Stefano Maiani, Geoffrey Wood

See p55

Parallel Sessions 4: 13:00 – 14:30

Room: TLC116

Session Title: Platform work and platform workers

Chair: Professor Ivana Pais (Università Cattolica del Sacro Cuore, Italy)

Presenters:

- Exploring degeneration and the prospects of regeneration in platform cooperatives’ – insights from multistakeholder platform cooperatives in the UK
 - Omoniyi Edward
- The Platform Work Directive: a milestone or a nothingburger?
 - Ilda Durri, Charalampos Stylogiannis, Mathias Wouters
- Identity regulation of content creators across different types of digital platforms
 - Yin Liang, Jeremy Aroles, Bernd Brandl
- The ‘Digital Moral Economy’ of care. How platforms legitimate AI-based algorithm management through welfare-based moral justifications of care services
 - Valeria Pulignano, Mathew Johnson, Claudia Mara, Milena Franke

Room: TLC117

Session Title: “Algorithmic” work and management

Chair: Professor Anna Ilsøe (FAOS, University of Copenhagen, Denmark)

Presenters:

- Algorithmic management under the Fairwork Lens: Germany’s location-based platform economy
 - Didem Özkiziltan Wagenführer, Patrick Feuerstein, Tobias Kuttler, Zeynep Karlidag, Debarun Dutta, Martin Krzywdzinski, Mark Graham
- Fighting ghosts? A comparative analysis of algorithmic management in manufacturing
 - Oscar Molina, Florian Butollo, Alejandro Godino, Anna Illsoe, Sander Junte, Trine Pernille Larsen
- Algorithms at work: new forms of control and monitoring of employees
 - Rolf Andersen, Mona Bråten
- Rethinking flexibility: autonomy and precarity in platform mediated work in Norway
 - Johanne Huseby, Kaja Reegård, Sigurd Martin Nordli Oppegaard

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Parallel sessions cont.

Day 2: Thursday 11 September 2025

Parallel Sessions 4: 13:00 – 14:30

Room: TLC123

Special Session: The collective representation and regulation of work in the creative sectors

See p58

Organised by: Professor Roberto Pedersini (Università degli Studi di Milano, Italy) and Professor Maarten Keune (Universiteit van Amsterdam, Netherlands)

Chairs: Professor Roberto Pedersini (Università degli Studi di Milano, Italy) and Professor Maarten Keune (Universiteit van Amsterdam, Netherlands)

Presenters:

- *Self-employment as an (un)successful strategy for navigating the contradictions of contemporary work*
 - **Petar Marceta**, Wike Been, Maarten Keune
- *Orchestra rehearsal. The success and challenges of workers' representation in a state-sponsored cultural service sector*
 - **Roberto Pedersini**
- *Should I stay or should I go now? Survival strategies and quitting in the cultural and creative industries*
 - **Wike Been**, Yosha Wijngaarden, Ellen Loots
- *In crunch we trust: overworking, industrial relations and professional communities in the Italian gaming sector*
 - **Luigi Burroni**, Giulia Cavallini

Room: TLC101

Special Session: Power resources in contemporary employment relations

See p57

Organised by: Jens Arnholtz (FAOS, University of Copenhagen, Denmark) and Bjarke Refslund (Aalborg University, Denmark)

Chairs: Jens Arnholtz (FAOS, University of Copenhagen, Denmark) and Bjarke Refslund (Aalborg University, Denmark)

Presenters:

- *Theorising power resources: class, union types, and resource configurations in the Nordic model*
 - **Kristin Jesnes**, Jesper Prytz
- *Power resources and unions' immediate and enduring policy influence during crises*
 - **Chris Wright**, Colm McLaughlin
- *The role of trade union power resources in experimenting with 'buying decent work': the case of the Italian public procurement protocols*
 - **Lisa Dorigatti**, Anna Mori

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Parallel Sessions 4: 13:00 – 14:30

Room: TLC124

Special Session: Access to justice in labour disputes

See p62

Organised by: Professor Julie Ringelheim (Louvain University, Belgium) and Laura William (University of Greenwich, United Kingdom)

Chair: Christian Welz (Eurofound, Ireland)

Presenters:

- *Exploring inequalities between plaintiffs in work discrimination cases. Belgium as a case-study*
 - **Julie Ringelheim**, Jogchum Vrielink, Olivier Struelens
- *Inequalities in labour justice: a state-of-the-art*
 - **Alizée Mosseray**
- *Intersectionality as a silent force: interrogating British employment tribunal discrimination claims*
 - **Laura William**, Jenny Rodriguez

Parallel Sessions 5: 15:00 – 16:30

Room: TLC033

Special Session: Comparative industrial relations research: towards Social Europe? An ETUI and transfer research round-up

See p56

Organiser and Chair: Professor Jane Parker (ETUI, Belgium)

Panel discussion:

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

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Parallel sessions cont.

Day 2: Thursday 11 September 2025

Parallel Sessions 5: 15:00 – 16:30	
Room: TLC113	
Session Title: Institutionalising decent work: corporate law, HRM, and sustainability	
Chair: Professor Stefan Zagelmeyer (University of Manchester, UK)	
Presenters:	
<ul style="list-style-type: none">• <i>The Impact of an HR Officer on the board of directors on human capital investment</i><ul style="list-style-type: none">◦ Katsuyuki Kubo, Ayako Ozaw• <i>From HRDD (Human Rights Due Diligence) to HRMDD (Human Resource Management Due Diligence)? – a labour law perspective on corporate sustainability due diligence</i><ul style="list-style-type: none">◦ Attila Kun• <i>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?</i><ul style="list-style-type: none">◦ Herman Voogsgeerd• <i>Corporate commitment to decent work and sustainable development: evidence from corporate reporting</i><ul style="list-style-type: none">◦ Stefan Zagelmeyer	
Room: TLC106	See p55
Special Session: Workshop for developing papers on gender and industrial relations	
Organised by: Professor Rae Cooper (University of Sydney, Australia), Jennifer Tomlinson (University of Leeds, UK), Dr. Laura Good (University of Sydney, Australia), Professor Chris F. Wright (University of Sydney, Australia)	
Session Title: Digitalisation and tech industry	
Chair: Professor Chris F. Wright (University of Sydney, Australia)	
Presenters:	
<ul style="list-style-type: none">• <i>Gender differences in fear of digitalisation: the role of institutional context, occupational segregation, and skill use</i><ul style="list-style-type: none">◦ Gokce Basbug• <i>Who benefits from robots? Gender and technology choices on the shop floor</i><ul style="list-style-type: none">◦ Ines Wagner, Virginia Doellgast• <i>Gendered responses to overwork culture: exit, voice, and loyalty in the Chinese tech industry</i><ul style="list-style-type: none">◦ Duanyi Yang, Tingting Zhang	

Parallel Sessions 5: 15:00 – 16:30	
Room: TLC116	
Session Title: Fairness and wellbeing in times of digitalisation of work and employment	
Chair: Professor Sissel Trygstad (Fafo, Norway)	
Presenters:	
<ul style="list-style-type: none">• <i>Fairness perceptions in crowdwork: a comparative analysis of MTurk and Upwork</i><ul style="list-style-type: none">◦ Patrick Witzak, Anna Korn, Markus Hertwig• <i>Happy together, resist alone: food delivery couriers’ strategies to defend dignity</i><ul style="list-style-type: none">◦ Bo-Yi Lee• <i>Warehouse work in the UK’s e-commerce fulfilment sector: does company size matter?</i><ul style="list-style-type: none">◦ Niall Cullinane, Conor McCabe, Tony Dundon, Debra Howcroft, Emma Hughes• <i>‘Balancing acts’: unveiling the influence of work–life balance on job satisfaction and productivity among East Malaysia’s public sector workers</i><ul style="list-style-type: none">◦ Oscar Dousin	
Room: TLC117	
Session Title: European industrial relations	
Chair: Lukas Lehner (University of Edinburgh, UK)	
Presenters:	
<ul style="list-style-type: none">• <i>European shipbuilding work 20 years after EU enlargement: levelling down or up?</i><ul style="list-style-type: none">◦ Jon Erik Dølvik, Aurora Trif, Ines Wagner, Guglielmo Meardi• <i>The role of social partners in the European semester</i><ul style="list-style-type: none">◦ Peter Kerckhofs, Mario Munta• <i>Resilience of European works councils after Brexit: the interplay of factors in bargaining dynamics</i><ul style="list-style-type: none">◦ Anna Frisone, Marcus Kahmann, Patrick Witzak, Markus Hertwig, Marco Hauptmeier, Louis Lines• <i>Evolution of European social dialogue: much ado about nothing?</i><ul style="list-style-type: none">◦ Tina Weber, Valeria Virgili, Angelina Atanasova	

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Parallel sessions cont.

Day 2: Thursday 11 September 2025

Parallel Sessions 5: 15:00 – 16:30

Room: TLC123

Special Session:
The collective representation and regulation of work in the creative sectors

See
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Organised by: Professor Roberto Pedersini (Università degli Studi di Milano, Italy) and Professor Maarten Keune (Universiteit van Amsterdam, Netherlands)

Chair: Professor Roberto Pedersini (Università degli Studi di Milano, Italy) and Professor Maarten Keune (Universiteit van Amsterdam, Netherlands)

Presenters:

- *Symphonic orchestras as a creative sector: working conditions, collective representation and regulation*
 - **Belisa Zoehler Giorgis**
- *Broadcast media workers: exploring collective representation options*
 - **Sara Slinn**
- *Who represents them? An analysis of employers' and workers' representation in the videogaming sector in Italy*
 - **Domenico Andrea Schiuma**
- *Work and workers in the video game industry: the case of the Turin video game production cluster*
 - **Nicola Costalunga**, Riccardo Fassone

Room: TLC124

Session Title: The transformation of German industrial relations

Chair: Stephen Mustchin (University of Manchester, UK)

Presenters:

- *Legal mobilisation in the workplace: German trade unions and strategic litigation as a mobilisation strategy*
 - **Mira Kossakowski**
- *The decline of German unions: why do members quit?*
 - **Martin Behrens**, Malte Lübker, Andreas Pekarek
- *Rethinking remuneration: German companies and collective agreements between stability and dynamism*
 - **Lara Obereiner**, Claudia Niewerth, Riema Repp
- *Works councils under attack – survey evidence on the obstruction of co-determination and union busting in Germany*
 - **Markus Hertwig**, Sabrina Glanz, Fabian Hoose, Manfred Wannöffel

Parallel Sessions 5: 15:00 – 16:30

Room: TLC101

Special Session: Power resources in contemporary employment relations

See
p57

Organised by: Jens Arnholtz (FAOS, University of Copenhagen, Denmark) and Bjarke Refslund (Aalborg University, Denmark)

Chair: Jens Arnholtz (FAOS, University of Copenhagen, Denmark) and Bjarke Refslund (Aalborg University, Denmark)

Presenters:

- *Associational power resources of employers' and business associations across two spheres in the services industry*
 - **Lisa Sezer**, Christian Ibsen
- *Reassessing employer power: extending power resource theory*
 - **Marco Hauptmeier**, Felix Syrovatka
- *Trajectories of public, private and joint governance in the Bangladesh RMG sector 2013-2024*
 - **Mahreen Khan**, Jimmy Donaghey, 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 (Session 1)

Organised and chaired by: Nadja Dörflinger (Federal Institute of Occupational Safety and Health, Germany) and Professor Barbara Bechter (Durham University, UK)

Discussant: Stan De Spiegelaere (UNI Europa – Ugent, Belgium)

Presenters:

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

Parallel sessions cont.

Day 3: Friday 12 September 2025

Parallel Sessions 6: 09:00 – 10:30

For parallel sessions: all presenting authors are in bold

Room: TLC033

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

See p56

Organiser and Chair: Anna Ilsøe (FAOS, University of Copenhagen, Denmark)

Discussant: Professor Valeria Pulignano (KU Leuven, Belgium)

Presenters:

- Cooperative platforms and care work in Italy: a model for fairer labour conditions?
 - Ivana Pais, Pietro Ghirlanda
- 'Playing ostrich': the absence of digital platform work as a social dialogue concern in Ireland
 - Rizki Amalia, Caroline Murphy
- Coordinating a fragmented sector and responding to the arrival of care platforms: the role of the social partners in structuring the home care market in France
 - Clémence Ledoux
- Collective bargaining on Danish cleaning platforms – effects of the Hilfr1 and Hilfr2 agreements for company and workers
 - Anna Ilsøe and Liv Bjerre

Room: TLC039

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

Chair: Professor Janice Bellace (Wharton School at the University of Pennsylvania, United States)

Presenters:

- The glass pipeline? Gendered experiences of career entry amongst Australian engineers in training
 - Rae Cooper, Isabella Dabaja
- Labour relations in the 30 years of South African democracy
 - Christopher Phiri, 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
 - Julie Douglas

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Parallel Sessions 6: 09:00 – 10:30

Room: TLC113

Session Title: Speaking up at the workplace

Chair: Gokce Basbug (Durham University, UK)

Presenters:

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

Room: TLC106

Session Title: The role of trade unions for non-standard forms of work

Chair: Professor Clare Kelliher (Cranfield University, UK), Professor Christine Edwards (Kingston University, UK)

Presenters:

- Countervailing powers: labour unions against the buyer power of Walmart Supercenters
 - Joshua Choper, Lukas Lehner, Zachary Parolin
- Multiple union frames in the Italian logistics sector
 - Andrea Signoretti, Marcello Pedaci, Sabrina Perra, Katia Pilati
- Are unions good for temporary workers in the new digital workplace? Evidence from European countries
 - Alessio Tomelleri, Giorgio Cutuli, Andrea Signoretti

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Parallel sessions cont.

Day 3: Friday 12 September 2025

Parallel Sessions 6: 09:00 – 10:30

Room: TLC116

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

See p57

Organised by: Anna Mori (Università degli Studi di Milano, Italy) and Monica Bolelli (Università degli Studi di Milano, Italy)

Chair: Anna Mori (Università degli Studi di Milano, Italy)

Presenters:

- 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
 - Frank Tros
- New forms of work vs. traditional collective action: reconstructing social dialogue and workers’ collective identities in Slovakia’s care sector
 - Marta Kahancova, Simona Brunnerová, Lenka Hanulová
- The impact of labour shortages and other pressures on job quality in the Danish care sector
 - Mikkel Mailand, Mikkel Krogh
- How to take care of care work? Social partners’ strategies to tackle labour-related challenges in Italy
 - Anna Mori, Monica Bolelli

Room: TLC117

Session Title: The role and implication of AI for work and employment relations

Chair: Søren Kaj Andersen (FAOS, University of Copenhagen, Denmark)

Presenters:

- Co-creating new technology in work: the quiet voice of workers
 - Emily Erickson, Trine Larsen, Chris Warhurst, Peter Dickinson
- Strategic use of AI to secure skilled workers in SME-enterprises: potentials and challenges for companies and workforce
 - Sebastian Schneider, Siegrun Brink, Jonas Löher, Annette Icks, Felix Becker
- Union engagement in robotisation and AI: challenges and prospects in the Nordic labour market
 - David Regin Öborn, Carin Håkanstad, Kristina Palm, Calle Rosengren
- From decision-makers to system operators? The evolving role and legal accountability of managers under AI
 - Dana Volosevici

Parallel Sessions 6: 09:00 – 10:30

Room: TLC123

Session Title: Non-standard work and workers

Chair: Professor Clare Kelliher (Cranfield University, UK), Professor Christine Edwards (Kingston University, UK)

Presenters:

- Beyond employment: rethinking social protection in the age of non-standard work. Toward an integrated conceptual framework.
 - Ninon Ramlot
- “Hiding in plain sight: The covert diffusion of intermediation through fraudulent subcontracting in Italy”
 - Monica Bolelli
- Drivers of non-standard employment growth: unemployment effects and institutional moderation among low- and mid-skilled workers in Europe
 - Silvia Girardi, Anna Ilsøe, Trine Pernille Larsen, Jérémie Gautier Poltier, Jonas Pontusson
- Who wants to be a doctor? Non-SERs and the quality of working life of junior doctors in Italy
 - Michele Campanaro

Room: TLC101

Session Title: Green transition and climate change

Chair: Gadi Nissim (Ruppin Academic Centre, Israel)

Presenters:

- Facilitating green jobs through sub-national public policy: insights from just transition governance in Slovakia and Hungary
 - Pavol Bors
- Union revitalisation and green transition targets in Europe: the role of trust between trade unions and boards of multinational corporations
 - Ovidiu Goran
- Workers’ rights in the climate emergency: embedding just transition in inter-american human rights jurisprudence
 - Mauro Pucheta
- The impact of industrial relations institutions on workers’ support for environmental protection: a comparative European analysis
 - Josef Ringqvist

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Parallel sessions cont.

Day 3: Friday 12 September 2025

Parallel Sessions 6: 09:00 – 10:30

Room: TLC129

Special Session: Work and employment in times of multiple transformations: implications for workers’ health and well-being as well as job quality (Session 2)

See p58

Organised and chaired by:

Nadja Dörflinger (Federal Institute of Occupational Safety and Health, Germany) and Professor Barbara Bechter (Durham University, UK)

Discussant: Stan De Spiegelaere (UNI Europa – Ugent, Belgium)

Presenters:

• Health and safety in supply chains affected by marketisation: logistics workers in reorganised chemical parks

◦ Lena Schwerdt, Britta Schmitt-Howe

• Transformations in long-term care and the promise of intersectoral collaboration: Implications for quality of care and care workers’ job quality

◦ Janne Eijkmans, Lander Vermeerbergen, Geert Van Hootegem

• Adapting labour inspection in the digital era: navigating emerging risks and challenges

◦ Giulia La Rocca, Swantje Robelski

Parallel Sessions 7: 13:00 – 14:30

Room: TLC039

Session Title: Collective bargaining actors and institutions

Chair: Kurt Vandaele (Etui, Belgium)

Presenters:

• The pros and cons of trade union membership

◦ Sandra Vogel, Helena Bach, Carolin Fulda

• The fragility of employers’ involvement in collective bargaining in the Netherlands

◦ Wike Been

• Company-level bargaining: a polysemous concept for a variety of practices

◦ Claude Didry

• Flexible coordination: A new model of pay bargaining in Ireland

◦ Valentina Paolucci, William (Bill) Roche

Parallel Sessions 7: 13:00 – 14:30

Room: TLC113

Session Title: The embeddedness of HRM in industrial relations

Chair: Professor Stefan Zagelmeyer (University of Manchester, UK)

Presenters:

• Coordinating voice: central and group works councils in multi-level industrial relations

◦ Sophie Rosenbohm, Paul-Fiete Kramer, Thomas Haipeter

• 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

◦ Stefan Zagelmeyer

Room: TLC106

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

Chair: Professor Clare Kelliher (Cranfield University, UK), Professor Christine Edwards (Kingston University, UK)

Presenters:

• Helping others or helping each other? Reconsider volunteer work as a non-employment labour exchange dynamic

◦ Kai Zhao, Hugh Cook, Alan Roe, 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

◦ Paula Holland, Calum Carson, Rebecca Florisson, Alison Collins, Alice Martin, Jacqueline Winstanley

• Devaluing women’s work: part-time, gender, and the limits of EU equality law

◦ Juliette Gilman

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Parallel sessions cont.

Day 3: Friday 12 September 2025

Parallel Sessions 7: 13:00 – 14:30
Room: TLC116
Session Title: Presentation of ongoing research by Durham University PhD students
Chair: Nadja Dörflinger (Federal Institute of Occupational Safety and Health, Germany)
Presenters: <ul style="list-style-type: none">• <i>The effect of the employer awareness of labour rights on the work environment and outcome of white-collar employees in Saudi Arabia</i><ul style="list-style-type: none">◦ Yousef Alharbi• <i>Reciprocal spillover in hybrid work</i><ul style="list-style-type: none">◦ Zhaohua Song• <i>Connecting or constraining? Employee experiences with remote work technologies in China</i><ul style="list-style-type: none">◦ Yanan Wu
Room: TLC117
Session Title: Minimum wages and the role of industrial relations
Chair: Patrick Nüß (IWH Halle, Germany)
Presenters: <ul style="list-style-type: none">• <i>Level up: trade union strategies for sectoral bargaining in the context of the EU Minimum Wage Directive</i><ul style="list-style-type: none">◦ Stan De Spiegelaere• <i>What's the point of minimum wage policies in small developing countries?</i><ul style="list-style-type: none">◦ Jim Arrowsmith, Jane Parker, Salman Rashid• <i>Closer interaction between minimum wages and collective bargaining? A six-country analysis</i><ul style="list-style-type: none">◦ Oscar Molina, Juan Arasanz, Rui Branco, Igor Guardiancich, Sander Junte, Aurelian Munteanu, Frederic Turlan

Parallel Sessions 7: 13:00 – 14:30
Room: TLC123
Session Title: Flexible work and its implications
Chairs: Professor Clare Kelliher (Cranfield University, UK), Professor Christine Edwards (Kingston University, UK)
Presenters: <ul style="list-style-type: none">• <i>Testing flexicurity: is Danish flexicurity still alive and kicking?</i><ul style="list-style-type: none">◦ Thomas Bredgaard• <i>Balancing between precarious work and social security: experiences of in-work poverty in Finland</i><ul style="list-style-type: none">◦ Mikko Jakonen• <i>Generation Z and flexible work</i><ul style="list-style-type: none">◦ Kristin Jesnes, Tove Mogstad Aspøy, Anne Mette Ødegård
Room: TLC101
Session Title: The variety and complexity of collective bargaining
Chair: Yin Liang (Newcastle University, UK)
Presenters: <ul style="list-style-type: none">• <i>Do signing collective agreements mean they have an influence on management practices? Considering the effectiveness of collective agreements</i><ul style="list-style-type: none">◦ Redha Fares, Noémie Delahaie, Héloïse Petit• <i>Vertical new knowledge transfer and the revival of multi-employer collective bargaining</i><ul style="list-style-type: none">◦ Søren Andersen, Chris F. Wright• <i>Wage bargaining in the context of liberalisation of industrial relations in Europe: a comparison of nine countries and four sectors</i><ul style="list-style-type: none">◦ Janna Besamusca, Marta Kahancová• <i>Navigating the future of bargaining in European services: towards 'smart bargaining' in care, commerce, publishing and finance</i><ul style="list-style-type: none">◦ Marta Kahancova, Simona Brunnerová



Special sessions

Information 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, Nürnberg)

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 (for more information see: <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

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Information on Special Sessions cont.

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)
Discussant: Professor Valeria Pulignano, KU Leuven.
Paper presenters: <ul style="list-style-type: none">• 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
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 researchers: <ul style="list-style-type: none">• 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
Organisers: <ul style="list-style-type: none">• Jens Arnholtz, jh@faos.dk, (FAOS, University of Copenhagen)• Bjarke Refslund, bref@socsci.aau.dk (Aalborg University)
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: <ul style="list-style-type: none">• 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: <ul style="list-style-type: none">• 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.

Information on Special Sessions cont.

Special Session
Work and employment in times of multiple transformations: implications for workers' health and well-being as well as job quality
Session convenors: <ul style="list-style-type: none">Nadja Dörflinger, Doerflinger.Nadja@baua.bund.de (Federal Institute of Occupational Safety and Health, Germany),Barbara Bechter (Durham University 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: <ul style="list-style-type: none">Roberto Pedersini, roberto.pedersini@unimi.it (Università degli Studi di Milano)Maarten Keune, m.j.keune@uva.nl (Universiteit van Amsterdam) 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.). Format: Presentation of research papers.
Special Session
Labour law re-quantified: business ready, international labour regulation policy, and the future of labour indices
Organiser & Chair: Deirdre McCann, deirdre.mccann@durham.ac.uk (Durham Law School, Durham University, UK) Discussant: Bernd Brandl (Durham University, UK) Keywords: Labour law indices, B-READY, World Bank, ILO, international labour standards, doing business, labour law, leximetric, decent work. Presentations: <ul style="list-style-type: none">Sangheon Lee (Director, Employment Policy Department, International Labour Office, Switzerland)Deirdre McCann (Durham University, UK)Simon Deakin (University of Cambridge, 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: <ul style="list-style-type: none">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, guglielmo.meardi@sns.it (Scuola Normale Superiore, Florence, Italy) Keywords: Migration, employment, industrial relations, free movement, segmentation. Chairs: Guglielmo Meardi, SNS, Italy; Ines Wagner, University of Oslo Discussant: Aurora Trif, University College Dublin Presenters: <ul style="list-style-type: none">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 BrexitMiguel 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 migrationPatrick McGovern, London School of Economics: The unsettling nature of immigration: labour migration, racism, and discrimination

Information on Special Sessions cont.

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](#).

Participants:

- Chair: Professor Greg Bamber, Monash University, Australia
- Panellist: Professor Jill Rubery, Manchester University, UK
- Panellist: Dr Yvonne Lott, Hans Böckler Foundation, Germany
- Panellist: Dr Maria Adamson, Queen Mary University, UK
- Panellist: Professor Pascale Peters, Nyenrode University, 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

Co-chairs:

- Greg J Bamber, gregbamber@gmail.com
Professor & Co-Director, International Consortium for Research in Employment & Work (iCREW), Research Theme Lead: Future of Work @ Monash AI Institute, Monash University, Australia, Associate Fellow, ESRC Digital Futures at Work Research Centre (Digit) led by Sussex University/Leeds University, funded by Economic and Social Research Council, UK (ESRC).
- Professor Mark Stuart, 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: Digit.

Many participants in this Congress are interested in aspects of the implementation in workplaces of new technologies ranging from digitalisation to automation, algorithmic management, and AI. Such interests extend across track themes. This session is an opportunity for researchers and practitioners interested in related topics to meet informally to discuss such matters and learn about each other’s research and experience regarding such important matters. Congress participants are invited to participate especially if they are conducting or proposing to conduct research or engage in policy or practice on such topics.

This session builds on a session at the ILERA World Congress, New York, 2024. Several participants there said it was a worthwhile session and requested that we convene something similar at Durham in 2025.

Keywords:

Artificial intelligence, new technologies, digitalisation, workplace change, research.

Format: Roundtable discussion.

Information on Special Sessions cont.

Special Session

Access to justice in labour disputes

Organisers:

- Julie Ringelheim, Julie.ringelheim@uclouvain.be (Belgian Fund for Scientific Research (FNRS) and Louvain University (UCLouvain)) and
- Laura William, L.C.William@greenwich.ac.uk (University of Greenwich, London)

Keywords: Access to justice, labour disputes, labour courts, law, litigation.

In many countries in Europe, labour disputes are adjudicated by specialised labour courts or tribunals. These courts are distinct in their focus on counter-balancing the asymmetry of power between workers and employers. Most notably, they generally include lay judges appointed by workers’ and employers’ organisations, and focus on reduced formality and complexity, allowing in particular workers to be unrepresented or represented by a union rather than a lawyer.

In this special session, we problematise these labour courts and consider the following key questions: to what extent do labour courts, in practice, effectively guarantee equal access to justice for all parties? How accessible are these courts to various categories of workers? To what extent are inequalities between workers and employers but also among different categories of workers neutralised or, on the contrary, reflected or reinforced in legal proceedings before labour courts? And are the labour courts an effective dispute resolution mechanism?

Drawing together the answers to these questions, we are able to critically evaluate the cornerstone of labour justice to assess its ability to treat workers fairly and equitably.

Instructions for presenters

All paper presentations are allocated a timeslot of 90 minutes.

Each timeslot will have either three or four presentations allocated. The recommendation presentation times is as follows:

- Three paper session: 20min presentation + 10min for questions and discussion
- Four paper session: 15min presentation + 8min for questions and discussion

Please prepare your presentation accordingly. Exceeding your time limit may have knock-on effects, and risks affecting other presenters and sessions.

To note:

Please prepare your presentation in PowerPoint or PDF-format.

- We kindly ask you not to bring your own laptop, but to bring your presentation on a USB-key, as a computer will be available in each room. Even though it is not recommended, it is possible to connect your own laptop.
- To avoid delays, presentations can be uploaded before the start of the session in the room where your session will take place. We kindly ask you to be in the room 5-10 mins before the start of your session.

Connecting to Wi-Fi

Visitors and non-academic guests should use ‘TheCloud@Durham’ to connect to the wireless service when visiting Durham University.

About ‘TheCloud’

‘TheCloud’ is a free public access wireless service with thousands of hotspots and millions of registered users. It provides simple, fast and reliable wireless Internet access. ‘TheCloud’ service is available for Android, iOS, Windows and Mac devices.

Get connected

To connect to ‘TheCloud@Durham’ simply follow the steps below:

- Switch on your smartphone, tablet or other Wi-Fi device and check that Wi-Fi is enabled.
- Select ‘TheCloud@Durham’ from the available network list

- Open your Internet browser – ‘TheCloud’ landing page below will appear. Click ‘Get Online’. If the web page does not appear, refresh the page.
- You will then see the service selection screen. Select ‘The Cloud Wi-Fi’.
- Once this is done you can either log in with an existing ‘TheCloud’ account, or click on the ‘Create Account’ button to register for a free account.
- Once you have logged in or registered you will be able to access the Internet using ‘TheCloud@Durham’.

For any urgent IT support, Durham University’s Computing and Information Services team can be contacted via phone: Call +44 (0) 191 334 1515 (ext. 41515)

For Emergency AV/Teaching – select option 3

Available Monday to Friday from 8am to 6pm

Location and registration

The main location of the 14th European ILERA (ILERA 2025) conference is Durham University’s Teaching and Learning Centre (TLC).

Address:
South Road, Durham DH1 3LS

It is centrally located in the modern, purpose-built Teaching and Learning Centre (TLC). The TLC will host all conference events including paper presentations and plenary sessions. All exhibitions and the registration desk will also be at the TLC.

The organisers of the 14th European ILERA conference have made sustainability a high priority and will aim to minimise waste produced during the meeting. We strongly encourage delegates to use public transport when travelling to Durham in the UK and to car share when driving is required.

Registration

Please go to the registration desk when you first arrive at the TLC to collect your conference name badge and welcome pack. Please wear your name badge throughout the conference.

The registration desk is located on the ground floor at the main entrance of the TLC building.



Opening hours of registration desk

Wednesday | 10.9.2025

9:00–17:00 – refreshments available on the 2nd floor of the TLC from 9:00-10:00

Thursday | 11.9.2025

9:00–17:00 – refreshments available on the ground floor of the TLC from 8:30-9:30

Friday | 12.9.2025

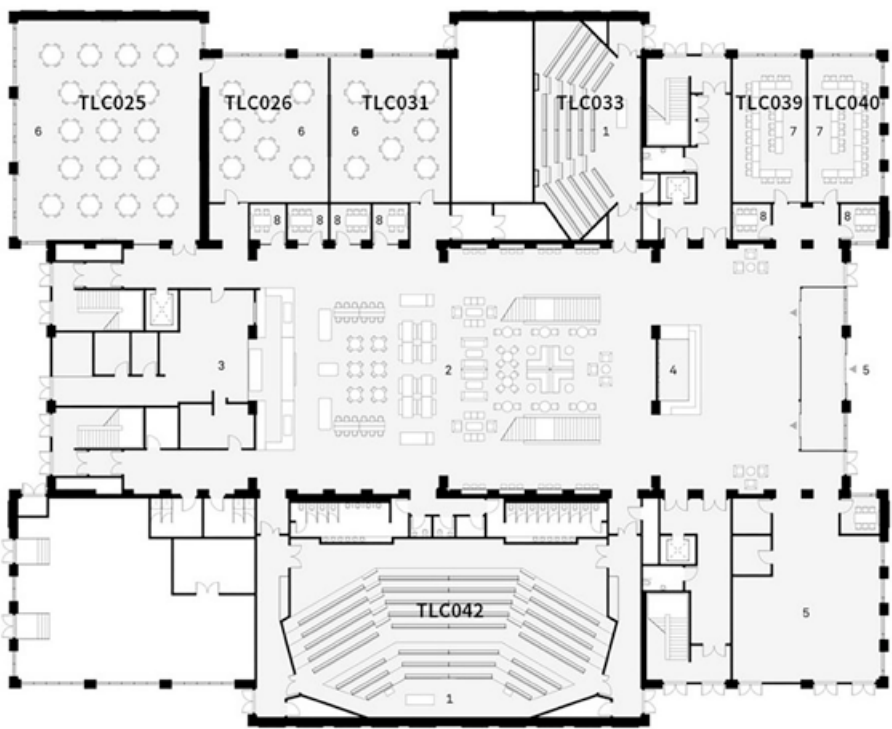
9:00–12:00 – refreshments available on the ground floor of the TLC from 8:30-9:30

Coffee breaks and lunch

During session breaks, refreshments will be served free of charge to participants wearing conference name badges.

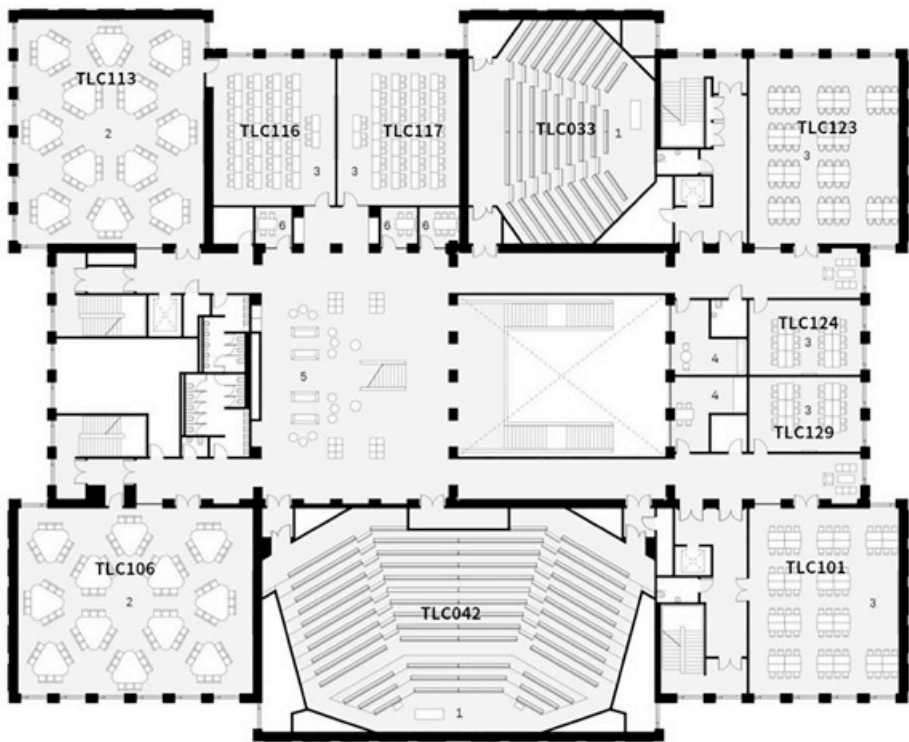
Lunch will be available on the 2nd floor of the TLC and is included in the conference fee.

Map of the venue



Level 00 Plan

- 1. Lecture theatre
- 2. Café
- 3. Servery/kitchen
- 4. Reception
- 5. Retail
- 6. Collaborative classroom
- 7. Classroom
- 8. Project room
- 9. Main entrance



Level 01 Plan

- 1. Lecture theatre
- 2. Collaborative classroom
- 3. Classroom
- 4. Staff/quiet room
- 5. Collaborative learning
- 6. Project room



Travel information

The ILERA 2025 conference is highly committed to being as sustainable as possible and, as such, we encourage participants to use public transport and to car share when driving is required.

How to get to Durham by train

The closest train station is Durham railway station. Over 60 trains call at Durham daily from most major centres in the country, including 14 trains from London.

The high-speed LNER service takes under 3 hours from London Kings Cross on the main East Coast line. First TransPennine Express offers frequent links from North West England, Yorkshire, and Scotland. Cross Country trains link Durham with Yorkshire, Manchester, Nottingham, Bristol, Cardiff, Southampton, and Edinburgh.

For train times and fare information please call National Rail Enquiries on +44(0)8457 48 49 50 or +44(0)207 278 5240 from overseas (note that international rates apply), or visit <https://www.nationalrail.co.uk/>

The following website can also be used for checking train times: <https://www.thetrainline.com/>

How to get to Durham by car

Durham is 2 miles from the A1(M) motorway. Leave the motorway at Junction 62 on the A690 heading towards Durham. Follow the signs to the city centre.

Limited parking is available at the Durham college accommodation venues. Please contact us to obtain a parking permit.

How to get to Durham by air

Newcastle International Airport (NCL)

Newcastle Airport is approximately 20 miles north of Durham. There are connecting flights from many European hubs including London Heathrow, London Gatwick, Amsterdam, Paris, and Brussels. The airport is served by a number of budget airlines. See <https://www.newcastleairport.com/> for full details.

The Metro (underground) is available from the airport to Newcastle Central Station, which takes around 20 minutes, and Metro trains run every 7 minutes. From Newcastle Central Station you can catch a train (overground) to Durham station which takes around 15 minutes.

If you are arriving in the evening, we recommend taking a taxi from the airport to avoid the risk of missing the last trains (see taxi section). The cost will be approximately £35 to £60 depending on the taxi company.

Durham Tees Valley Airport (MME)

Durham Tees Valley is approximately 25 miles south of Durham. Although it has fewer flights than Newcastle Airport, there are connecting flights from Amsterdam and other cities, and it is served by budget airlines. See <https://www.teessideinternational.com/> for full details.

How to get to Durham by taxi

A taxi from Durham railway station to the majority of the University venues in Durham would cost in the region of £5 to £8. There is a taxi rank at the station.

There are many taxi company options. Please note that taxis are busy in the morning and afternoon in Durham when schools are opening and closing. If travelling at these times then we would recommend booking in advance. Uber also operates within the city.

Useful taxi numbers

Carefree Taxis:

+44(0)7584635564 (James)
email: james.dur1@live.co.uk

Sherburn Taxis:

+44(0)191 3723388

Mac's Taxis:

+44(0)191 384 1329 or
+44(0)191 372 3786

Paddy's Taxis:

+44(0)191 386 6662

Polly's Taxis:

+44(0)709 330 2572

Pratt's Taxis:

+44(0)191 386 4040 or
+44(0)191 386 0700

Airport Express:

+44(0)191 371 2352 (9am to 8pm),
+44(0)793 658 5799/
+44(0)786 761 7266 (after 8pm);
email: airport365@live.co.uk

Airport Taxis Durham:

+44(0)191 394 2468



Congress guidelines

Code of Conduct

The organisers of ILERA 2025 are dedicated to providing a harassment-free conference for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or nationality. We will not tolerate harassment of conference participants in any form.

All communication should be appropriate for a professional audience including people of many different backgrounds. In particular, sexual language and imagery is not appropriate during any conference activity, including during any informal social gatherings outside the official programme.

Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organisers.

Harassment includes, but is not limited to:

- Written or verbal comments which have the effect of excluding people on the basis of membership of any specific group, such as (but not limited to) gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or nationality. This includes sexist, racist, homophobic, transphobic, ableist, or exclusionary jokes.
- Comments made, either through speech or chat on any meeting-related online platform (including social media), that are exclusionary, derogatory, or threatening toward another participant or community.
- Sexual language and imagery.

- Violent threats or language directed against another person, including incitement to violence, suicide, or self-harm.
- Deliberate intimidation, stalking, or following.
- Harassing photography or recording.
- Continuing to initiate interaction (including photography or recording) with someone after being asked to stop.
- Sustained disruption of talks or other events.
- Unwelcome sexual attention.
- Advocating for, or encouraging, any of the above behaviour.

Enforcement

All ILERA 2025 participants, including exhibitors and guests, are subject to the anti-harassment policy. If an individual is made aware that they are contravening these guidelines or making participants uncomfortable, they are expected to desist immediately.

The ILERA 2025 organisers retain the right to take any actions to maintain a welcoming environment for all participants. This includes warning the offender, at the sole discretion of the organisers, or expulsion from the conference with no refund.

The ILERA 2025 organisers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules at all event venues and social activities, whether organised by the conference or informally by other participants.

About Durham

Durham is a historic city in the North East of England, renowned for its striking architecture, rich heritage, and picturesque setting. Dominating the skyline are Durham Cathedral and Durham Castle, both of which are UNESCO World Heritage Sites. The cathedral, a masterpiece of Norman architecture built between 1093 and 1133, is considered one of the finest examples of Romanesque design in Europe. The castle, built on the orders of William the Conqueror in the late 11th century, has served many purposes over the centuries and is now home to students of Durham University. These two landmarks stand side by side on a peninsula formed by a loop in the River Wear, creating one of the most celebrated views in the United Kingdom.

The River Wear is central to Durham's charm, encircling the historic core of the city and providing scenic walking paths along its wooded banks. Small stone bridges, such as Prebends Bridge and Framwellgate Bridge, connect the old town with newer areas, offering postcard-worthy views of the cathedral rising above the trees. The compact nature of the city makes it easy to explore on foot, and wandering its narrow, cobbled streets reveals a blend of medieval, Georgian, and Victorian buildings. Many of these house independent shops, cosy cafés, and traditional pubs that add to Durham's distinctive character.

Durham's history stretches back to the early medieval period. It rose to prominence in the 10th century when the community of St Cuthbert brought the saint's remains here, making it an important pilgrimage site. Over the centuries, the Prince-Bishops



of Durham wielded unique political and military powers, governing the region almost like a small kingdom. Evidence of this rich history is embedded in the city's architecture and traditions, giving Durham a sense of continuity that resonates with both residents and visitors.

Durham's surroundings contribute significantly to its appeal. The city is a gateway to the Durham Dales, part of the North Pennines Area of Outstanding Natural Beauty, offering hiking trails, waterfalls, and rolling hills. The Northumberland coast, with its castles and sandy beaches, is also within easy reach, as is the bustling city of Newcastle upon Tyne for shopping, nightlife, and transport links.

Despite its size, Durham manages to balance the charm of a small, close-knit community with the cultural richness of a much larger city. Its combination of historical significance, natural beauty, and academic excellence has made it a favourite destination for tourists and a cherished home for its residents. Whether visiting for a day or settling for years, Durham offers an experience steeped in tradition yet alive with modern vibrancy.

About Durham University

Durham University is one of the United Kingdom's oldest and most prestigious academic institutions, located in the historic city of Durham in North East England. Established by an Act of Parliament in 1832, it has built a reputation for academic excellence, distinctive traditions, and a strong sense of community. The University is collegiate in structure, meaning that all students are members of one of its colleges, each offering its own social, cultural, and welfare support networks alongside the central academic departments. This collegiate system creates a close-knit environment where students often describe feeling part of both a small community and a world-class university at the same time.

Academically, Durham University consistently ranks among the top universities in the UK and enjoys a strong global profile. It offers a broad range of undergraduate and postgraduate programmes across arts, humanities, social sciences, sciences, engineering, and business. Research is a central part of the University's mission, with work in fields such as archaeology, physics, theology, and business studies earning international recognition. Durham's academics and research centres often collaborate with institutions and industries worldwide, contributing to advances that extend far beyond the North East of England.

The student experience at Durham is distinctive in many ways. The collegiate system fosters traditions that include formal dinners, academic gowns, and intercollegiate competitions in sports and the arts. Student societies are vibrant and varied, covering everything from theatre and music to politics and outdoor adventure. Sport plays a significant role in student life, and Durham is well known for its competitive teams in



rowing, rugby, cricket, and other disciplines, often competing at the highest university levels in the country.

Durham also attracts a diverse student body, with students coming from over 150 countries. The University offers extensive support for international students, including orientation programmes and language assistance, to help them adapt to both the academic and cultural environment. Beyond the University's boundaries, Durham's location makes it easy to explore the natural beauty of the surrounding countryside, including the Durham Dales and the Northumberland coast, while Newcastle upon Tyne is just a short train ride away for more urban experiences.

The combination of academic rigour, historic setting, strong traditions, and supportive community gives Durham University a distinctive identity among UK universities. It balances the intimacy of a small academic community with the resources and impact of a global institution, making it an attractive choice for students seeking both scholarly excellence and a rich, memorable student life.

About ILERA

The International Labour and Employment Relations Association (ILERA) was founded in 1967 with the core mission of advancing the study of labour and employment relations globally. Its foundation aimed to bring together scholars and practitioners from diverse disciplines to foster collaboration, disseminate research, and establish networks among national associations dedicated to these fields. Over time, the association grew to encompass over 900 individual members, as well as 38 national associations and one regional association, collectively forming the ILERA Council.

ILERA operates with a purely scientific purpose, consciously maintaining neutrality concerning political, philosophical, or religious matters, and does not endorse any policy positions. Its activities are multifaceted: promoting academic research; supporting the establishment of national-level associations; facilitating information exchange; organising global and regional congresses; and encouraging collaborative international research through focused study groups.

A significant evolution occurred in 2010 when the association changed its name from the International Industrial Relations Association (IIRA) to the International Labour and Employment Relations Association (ILERA). This shift was prompted by an expansion in the scope beyond traditional industrial relations, encompassing broader

dimensions of work, informal employment, labour market regulation, and transnational labour issues. The new name better reflected ILERA's wider focus on all forms of work and workplace relations.

ILERA's signature event is its triennial World Congress, which convenes academics, policymakers, and practitioners to engage in dialogue on evolving challenges and research within labour and employment relations. In addition, ILERA regularly hosts regional and European congresses (like the one you are currently attending!), tailoring discussions to local and regional topics.

Overall, ILERA serves as a vital interdisciplinary platform, uniting global voices in labour and employment studies and fostering research that addresses the shifting landscape of work worldwide.



List of participants

Name	Country	Organisation/University
Abramowski, Ruth	Germany	University of Bremen
Albertyn, Christopher	Canada	Albertyn Arbitration Inc.
Albertyn, Ruth	Canada	Albertyn Arbitration Inc.
Aleks, Rachel	Canada	University of Windsor
Alharbi, Yousef	United Kingdom	Durham University
Alsos, Kristin	Norway	Fafo Institute for Labour and Social Research
Amalia, Rizki	Ireland	University of Limerick
Andersen, Rolf	Norway	Fafo Institute for Labour and Social Research
Andersen, Søren	Denmark	FAOS, University of Copenhagen
Antonopoulou, Maria	Greece	University of Athens
Arnholtz, Jens	Denmark	FAOS, University of Copenhagen
Arrowsmith, Jim	New Zealand	Massey University
Atanasova, Angelina	Ireland	Eurofound
Atkinson-Toal, Aaron	United Kingdom	Durham University
Avogaro, Matteo	Spain	Rovira i Virgili University
Bamber, Greg	Australia	Monash University, Melbourne
Barrero Velázquez, Isabel María	Spain	Universidad de Cádiz
Bartlett, Amy	United Kingdom	Edward Elgar Publishing
Basbug, Gokce	United Kingdom	Durham University
Bechter, Barbara	United Kingdom	Durham University
Beckmann, Fabian	Germany	University of Duisburg-Essen
Been, Wike	Netherlands	University of Groningen
Behrens, Martin	Germany	WSI/Hans Böckler Foundation
Bellace, Janice	United States	Wharton School at the University of Pennsylvania
Beresford, Ruth	United Kingdom	Sheffield Hallam University
Besamusca, Janna	Netherlands	Utrecht University
Betti, Marco	Italy	University of Teramo
Blinkenberg, Balder	Norway	Fafo Institute for Labour and Social Research
Bolelli, Monica	Italy	Università Statale di Milano
Bono, Luvuyo	South Africa	ELRC
Bornstein, Josh	Australia	Maurice Blackburn Lawyers

Name	Country	Organisation/University
Bors, Pavol	Slovakia	Comenius University Bratislava
Brandl, Bernd	United Kingdom	Durham University
Bråten, Mona	Norway	Fafo Institute for Labour and Social Research
Bredgaard, Thomas	Denmark	Aalborg University
Brunnerová, Simona	Slovakia	Central European Labour Studies Institute (CELSI)
Burroni, Luigi	Italy	University of Florence
Bussi, Davide	Italy	University of Milano-Bicocca
Campanaro, Michele	Italy	University of Rome “La Sapienza”
Casado, Renata	Australia	The University of Western Australia
Chalkiadaki, Kiki	United Kingdom	Durham University
Chesalina, Olga	Germany	Max Planck Institute for Legal History and Legal Theory
Ciupijus, Zinovijus	United Kingdom	University of Leeds
Coderre Lapalme, Genevieve	United Kingdom	University of Glasgow
Cojocariu, Victoria	Ireland	Eurofound
Colvin, Alex	United States	School of Industrial and Labor Relations, Cornell University
Cooper, Rae	Australia	University of Sydney
Costalunga, Nicola	Italy	University of Turin
Cunningham, Ian	United Kingdom	University of Strathclyde Business School
Cutuli, Giorgio	Italy	University of Trento
Czarzasty, Jan	Poland	SGH Warsaw School of Economics
da Costa, Isabel	France	CNRS, IDHES, ENS Paris-Saclay
Dabaja, Isabella	Australia	University of Sydney
Daniels, Helen	United Kingdom	Edward Elgar Publishing
D’Anna, Agnese	Ireland	University College Dublin
Dapi, Bjorn	Norway	Fafo Institute for Labour and Social Research
De Bruin, Frikkie	South Africa	PSCBC
De Spiegelaere, Stan	Belgium	UNI Europa - UGent
Deakin, Simon	United Kingdom	University of Cambridge
Dean, Deborah	United Kingdom	University of Warwick
Delahaie, Noémie	France	IRES
Dermine, Elise	Belgium	Université Libre de Bruxelles

List of participants cont.

Name	Country	Organisation/University
Di Cataldo, Luigi	Italy	University of Milan
Didry, Claude	France	CNRS Paris
Dittmar, Nele	Germany	TU Berlin
Dörflinger, Nadja	Germany	Federal Institute for Occupational Safety and Health (BAuA)
Dølvik, Jon Erik	Norway	Fafo Institute for Labour and Social Research
Donnelly, Sophie	United Kingdom	Sage Publishing
Dorigatti, Lisa	Italy	University of Milan
Douglas, Julie	New Zealand	Auckland University of Technology
Dousin, Oscar	Malaysia	Universiti Malaysia Sabah
Durri, Ilda	Belgium	European Social Observatory (OSE)
Eckle, Lennart	Germany	German Economic Institute
Edward, Omoniyi	United Kingdom	Manchester Metropolitan University
Edwards, Christine	United Kingdom	Kingston University
Eijckmans, Janne	Belgium	KU Leuven
Emilien, Blandine	United Kingdom	University of Bristol Business School
Epitropaki, Olga	United Kingdom	Durham University
Erdoğan, Çağla	Turkey	Ankara University
Erickson, Emily	United Kingdom	University of Warwick
Faker, Mogamat	South Africa	Department of Basic Education
Fares, Redha	France	CEET-Cnam
Farrugia, Sharlene	United Kingdom	Manchester Metropolitan University
Fernández Saboya, Martí	Spain	Universitat Autònoma de Barcelona
Feuerstein, Patrick	Germany	Wissenschaftszentrum Berlin für Sozialforschung (WZB)
Fincher, Richard	United States	Cornell University ILR School
Foca, Nolusindiso	South Africa	ELRC
Foley, Meraiah	Australia	University of Sydney Business School
Francis, Michael	United Kingdom	University of Manchester
Frisone, Anna	France	IRES
Fujimura, Hiroyuki	Japan	JILPT
Galetto, Manuela	United Kingdom	University of Warwick
Galt, Frances	United Kingdom	Manchester Metropolitan University

Name	Country	Organisation/University
Ganguly, Prakhar	Germany	Max Planck Institute for Legal History and Legal Theory
Garcia, Reece	United Kingdom	Manchester Metropolitan University
Gatta, Arianna	Australia	University of Queensland
Gilman, Juliette	Belgium	Université Libre de Bruxelles
Girardi, Silvia	Denmark	University of Copenhagen
Gog, Adrian	Romania	Babeş-Bolyai University
Goran, Ovidiu	Romania	Vrije Universiteit, Amsterdam
Guerci, Marco	Italy	Università Degli Studi Di Milano
Hansch, Julia	Germany	DHBW Mannheim
Harcourt, Mark	New Zealand	Waikato University
Hauptmeier, Marco	United Kingdom	Cardiff University
Hayter, Susan	Switzerland	International Labour Organization (ILO)
Hellbach, Leon	Germany	Weizenbaum Institute for the Networked Society Berlin
Herdejürgen, Enja	Germany	Paderborn University
Hertwig, Markus	Germany	Ruhr University Bochum
Heyes, Jason	United Kingdom	University of Sheffield
Hlongwane, Nokukhanya	South Africa	Department of Basic Education
Hodder, Andy	United Kingdom	University of Birmingham
Høgedahl, Laust	Denmark	Aalborg University
Holland, Paula	United Kingdom	Lancaster University
Hughes, Emma	United Kingdom	University of Manchester
Huseby, Johanne	Norway	Fafo Institute for Labour and Social Research
Ilsøe, Anna	Denmark	FAOS, University of Copenhagen
Insarauto, Valeria	United Kingdom	University of Sheffield
Jakonen, Mikko	Finland	University of Eastern Finland
Jégou, Olivier	Canada	Hec Montréal
Jesnes, Kristin	Norway	Fafo Institute for Labour and Social Research
Johnstone, Stewart	United Kingdom	Strathclyde University
Jordan, Daniel	United Kingdom	University of Glasgow
Kahancova, Marta	Slovakia	Central European Labor Studies Institute and Comenius University

List of participants cont.

Name	Country	Organisation/University
Kahmann, Marcus	France	IRES
Kelliher, Clare	United Kingdom	Cranfield University
Kerckhofs, Peter	Ireland	Eurofound
Keune, Maarten	Netherlands	University of Amsterdam
Khan, Mahreen	United Kingdom	University of Oxford
Koczur, Sebastian	Poland	Andrzej Frycz Modrzewski Krakow University
Kossakowski, Mira	Germany	Ruhr University Bochum
Koukiadaki, Aristeia	Switzerland	International Labour Organisation, University of Manchester
Koumenta, Maria	United Kingdom	Queen Mary, University of London
Kramer, Paul-Fiete	Germany	University of Duisburg-Essen/Institute for Work, Skills and Training
Krause, Ina	Germany	University of Paderborn
Krausert, Achim	United Kingdom	University of Warwick
Krogh, Mikkel	Denmark	FAOS, Copenhagen University
Krzywdzinski, Martin	Germany	WZB Berlin Social Science Center
Kubo, Katsuyuki	Japan	Waseda University
Kuhlmann, Martin	Germany	SOFI Göttingen
Kun, Attila	Hungary	Károli Gáspár University of The Reformed Church in Hungary, Faculty of Law; Ludovika University of Public Service
La Rocca, Giulia	Germany	Federal Institute for Occupational Safety and Health (BAuA)
Lamare, Ryan	United Kingdom	London School of Economics
Lavelle, Jonathan	Ireland	University of Limerick
Le Roux, Rochelle	South Africa	University of Cape Town
Ledoux, Clémence	France	Nantes University
Lee, Bo-yi	Taiwan	National Tsing Hua University
Lehner, Lukas	United Kingdom	University of Edinburgh
Lemercier, Catherine	United Kingdom	Independent film maker
Leonelli, Laura	Italy	University of Milan
Liang, Yin	United Kingdom	Newcastle University
Liu, Mingwei	United States	Rutgers University
Lopez-andreu, Marti	United Kingdom	Newcastle University
Lücking, Stefan	Germany	Hans Böckler Foundation

Name	Country	Organisation/University
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