



LUND  
UNIVERSITY



ilera

International Labour  
and Employment  
Relations Association

# The 19th ILERA World Congress

MAKING AND BREAKING BOUNDARIES IN WORK AND  
EMPLOYMENT RELATIONS | CONGRESS PROGRAMME

LUND UNIVERSITY | LUND, SWEDEN | 21–24 JUNE 2021





@ilera2021

<https://www.ileraworldcongress2021.se>

For questions, please contact [ilera2021@jur.lu.se](mailto:ilera2021@jur.lu.se)

### **PHOTO CREDITS**

Cover: Kennet Ruona, p. 12:1 M. Marcel Crozet, p. 12:2 Kristian Pohl/Regeringskansliet, p. 12:3 David Pahmp, p. 13:1 Abi Adams-Prassl, p. 13:2 University of Sydney, p. 14:1 Bronwyn Thompson, P. 14:3 Barbara Kresal, p. 15:1 Helen Lees, p. 80:1 Johan Persson, p. 81:2 Kennet Ruona, p.81:3 Kennet Ruona, p. 84:1 Mikael Risedal

# Contents

---

Welcome by Mia Rönmar.....	4
Welcome by Mats Wadman.....	5
Organizing Committee .....	6
Academic Committee .....	6
Congress Supporters .....	7
Congress Theme and Tracks in a Nutshell .....	8
Congress Programme at a Glance.....	10
Keynote Speakers at the Opening Ceremony.....	12
Musical Entertainment at the Opening Ceremony.....	12
Keynote Speakers at the Track Plenary Sessions .....	13
ILERA Meetings.....	16
Sunday 20 June.....	18
Monday 21 June.....	19
Tuesday 22 June .....	27
Wednesday 23 June .....	48
Thursday 24 June .....	69
Zoom and Congress Guidelines .....	75
Discord and Social Networking .....	77
About Lund University .....	79
About Lund, Skåne and Öresund.....	80
About ILERA.....	81

## Welcome by Mia Rönnmar

---

Dear friends and colleagues,

I am very happy and honoured to be able to finally welcome you to Lund University and the 19th ILERA World Congress, held online between the 21st and 24th of June 2021.

For more than 50 years, ILERA, has promoted the study of labour and employment relations worldwide. The 19th ILERA World Congress will continue this impressive tradition and serve as a vital global platform, gathering scholars, social partners, policymakers, and other stakeholders to exchange ideas and best practices.

Thanks to you, speakers and participants, from all over the world, we can look forward to a rich and stimulating programme. The theme of the congress is 'Making and Breaking Boundaries in Work and Employment Relations', which will be addressed in a multitude of ways in more than 100 sessions. For four days there will be interesting presentations and engaging discussions on future challenges in work and employment relations. Furthermore, you will meet new and old friends and colleagues and be able to network through Discord and Twitter.

Lund University, my home university, hosts the 19th ILERA World Congress. Lund University is a full-scale, research-intensive, internationally oriented university that recently celebrated its 350th anniversary. I would like to extend my warmest thanks to our many important congress supporters, who through their generous contributions have made this World Congress possible.

The 19th ILERA World Congress is a joint endeavour by the Organizing Committee, the Academic Committee, the Swedish ILERA Association and the ILERA Officers, Executive Committee and Secretariat. I am very grateful for your ideas, creativity, engagement and all the time and energy spent to put together this exciting event. Finally, we would not be here today, if it had not been for the Lund University organizing team, and their multitude of competencies, hard work and efforts. My warmest thanks to each and every one of you!

*Welcome and kind regards,*

**Mia Rönnmar,**  
**President of ILERA**

## Welcome by Mats Wadman

---

On behalf of the Swedish branch of ILERA, I warmly welcome you to the 19th ILERA World Congress in Sweden.

The Swedish branch of ILERA was formed in 1969, some years after the international association was formed. In 1970, the Swedish branch became a member of ILERA (then called IIRA). Thereby Sweden joined this international cooperation, and ever since, members of the Swedish branch of ILERA have been actively engaged also at the international level of ILERA.

In 1972, the Swedish branch of ILERA organized a regional conference in Sweden. The theme was members' influence in the Swedish collective agreement system, a topic still of relevance today. Now we are happy to organise the ILERA World Congress, held in Sweden and the Nordic region for the first time.

The board of the Swedish branch of ILERA has always followed the original tripartite structure that characterizes the ILO, with representatives of the state, employers and trade unions. In addition, the scholarly community has always been represented.

The purpose of the Swedish branch of ILERA is to disseminate knowledge and experience between the social partners, researchers and government officials in the labour market area through frequent and well-attended seminars. The seminars are devoted to discussion of topical issues, for example, presentation of government inquiry reports with comments by researchers and social partners.

The ILERA World Congress will build on the cooperative spirit within the ILERA community. It will allow us to share our knowledge and experience with each other, and contribute to the 'Making and Breaking of Boundaries in Work and Employment Relations' across the globe.

I am looking forward to constructive days together, online, when we will have the possibility to discuss different challenges and possible solutions. In view of the competence of the speakers and participants, I am confident that this will be the case. Welcome to the 2021 World Congress,

**Mats Wadman,**  
**Chair of the Swedish ILERA Association (Svenska ILERA-föreningen)**

## Organizing Committee

---

Mia Rönmar  
Lund University, President of ILERA, Chair

Jenny Julén Votinius  
Lund University, Vice-Chair

Samuel Engblom  
Representative of the Swedish Confederation of Professional Employees (Tjänstemännens centralorganisation, TCO)

Daniel Lind  
Representative of the Swedish Confederation of Professional Associations (Sveriges akademikers centralorganisation, SACO)

Malin Looberger  
Representative of the Swedish Association of Local Authorities and Regions (Sveriges Kommuner och Regioner, SKR)

Jonas Milton  
Representative of the Confederation of Swedish Enterprise (Svenskt Näringsliv, SN)

Frida Olsson  
Representative of the Swedish Trade Union Confederation (Landsorganisationen i Sverige, LO)

Mats Wadman  
Chair of the Swedish ILERA Association (Svenska ILERA-föreningen)

## Academic Committee

---

Mia Rönmar  
Lund University, Sweden, President of ILERA, Chair

Jenny Julén Votinius  
Lund University, Sweden, Vice-Chair

Lena Abrahamsson  
Luleå University of Technology, Sweden (Coordinator Track 5)

Sören Kaj Andersen  
FAOS, Copenhagen University, Denmark (Coordinator Track 2)

Tomas Berglund  
University of Gothenburg, Sweden (Coordinator Track 2)

Jon-Erik Dölvik  
FAFO, Norway (Coordinator Track 5)

Per-Anders Edin  
Uppsala University, Sweden (Coordinator Track 1)

Anne Grönlund  
Umeå University, Sweden (Coordinator Track 3)

Petra Herzfeld Olsson  
Stockholm University, Sweden (Coordinator Track 1)

Stefán Ólafsson  
University of Iceland, Iceland (Coordinator Track 3)

Joakim Palme  
Uppsala University, Sweden (Coordinator Track 3)

Calle Rosengren  
Lund University, Sweden (Coordinator Track 5)

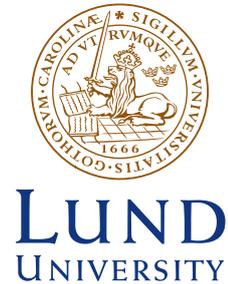
Markku Sippola  
Helsinki University, Finland (Coordinator Track 4)

Lotta Stern  
Stockholm University and Ratio, Sweden (Coordinator Track 4)

# Congress Supporters



**FACULTY  
OF LAW**



**The Crafoord Foundation**  
FOUNDED BY HOLGER CRAFOORD 1980

**event** in skåne  
part of business region skåne



# Congress Theme and Tracks in a Nutshell

---

Boundaries are key to the future of work and employment relations. Increasingly, people and companies move across borders. Pandemics, like COVID-19, question this mobility and more generally, boundaries are renegotiated – between humans and machines, work and private life, and employment and other forms of work.

Furthermore, work and employment relations around the globe are being reshaped by crucial developments, such as globalization, protectionism, pandemics, climate change and greening of the economy, digitalization and automation, inequality and the struggle for decent and sustainable work, gender equality and diversity, and ageing populations and intergenerational tension.

The sessions at the congress address topical and challenging issues in work and employment relations in developing as well as developed economies. They cross disciplinary boundaries, focus or integrate gender-equality dimensions, and aim at dynamic innovation in theories, methodologies, and practices in our field.

## **TRACK 1: COLLECTIVE VOICE AND SOCIAL DIALOGUE**

Collective voice continues to be crucial for shaping a decent and sustainable working life. Many important things have been accomplished, but old challenges persist all over the globe, and new ones urgently call for our attention. The state plays a major role here, among other things in removing barriers to collective voice, safeguarding respect for freedom of association, and promoting the inclusion of workers operating outside regular structures. Collective actors themselves may also move in new directions. New challenges and themes – such as the platform economy, climate change, new groups of working-poor and pandemics – may require innovative approaches as well as new strategies, partnerships, and even actors, both nationally and internationally. A stronger focus on equality and diversity makes new demands on collective-voice processes. Crossing geographical frontiers and establishing cross-border collaboration is difficult, but it is even more important in an atmosphere where protectionism is gaining ground. This track explores these issues and examines the role of collective voice and social dialogue in addressing the working-life challenges of our time.

## **TRACK 2: WORK AND EMPLOYMENT RELATIONS**

In recent decades, research on work and employment relations has focused to a great extent on the effects of globalization – the internationalization of markets, the rise of extensive production chains, the creation of international organizations, and the convergence of economic policies and prescriptions on deregulation and flexibilization – on work and employment relations in national contexts. These trends persist. In recent years, however, something has started to happen which is not in line with expectations of increasing convergence and international integration. Nationalistic policies, protectionism, and trade wars have appeared in international relations calling in question the dismantling of boundaries. Moreover, international organizations like the OECD and IMF now regard rising inequality as a dangerous side-effect of the policies of recent decades. At the same time, international collaboration would seem to be more urgent than ever if we are to be able to face the challenges of our time, among them climate change and environmental destruction, pandemics, immigration, unequal economic development, and the weakening of labour standards. The focus of this track is on how work and employment relations are being affected by conflicting trends in the changing world economy, as well as by structural changes arising from new technology.

## **TRACK 3: EQUALITY, DIVERSITY, AND INCLUSION**

Increasing migration flows and globalized production processes not only forge new ties across the world; they also pose challenges to labour market governance, to welfare states, and to social cohesion. The fundamental changes associated with transient borders and technological change have brought new forms of work and employment relations as well as inequalities and conflicts. Workers in the more affluent countries face intensified competition from low-paid workers in developing and emergent economies. Peripheral regions are left behind in the restructuring of labour markets. In the global south, widespread informal employment calls for regulation to safeguard rights, provide social protection, and promote decent working conditions. In many OECD countries, new forms of precarious work are threatening standards that were previously achieved. The task of including migrant workers and low-skilled workers in new

labour markets while combatting discrimination and exploitation puts new pressures on social actors and institutional frameworks. The global increase in female labour-force participation calls for a stronger focus on gender discrimination, equal treatment, and work-family policies. The ageing of the population and of the workforce poses new challenges in the world of work, related to care responsibilities borne by employees with elderly relatives, and to the safeguarding of a sustainable working life for persons of all ages. The risk of conflicts and tensions between different generations, as well as between other groups in the working population, is another serious challenge posed by current demographic developments.

#### **TRACK 4: WORK ORGANIZATION AND HRM**

Work organizations and HRM practices around the globe face serious challenges currently, due to ageing populations, climate change, globalized organizations and markets, and the increased digitalization of society. HRM practices are central for supporting organizations to meet the challenges of the 21st century to attract, retain, and develop personnel. At the same time, HRM practices are necessary for ensuring decent and sustainable work, furthering gender equality, and promoting diverse and inclusive workplaces. We are interested in discussing how changing HRM practices are making and breaking boundaries in terms of employment relations (new forms of employment and contracts/temporary contracts, gig-work), business models/organizational forms, and inter-organizational relations.

#### **TRACK 5: INNOVATION AND EMERGING TRENDS IN WORK**

Contemporary society and the world of work are facing multiple challenges and forces of change and innovation. Some of these long-term forces are defined as megatrends, such as globalization, demographics, climate change, and new technology. Megatrends are borderless, and they are likely to change the world of work (although we do not exactly know how). Since they are shaped, moreover, by both global and local contexts, they vary in their manifestations, impacts, and actor responses. Huge and variegated efforts are now being made through collective action, and by politicians and businesses, to promote social and institutional innovation in the world of work, sometimes driven by unexpected events such as COVID-19. It is important for the world of work that scientific debate be promoted and that knowledge about possible, probable, and preferable futures feed into sound policy formation and decision-making. For example, how can technological advances such as artificial intelligence, automation, and robotics, be applied to ensure that production has an environmentally sustainable footprint, and that decent, inclusive, and equitable forms of work are developed? Answering such looming questions requires innovative reforms in the ways we work, and in how we distribute the burdens and benefits of change. Faced as we are by an unpredictable world of work, we have a greater need than ever for empirical studies on new and imaginative ways of organizing, rewarding, and managing work – matched with scientific knowledge about causality and complexity.

# Congress Programme at a Glance

SUNDAY 20 JUNE				
		<b>Study Group Meetings</b>		
21:00–22:30		<ul style="list-style-type: none"> <li>• Migration, with a Specific Focus on Labour Migration; Social Protection</li> </ul>		
MONDAY 21 JUNE				
	<b>Plenary Sessions</b>	<b>Study Group Meetings</b>	<b>Special Sessions and ILERA Meetings</b>	
09:00–10:30		<ul style="list-style-type: none"> <li>• Gender and Employment</li> <li>• HRM</li> </ul>	ILERA Continental Caucuse: <ul style="list-style-type: none"> <li>• Africa</li> <li>• Asia</li> <li>• Europe</li> </ul>	
10:30–11:00	Coffee and Online Networking through Discord			
11:00–12:30		<ul style="list-style-type: none"> <li>• Flexible Working Patterns</li> <li>• HRM</li> <li>• Public Policy and Industrial Relations</li> </ul>	Early Career Researchers Workshop	ILERA Executive Committee Meeting*
13:30–15:00	Roundtable with Local Business and Social Partners: Employment relations, HRM, Entrepreneurship and Innovation in Lund and the Skåne Region	<ul style="list-style-type: none"> <li>• Labour Adjudication, Arbitration &amp; Mediation / Workplace Dispute Resolution</li> <li>• Public Sector Employment Relations</li> </ul>		
15:00–15:30	Coffee and Online Networking through Discord			
16:00–18:00	<b>Opening Ceremony</b>			
18:00–	Online Networking through Discord			
TUESDAY 22 JUNE				
	<b>Plenary Sessions</b>	<b>Track Paper Sessions</b>	<b>Special Sessions and ILERA Meetings</b>	
08:00–09:30		1:1 2A:1 2B:1 3:1 4:1 5:1 11:1	7:1 8:1 9:1 10:1	
09:30–10:00	Coffee and Online Networking through Discord			
10:00–11:30		1:2 2A:2 3:2 4:2 5:2	6:2 7:2 8:2 9:2 10:2	
12:00–13:30	Plenary Session Track 1: Collective Voice and Social Dialogue			
14:30–15:00	Coffee and Online Networking through Discord			
15:00–16:30	Plenary Session Track 2: Work and Employment Relations			
17:00–18:30		1:3 2A:3 2B:3 3:3 4:3 5:3	6:3 7:3 8:3 9:3 10:3^	ILERA Continental Caucuse: <ul style="list-style-type: none"> <li>• Americas</li> </ul>
18:30–19:00	Online Networking through Discord			

22:00–23:30		1:4 2A:4 2B:4 3:4 4:4 5:4	7:4*^ 8:4 9:4 10:4 11:4
<b>WEDNESDAY 23 JUNE</b>			
	<b>Plenary Sessions</b>	<b>Track Paper Sessions</b>	<b>Special Sessions and ILERA Meetings</b>
08:00–09:30		1:5 2A:5 2B:5 3:5 4:5 5:5	6:5 7:5 8:5 9:5 10:5 11:5
09:30–10:00	Coffee and Online Networking through Discord		
10:00–11:30		1:6 2A:6 2B:6 3:6 4:6 5:6	7:6 9:6*
12:00–13:30	Plenary Session Track 3: Equality, Diversity, and Inclusion		
14:30–15:00	ILERA Awards Ceremony		
15:00–16:30	Plenary Session Track 4: Work Organization and HRM		
17:00–18:30		1:7 2A:7 2B:7 3:7 4:7 5:7	6:7 7:7 8:7 9:7 10:7 11:7 ILERA Council Meeting*
18:30–19:00	Online Networking through Discord		
22:00–23:30		1:8 2A:8 2B:8 3:8 5:8 9:8	6:8 7:8 8:8 10:8
<b>THURSDAY 24 JUNE</b>			
	<b>Plenary Sessions</b>	<b>Track Paper Sessions</b>	<b>Special Sessions</b>
08:00–09:30		1:9 2A:9 2B:9 3:9 5:9	6:9 7:9 8:9 9:9 10:9
09:30–10:00	Coffee and Online Networking through Discord		
10:00–11:30	Plenary Session on Swedish and Nordic Labour and Employment Relations		
11:30–12:30	Coffee and Online Networking through Discord		
12:30–14:00	Plenary Session Track 5: Innovation and Emerging Trends in Work		
14:00–14:30	<b>Closing Ceremony</b>		

All indicated times are in Central European Summer Time (CEST)

\*Irregular timeslot

^Simultaneous interpretation in English–French–Spanish

## Keynote Speakers at the Opening Ceremony

---



**GUY RYDER**  
Director-General, International  
Labour Organization (ILO)



**EVA NORDMARK**  
Minister for Employment, Sweden

## Musical Entertainment at the Opening Ceremony

---



**MIRIAM AÏDA**

Miriam Aïda – one of Sweden’s most popular singers with an international following has performed all around Sweden, Europe, Japan and Brazil. With an extensive talent that travels through a number of musical landscapes she has 9 albums out as a leader. Miriam is also a well acclaimed radio profile and music journalist. From stage she’s always looking for elements that bring people together. At ILERA 2021 she sings in an intimate setting with the guitarist Mats Andersson and violinist Filip Runesson. Together they will perform a selection of songs from different songbooks; from Swedish schlager, traditional songs, soulful jazz and cool bossa nova.

Musical entertainment with support from Region Skåne and in collaboration with Musik i Syd.

# Keynote Speakers at the Track Plenary Sessions



## JEREMIAS ADAMS-PRASSL

Professor of Law, Oxford University

### **Black Box Boss: Regulating Algorithms at Work – Track 5**

Jeremias Adams-Prassl is Professor of Law at Magdalen College, and Deputy Director of the Institute of European and Comparative Law in the University of Oxford. He studied law at Oxford, Paris, and Harvard Law School, and is particularly interested in the future of work and innovation. Jeremias is the author of numerous articles and books, including most recently *Humans as a Service: the Promise and Perils of Work in the Gig Economy* (OUP) and *The Charter of Fundamental Rights in the Member States* (ed, with M Bobek). His work has been recognised by numerous prizes for teaching, research, and public impact, including the Modern Law Review's Wedderburn Prize, a British Academy Rising Star Engagement Award, and the 2019 St Petersburg Prize. From April 2021, he will lead a five-year research project on Algorithms at Work, funded by the European Research Council and a 2020 Leverhulme Prize. Jeremias tweets at @JeremiasPrassl..



## RAE COOPER

Professor of Gender, Work and Employment Relations, The University of Sydney Business School, the University of Sydney

### **Gender Equality at Work: Where Are We Now, Where to Next? – Track 3**

Rae Cooper is Professor of Gender, Work and Employment Relations at the University of Sydney. She is an Editor of the *Journal of Industrial Relations* and a member of the Executive Committee of ILERA. Rae researches women's careers, gender equality at work and industrial relations policy and regulation. She has received grants from the Australian Research Council, from state and federal governments and has worked in collaboration with leading organisations including the Australian Human Rights Commission, the Australian Institute of Company Directors, and the Australian Council of Trade Unions. Presently she is working on projects which examine 'the gendered future of work', 'women's work in male-dominated occupations' and 'gender equality at work post COVID-19'. In 2019 she was made an Officer of the Order of Australia for her contributions to 'higher education and to workplace policy and practice'.



## CHI QUYNH DO

Director, Research Center for Employment Relations and Coordinator of Vietnam Labour Research Network

### **Is Flexibility the New 'Voice'? Workers Participation in the Platform Economy – Track 5**

Dr. Chi Quynh Do is the Director of the Research Center for Employment Relations (ERC). She received her Ph.D. in industrial relations from the University of Sydney and her MPhil in International Relations from the University of Cambridge. Chi Quynh Do has 20 years of experience doing research and consultancy in labour at national and international levels. She has published frequently in international journals. She is also the founding member and coordinator of the Vietnam Labour Research Network.



### AMEETA JAGA

Associate Professor of Organisational Psychology, University of Cape Town

#### **Rethinking Work-Family Boundaries in a Time of COVID-19: Organisation, Permeability and the Global South – Track 3**

Ameeta Jaga (Ph.D.) is an Associate Professor of Organisational Psychology in the School of Management Studies at the University of Cape Town and a non-resident Fellow at the Hutchins Centre for African and African American Research, Harvard University. Her research focuses on the work-family interface relating to culture, race, class, and gender. Ameeta's current research projects deal with understanding how gender equality (via breastfeeding at work) is understood in 21st century South Africa. Her works draw on southern theory to prioritise context while underlining global inequalities in knowledge production. She has published in academic journals across disciplines including Gender, Work and Organisation, and International Breastfeeding Journal.



### HARRY KATZ

Jack Sheinkman Professor, Director, Scheinman Institute on Conflict Resolution, President-elect, International Labor and Employment Relations Association (ILERA)

#### **Has the Pandemic Led to Greater Convergence or Divergence in National Employment Relations Systems? – Track 2**

Harry C. Katz is the Jack Sheinkman Professor and Director of the Scheinman Institute on Conflict Resolution at the ILR School, Cornell University. He is President-elect of the International Labor and Employment Relations Association (ILERA) and a past President of the U.S. Labor and Employment Relations Association (LERA). Katz served as the Dean of the ILR School 2005-14 and Interim Provost, Cornell University (2014-15). He received his PhD in economics from the University of California at Berkeley in 1977. His major publications include *Labor Relations in a Globalizing World* (with Thomas Kochan and Alexander Colvin), ILR Press and *Converging Divergences* (with Owen Darbishire), ILR Press. Since 2006, Katz has been a member of the UAW Public Review Board.



### ARISTEA KOUKIADAKI

Professor of Labour Law, School of Social Sciences, University of Manchester.

#### **Collective Bargaining at a Crossroads: Legal and Institutional Developments and Prospects for the Future – Track 1**

Aristea Koukiadaki is Professor of Labour Law at the University of Manchester. Her research interests are in comparative labour law and industrial relations, empirical legal studies and EU labour law and social policy. Her current projects include a Trade Union Rights' Expert group (ETUI)-led project on effective enforcement of EU labour law and a project on social clauses in public procurement. Her research has been funded by a number of organisations, including the European Commission, the Leverhulme Trust and the Economic and Social Research Council and she has carried out policy consultancy for the International Labour Organisation, the European Parliament and the Global Players' Union, among others.



### GUGLIELMO MEARDI

Professor of Economic Sociology, Scuola Normale Superiore, Florence

#### **What is Different in This Crisis. Lessons From and For Industrial Relations Theory – Track 2**

Guglielmo Meardi is Professor of Economic Sociology at Scuola Normale Superiore in Florence (Italy) and is the Editor of the European Journal of Industrial Relations. He was previously Professor of Industrial Relations and Director of the Industrial Relations Research Unit at the University of Warwick. His research and writings focus on the internationalisation of industrial relations, including employment practices in multinational companies, transnational union action, migration and multi-level global and European governance.



### ANA VIRGINIA MOREIRA GOMES

Professor, University of Fortaleza

#### **Collective Bargaining, the Challenge of Extending Its Reach – Track 1**

Ana Virginia Moreira Gomes is a Labour Law Professor at the Faculty of Law of University of Fortaleza, Brazil. She is a PhD. in Labour Law at São Paulo University, Brazil, and has a Master in Law at the Faculty of Law in the University of Toronto. Her current research interests are in the area of Labour and Employment Law, International Law and Human Rights Law. Her work focuses on International Labour Law, specifically on the following subjects: fundamental rights, ILO, regulation of informal work and protection of vulnerable workers, in special domestic work. She is co-author of the book *Waste pickers and homeless people: (in) visibility and citizenship on the streets of Fortaleza* (Available at: <http://nedts.unifor.br>). She coordinates the Center for Studies in Labor Law and Social Security at the University of Fortaleza.



### INES WAGNER

Senior Researcher, Institute for Social Research Oslo

#### **Certified (In)Equality: Job Evaluations, Equal Pay and Gendered Valuations of Jobs and Performance – Track 4**

Dr. Ines Wagner is a Senior Researcher at the Institute for Social Research in Oslo. Her research interests include the topics of gender and work, labor mobility in the European Union and the future of work. She is currently leading the international and comparative research project 'Shipping Off Labour' funded by the Norwegian Research Council on the relationship between the EU's product and labour market. She has held fellowships at the American Institute for Contemporary German Studies at Johns Hopkins in Washington, the Max Planck Institute for the Study of Societies in Cologne and the European University Institute in Florence. She has a double PhD in Global Economics and Management from the University of Groningen and Political Science from the University of Jyväskylä and a Master's degree in Global Politics from the London School of Economics and Political Science.

# ILERA Meetings

---

## ILERA STUDY GROUP MEETINGS

One important way for ILERA to promote the study of labour and employment relations throughout the world is through the running of a number of ILERA Study Groups on core topics in our field.

For more information in general about existing ILERA Study Groups and contact details to Study Group Coordinators, see <https://ilo-ilera.org/study-groups/>

The following Study Groups are organizing meetings during the World Congress. For more information on the programme see the full congress programme below, as well as information at the congress website (<https://www.ileraworldcongress2021.se/app/netattm/attendee/page/101607>).

## FLEXIBLE WORKING PATTERNS

Monday 21 June, 11:00–12:30 CEST

Coordinators: Clare Kelliher, Cranfield University; Christine Edwards, Kingston University Business School

## GENDER AND EMPLOYMENT

Monday 21 June, 09:00–10:30 CEST

Coordinators: Anne-Marie Greene, University of Leicester; Gill Kirton, Queen Mary University of London; Marian Baird, University of Sydney

## HRM

Monday 21 June, 09:00–10:30 CEST and 11:00–12:30 CEST (consecutive programme for the meeting)

Coordinators: Stefan Zagelmeyer, University of Manchester; Mark J. Smith, Grenoble Ecole de Management

## LABOUR ADJUDICATION, ARBITRATION & MEDIATION/WORKPLACE DISPUTE RESOLUTION

Monday 21 June, 13:30–15:00 CEST

Coordinators: Christopher Albertyn; Albertyn Arbitration Inc.; Anna Booth, CoSolve; Leigh Johns, Commissioner, Fair Work Commission

## MIGRATION, WITH A SPECIFIC FOCUS ON LABOUR MIGRATION; SOCIAL PROTECTION

Sunday 20 June, 21:00–22:30 CEST

Joint meeting of two ILERA Study Groups

### Migration, with a Specific Focus on Labour Migration

Coordinators: Marius Olivier, Northwest University/Nelson Mandela University/University of Western Australia; Avinash Govindjee, Nelson Mandela University; Evance Kalula, University of Cape Town; Gijsbert Vonk, University of Groningen

### Social Protection

Coordinators: Avinash Govindjee, Nelson Mandela University; Marius Olivier, Northwest University/Nelson Mandela University/University of Western Australia; Evance Kalula, University of Cape Town; Gijsbert Vonk, University of Groningen

## PUBLIC POLICY AND INDUSTRIAL RELATIONS

Monday 21 June, 11:00–12:30 CEST

Coordinators: Serafino Negrelli, University of Milano Bicocca; Anil Verma, Rotman School of Management, University of Toronto

## PUBLIC SECTOR EMPLOYMENT RELATIONS

Monday 21 June, 13:30–15:00 CEST

Coordinators: Mikkel Mailand, FAOS, University of Copenhagen; Karen Jaehrling, University of Duisburg-Essen

### **ILERA CONTINENTAL CAUCUSES**

The Continental Caucuses offer an opportunity for scholars and congress participants from different regions to meet to discuss topical research and policy issues. It also provides a platform for social networking and for an exchange of knowledge and best practices on how to engage in and support ILERA activities throughout the world.

#### **ILERA CONTINENTAL CAUCUSE: AFRICA**

Monday 21 June, 09:00–10:30 CEST

Chair: Frikkie De Bruin, Public Service Co-ordinating Bargaining Council, member of the ILERA Executive Committee

#### **ILERA CONTINENTAL CAUCUSE: AMERICAS**

Tuesday 22 June, 17:00–18.30 CEST

Chair: Eleonora Peliza, ILERA-ARTRA, UNTREF Universidad Nacional Tres de Febrero, member of the ILERA Executive Committee

Topic:

Americas: Maneuvering through the Crisis of the COVID-19 Pandemic: Addressing Labour Market and Social Policy Challenges. Key Issues. What's Next?

#### **ILERA CONTINENTAL CAUCUSE: ASIA**

Monday 21 June, 09:00–10:30 CEST

Chair: Kim Dong-One, Korea University, Past-President of ILERA

#### **ILERA CONTINENTAL CAUCUSE: EUROPE**

Monday 21 June, 09:00–10:30 CEST

Chair: Barbara Bechter, Durham University, member of the ILERA Executive Committee

Topic:

Challenges and Opportunities for International Co-operation in Tackling the Health Impact of the COVID-19 Crisis. The Role of Industrial Relations Research and Actors in Breaking Boundaries.

### **ILERA EXECUTIVE COMMITTEE MEETING**

Monday 21 June, 11:00 CEST

For especially invited participants only.

### **ILERA COUNCIL MEETING**

Wednesday 23 June, 17:00 CEST

For especially invited participants only.

## Sunday 20 June

---

21:00–22:30 Study Group Meetings

**MIGRATION, WITH A SPECIFIC FOCUS ON LABOUR MIGRATION; SOCIAL PROTECTION**

Sunday 20 June, 21:00-22:30 CEST

Joint meeting of two ILERA Study Groups

**Migration, with a Specific Focus on Labour Migration, Coordinators**

Marius Olivier, Northwest University/Nelson Mandela University/University of Western Australia; Avinash Govindjee, Nelson Mandela University; Evance Kalula, University of Cape Town; Gijsbert Vonk, University of Groningen

**Social Protection, Coordinators**

Avinash Govindjee, Nelson Mandela University; Marius Olivier, Northwest University/Nelson Mandela University/University of Western Australia; Evance Kalula, University of Cape Town; Gijsbert Vonk, University of Groningen

**Programme**

Recent Developments and the Effects of the COVID-19 Pandemic on Labour Migration and/or Social Protection

# Monday 21 June

## 09:00–10:30 Study Group Meetings

### **GENDER AND EMPLOYMENT**

Monday 21 June, 09:00-10:30 CEST

#### **Coordinators**

Anne-Marie Greene, University of Leicester; Gill Kirton, Queen Mary University of London; Marian Baird, University of Sydney

This Study Group will meet twice during the World Congress in order to allow attendance from the different time zones.

#### **Programme**

Gender, Work and COVID-19

The Gender and Employment Study Group meets at ILERA regional and international conferences with the aim of bringing together ILERA members working and researching in the field of advancing gender equality at work.

Our aim is to enable members to share policies, practices and research, build international networks of interest, and facilitate a place for exchange of ideas, theories and methodologies. The Gender and Employment Study Group also has as a main concern the need to ensure that ILERA conference structures, programs and activities reflect equal representation of genders.

The areas of research and practice that the Gender and Employment Study Group is interested in pursuing include, but are not limited to, policies and actions of governments, employers and unions, labour market patterns and segmentations, occupation and industry studies, discrimination and harassment at work, the crossover of paid work and unpaid work, and the gender division of labour in the home and at work.

We have a strong interest in supporting PhD students, early career academics and practitioners, and sharing as widely as possible matters of contemporary relevance to the equality project.

In 2021 the theme of our meeting will be 'Gender, Work and COVID-19'.

### **HRM**

Monday 21 June, 09:00–10:30 CEST and 11:00–12:30 CEST (consecutive programme for the meeting)

#### **Coordinators**

Stefan Zagelmeyer, University of Manchester; Mark J. Smith, Grenoble Ecole de Management

#### **Programme**

From Lockdown to Building Back Better: The Impact of the COVID-19 Crisis on the Management of Work

At this Study Group meeting we will explore the implications of the Covid-19 crisis for the management of work from a variety of perspectives, focusing on challenges and innovative solutions

09:00–09:05, Mark Smith, Grenoble Ecole de Management, University of Stellenbosch; Stefan Zagelmeyer, University of Manchester: *Welcome and Introduction*

09:05–09:30, Giorgos Gouzoulis, University College London; Panagiotis (Takis) Iliopoulos, University of Oxford: *Financialisation, Precarity, and the Future of Work*

09:30–10:00, Cécile Guillaume, University of Surrey; Sophie Pochic, CNRS/ENS/EHESS: *The COVID-19 Crisis: An Opportunity for the Advance of Parenthood and Work-life Balance Rights in French Workplaces?*

10:00–10:30, Dimitrios Balfousias, The American College of Greece; Eleni Patra, The American College of Greece: *The Impact of COVID-19 Crisis on Telework in Greece*

10:30–11:00, Coffee Break

11:00–11:30, Lutz Bellmann, Friedrich-Alexander-University Erlangen-Nuremberg; Hans-Dieter Gerner, Nuremberg Institute of Technology; Marie-Christine Liable, Institute for Employment Research: *Establishment Reactions during the COVID-19 Crisis*

11:30–12:00, Paola Villa, University of Trento; Mark Smith, Grenoble Ecole de Management, University of Stellenbosch: *The European Employment Strategy in Times of COVID and Prospects for Post-COVID*

12:00–12:25, Stefan Zagelmeyer, University of Manchester: *From Lockdown to Liberation to where? Speculating about the Long-term Implications of the COVID-19 Crisis for Managing Labour and Human Resources*

12:25–12:30, Stefan Zagelmeyer, University of Manchester; Mark Smith, Grenoble Ecole de Management, University of Stellenbosch: *Conclusion*

Anyone wishing to learn more about the ILERA HRM Study Group is invited to visit the Study Group's webpage (<http://hrmsg.ihirmi.org>) or to contact the Study Group coordinators.

### 09:00–10:30 ILERA Meetings

#### ILERA CONTINENTAL CAUCUSE: AFRICA

Monday 21 June, 09:00-10:30 CEST

#### Chair

Chair: Frikkie De Bruin, Public Service Co-ordinating Bargaining Council, member of the ILERA Executive Committee)

#### ILERA CONTINENTAL CAUCUSE: ASIA

Monday 21 June, 09:00-10:30 CEST

#### Chair

Kim Dong-One, Korea University, Past-President of ILERA

#### ILERA CONTINENTAL CAUCUSE: EUROPE

Monday 21 June, 09:00-10:30 CEST

#### Chair

Barbara Bechter, Durham University, member of the ILERA Executive Committee

Topic:

Challenges and Opportunities for International Co-operation in Tackling the Health Impact of the COVID-19 Crisis. The Role of Industrial Relations Research and Actors in Breaking Boundaries.

**10:30–11:00**

**COFFEE AND ONLINE NETWORKING THROUGH DISCORD**

Monday 21 June, 10:30–11:00 CEST

**11:00–12:30 Study Group Meetings**

**FLEXIBLE WORKING PATTERNS**

Monday 21 June, 11:00–12:30 CEST

**Coordinators**

Clare Kelliher, Cranfield University; Christine Edwards, Kingston University Business School

**Programme**

This Study Group covers all types of flexible working and includes part-time, telework, home/distance working, shift work, flexible hours, compressed working week, zero hours contracts, freelance, agency and other temporary arrangements. The aim is to bring together scholars with an interest in this area to network, present, and discuss work in progress or recently completed. When the group started over 25 years ago, flexible working was considered 'non-standard' work. Since then, flexible working practices have proliferated to the extent that they are no longer considered atypical in many economies. Events such as the COVID-19 pandemic in 2020 accelerated the spread of home and reduced hours working, and the longer-term economic consequences have implications for this trend towards flexibility. However, while the context is changing, many issues remain the same, including who benefits from these arrangements, how are they regulated, the social and economic impact, and the role of governments and organisations.

Papers presented at the congresses are theoretical and empirical and address the topic at the macro, organisational or individual level, and in specific national, regional, sector or organisational settings. In common with much research into employment relations, they largely draw on studies carried out in the West. However, research in other regions is growing and we also look forward to learning more about this and the insights it gives from a variety of national contexts. The next few years will be an interesting time for research in this area.

11:30, Clare Kelliher, Cranfield University; Christine Edwards, Kingston University Business School: *Introduction*

11:35, Valeria Pulignano, KU Leuven; Glenn Morgan, Bristol University: *Emerging 'Grey Zones' at the Interface of Work and Home. Advancing Research and Theory on Precarious Work*

11:55, Jo McBride, Durham University; Andrew Smith, University of Bradford; Cat Spellman, Durham University: *'Challenging the Boundaries of the Norm': COVID-19, Flexible Working and the New Temporalities and Spatialities of Work*

12:15, Martine Coun, Open Universiteit of the Netherlands; Robin Edelbroek; Pascale Peters; Rob Blomme, Nyenrode Business Universiteit, Breukelen: *Leading Innovative Work Behavior in Times of COVID-19: A Moderated Mediation Model of Work-related Flow in the Relationship between Leadership Style and Innovative Work Behavior and the Moderating Role of IT-enabled Presence Awareness*

12:35, Heejung Chung, University of Kent; Hyojin Seo, University of Kent: *Flexibility Stigma – How National Contexts Can Shift the Way We Penalise Flexible Workers*

**PUBLIC POLICY AND INDUSTRIAL RELATIONS**

Monday 21 June, 11:00-12:30 CEST

**Chair**

Serafino Negrelli, University of Milano Bicocca

**Presenters**Tiziano Treu, Past-President of ILERA: *Public Policy Responses in the Post-COVID Era. Opening Remarks*Yunus Adeleke Dauda, Lagos State University: *Managing Technological Change for Worker's Wellbeing: Present Trends and Future Prospects*Bruce J. Curran, University of Manitoba: *Changes in the Regulation of Temporary Agency Workers over the Past Decade*Eduardo Dias, Universidade de Fortaleza: *COVID-19 Pandemic and Social Protection of Informal Workers in Brazil*Anil Verma, University of Toronto; Ana Virginia Moreira Gomes, Universidade de Fortaleza: *A Platform-based Approach to Worker Protection in the Informal Economy*Serafino Negrelli, University of Milan-Bicocca: *Closing Thoughts***11:00–12:30 Special Sessions****EARLY CAREER RESEARCHERS WORKSHOP**

Monday 21 June, 11:00-12:30 CEST

Chairs: Andrea Iossa, Lund University and University of Kristianstad; Christian Lyhne Ibsen, FAOS, University of Copenhagen; Linda Weidenstedt, The Ratio Institute and Stockholm University.

This workshop is open to all PhD-students and early career researchers registered at the ILERA World Congress. In an informal setting it will offer a rare and interesting opportunity to present your current research and discuss topical issues in the field of labour and employment relations in a truly global context. The Zoom-format will provide possibilities for social networking and exchange of experiences in relation to academic life and career development. After attending this inspiring workshop, you will have broadened your scholarly network and gained new insights for your academic career.

The workshop will be structured in three different sessions. First, the participants will have the opportunity to meet in small groups and discuss in an interdisciplinary setting their research interests to find new inspiring thoughts and possibly discover new paths for collaboration. Second, they will meet an editor of an academic journal relevant in the field of industrial relations for an informal conversation on viable publication strategies for early career researchers in the field of labour and employment relations. Third, there will be an occasion for community-building in which the participants will meet again in small groups to reflect upon working and employment conditions for early career researchers and converse on possible (individual and/or collective) strategies to deal with the world of academic work.

The Zoom-format will enable participants to choose whether to follow the entire workshop or only log in and join us for one session. No specific pre-registration for this workshop is needed.

Invited speaker: Dionne Pohler, University of Toronto – Associate Editor at *Industrial Relations: A Journal of Economy and Society*.

## 11:00–13:00 ILERA Meetings

### ILERA EXECUTIVE COMMITTEE MEETING

Monday 21 June, 11:00 CEST

For especially invited participants only.

## 13:30–15:00 Plenary Session

### ROUND TABLE WITH LOCAL BUSINESS AND SOCIAL PARTNERS

Monday 21 June, 13:30-15:00 CEST

#### **Employment Relations, HRM, Entrepreneurship and Innovation in Lund and the Skåne Region**

This Round table will provide interesting perspectives on regional and local business and labour markets. Innovation and labour and employment relations are at the centre of attention, as are topical examples of social partnership, collective bargaining and collaboration at different companies and organisations.

#### **Moderators**

Jonas Borell, Lund University, and Calle Rosengren, Lund University

#### **Speakers**

Jonas Bergholm, Regional Development Manager, Region Skåne

Dan Mattsson, LO/The Swedish Trade Union Confederation, Trade Union Official

Ulf Bengtsson, Senior Advisor, former Chair, and Head at Sony Lund, of Sveriges Ingenjörer/the Swedish Association of Graduate Engineers

Anna Hansson Kalaris, Head of Division Human Resources, ESS (European Spallation Source)

Magdalena Schultze, HR Director, Massive Entertainment

## 13:30–15:00 Study Group Meetings

### LABOUR ADJUDICATION, ARBITRATION & MEDIATION / WORKPLACE DISPUTE RESOLUTION

Monday 21 June, 13:30-15:00 CEST

#### **Coordinators**

Christopher Albertyn; Albertyn Arbitration Inc.; Anna Booth, CoSolve; Leigh Johns, Commissioner, Fair Work Commission

#### **Programme**

Current Issues/Developments in Workplace Dispute Resolution

#### **Chair**

Anna Booth, mediator, CoSolve

#### **Presenters (10 minutes each)**

Rick Bailes, Ohio Northern University Law School: *Novel Issues in Canadian Labour Law Arbitration Related to COVID-19*

Christina Mihes, ILO Office for Central and Eastern Europe: *Improved Access to Justice through Conciliation and Arbitration in Albania – Some Policy Recommendations*

Szilvia Halmos, Labour Court Judge at the Budapest Metropolitan General Court: *Access to Justice in Labour Cases in Hungary during the COVID-19 Pandemic*

Leigh Johns, Commissioner, Fair Work Australia: *The Response of the Fair Work Commission to COVID-19 related Disputes – Especially in the Context of Australia’s JobKeeper (Income Support) Program*

#### **Discussants (5 minutes each)**

Betty R. Widgeon, arbitrator and mediator, Widgeon Dispute Resolution, PLC

Ryuichi Yamakawa, University of Tokyo

Christopher Albertyn, an arbitrator and mediator, Albertyn Arbitration Inc.

#### **Question and Discussion**

### **PUBLIC SECTOR EMPLOYMENT RELATIONS**

Monday 21 June, 13:30-15:00 CEST

#### **Coordinators**

Mikkel Mailand, FAOS, University of Copenhagen; Karen Jaehrling, University of Duisburg-Essen

#### **Roundtable and Peer Exchange on Public Sector Employment Relations**

Various longstanding trends have transformed public services and public sector employment relations in the past and continue to do so in the present, such as new public management, austerity and the impact of the Global financial and economic crisis after 2008, as well as technological changes and changes in the sociodemographic composition of societies, following migration and the demographic change. The COVID-19 pandemic has added yet another layer of global challenges that intersects with these longstanding trends. Studying the effects these trends have on public sector employment relations – and vice versa – is crucial, since public sector employment relations are decisive for the inclusiveness of societies: In that they impact on the quality of jobs in a large part of the economy; in that they can help to establish standards (e.g. on gender equality) that potentially also spill over to the private sector; and finally, in that they shape the conditions under which public sector employees deliver public services to citizens.

At the ILERA 2021 meeting in Lund, the Study Group therefore wishes to take stock of current questions and issues related to the various challenges and transformations in public sector employment relations. The idea of this meeting is to have a roundtable discussion with short contributions that briefly highlight important issues at stake in ongoing or future research projects, or that inform and comment on current reform projects and political debates affecting public sector employment relations. This collective exercise shall help us to get an overview on important developments and open questions on which also to base future activities of the Study Group, and to establish contacts between experts working on similar issues and thereby facilitate future collaborations.

#### **13.30–13.35**

Karen Jaehrling; University of Duisburg-Essen; Mikkel Mailand, FAOS, University of Copenhagen: *Welcome to the Study Group – the Aim of the Group and This Event*

#### **13.35–13.50 Crises and Outsourcing across the Public Sector**

Maarten Keune, AIAS-HIS, University of Amsterdam: *Employment, Job Quality and Labour Relations in Europe’s Public Sector since the Financial Crisis*

Nana W. Hansen, FAOS, University of Copenhagen: *COVID-19 and Public Sector Collective Bargaining in Denmark – What Implications for Power, Process and Regulative Content?*

Francois-Xavier Devetter, University of Lille; Céline Lozinguez, Julie Valentin, University of Paris I: *The Impact of Public Services Outsourcing on Employment Conditions: The Case of Cleaning and Catering in a French Local Authority*

### **13.50–14.05 Discussion of the Three Presentations and Summaries**

#### **14.05–14.10 Short Break**

#### **14.10–14.30 The Care Sector**

Anna Mori, University of Milan: *The Fragile Boundary between Public and Private: Outsourcing of Public Services in and beyond the Crisis*

Ian Kessler, King's College: *Challenges to Work Organisation in Health and Social Care: The Introduction of a New Work Role*

Constanza Galanti, University College of Dublin/University of Padua: *The Scale of Healthcare Struggles. Understanding the Disjuncture between National Mobilizations and European Economic Governance Policy-making in the Italian Case*

Isabel Perera, Cornell University: *The Welfare Workforce: Public Sector Unions and the Supply of Social Services*

### **14.30–14.50 Discussion of the Four Presentations and Summaries**

#### **14.50–15.00 Ideas for Future Events**

15:00–15:30

#### **COFFEE AND ONLINE NETWORKING THROUGH DISCORD**

Monday 21 June, 15:00–15:30 CEST

### **16:00–18:00 Plenary Session**

#### **OPENING CEREMONY**

Monday 21 June, 16:00–18:00 CEST

#### **Chairs**

Mia Rönmar, Lund University, President of ILERA and Jenny Julén Votinius, Lund University, Vice-Chair of the Organizing and Academic Committees

#### **Welcome and introduction**

Mia Rönmar, Lund University; Jenny Julén Votinius, Lund University

#### **Keynote speakers**

Guy Ryder, Director-General ILO

Eva Nordmark, Minister for Employment, Sweden

**Welcome addresses**

Erik Renström, Vice-Chancellor of Lund University

Anna Jähnke, Member of the Regional Executive Committee, Region Skåne

Mats Helmfrid, Mayor, City of Lund

Samuel Hertsberg Åsander, Chair of Juridiska föreningen/the Law Students' Association in Lund

**Musical entertainment**

Singer Miriam Aïda; guitarist Mats Andersson, violinist Filip Runesson

With support from Region Skåne and in collaboration with Musik i Syd.

(See further section 'Musical Entertainment at the Opening Ceremony'.)

18:00–

**ONLINE NETWORKING THROUGH DISCORD**

Monday 21 June, 18:00– CEST

# Tuesday 22 June

08:00–09:30 Track Paper Sessions

## 1:1 UNDERSTANDING COLLECTIVE VOICE AND COLLECTIVE DISPUTE MECHANISMS IN DEMANDING SURROUNDINGS

Tuesday 22 June, 08:00–09:30 CEST

### Chair

Petra Herzfeld Olsson, Stockholm University

### Paper presenters

Henrique Lenon Farias Guedes, University Center Unifacisa: *Work Stoppage, Magical Realism and Thanatocracy: Lessons on the Right to Strike in the Novel 'Incidente em Antares'*

Sari Madi, School of Industrial Relations, University of Montreal: *International Organisations and Policy Transfer: Insights from the Spread of Social Dialogue Initiatives*

John Opute, London South Bank University: *Understanding Voice Mechanism in Developing Economies: Voice as a Collective Dialogue*

Elaine Sio-leng Hui, Pennsylvania State University: *Movement-oriented Labour Organisations in an Authoritarian Regime: The Case of China*

## 2A:1 PLATFORMS, GIG-WORKERS AND CREATIVE INDUSTRIES

Tuesday 22 June, 08:00–09:30 CEST

### Chair

Chris F. Wright, WOS, University of Sydney

### Paper presenters

Wike Been, University of Amsterdam; Maarten Keune, University of Amsterdam: *Bumpy Tracks, Steady Progression or Leaving Altogether: Labour Market Flexibilization and Career Development in the Creative Industries*

Tanya Agarwa, Amity Law School: *The Gig Economy Feud Between Collective Bargaining and Antitrust Laws: A Comparative Study of EU, USA and Indian Jurisprudence*

Nil Belgin Boyaci, Anadolu University; Erkan Kidak: *Social Class Perception of Cleaning Employees: The Case of Armut.com Workers in Turkey*

Malin Espersson, Lund University; Erika Andersson, Lund University; Mikael Bergmash, Lund University: *Passion or Profit? Or Both? Negotiating the Meaning and Conditions of Creative Work in the Digital Games Industry*

**2B:1 EMPLOYMENT AND PATHWAYS FOR REGULATIONS**

Tuesday 22 June, 08:00–09:30 CEST

**Chair**

Marianne Jenum Hotvedt, University of Oslo

**Paper presenters**Virgel Binghay, University of the Philippines: *Presence of Essential Pay Movement Policies and Appeal Procedure at the Firm Level: Some Evidence from the Philippines*Calum Carson, University of Leeds: *The UK Campaign for the Living Wage: Employer Adoption and Experiences*Samuel Gultom, University of Indonesia: *Dismantling Labor Rights: Labor Law Reform and the Path to Neoliberal Industrial Relations in Indonesia*Kyungyeon Kim, Korea University: *Employment Relations in Social Enterprises? Empirical Analysis on Relationship between Employee Representation and Performance*Jonathan Preminger, Cardiff University; Assaf S. Bondy, Tel-Aviv University: *Embracing Juridification, Renewing Collective IR: A Collective Response to the 'Employment Rights Regime'***3:1 WAGE INEQUALITY**

Tuesday 22 June, 08:00–09:30 CEST

**Chair**

Ann Numhauser-Henning, Faculty of Law, Lund University

**Paper presenters**Farid Asey, University of Toronto: *The Gentle Purge: Workplace Experiences of Racialized Public Servants with Degradation, Dehumanization and Denigration at Work*Teresa Lizeth Alanis Gutiérrez, IIEc-UNAM: *Overview of the Pension System in Mexico and Chile in the Era of Financial Domination*Catherine Barnard, University of Cambridge; Fiona Costello, University of Cambridge, Sarah Fraser-Butlin, University of Cambridge: *Low Skilled, Low Paid EU Migrant Workers in the East of England Post-Brexit*Veronika Lemeire, Hasselt University; Patrizia Zanoni, Hasselt University: *Is Sustained Wage Moderation Compatible with the Revaluing of Women's Wages? An Analysis of the Belgian Case*Katrín Ólafsdóttir, Reykjavik University: *A Gendered Look at Wage Changes in a Recession***4:1 HR PRACTICES AND THEIR CONSEQUENCES**

Tuesday 22 June, 08:00–09:30 CEST

**Chair**

Markku Sippola, Helsinki University

**Paper presenters**

Bernd Brandl, Durham University Business School: *The Use of HR Analytics to Monitor Employee Performance and the Role of the Employee Representation: A Cross-national Multi-level Analysis*

Maria Holmbom, University West; Ali Kazemi, University West: *A New Era for Human Resources: Breaking Boundaries through Positive Organizational Psychology*

Mijeong Kim, Korea University: *How HR Practices Influence Voice? The Mediating Role of Social and Economic Exchange Perception*

Yumi Nishioka, Rissho University; Takashi Nishimura, Tokyo Metropolitan University: *Impact of the Application Timing of the Human Resource Practices on Work Engagement under the COVID-19 Pandemic*

Per Thilander, University of Gothenburg; Petra Adolfsson, University of Gothenburg: *Digitalization and People Analytics: The Introduction of New Technology and HR Practices*

**5:1 GIG ECONOMY, PLATFORMS AND LABOUR I**

Tuesday 22 June, 08:00–09:30 CEST

**Chair**

Robert Mackenzie, Karlstad University

**Paper presenters**

Delia Badoi, Research Institute for Quality of Life; Filip Alexandrescu, Research Institute for Quality of Life; Ana Maria Preoteasa, Research Institute for Quality of Life: *Platform-Based Food-Delivery as 'Essential Labour' in Romania: Digital Algorithms, Economic Insecurity and Flexible Work*

Julie Elambert, Université Lumière Lyon 2: *'When Freelancer Met Company...': Research on the Use of Platforms for the Encounter Between Freelancers and Companies*

Kristin Jesnes, Fafo; Torstein Nesheim, SNF: *From Umbrella Companies to Marketplaces of Experts: Conceptualizing and Theorizing Labour Market Intermediaries*

Bo-Yi Lee, King's College London: *Hire of Service or Hire of Work? A Case Study of the Employment Relationships between the Riders and the Food-delivery Firms in Taiwan*

Jonathan Sale, University of South Australia; Arlene Sale, Torrens University Australia: *Women's Work and Digital Platforms: A New Form of Unregulated Work in the Time of COVID?*

**08:00–09:30 Special Sessions****7:1 ISSUES IN REGULATING GIG WORKERS: PERSPECTIVE FROM INDIA AND SOUTH AFRICA**

Tuesday 22 June, 08:00–09:30 CEST

**Chair**

Pravin Sinha, Indian Industrial Relations Association

**Presenters**

Frikkie De Bruin, Public Service Co-ordinating Bargaining Council; Amir Jafar, Aligarh Muslim University; Partha Sarkar, The University of Burdwan; Ranjan Sarkar, Eptisa; Stefan van Eck, University of Pretoria

**Discussants**

Abhishek Mishra, The University of Burdwan; Oomang Parag, PSCBC

### 8:1 PUBLIC SECTOR EMPLOYMENT RELATIONS AT AN INTERSECTION? FROM POST-FINANCIAL CRISIS TO THE COVID-19 PANDEMIC

Tuesday 22 June, 08:00–09:30 CEST

**Chairs**

Anna Mori, Department of Social and Political Science, University of Milano and Nana Wesley Hansen, FAOS, Department of Sociology, University of Copenhagen

**Presenters**

Marta Kahancová, Central European Labour Studies Institute (CELSI), Benjamin Hopkins, University of Birmingham; Mikkel Mailand, University of Copenhagen; Sabina Stiller, Radboud University: *New Actors and New Strategies: Coping with Hospital Reforms across Diverse Industrial Relations Systems in the EU*

Carlo Di Donato, European University Institute: *Fiscal Federalism Meets Industrial Relations: Hamilton's Paradox and the Curious Fiscal Discipline of German Governments in Public Sector Wage Policy*

Karen Jaehrling, University of Duisburg-Essen: *Organisational and Institutional Experimentation in Public Supply Chains: The Case of Germany*

Anna Mori, Università degli Studi di Milan: *Employment Relations in the Italian Care Sector: Hybridization, Segmentation and Solutions*

Oscar Molina, Autonomous University of Barcelona; Alejandro Godiono, Autonomous University of Barcelona: *From Oblivion to Revitalization: Industrial Relations in the Spanish Public Sector from the Great Recession and the COVID-19 Crisis*

Nana Wesley Hansen, University of Copenhagen; Nick Krachler, Department of International and Comparative Labor at the ILR School; Cross-professional Coalition building and Mobilizing: *When Enough is Enough, but Solidarity also Has Its Limits!*

**Discussants**

Stephen Bach, King's Business School, Kings College London; Lorenzo Bordogna, Department of Social and Political Science, University of Milano; Berndt Keller, Universität Konstanz

### 9:1 INEQUITABLE INTERNSHIPS? REGULATION, EQUITY AND THE IMPLICATIONS FOR INTERNSHIPS AS AN ACCESSIBLE PATH TO EMPLOYMENT

Tuesday 22 June, 08:00–09:30 CEST

**Chair**

Rosemary Owens, The University of Adelaide

**Presenters**

Anne Hewitt, The University of Adelaide; Laura Grenfell, The University of Adelaide: *Equality Implications of Mandatory Work Experience for Professional Qualifications*

Alysia Blackham, The University of Melbourne: *The Gender Equality Act 2020 (Vic): A Missed Opportunity for Promoting Equality in Internships and Work-integrated Learning*

Annika Rosin, The University of Turku; Anne Hewitt, The University of Adelaide: *Is Equality Part of the Regulatory Agenda? Awareness of Equality Implications of Internships among University Staff in Australia and Finland*

Luca Cattani, University of Modena and University of Bologna; Daria Luchinskaya, Strathclyde University; Giulio Pedrini, Kore University of Enna and University of Bologna; Charikleia Tzanakou, University of Warwick and Oxford Brookes University: *Gender Inequalities in Work Experience during Higher Education: Comparing Italy and the UK*

### 10:1 BOOK LAUNCH: 'SOCIAL LAW 4.0: NEW APPROACHES FOR ENSURING AND FINANCING SOCIAL SECURITY IN THE DIGITAL AGE'

Tuesday 22 June, 08:00–09:30 CEST

**Chair**

Olga Chesalina, Max Planck Institute for Social Law and Social Policy

**Presenters**

Edoardo Ales, University of Naples 'Parthenope'; Yves Jorens, Gent University; Francis Kessler, Sorbonne Law School; Philip Larkin, University of Bedfordshire; Natalie Videbæk Munkholm, University of Aarhus; Katerina Pantazatou, University of Luxembourg; Paul Schoukens, KU Leuven; Grega Strban, University of Ljubljana; Gaabriel Tavits, University of Tartu; Annamaria Westregård, Lund University; Gijesbert Vonk, University of Groningen

**Discussant**

Ulrich Becker, Max Planck Institute for Social Law and Social Policy

### 11:1 CLIMATE, SUSTAINABLE DEVELOPMENT AND LABOUR MARKET CHANGE

Tuesday 22 June, 08:00–09:30 CEST

**Chair**

Niklas Selberg, Faculty of Law, Lund University

**Paper presenters**

Bradon Ellem, University of Sydney: *Carbon, Capital and Climate Change: 'Militant Particularism' Among Queensland Coalminers*

Chelo Chacartegui, University Pompeu Fabra: *Occupational Health and Climate Change: The Spanish Experience*

Annica Asp, Karlstad University; Carin Håkansta, Karlstad University; Kristina Palm, Karlstad University; Poja Shams, Karlstad University: *Reconciling Digitalization with a Sustainable Work Environment in the Public Sector*

Avinash Govindjee, Nelson Mandela University; Marius Olivier, Northwest University/Nelson Mandela University/University of Western Australia: *Social Protection for Climate Change Displaced Persons, with a Focus on the Informal Economy Context*

09:30–10:00

**COFFEE AND ONLINE NETWORKING THROUGH DISCORD**

Tuesday 22 June, 09:30–10:00 CEST

**10:00–11:30 Track Paper Sessions****1:2 THE RIGHTS TO STRIKE AT A CROSSROAD**

Tuesday 22 June, 10:00–11:30 CEST

**Chair**

Niklas Bruun, Hanken (Helsinki), School of Economics and Stockholm University

**Paper presenters**Sergio Gamonal C., Adolfo Ibáñez University: *The Right to Strike in a Neoliberal Context*Nils Karlson, Ratio and Linköping University: *Industrial Conflict in Essential Services in a New Era – A Comparative Study*Kim Kyungyeon, Korea University; Kim Dong-One, Korea University: *An Empirical Study on the Relationship Between Trust and Strikes: Analyzing Data from 18 OECD Countries, 1981–2018*Kirill Tomashevski, International Universitu 'MITSO': *The Right to Strike and Freedom of Association in Belarus – Actual Problem in Light of ILO and UN Standards***2A:2 LABOUR REGULATION IN NEW AREAS**

Tuesday 22 June, 10:00–11:30 CEST

**Chair**

Eleonora Peliza, ILERA-ARTRA, UNTREF Universidad Nacional Tres de Febrero

**Paper presenters**Pierluigi Digennaro, University of Milan; Rosella Bozzon, University of Milan; Annalisa Murgia, University of Milan: *Labour Law and Labour Statistics: A Transdisciplinary Dialogue to Identify Hybrid Areas of Work*Márton Leó Zaccaria, University of Debrecen Faculty of Law; Henriett Rab, University of Debrecen Faculty of Law: *Variations on Working Time – Traditional Labour Law Toolkit Attached to Modern Employment*Jimena Ruy-López, Public University of Uruguay, Institute of Labour Law: *Working in a Global World: Private International Law Applied through the Principles of Labour Law*Sharifa Shaari, Universiti Malaysia Sabah; Sharifah Rahama Amriul, Universiti Malaysia Sabah: *Working from Home (WFH) in Malaysian Private Sector: The Need to Regulate*Joanna Unterschütz, University of Business and Administration in Gdynia: *Enforcing EU Labour Law by Using Criminal Law Means*Isabelle Van Hiel, University of Ghent: *Europe's Struggle to Liberate the Dockworker*

**3:2 WORKPLACES, HARASSMENT AND DISCRIMINATION**

Tuesday 22 June, 10:00–11:30 CEST

**Chair**

Jane Parker, Massey University

**Paper presenters**

Magnus Boström, Kalmar Maritime Academy, Linnaeus University; Cecilia Österman, Kalmar Maritime Academy, Linnaeus University: *Creating Clarity and Crew Courage: Preventive and Promotive Measures for a Maritime Industry Without Bullying and Harassment*

Laura Carballo Piñeiro, World Maritime University: *Violence and Harassment in Cross-border Occupational Settings, an Area Beyond National Jurisdiction?*

Louis Koen, University of Johannesburg: *The Role of Regional Trading Blocs in Addressing the Sexual Harassment of Female Informal Cross Border Traders in Southern Africa*

Kristina Palm, Karolinska Institutet; Annika Vånje, KTH: *Inclusive Workplaces – A Rapid Literature Review*

**4:2 WORK ORGANIZATION AND THE PROFESSIONS: WORKING CONDITIONS ACROSS THE WORLD**

Tuesday 22 June, 10:00–11:30 CEST

**Chair**

Lotta Stern, Ratio and Stockholm University

**Paper presenters**

Christer Andre Flatøy, Norwegian School of Economics: *The Future of Professions*

Oscar Dousin, Universiti Malaysia Sabah; Ngan Collins, RMIT University: *Redefining the Meaning of Work among Medical Professionals in Malaysia*

Arja Haapakorpi, Tampere University, Work Research Centre: *Multiple Job Holding – Reorganizing Professional Labour in Post-industrial Society*

Angelbert Hernandez, University of the Philippines Diliman; Carmelina Cheng, University of the Philippines Diliman; Lanilaine Parreno, University of the Philippines Diliman: *Mental Health Programs, Compassion Fatigue, and Job Stress of Filipino Human Resource Professionals*

Lingjing Li, Chinese Academy of Social Sciences: *Research on Doctors' Working Conditions in Public Hospitals in China*

**5:2 GIG ECONOMY, PLATFORMS AND LABOUR II**

Tuesday 22 June, 10:00–11:30 CEST

**Chair**

Ann-Christine Hartzén, Lund University

**Paper presenters**Ziyu Jiang, School of Labor Relation and Human Resources, China University of Labor Relations: *Influential Factors of Behavioral Intention of Network Job Seekers — Grounded Theory Based on Social Media Discourse*Alex Quesnel, Carleton University: *Data Labour in Platform Capitalism: Towards Remuneration or Decommodification?*Viviane Vidigal de Castro, UNICAMP: *The Platformation of Female Work in Brazil***10:00–11:30 Special Sessions****6:2 INTERNATIONAL AND COMPARATIVE EMPLOYMENT RELATIONS: GLOBAL CRISES AND INSTITUTIONAL RESPONSES**

Tuesday 22 June, 10:00–11:30 CEST

Special session and launch of the 7th edition of *International and Comparative Employment Relations. Global Crises and Institutional Responses* (SAGE, 2021), editors: Greg J. Bamber, Fang Lee Cooke, Virginia Doellgast, Chris F. Wright.

**Chairs**

Greg J. Bamber, Monash University and Chris F. Wright, Sydney University

**Presenters**

Elodie Béthoux, Ecole Normale Supérieure Paris-Saclay; Fang Lee Cooke, Monash University; Stewart Johnstone, Strathclyde University; Harry Katz, ILR School, Cornell University; Katsuyuki Kubo, Waseda University

**Book Launcher and Discussant**

Mia Rönnmar, President of ILERA, Faculty of Law, Lund University

**7:2 ECONOMICALLY-DEPENDENT WORKERS AS PART OF A DECENT ECONOMY – INTERNATIONAL, EUROPEAN AND COMPARATIVE PERSPECTIVE**

Tuesday 22 June, 10:00–11:30 CEST

**Chair**

Claudia Schubert, University of Hamburg

**Presenters**Claudia Schubert, University of Hamburg: *Introduction*Elena Gramano, Bocconi University; Anne Davies, University of Oxford: *Comparative Overview and Conclusions*Anne Davies, University of Oxford; Annamaria Westregård, University of Lund: *Relevance and Impact of International and European Union Law*

Claudia Schubert, University of Hamburg; Annamaria Westregård, University of Lund: *Conclusions on a Decent Social Protection of Economically-dependent Workers*

## **8:2 LABOUR GOVERNANCE AND THE FUTURE OF WORK IN AN ERA OF GLOBAL VALUE CHAIN DISRUPTIONS: SESSION 1: CHALLENGES AND OPPORTUNITIES FOR STRONGER LABOUR GOVERNANCE IN GLOBAL VALUE CHAINS**

Tuesday 22 June, 10:00–11:30 CEST

### **Chair**

Anne Caroline Posthuma, ILO/Cinterfor and Arianna Rossi, ILO

### **Presenters**

Stephen J. Frenkel, University of New South Wales; Elke Schuessler, Johannes Kepler University: *Changing Labour Governance Systems in Garment Global Supply Chains Since Rana Plaza: Effects and Potentialities*

Fabiola Mieres, ILO; Siobhan McGrath, Durham University: *'Ripe to Be Heard': Workers' Voice in the Fair Food Programme*

Florian Butollo, Berlin Social Science Centre; Lea Schneidemesser, Berlin Social Science Centre: *Flexible Specialization Revisited*

## **9:2 PERSONAL AND HOUSEHOLD SERVICES – STRATEGIES FOR DECENT WORK AND EQUALITY FOR VULNERABLE WORKER**

Tuesday 22 June, 10:00–11:30 CEST

### **Chair**

Nuria Ramos Martin, University of Amsterdam

### **Presenters**

Nuria Ramos Martin, University of Amsterdam: *Deficits on Social Protection of Workers in the PHS Sector. Can Equality Law Solve the Gap? Comparative Perspectives from Spain and the Netherlands*

Minna van Gerven, University of Helsinki: *The Domestic Migrant Workers in Finland: Out of Sight, Out of Heart?*

Ana B. Muñoz Ruiz, University Carlos III-Madrid: *The Exclusion of Health and Safety Regulation for Domestic Workers Hired by Families: Discrimination or Omission of the Legislator?*

Clemence Ledoux, University of Nantes: *When Public Policies Lead to Collective Bargaining: The French Home-based Domestic/Care Services*

### **Discussant**

Marlies Vegter, University of Amsterdam

**10:2 COGENS: COLLECTIVE BARGAINING AND THE GIG ECONOMY – NEW PERSPECTIVES**

Tuesday 22 June, 10:00–11:30 CEST

**Chair**

Elisabeth Brameshuber, University of Vienna

**Presenters**Tamás Gyulavári, Pázmány Peter Catholic University: *EU and Platform Work*Felicia Rosioru, Babes-Bolyai University: *The ‘Smart’ Trade Union: New Strategies for a Digitalized Labour Market*Nicola Gundt, University of Maastricht: *Why Existing Tools Do Not Suffice to Protect Platform Workers – Even Passively*Gábor Kártyás, Pázmány Peter Catholic University: *Working Time in EU Law and Gig Workers: A Mismatch?***12:00–13:30 Plenary Session****TRACK 1: COLLECTIVE VOICE AND SOCIAL DIALOGUE**

Tuesday 22 June, 12:00–13:30 CEST

**Chairs**

Petra Herzfeld Olsson, Stockholm University and Per-Anders Edin, Uppsala University

**Co-chair/discussant**

Matteo Avogaro, ESADE Institute for Labour Studies

**Keynote speakers**Aristea Koukiadaki, Professor of Labour Law at School of Social Sciences, University of Manchester: *Collective Bargaining at a Crossroads: Legal and Institutional Developments and Prospects for the Future*Ana Virginia Moreira Gomes, Professor of Labour Law at the Faculty of Law of University of Fortaleza: *Collective Bargaining, the Challenge of Extending Its Reach***Paper presenter**German Bender, Stockholm School of Economics; Fredrik Söderqvist, Blekinge Institute of Technology: *How to Negotiate an Algorithm – Voice and Automation in Swedish Mining***14:30–15:00****COFFEE AND ONLINE NETWORKING THROUGH DISCORD**

Tuesday 22 June, 14:30–15:00 CEST

## 15:00–16:30 Plenary Session

### TRACK 2: WORK AND EMPLOYMENT RELATIONS

Tuesday 22 June, 15:00–16:30 CEST

#### Chairs

Søren Kaj Andersen, FAOS, University of Copenhagen and Tomas Berglund, University of Gothenburg

#### Co-chair/discussant

Kristin Jesnes, Fafo

#### Keynote speakers

Harry Katz, Jack Sheinkman Professor, Director, Scheinman Institute on Conflict Resolution, ILR School, Cornell University, President-elect, International Labor and Employment Relations Association (ILERA): *Has the Pandemic Led to Greater Convergence or Divergence in National Employment Relations Systems?*

Guglielmo Meardi, Professor of Economic Sociology, Scuola Normale Superiore, Florence: *What is Different in This Crisis. Lessons from and for Industrial Relations Theory*

#### Paper presenter

Melisa Serrano, University of the Philippines, School of Labor and Industrial Relations: *Growing Smart Partnership in Times of Uncertainty: The Labour-Management Initiative of a Multinational Retail Company in Five Asian Countries*

## 17:00–18:30 Track Paper Sessions

### 1:3 EU PERSPECTIVES ON TRANSNATIONAL VOICE

Tuesday 22 June, 17:00–18:30 CEST

#### Chair

Andrea Iossa, Lund University and University of Kristianstad

#### Paper presenters

Barbara Bechter, Durham University; Sabrina Weber, Pforzheim University; Bengt Larsson, Linneaus University and University of Gothenburg; Manuela Galetto, Warwick Business School, University of Warwick; Thomas Prosser, Cardiff University: *The Role of 'Values' and 'Interest' in Reaching Consensus*

Manuela Galetto, Warwick Business School, University of Warwick; Barbara Bechter, Durham University; Bengt Larsson, Linneaus University and University of Gothenburg; Thomas Prosser, Cardiff University; Sabrina Weber, Pforzheim University: *Between Institutions and Communities of Practice: A Reading of the European Sectoral Social Dialogue*

Raoul Gebert, Université de Sherbrooke (Longueuil): *Transnational Trade Union Strategies in the Financial Sector in the Context of Market Integration and Repeated Crises*

Sophie Rosenbohm, University of Duisburg-Essen; Berndt Keller, University of Konstanz: *The European Company: Milestone or Small Step towards Transnational Employment Relations in the European Union?*

Christian Welz, Eurofound: *Horizontal Subsidiarity as a Functional Leitmotif in a Multi-actor and Multi-level Community*

**2A:3 THE LIMITS OF LABOUR LAW**

Tuesday 22 June, 17:00–18:30 CEST

**Chair**

Natalie Videbæk Munkholm, University of Aarhus

**Paper presenters**Bettina Haidinger, FORBA; Pablo Sanz de Miguel, Notus-asr: *Safeguarding Labour Standards in the Construction Industry: The Role of Co-enforcement and Cooperation between Labour Inspection and Social Partners*Gregoris Ioannou, University of Glasgow; Ruth Dukes, University of Glasgow: *Anything Goes? The Limits of Employment Law and the Normalisation of Multiple Micro-violations in UK Hospitality and Catering*Petra Mahy, Monash University; John Howe, University of Melbourne; Ingrid Landau, Monash University; Wayne Palmer, Monash University; Carolyn Sutherland, Monash University; Trang Thi Kieu Tran, Monash University: *Labour Dispute Resolution in Indonesia: The Evolution and Interactions of Formal and Informal Regulation*Amy Weatherburn, Université Libre de Bruxelles: *Regulating Precarious Work: Are Labour Law Enforcement Mechanisms Equipped for a Reconceptualisation of Labour Exploitation beyond Criminal Law?*Marcel Zernikow, Paris I Panthéon-Sorbonne, UERJ Brazil: *The Work Relation in the Sense of Conflict of Law Rules: Considering Collective Aspects of Labour Law?***2B:3 PRECARIOUS EMPLOYMENT IN DIFFERENT INDUSTRIES**

Tuesday 22 June, 17:00–18:30 CEST

**Chair**

Johanna Weststar, Western University

**Paper presenters**Lovisa Broström, University of Gothenburg: *Low Paid Jobs in Sweden 1991–2017: A Stepping-Stone or a Poverty Trap?*Ronny Ehlen, University of Hohenheim; Birgit Apitzsch, SOFI Goettingen; Caroline Ruiner, University of Hohenheim; Lena Schulz, SOFI Goettingen; Maximiliane Wilkesmann, Technical University of Dortmund: *Shaping Fictional Expectations – Uncertainty and the Work of Staffing and Temporary Employment Agencies in tight Labor Markets*Delsa Kufakwedekwe, Midlands State University: *Adjusting to Precarious Work: An Ordeal of Trade Unions in the Zimbabwean Mining Industry*Lara McKenzie, The University of Western Australia: *Nobody is Watching: Hidden Precarity and Unaccountability in Academia*Jørgen Svalund, Fafo; Kristin Alsos, Fafo: *Enforcing Rules Regulating the Use of Temporary Positions in Norway: A Matter of Exit, Voice or Loyalty?*

**3:3 MOBILITY, SEGREGATION AND MIGRANTS**

Tuesday 22 June, 17:00–18:30 CEST

**Chair**

Ylva Ulfsdotter Eriksson, University of Gothenburg

**Paper presenters**

Lena Gonäs, Karolinska Institutet; Kristina Alexanderson, Karolinska Institutet; Klas Gustafsson, Karolinska Institutet; Anders Wikman, Karolinska Institutet: *Occupational Mobility and Gender Segregation – A Population-based Prospective Cohort Study*

Katleho Letsiri, University of Johannesburg: *The Impact of Labour Migration on Host Countries: Exploring Labour Market and Social Protection Tensions in the SADC Region*

Cristian Segura-Carrillo, Universidad de Concepcion: *Comparative Analysis of Social Mobility between Chile and Spain*

Jingjing Weng, National Taiwan University of Science and Technology; Christelina Dwiputri, National Taiwan University of Science and Technology: *Voice Out or Keep Silent? An Exploratory Study of Indonesian Female Migrant Workers in Taiwan*

**4:3 LABOUR-MANAGEMENT RELATIONSHIPS AND ORGANIZATIONAL INVOLVEMENT**

Tuesday 22 June, 17:00–18:30 CEST

**Chair**

Vincenzo Pietrogiovanni, Lund University and Aarhus University

**Paper presenters**

Gisela Bäcklander, Karolinska Institutet; Kristina Palm, Karolinska Institutet; Calle Rosengren, Lund University: *New and Innovative Methods in Studying Telework – Activity Diary and Photo Elicitation as Complement to Qualitative Interviews*

Saikat Chakraborty, Indian Institute of Management Ahmedabad; Premilla D'Cruz, Indian Institute of Management Ahmedabad; Parvinder Gupta, Indian Institute of Management Ahmedabad; Ernesto Noronha, Indian Institute of Management Ahmedabad: *Dignity Implications of Client-supplier Relationship: A Study of Indian Security Guards and their Employers*

Wei Huang, Renmin University of China; Kritkorn Nawakitphaitoon, National Institute of Development Administration of Thailand; Wei Wei, University of York: *Enhancing the Strength of HPWS via Labour-management Partnership: The Moderated Mediation Model of Employees' Perception of HR Practices, Voice Efficacy, and Trust in Manager*

Jingfu Lu, South China Normal University; Luan Jiang, South China Normal University; Yifan Lai, Zhuhai College of Jilin University: *How Resource-Based SOEs Manage Labor Conflicts through Administrators' Human Resource Practices and Party Organizations' Boundary-Spanning Behaviors: A Comparative Case Study in China*

Lotta Stern, Ratio and Stockholm University: *Employee Involvement and Co-determination in a Changing World Views from HR-professionals*

**5:3 GIG ECONOMY, PLATFORMS AND LABOUR III**

Tuesday 22 June, 17:00–18:30 CEST

**Chair**

Miriam Kullmann, Harvard University/WU Vienna University of Economics and Business

**Paper presenters**Alina Lidén, Höskolan Kristianstad; Malin Espersson, Lund University; Ulrika Westrup, Lund University: *In Absence of a Working Place. A Gig Worker's Sense Making of Work Community*Linda Weidenstedt, The Ratio Institute and Stockholm University; Andrea Geissinger, The Ratio Institute and Örebro Business School; Birgit Leick, University of Southeastern Norway, Business School; Nabeel Nazeer, Stockholm University: *Socio-spatial Agency in the Gig Economy: Migrant Food Couriers Managing a Liminal Workplace*Xuerong Zhang, School of Labor Relation and Human Resources, China University of Labor Relations: *Research on Emotional Labor Behavior in Marketing of Customer Service Personnel on E-commerce Platform***17:00–18:30 Special Sessions****6:3 FREEDOM OF ASSOCIATION AND RIGHT TO ORGANIZE IN REMOTE WORK**

Tuesday 22 June, 17:00–18:30 CEST

**Chair**

Federico Fusco, Prince Mohammed bin Fahd University

**Presenters**

Federico Fusco, Prince Mohammed bin Fahd University; Andrea Franconi, University of Buenos Aires; Eduardo Pragmácio Filho, Farias Brito Law School; Adriana Topo, University of Padova

**Discussant**

Andreas Inghammar, Lund University

**7:3 INSCRIBING SOLIDARITY: LABOUR LAW AND BEYOND**

Tuesday 22 June, 17:00–18:30 CEST

**Chair**

Julia López López, Pompeu Fabra University

**Presenters**Julia López López, Pompeu Fabra University: *Inscribing Solidarity in Labour Debates*Tonia Novitz, University of Bristol: *Sustainability as Solidarity Unbound: Labour Rights and Collective Voice in the United Nations Sustainable Development Goals and the European Pillar of Social Rights*Reingard Zimmer, Berlin School of Economics and Law: *Solidarity as a Central Aim of Collective Labour Law?*Scott Cummings, UCLA; Alexandre de le Court, Pompeu Fabra University: *Solidarity in the City*

Rui Branco, Nova University of Lisbon; Daniel Cardoso, Autonomous University of Lisbon: *Labor Market, Social Protection and Solidarity in Portugal (2010–2020)*

Alexandre de le Court, Pompeu Fabra University: *Social Rights of Undocumented Immigrants: Exploring the Boundaries of Solidarity*

Nuria Pumar Beltrán, University of Barcelona: *Framing Gender Equality, Social Protection and Reconciliation Policies in the EU Strategy of Sustainability: Considering Young Mothers with Low Qualifications*

Gian Guido Balandi, Stefania Buoso, University of Ferrar: *Solidarity: Different Issues in a Community Perspective*

#### **Discussant**

Mia Rönmar, Lund University

### **8:3 EMPLOYMENT RELATIONS AS NETWORKS**

Tuesday 22 June, 17:00–18:30 CEST

#### **Chair**

Oscar Molina, Autonomous University of Barcelona

#### **Presenters**

Valeria Pulignano, KU Leuven: *Social Network Employment Research: Tracing New Horizons in the Field of Work and Labour*

Bernd Brandl, University of Durham: *From Factors to Actors: Actors and Networks in Employment Relations*

Alex Lehr, Radboud University: *The Mechanisms and Effects of Networks in National Collective Bargaining*

Oscar Molina, Autonomous University of Barcelona: *Exploring Sectoral Collective Bargaining Networks in Four Countries: Theoretical and Methodological Notes on the Use of SNA in Comparative Industrial Relations*

Bengt Larsson, Linneaus University and University of Gothenburg: *Multiplexity and Multilevelness of Trade Union Networks in Europe*

Thomas Haipeter, University of Duisburg-Essen; Markus Hertwig, Technical University of Chemnitz; Sophie Rosenbohm, University of Duisburg-Essen: *Articulation of Interests: A Network Perspective on Employee Representation in Multinational Companies*

#### **Discussant**

(tbc)

### **9:3 EMERGING TRENDS OF NON-STANDARD WORK IN THE NORDICS: BEFORE AND AFTER THE CORONA CRISIS**

Tuesday 22 June, 17:00–18:30 CEST

#### **Chair**

Anna Ilsøe, FAOS, University of Copenhagen and Trine Pernille Larsen, FAOS, University of Copenhagen

**Presenters**

Anna Ilsøe, FAOS, University of Copenhagen; Trine Pernille Larsen, FAOS, University of Copenhagen: *Nordic COVID 19 Relief and Help Packages and Non-standard Work – Attempts to Unite, but also Fragments*

Stine Rasmussen, Aalborg University; Anna Hedenus, University of Gothenburg: *Challenges and Risks in the Use of Non-standard Employment in Elder Care in Sweden and Denmark*

Anna Hedenus, University of Gothenburg; Kristine Nergaard, Fafo: *Freelance Companies – An Alternative to Traditional Employment?*

Katrín Ólafsdóttir, Reykjavík University; Paul Jonker-Hoffrén, Tampere University: *Foreign Workers in Construction: Two Countries – One Story*

### **10:3 COGENS: LA NÉGOCIATION COLLECTIVE ET LES PLATEFORMES NUMÉRIQUES DE TRAVAIL: NOUVELLES PERSPECTIVES / COGENS: COLLECTIVE BARGAINING AND THE GIG ECONOMY – NEW PERSPECTIVES**

Session in French, simultaneous translation French–Spanish–English  
Tuesday 22 June, 17:00–18:30 CEST

**Chair**

José Maria Miranda Boto, University of Santiago de Compostela

**Presenters**

Judith Brockmann, Hochschule für Angewandte Wissenschaften Hamburg: *The Code of Conduct – Paid Crowdsourcing for the Better*

Marie-Cécile Escande-Varniol, University Lumière Lyon 2: *Building Social Protection for Platform Workers*

Luca Ratti, University of Luxembourg: *Crowdwork and Work on Demand in the European Legal Framework*

### **ILERA CONTINENTAL CAUCUSE: AMERICAS**

Tuesday 22 June, 17:00–18:30 CEST

**Chair**

Eleonora Peliza, ILERA-ARTRA, UNTREF Universidad Nacional Tres de Febrero, member of the ILERA Executive Committee

**Topic**

Americas: Maneuvering Through the Crisis of the COVID-19 Pandemic: Addressing Labour Market and Social Policy Challenges. Key Issues. What's Next?

**18:30–19:00**

### **ONLINE NETWORKING THROUGH DISCORD**

Tuesday 22 June, 18:30–19:00 CEST

## 22:00–23:30 Track Paper Sessions

### 1:4 COLLECTIVE VOICE AND REPRESENTATIVENESS

Tuesday 22 June, 22:00–23:30 CEST

#### Chair

Greg J. Bamber, Monash University

#### Paper presenters

Jan Horecky, Labour Law Association SK: *The Right to Collective Bargaining – Some Obstacles to Its Performance – A Plurality of Employee Representatives*

John Howe, CELRL, University of Melbourne; Ingrid Landau, LEAH, Monash University; Petra Mahy, LEAH, Monash University; Wayne Palmer, LEAH, Monash University; Trang Tran, LEAH, Monash University; Carolyn Sutherland, LEAH, Monash University: *A New Analytical Framework for the Study of Formal and Informal Regulation of Labour Dispute Resolution Systems in Asia*

Marta Martinez-Matute, UAM and IZA; Pedro S. Martins, QMUL, IZA, GLO: *How Representative Are Social Partners in Europe? The Role of Dissimilarity*

Andrea Müller, Research Institute for Work, Technology and Culture/University of Tübingen; Werner Schmidt, Research Institute for Work, Technology and Culture: *Staff Councils – Workplace Representation in German Municipalities*

### 2A:4 THE DEVELOPMENT OF LABOUR LAW

Tuesday 22 June, 22:00–23:30 CEST

#### Chair

Frikkie De Bruin, Public Service Co-ordinating Bargaining Council

#### Paper presenters

Maziar Jafary, University of Ottawa; Jules Carrière, University of Ottawa: *Study of the Impacts of the Demographic Characteristics of Arbitrators on the Outcome of Labor Arbitration Cases in the Canadian University Sector*

Alexander Lammers, TU Dortmund University; Kornelius Kraft, TU Dortmund University: *Employee Representation Institutions and Innovation – A Disentangling the Effect of Legal and Voluntary Codetermination*

Emanuele Menegatti, University of Bologna; Tamás Gyulavári, Pázmány Péter Katolikus University: *Who Is Regulating Employment? Trends in the Hierarchy of Labour Law Sources*

Carin Ulander-Wänman, Umeå University: *A New Labour Law Regulation – Challenges and Opportunities –*

**2B:4 COVID-19 – LOCAL, NATIONAL AND GLOBAL RESPONSES**

Tuesday 22 June, 22:00–23:30 CEST

**Chair**

Bernd Waas, Goethe University Frankfurt

**Paper presenters**Daina Bellido de Luna, Universidad Autónoma de Chile: *The Effects of COVID-19 on Trade Union Renewal in Chile*Bensu Bergamali; Erkan Kidak: *In the Coronavirus Pandemic Process the Effects of Social Compliance Audits to Factory Regimes in Turkey: A Case of Textile Industry*Ryan Lamare, University of Illinois; Christian Ibsen, Michigan State University; Hye Jin Rho, Michigan State University; Christine Riordan, University of Illinois; Maite Tapia, Michigan State University: *Do Institutions Mitigate Risks for Exposed Workers during COVID? Evidence from a Cross-national Survey of Danish and American Workers*Calogero Massimo Cammalleri, University of Palermo – TTRT: *Reviving Keynes in a Pandemic World. Italian Lessons*Toralf Pusch, WSI; Hartmut Seifert, WSI: *German Labour Market Resilience during the Corona Pandemic: An Example of Large Scale Furlough***3:4 WORK, HEALTH AND CAREGIVING**

Tuesday 22 June, 22:00–23:30 CEST

**Chair**

Marian Baird, University of Sydney

**Paper presenters**Johanna Jonsson, Unit of Occupational Medicine, Institute of Environmental Medicine, Karolinska Institutet; Nuria Matilla-Santander, Unit of Occupational Medicine, Institute of Environmental Medicine, Karolinska Institutet: *Low- and High-quality Employment Trajectories and the Risk of Mental Disorders and Suicide Attempts in Sweden*Nuria Matilla-Santander, Unit of Occupational Medicine, Institute of Environmental Medicine, Karolinska Institutet; Theo Bodin, Unit of Occupational Medicine, Institute of Environmental Medicine, Karolinska Institutet: *Trajectories of Precarious and Non-precarious Employment and Risk of Cardiovascular Disease in Sweden*Lilian Miles, Westminster Business School, University of Westminster; Tim Freeman, Middlesex University; Suziana Mat Yasin, Universiti Sains Malaysia; Lai Wan Teng, Universiti Sains Malaysia; Kelvin Ying, Universiti Sains Malaysia: *The Sexual and Reproductive Health of Women Migrant Workers in the ASEAN region: A Systematic Narrative Review and Synthesis*Amy Raub, University of California Los Angeles, University of Melbourne; Alison Earle, University of California Los Angeles; Jody Heymann, University of California Los Angeles: *National Approaches to Balancing Work and Caregiving across 193 Countries*

Willetta Waisath, WORLD Policy Analysis Center, UCLA; Jody Heymann, WORLD Policy Analysis Center, UCLA: *Inclusive Design of Paid Sick Leave during COVID-19 and beyond: A Globally Comparative Study of Approaches in 193 Countries*

#### 4:4 HRM PRACTICES AND EMPLOYEE ATTRACTION AND RETENTION

Tuesday 22 June, 22:00–23:30 CEST

##### Chair

Barbara Bechter, Durham University

##### Paper presenters

Angela Doku, International Labour Organization; Johannes Brehm, International Labour Organization; Veronica Escudero, International Labour Organization: *What Has Been Driving Work-to-Work Transitions in the Emerging World? A Cross-Country Study of Indonesia and South Africa*

Xueyuan Gao, China University of Labor Relations; Xinquan Zhao, China University of Labor Relations: *How Calling Relates to Creative Performance: A Moderated Mediation Model*

Robin Jonsson, University of Gothenburg; Caroline Hasselgren, University of Gothenburg; Lotta Dellve, University of Gothenburg; Daniel Larsson, Umeå University; Mikael Stattin, Umeå University; Daniel Seldén, University of Gothenburg: *Matching the Pieces: The Presence of Idiosyncratic Deals and their Impact on Retirement Preferences among Older Workers*

Kerstin Nilsson, Lund University and Kristianstad University: *Toward a Sustainable Working Life for All Ages – The swAge-model*

Kristina Nyström, Ratio/KTH: *Regional Collaboration to Enhance Skill Matching and Recruitment to Rural Regions*

#### 5:4 LEGISLATION AND DIGITIZATION

Tuesday 22 June, 22:00–23:30 CEST

##### Chair

Judy Fudge, McMaster University

##### Paper presenters

Anna Ginès i Fabrellas, Universitat Ramon Llull, Esade Law School: *Algorithms at Work. Profiling and Automated Decisions in the Workplace*

Sarrah Kassem, University of Tübingen: *Possibilities for Organization and Regulation in the Platform Economy in Times of COVID-19: The Case of Amazon*

Sigurd Oppegaard, University of Oslo; Jere Immonen, Finnish Institute of Occupational Health: *A Comparative Analysis of the Emergence and Development of Platform Work in the Nordic Countries*

Nic Preston; Ritesh Kotak; Ron LeClair, LeClair and Associates: *Coercive Economic Power That's Become Invisible – Are Our Workplaces, Tribunals and Courts Ready?*

Hideki S. Tanaka, Doshisha University; Itaru Nishimura, The Japan Institute of Labour Policy and Training: *The Recent Situations of Self-employed Workers in Japan*

**22:00–23:30 Special Sessions****7:4 MIGRACIONES: ANALISIS SOCIOECONÓMICO Y POLÍTICO/MIGRATION: SOCIAL, ECONOMIC AND POLITICAL ASPECTS IN LATIN AMERICA**

Session in Spanish, simultaneous translation Spanish–English–French  
 Tuesday 22 June, 21:30–23:30 CEST Irregular timeslot

**Chair**

Chair: Martha Elisa Monsalve Cuéllar, Ilera Columbia President

**Presenters**

Eleonora Peliza, ILERA-ARTRA, UNTREF Universidad Nacional Tres de Febrero; Jorge Cavalcanti Boucinhas, filho Brazil; Adrian Calderon, Costa Rica; Hector Humeres, Chile Association; Leobardo Lopez, Mexico; Walker Sizemore, Panama; Marco Mejia, Peru Ilera Association; Maria del Lujan Charrutti, Uruguay Ilera Association; Gustavo Saturno, Venezuela; Rodrigo Mendez F., Argentina; Monica Garcia, Acrip and member of Ilera Colombia, Adriana López López, Uruguay; Juan Carlos Gomez, Florida University

**8:4 LABOUR GOVERNANCE AND THE FUTURE OF WORK IN AN ERA OF GLOBAL VALUE CHAIN DISRUPTIONS: SESSION 2: EMPLOYMENT RELATIONS IN GLOBAL VALUE CHAINS: IMPLICATIONS OF TRANSFORMATIONS IN THE PRODUCTIVE SPHERE AND HEALTH & SAFETY RISKS TO WORKERS**

Tuesday 22 June, 22:00–23:30 CEST

**Chairs**

Gary Gereffi, Duke University and Anne Caroline Posthuma, ILO/Cinterfor

**Presenters**

Fernanda Barcia de Mattos, ILO; Jeffrey Eisenbraun, ILO; David Kucera, ILO; Arianna Rossi, ILO: *Automation, Employment and Reshoring in the Apparel Industry: Long-term Disruption or Storm in a Teacup?*

Mark Anner, Pennsylvania State University: *Three Labour Mechanisms for Addressing Decent Work Governance Gaps in GVCs*

Sheba Tejani, Birmingham University; Sakiko Fukuda-Parr, The New School: *Gender and Disruptions in GVCs*

**9:4 SPECIAL SESSION ON LIFE-LONG LEARNING: THE POST-COVID CHALLENGE**

Tuesday 22 June, 22:00–23:30 CEST

**Chair**

Chang Young Chul, Kyung-Hee University

**Presenters**

Moon Kook Hyun, Hansoll Textile: *Lifelong Learning for Creating a More Equal and Just Society*

Lee Wing On, Institute for Adult Learning, Singapore University of Social Sciences: *Monitoring Mechanisms for Lifelong Learning in Singapore*

Rick Wartzman, Drucker Institute: *Bendable: Creating Communities of Lifelong Learning*

Sung Lee, Institute for Global Citizenship Education: *UNESCO Global Network of Learning Cities*

Anil Verma, University of Toronto: *Moving the Needle on LLL: Metrics and Analytics for Marking Progress*

This session is sponsored by The New Paradigm Institute, Seoul, Korea.

#### 10:4 'FAIR' FOR WHOM? GOVERNING ARTIFICIAL INTELLIGENCE AT WORK

Tuesday 22 June, 22:00–23:30 CEST

##### Chair

Jeremias Adams-Prassl, Oxford University and Valerio De Stefano, Catholic University, Leuven

##### Presenters

Christina Colclough, The Why Not Lab; Aislinn Kelly-Lyth, Oxford; Gina Neff, Oxford Internet Institute

#### 11:4 EUROPEAN APPROACHES TO SUSTAINABLE WORK. A GLOBAL CHALLENGE

Tuesday 22 June, 22:00–23:30 CEST

This session is based on a double special issue on European Approaches to Sustainable Work in the European Journal of Workplace Innovation (<https://journal.uia.no/index.php/EJWI/issue/view/99>)

##### Chair

Kenneth Abrahamsson, Luleå University of Technology

##### Presenters

Kenneth Abrahamsson, Luleå University of Technology: *The Long Road to Sustainable Work. Introduction*

Franz Eiffe, Eurofound: *Sustainable Work in a Life-course Perspective. A European Challenge*

Christopher Mathieu, Lund University: *Sustainable Work, Technology, Innovations, and Quality of Work. Reflections from European Case Studies*

Ulrika Harlin, RISE Research Institutes of Sweden and HELIX Competence Centre: *Sustainable Work, Green Transformation, and the Role of the Social Dialogue during Industrial Startups. Building Bridges to the Future*

Carl Melin, Swedish trade union think tank Futurion: *Future Remote Work – New Challenges or a Revolving Door?*

Lennart Levi, Karolinska Institutet: *Sustainable Work in Times of Fundamental Stressors. Looking ahead from an Agenda 2030 Perspective*

##### Discussant

Per Hilmersson, former Deputy Secretary General, ETUC, now Chief of Staff, Swedish Social Democrats' Delegation, European Parliament; Russell D. Lansbury, University of Sydney

## Wednesday 23 June

08:00–09:30 Track Paper Sessions

### 1:5 COVID-19 – IMPACT ON COLLECTIVE VOICE

Wednesday 23 June, 08:00–09:30 CEST

#### Chair

Guy Mundlak, Tel-Aviv University

#### Paper presenters

Matteo Avogaro, ESADE Institute for Labour Studies: *Massive Telework and Fair Compensation: A New Issue for European Trade Unions During (and after) the COVID-19 Pandemic?*

Clarissa Macaneiro Viana, Universidade de São Paulo: *'Breque Dos Apps': The National Stoppage of Platform Workers in Brazil during the COVID-19 Pandemic and the New Forms of Collective Organization.*

Alberto Mattei, University of Verona; Stefania Buoso, University of Ferrara: *COVID-19 in Italy: The Reaction of Industrial Relations on Health and Safety*

Lukasz Pisarczyk, University of Warsaw; Katarzyna Wieczorek, University of Warsaw: *Pandemic Crisis – What Consequences for Collective Bargaining?*

Fotis Vergis, The University of Manchester: *Love's Labour's Found Again: COVID-19 and the Remobilisation of Greek Artists and Their Collective Processes*

### 2A:5 INTERNATIONAL LABOUR AGREEMENTS

Wednesday 23 June, 08:00–09:30 CEST

#### Chair

Janice Bellace, U Penn, Wharton

#### Paper presenters

Belén Alonso-Olea, National University of Distance Education (UNED): *Trends and Changes in Corporate Social Responsibility Policies*

Fabiana Avelar Pereira, Lund University – School of Economics and Management: *Impact of Global Framework Agreements: Empirical Findings and Dilemmas*

Sofia Gualandi, University of Strasbourg: *The Proposal for a Directive on Sustainable Corporate Governance and Human Right Due Diligence. Circumventing Legal Boundaries or Breaking Them Down?*

Ivan Santamaria, Prime Metro BMD Corporation: *Ties that Bind: Mutually Acceptable Framework for ASEAN Professionals*

Catharina Scodro, University of São Paulo; Maria Hemília Fonseca, University of São Paulo: *ILO Convention No. 189: Latin American Protagonism in the Concretization of Domestic Workers' Right to Work?*

**2B:5 COVID-19 – HOMEWORKING AND REGULATORY CHALLENGES**

Wednesday 23 June, 08:00–09:30 CEST

**Chair**

Alysia Blackham, The University of Melbourne

**Paper presenters**

Dzurizah Ibrahim, Universiti Malaysia Sabah; Colonius Atang, Universiti Malaysia Sabah; Oliver Eboy, Universiti Malaysia Sabah; Badariah Saibeh, Universiti Malaysia Sabah: *Challenges in Sustaining Effective Work-from-Home Practices During COVID-19 Pandemic in Malaysia*

Johann Maree, University of Cape Town: *The Impact of the COVID-19 Pandemic on Work and Employment Relations in South Africa*

Serter Oran, University of Bulent Ecevit: *Transformation of White-collar Works and Workers during the COVID-19 Pandemic: A Study Upon Banking System in Ankara Through Braverman's Labour Process Theory*

Montse Sole Truyols, Rovira i Virgili University: *Working Time Regulation in the Digital Environment: A Fundamental Must to Avoid Modern Slavery*

**3:5 NEW UNDERSTANDINGS OF WORK**

Wednesday 23 June, 08:00–09:30 CEST

**Chair**

Nana Wesley Hansen, FAOS, Department of Sociology, University of Copenhagen

**Paper presenters**

Maria-Cristina Degoli, UC Louvain: *COVID-19 and Remote Work in Italy: What is the Impact on Women's Social Security Entitlements?*

Magnus Lodefalk, Örebro University, Ratio, GLO; Erik Engberg, Örebro University, Ratio; Hildegunn Kyvik-Nordås, Örebro University, CEP; Radka Sabolová, Örebro University; Aili Tang, Örebro University: *New Work, Exiting Work and Artificial Intelligence*

Ernesto Noronha, Indian Institute of Management Ahmedabad; Premilla D'Cruz, Indian Institute of Management Ahmedabad: *Understanding Embeddedness in GPNs: The Case Exclusion and Inequality*

Pedro Oliveira, University of Coimbra: *Posting of Workers in the EU: Recent Normative Developments*

Mustafa Yigit, Anadolu University: *The Future of Work and Active Aging in Turkey: Micro-task Crowd Work Platforms for Elderly People*

**4:5 WORK ENVIRONMENT AND SUSTAINABLE WORKING LIFE**

Wednesday 23 June, 08:00–09:30 CEST

**Chair**

Rebecca Selberg, Department of Gender Studies, Lund University

**Paper presenters**

Jongyoon Hong, Hanyang University; Joonkoo Lee, Hanyang University: *Are Young Workers Safe to Work? Moderating Factors in Workplace Risk Exposure and Occupational Health Conditions*

Karol Muszynski, KU Leuven; Valeria Pulignano, KU Leuven; Markieta Domecka, KU Leuven; Adam Mrozowicki, University of Wrocław: *Coping with Precarity during COVID-19: A Study on Platform Workers in Poland*

Wei Wei, Business School of Beijing, Wuzi University; Ian MacDonald, Université de Montréal: *Assessing the 'Work Relationship' of Gig Economy Work in China*

Fan Zhang, Beijing University of Chemical Technology: *An Empirical Analysis of Factors Affecting Work-life Balance of Chinese Employees: A New Framework*

**5:5 LEGAL AND REGULATORY PERSPECTIVES ON PLATFORM WORK I**

Wednesday 23 June 08:00–09:30 CEST

**Chair**

Andreas Inghammar, Lund University

**Paper presenters**

Eusebi Colàs-Neila, University Pompeu Fabra: *The Challenges of the Gig Economy for Social Protection Systems*

Claire Marzo, UPEC (Paris East University, France): *Social Citizenship as a Tool to Reconceptualise Platform Workers' Social Protection: A Comparative and Interdisciplinary Study (Presentation of the CEPASSOC Project)*

Kgomotso Mokoena, University of Johannesburg: *Sweep South: A Consideration of the Legalities of Online Platform Based Domestic Work in South Africa*

Niklas Selberg, Faculty of Law, Lund University: *Autonomous Regulation of Labour in the Gig-economy – Collective Bargaining for Food Delivery Workers in Sweden*

**08:00–09:30 Special Sessions****6:5 TEMPS AND MARGINAL PART-TIME WORKERS – WHO SECURES THEIR SOCIAL RIGHTS**

Wednesday 23 June, 08:00–09:30 CEST

**Chair**

Anna Ilsøe, University of Copenhagen and Trine Pernille Larsen, University of Copenhagen

**Presenters**

Jill Rubery, University of Manchester; Phillippe Mehaut, University of Marseille; Claudia Weinkopf, Damian Grimshaw, Kings College London: *Closing the Protective Gaps for Part-time and Variable Hours Workers: A Comparison of Regulatory and Social Dialogue Measures in Germany, France and the UK*

Oscar Molina, Autonomous University of Barcelona; Alejandro Godiono, Autonomous University of Barcelona: *Small Jobs, Large Risks: Social protection of Reduced Hours Contracts in Europe*

Markku Sippola, Tampere University; Paul Jonker-Hoffrén, Tampere University, Satu Ojala, Pasi Pyörjä, Tampere University: *How a New Employment Contract Type Becomes Regulated: Trajectories of Regulating Zero-hours Contracts through Law and Collective Agreements in the Netherlands and Finland*

Arjan Keizer, University of Manchester; Mathew Johnson, University of Manchester; Damian Grimshaw, Kings College London; Trine Pernille Larsen, University of Copenhagen; Bjarke Refslund, University of Aalborg: *Unions and Precarious Work: The Importance of Power Resources*

Sissel Trygstad, Fafo; Kristine Nergaard, Fafo; Trine Pernille Larsen, University of Copenhagen; Anna Ilsøe, University of Copenhagen; Jonas Felbo-Kolding; Lorraine Ryan, University of Limerick; Juliet O'Sullivan: *New Types of Part-time Work in the Northern European Private Service Sector: Permanently or Marginalized?*

#### **Discussant**

Mathew Johnson, University of Manchester

### **7:5 WHERE IS CRITICAL RACE THEORY IN EMPLOYMENT RELATIONS?**

Wednesday 23 June, 08:00–09:30 CEST

#### **Chair**

Maite Tapia, Michigan State University

#### **Presenters**

Sheri Davis, Rutgers University; Tamara Lee, Rutgers University; Naomi Williams, Rutgers University

### **8:5 THE GREEN TRANSITION AND WORKING LIFE**

Wednesday 23 June, 08:00–09:30 CEST

This special session is related to the activities of Forte, the Swedish Research Council for Health, Working Life and Welfare, and a recently published report on the green transition and working life ([see https://forte.se/app/uploads/2021/03/fort-0041-rapport-gron-omstallning-web-ta-1.pdf](https://forte.se/app/uploads/2021/03/fort-0041-rapport-gron-omstallning-web-ta-1.pdf)).

#### **Chair**

Anna-Karin Florén, Forte

#### **Presenter**

Johan Sanne, IVL

#### **Discussants**

Jonas Grafström, Luleå University of Technology; Cecilia Beskow, Forte

### **9:5 HRM RESPONSES TO GLOBAL CHALLENGES IN THE CONTEXT OF THE ILO HUMAN-CENTRED AGENDA (EVIDENCE FROM BRICS COUNTRIES)**

Wednesday 23 June, 08:00–09:30 CEST

#### **Chair**

Nikolai Rogovsky, ILO

#### **Presenters**

Nikolai Rogovsky, ILO: *Introduction*

Roberto Cordon, Nicolas Depetris Chauvin, Cristine Campos de Xavier Pinto, Vladimir Ponczek, HEG: *Country Study Brazil*

Mikhail Grachev, Mariya Bobina, Western Illinois University: *Country Study Russian Federation*

Premilla D'Cruz, Ernesto Noronha, Indian Institute of Management: *Country Study India*

Fang Lee Cooke, Monash University: *Country Study China*

Geoffrey Wood, Christine Bischoff, Western University: *Country Study South Africa*

**Discussant**

Fang Lee Cooke, Monash University

**10:5 ILO'S WORLD EMPLOYMENT AND SOCIAL OUTLOOK 2021: HOW DIGITAL LABOUR PLATFORMS ARE TRANSFORMING THE WORLD OF WORK**

Wednesday 23 June, 08:00–09:30 CEST

**Chair**

Uma Rani, International Labour Office

**Presenters**

Sean Cooney, University of Melbourne; Rishabh Dhir, International Labour Office; Uma Rani, International Labour Office

**Discussants**

Valerio De Stefano, Catholic University, Leuven; Eddie Webster, University of Witwatersrand

**11:5 ORGANIZING THE WORKING POOR**

Wednesday 23 June, 08:00–09:30 CEST

**Chair**

Antonio Garcia-Muñoz Alhambra, University of Luxembourg

**Presenters**

Alberto Barrio, KU Leuven; Sonia Bekker, Utrecht University; Ann-Christine Hartzén, Lund University; Feliciano Ludicone, FGB; Andrea Lassandari, University of Bologna; Vincenzo Pietrogiovanni, Lund University; Nuna Zekic, Tillburg University

**Discussant**

Andrea Iossa, Lund University and University of Kristianstad

09:30–10:00

**COFFEE AND ONLINE NETWORKING THROUGH DISCORD**

Wednesday 23 June, 09:30–10:00 CEST

**10:00–11:30 Track Paper Sessions****1:6 GLOBAL PERSPECTIVES ON TRANSNATIONAL VOICE**

Wednesday 23 June, 10:00–11:30 CEST

**Chair**

Tonia Novitz, University of Bristol

**Paper presenters**

Anastasia Alexeeva, University of Westminster: *Pathways to Global Employee Voice: The Analysis of World Works Councils, World Union Councils and Global Trade Union Networks in a Regulatory Space*

Catherine Casey, Loughborough University; Helen Delaney, University of Auckland; Antje Fiedler, University of Auckland: *Global Framework Agreements (GFAs) in Practice: Appraising European MNCs' GFA Enactment in Asia-Pacific Subsidiaries*

Laura Ionita, University of La Laguna: *Achieving Decent Work in the Global Supply Chains: A Continuous Challenge for National and Transnational Labour Law*

Partha Sarkar, The University of Burdwan; Indranil Debgupta, Cyber Research and Training Institute: *Internal Marketing as an Alternative Form of Employee Collective Voice Mechanism: A Study on the Opinion of Trade Unions in Indian Banking Sector*

Helena Ysàs Molinero, Universitat Autònoma de Barcelona: *Employee Representation at Global Scale: A Legal Assessment of Recent Developments and Potentialities of World Works Councils*

**2A:6 CHANGING BOUNDARIES FOR TRADE UNIONS AND WORKS COUNCILS**

Wednesday 23 June, 10:00–11:30 CEST

**Chair**

Manfred Weiss, Goethe University Frankfurt

**Paper presenters**

Lorenzo Frangi, School of Management, University of Quebec in Montreal; Anthony C. Masi, Desautels Faculty of Management, McGill University: *The Social Networks of Trade Unions: Insights into Social Movement Unionism from Quebec (Canada)*

Ki-Jung Kim, University of Illinois: *Union, Employment Externalization, and the Quality of Employment Relationship*

Alexander Lammers, TU Dortmund University; Felix Lukowski, Federal Institute for Vocational Education and Training (BIBB); Kathrin Weis, Federal Institute for Vocational Education and Training (BIBB): *The Role of Works Councils in Firms' Training Provision in Times of Technological Change*

Jesper Prytz, University of Gothenburg; Bengt Larsson, Linneaus University and University of Gothenburg: *Attitudes to Trade Unions in Sweden: Changing Conditions, Changing Attitudes?*

**2B:6 MIGRATION AND POSTING OF WORKERS**

Wednesday 23 June, 10:00–11:30 CEST

**Chair**

Kim Dong-One, Korea University

**Paper presenters**

Jens Arnholtz, FAOS, University of Copenhagen; Chris F. Wright, WOS, University of Sydney: *Active Reaffirmation of National Models: Skill Formation, Labour Migration and Collective Strategies in Australia and Denmark*

Stephen Clibborn, The University of Sydney: *Vulnerability to Wage Theft: An Individual Power Analysis of International and Local Student Worker Underpayment*

Kornélia Anna Kerti, Tilburg University; Inge Bleijenbergh, Radboud Universiteit; Charissa Freese, Tilburg University; Brigitte Kroon, Tilburg University; Marloes Van Engen, Tilburg University: *Mapping the Structural Factors of Precarity in the Food Production Chain: The Case of Central and Eastern European Migrant Workers in Western Europe during COVID-19*

Andrew Kozhevnikov, Bradford University: *Social Capital in Skilled Migrants' Careers: The reasons for (Dis)Engagement*

Erik Sjödin, Stockholm University; Eskil Wadensjö, Stockholm University: *25 years of Posting of Workers to Sweden A Legal and Economic Analysis*

**3:6 LABOUR MARKET POWER AND ATTITUDES**

Wednesday 23 June, 10:00–11:30 CEST

**Chair**

Catherine Barnard, University of Cambridge

**Paper presenters**

Marian Baird, University of Sydney; Sydney Colussi, University of Sydney; Elizabeth Hill, University of Sydney: *What Can Unions Do – for Women, for Men, for Fertility and for Society?*

Ekkehard Ernst, ILO; Jorge Davalos, Universidad del Pacífico: *How Has Labour Market Power Evolved? Measuring Labour Market Monopsony in Peru and the United States*

Olle Hammar, Uppsala University: *The Cultural Assimilation of Individualism and Preferences for Redistribution*

Jane Parker, Massey University; Shirley Barnett, Massey University; Patricia Loga, Massey University; Selu Paea, Massey University; Janet Sayers, Massey University; Amanda Young-Hauser, Massey University: *Intersectional Inclusion? Māori and Pasifika Women and Gender and Ethnic Equity in New Zealand's Public Service*

Ylva Ulfsdotter Eriksson, University of Gothenburg; Anna-Maria Sarstrand-Marekovic, Linnaeus University: *Swedish Trade Unions and Employer Organisations Take on Gender Equality on the Labour Market*

**4:6 HRM REGULATION, INDIVIDUAL RIGHTS, AND ORGANIZATIONAL FORMS**

Wednesday 23 June, 10:00–11:30 CEST

**Chair**

Bernd Brandl, Durham University

**Paper presenters**

Andrea Signoretti, University of Trento; Lucia Pederiva, University of Trento; Enrico Zaninotto, University of Trento: *Trading-Off Flexibility: Contingent Workers or Human Resource Practices? A Neo-configurational Approach*

Farid Asey, University of Toronto: *Unideal Circumstances: Public Sector Job Evaluations, Private Sector Tools and Incomplete Job Descriptions in the Context of Internal Relativity and External Comparability Pay Studies in Canada*

Niklas Bruun, Hanken (Helsinki) School of Economics and Stockholm University: *Employee Intellectual Property and HRM Management*

Sudhir Chandra Das, Faculty of Commerce, Banaras Hindu University: *Linking Dimensions of Organizational Citizenship Behaviour with Organizational Effectiveness: The Moderation Effects of Sectoral Differences (Public and Private Sector Banks)*

Carlo Valenti, University of Verona: *The Individual Right to Lifelong Learning as Bulwark Against the Impact of Digitalisation in the International Labour Market*

**5:6 LEGAL AND REGULATORY PERSPECTIVES ON PLATFORM WORK II**

Wednesday 23 June, 10:00–11:30 CEST

**Chair**

Annamaria Westregård, Lund University

**Paper presenters**

Julimar da Silva Bichara, UAM; Sandro Monsueto, UFG; Ana I. Viñas Apaolaza, UEM: *Collective Bargaining and Technological Innovation in the European Union. An Analysis at Establishment Level*

Anna Ilsøe, University of Copenhagen; Trine Pernille Larsen, University of Copenhagen: *Why Do Labour Platforms Negotiate? Variation in Platforms Strategies Within CMEs*

Karol Muszynski, KU Leuven; Valeria Pulignano, KU Leuven; Claudia Mara, KU Leuven: *Product and Labour Market Regulation within Platform Work. A Comparison Between Local and International Food Delivery Platforms in Italy and Poland*

Mark Thomas, York University: *Clocked into the App: Digital Technology and the Employment Status of Gig Economy Workers*

## 10:00–11:30 Special Sessions

**7:6 DEFINING WORK**

Wednesday 23 June, 10:00–11:30 CEST

**Chair**

Cinzia Carta, University of Genova

**Presenters**

Marzia Barbera, University of Brescia; Adalberto Perulli, Ca' Foscari University of Venice; Judy Fudge, McMaster University; Riccardo Del Punta, University of Florence; Vincenzo Pietrogiovanni, Lund University and Aarhus University; Elena Gramano, Bocconi University; Cinzia Carta, University of Genova

**9:6 70 YEARS OF THE ILO COMMITTEE ON FREEDOM OF ASSOCIATION IN DEFENCE OF DEMOCRACY**

Wednesday 23 June, 09:45–11:45 CEST

Irregular time slot

**Chair**

Evanca Kalula, Chairperson, ILO Committee on Freedom of Association (CFA)

**Presenters**Corinne Vargha, Director, International Labour Standards Department, ILO: *Formal Opening Address*Karen Curtis, Chief, Freedom of Association Branch, ILO: *Overall Presentation*Ana Virginia Moreira Gomes, University of Fortaleza, Brazil: *Panelist*Anil Verma, Rotman School of Business, University of Toronto: *Panelist*Marius Olivier, Director of the International Institute for Social Law and Policy (IISLP), and North-West University/Nelson Mandela University/University of Western Australia: *Panelist*Kamala Sankaran, University of Delhi, Member of ILO Committee on the Application of Conventions and Recommendations (CEACR): *Panelist*Bernd Waas, Goethe University Frankfurt, Member of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR): *Panelist*

**12:00–13:30 Plenary Session****TRACK 3: EQUALITY, DIVERSITY, AND INCLUSION**

Wednesday 23 June, 12:00–13:30 CEST

**Chair**

Anne Grönlund, Umeå University

**Co-chair/discussant**

Sara Kaluzca, Umeå University

**Keynote speakers:**

Rae Cooper, Professor of Gender, Work and Employment Relations, The University of Sydney Business School, the University of Sydney: *Gender Equality at Work: Where Are We Now, Where to Next?*

Ameeta Jaga, Associate Professor of Organisational Psychology, University of Cape Town: *Rethinking Work-Family Boundaries in a Time of COVID-19: Organisation, Permeability and the Global South*

**Paper presenter**

Wouter Zwysen, European Trade Union Institute: *Wage Inequality in Europe: The Role of Pay Setting*

**14:30–15:00****ILERA AWARDS CEREMONY**

Wednesday 23 June, 14:30–15:00 CEST

During this Ceremony the 2021 ILERA Academic Excellence Award, ILERA Professional Excellence Award and Luis Aparicio Prize will be awarded.

**15:00–16:30 Plenary Session****TRACK 4: WORK ORGANIZATION AND HRM**

Wednesday 23 June, 15:00–16:30 CEST

**Chairs**

Markku Sippola, Helsinki University and Lotta Stern, Ratio and Stockholm University

**Co-chair/discussant**

Sanna Saksela-Bergholm, Helsinki University

**Keynote speaker**

Ines Wagner, Senior Researcher, Institute for Social Research Oslo: *Certified (In)Equality: Job Evaluations, Equal Pay and Gendered Valuations of Jobs and Performance*

**Paper presenters**

Tinu Koithara Mathew, York University: *The Future of HRM in the Context of 'Worker Voice' in a Digital Platform Economy*

Leila Chentouf, Swiss School of Management; Ekkehard Ernst, ILO: *Workplace Organisation and Incentives. What Changes in the Age of Big Data and Globalisation?*

## 17:00–18:30 Track Paper Sessions

### 1:7 INNOVATIVE WAYS TO IMPROVE THE OUTCOME OF COLLECTIVE VOICE

Wednesday 23 June, 17:00–18:30 CEST

#### Chair

Bengt Larsson, Linneaus University and University of Gothenburg

#### Paper presenters

Jennifer Bowler, Nelson Mandela University; Carmen Stindt, Nelson Mandela University: *Management-shop Steward Relationships: A Predictor of Employee-Organisation Relationships*

Olle Hammarström, The Swedish ILERA Association/mediator: *The Swedish Mediation System*

André Heinz, IUBH Internationale Hochschule: *Collective Interest Organization in the SWHE Sector in Germany – An Exemplary Explorative Study*

Daniel Schwab, College of the Holy Cross; Matthew Johnson, Duke University; Patrick Koval, Northern Michigan Opioid Response Consortium: *Legal Protection Against Retaliatory Firing Improves Workplace Safety*

Hannah Thinyane, United Nations University; Michael Gallo, United Nations University: *Digital Technologies for Worker Voice and their Contribution to Social Dialogue*

### 2A:7 TRADE UNIONS, SOCIAL MEDIA AND DIGITALIZATION

Wednesday 23 June, 17:00–18:30 CEST

#### Chair

Harry Katz, ILR School, Cornell University

#### Paper presenters

Laura Pérez Ortiz, UAM; Javier Baquero, UAM; Maribel Heredero de Pablos, UAM; Santos Ruesga, UAM: *Digitalisation and Unionism in Europe under the Varieties of Capitalism*

Sophie Zinser, United Nations University Institute in Macau and Diginex Solutions, Michael Gallo, United Nations University Institute in Macau, Hannah Thinyane, United Nations University Institute in Macau: *Mapping Opportunities for Technology Interventions onto the NGO – Migrant Domestic Worker (MDW) Relationship in Hong Kong*

Nana Wesley Hansen, FAOS, Department of Sociology, University of Copenhagen; Mark Friis Hau, FAOS, Department of Sociology, University of Copenhagen: *Bargaining in the Shadow of COVID-19: How Social Media Shapes Labor Union Communication and Activism During Crisis*

Tingting Zhang, School of Labour and Employment Relations, University of Illinois at Urbana-Champaign; Lorenzo Frangi, School of Management, University of Quebec in Montreal: *Moving Towards Social Movement Unionism? Social Media Networks Insights in the Case of Fight for 15*

**2B:7 SKILLS, MOBILITY AND JOB QUALITY**

Wednesday 23 June, 17:00–18:30 CEST

**Chair**

Julia López López, Pompeu Fabra University

**Paper presenters**

Wan Arnidawati Wan Abdullah, UPM; Zarinah Arshat, UPM; Ng Eng Eng, UPM; Mohammad Mujaheed Hassan, UPM; Nur Liana Zamani, UPM: *Stages of Employment Readiness and Propensity to Return to Work*

Tomas Berglund, University of Gothenburg; Tuomo Alasoini, Finnish Institute of Occupational Health; Katrín Ólafsdóttir, Reykjavik University; Stine Rasmussen, Aalborg University, Johan Røed Steen, Fafo; Jørgen Svalund, Fafo: *Gendered Labor Markets and Occupational Change in the Nordics. Who Wins and Who Loses?*

Tomas Korpi, Swedish Institute for Social Research, Stockholm University: *Good Jobs for All? Education Policy, Technical Change, and Job Quality*

Shuang Wu, Chongqing University of Education: *A Study on the Relationship between Working Conditions Satisfaction and Career Stability of College Teachers: The Mediating Role of Professional Values*

Yan Zhang, South-West University: *Environment, Behaviors and Social Attitudes: An Empirical Analysis on Chinese Working Conditions in Enterprises*

**3:7 GENDER AND INEQUALITIES**

Wednesday 23 June, 17:00–18:30 CEST

**Chair**

Sissel Trygstad, Fafo

**Paper presenters**

Chang kon Choi, Jeonbuk National University: *Identifying Gender Difference and Discrimination in Employment under COVID 19 Shock*

Sharlaine Oodit, Public Service Co-ordinating Bargaining Council: *Gender Inequalities, Discrimination, and Harassment in South Africa: Moving Forward or Back?*

Julia Hansch, DHBW Mannheim; Natalie Janning-Backfisch, DHBW Mannheim: *Has the Role of Female Leaders Changed in Times of Crises – Will a Male-dominated Industry Like Logistics in Germany Go a Step Forward in the COVID 19-pandemic*

Karen Olsen, NHH; Ingrid Esser, SOFI: *Gender Inequalities in Control over Working Time – Comparing 10 Countries 1997–2015*

Abigail Osiki, University of the Western Cape: *The Impact of Socio-legal Inequality on Women in the Nigerian Domestic Work Sector*

**4:7 CHALLENGES AND POTENTIALS IN HRM**

Wednesday 23 June, 17:00–18:30 CEST

**Chair**

Christopher Mathieu, Lund University

**Paper presenters**

Dzurizah Ibrahim, Universiti Malaysia Sabah; Kee Sabariah Kee Yussof, Universiti Malaysia Sabah; Marsitah MD Radzi, Universiti Malaysia Sabah: *Employees' Work-life Management during COVID-19 Movement Control Order in Malaysia*

Kabiru Ishola Genty: *Job Crafting and Employees' Performance: An Experience from Nigerian Telecommunication*

Guangsheng Li, School of Labor Relations and Human Resources, China University of Labor Relations: *An Exploratory Study on the Relationship between Working Life and Work Happiness*

Andrea Signoretti, University of Trento; John Geary, University College Dublin: *Workplace Partnership beyond Anglo-American Countries: An Assessment of the Influence of Institutional Supports and Socio-economic Embeddedness in Firms in Northern Italy*

**5:7 TELEWORK, TELECOMMUTING AND POST-CORONA**

Wednesday 23 June, 17:00–18:30 CEST

**Chair**

Mark Anner, Pennsylvania State University

**Paper presenters**

David Peetz, Griffith University; Johanna Weststar, Western University: *Working from Home during the COVID-19 Pandemic: A Cross-national Study of Women in Universities*

Rumbidzai Tsandukwa, Midlands State University: *Contingent Workforce as the New Norm in an Agile Environment: A Case of the Zimbabwean Banking Sector*

Madidi Vision, Midlands State University: *The Gig Economy as an Emerging Reality. A Case of Retail Sector in Zimbabwe*

Ying Ye, China University of Labor Relations: *Labor Rights Protection in Teleworking in China*

**17:00–18:30 Special Sessions****6:7 OCCUPATIONAL WELFARE – THE SOCIAL PARTNERS AS ACTORS IN THE WELFARE SYSTEM**

Wednesday 23 June, 17:00–18:30 CEST

**Chair**

Caroline Johansson, Uppsala University

This special session focuses on occupational welfare and the present, as well as the potential future, role of the social partners in mitigating social risks, and is based on contributions made in a special issue of the International Journal of Comparative Labour Law and Industrial Relations (vol 36, issue 3 2020).

#### Presenters

Lilach Lurie, Tel-Aviv University; Caroline Johansson, Uppsala University; Daniela Comandé, University of Tuscia and Stefano Giubboni, University of Perugia; Dagmar Schiek, University College Cork

### 7:7 WORK AND EMPLOYMENT IN PRODUCTIVE CONFIGURATIONS: A RECONCEPTUALIZATION

Wednesday 23 June, 17:00–18:30 CEST

#### Chair

Martine D'Amours, Université Laval

#### Presenters

Martine D'Amours, Université Laval; Leticia Pogliaghi, Universidad Nacional Autonoma de Mexico: *From Wage-labour Nexus to Social Labour Relations*

Louise Briand, Université du Québec en Outaouais; Guy Bellemare, Université du Québec en Outaouais: *From Firm/Organization to Productive Configuration*

Frédéric Hanin, Université Laval; Guy Bellemare, Université du Québec en Outaouais: *From Wage Regulation to the Multiple Rules of Governmentality that Constrain Both the Provision of Work and the Production of the Good/Service Provision*

### 8:7 OVERCOMING LEGAL SEGMENTATION: EXTENDING LEGAL RULES TO ALL WORKERS?

Wednesday 23 June, 17:00–18:30 CEST

#### Chair

Irene Dingeldey, Institute of Labour and Economics, University of Bremen

This roundtable is based on a special issue forthcoming in the International Labour Review. Applying a global perspective, the special issue focuses on law-induced inequalities in labour markets. It asks: Which forms of legal segmentation can be found? And how do they influence labour market segmentation and informal work in different regions of the world? How can they be remedied?

#### Presenters

Ulrich Mückenberger, University of Bremen and Heiner Fechner, University of Bremen; Judy Fudge, McMaster University and Guy Mundlak, Tel-Aviv University; Graciela Bensusan, Metropolitan Autonomous University (UAM)

#### Discussant

Tzehainesh Teklè, ILO, Managing Editor of the International Labour Review

### 9:7 LOOKING FOR A NEW WELFARE STATE? THE BASIS OF THE SOCIAL CONTRACT AFTER COVID-19

Wednesday 23 June, 17:00–18:30 CEST

#### Chair

Maria Luz Vega Ruiz, ILO

#### Presenters

María Luz Rodríguez, Spain; Luciana Guaglianone, Italy; Carmen Bueno, Chile  
Juliet Webster, UK; Catherine Bowman, USA

### 10:7 THE GREAT REVIVAL OF SLASH WORK IN EUROPE: BETWEEN ASPIRATIONS AND CONTRADICTIONS IN WORKING CONDITIONS AND EMPLOYMENT RELATIONS IN THE PLATFORM ECONOMY

Wednesday 23 June, 17:00–18:30 CEST

#### Chair

Ivana Pais, Università Cattolica del Sacro Cuore

#### Presenters

Davide Arcidiacono, Università degli Studi di Catania; Cecilia Manzo, Università Cattolica del Sacro Cuore:  
*Theoretical Perspectives to Understand the Great Revival of Slash Work in Europe*

Maxime Cornet, Télécom Paris; Antonio Casilli, Télécom Paris: *Platform-mediated Labor in Europe: A Small-platform Approach*

Sofía Pérez de Guzmán Padrón, Universidad de Cádiz; Lucia del Moral Espin, Universidad de Cádiz; Ester Ulloa, Universidad de Cádiz; Marcela Iglesias, Universidad de Cádiz: *Slash Workers: Profiles, Self-perception and Protection Needs*

Pamela Meil, ISF München; Vassil Kirov, Bulgarian Academy of Sciences: *The Industrial Relations Challenge: Models and Experiments for Regulating Slash Work*

Anna Mori, Università degli Studi di Milano; Ivana Pais, Università Cattolica del Sacro Cuore: *A Collective Voice for Slash Worker in Europe. Prototypes and Transferrable Experiences*

#### Discussants

Anna Ilsøe, Employment Relations Research Centre (FAOS); Wike Been, Amsterdam Institute for Advanced Labour Studies (AIAS), University of Amsterdam

### 11:7 COMPARATIVES IN DECENTRALISED BARGAINING IN EUROPE

Wednesday 23 June, 17:00–18:30 CEST

This session will address the trend of decentralisation in collective bargaining towards the company level in eight European countries (France, Germany, Italy, Spain, The Netherlands, Ireland, Poland, Sweden), and discuss changing institutional frameworks in collective bargaining, strategies of employers and trade unions, and impacts on decentralised bargaining and relations between trade unions and works councils.

**Chair**

Frank Tros, University of Amsterdam

**Presenters**

Ilaria Armadori, ADAPT; Jan Czarzasty, SGH Warsaw School of Economics; Thomas Haipeter and Sophie Rosenbohm, University of Duisburg-Essen; Andrea Iossa and Mia Rönmar, Lund University; Niels Jansen, University of Amsterdam; Ana B. Muñoz Ruiz, Universidad Carlos III de Madrid; Valentina Paolucci, University College Dublin; Nuria Ramos, University of Amsterdam; Catherine Vincent and Marcus Kahmann, Institute for Social and Economic Research (IRES)

**Discussant**

Torsten Müller, European Trade Union Institute (ETUI)

**ILERA COUNCIL MEETING**

Wednesday 23 June, 17:00 CEST

For especially invited participants only.

18:30–19:00

**ONLINE NETWORKING THROUGH DISCORD**

Wednesday 23 June, 18:30–19:00 CEST

**22:00–23:30 Track Paper Sessions****1:8 PLATFORM WORK AND COLLECTIVE VOICE**

Wednesday 23 June, 22:00–23:30 CEST

**Chair**

Emanuele Menegatti, University of Bologna

**Paper presenters**

Julieta Haidar, University of Buenos Aires; Maarten Keune, University of Amsterdam: *Understanding Organisational Responses of Platform Workers: Unpacking the Tensions between Subjection and Freedom*

Ester Ulloa Unanue, Universidad de Cádiz; Marcela Iglesias Onofrio, Universidad de Cádiz; Sofía Pérez de Guzmán Padrón, Universidad de Cádiz; Lucía Del Moral Espín, Universidad de Cádiz: *Collective Voices in the Platform Economy: Traditional and New Actors and Strategies*

Daivė Petrylaite, Vilnius university: *The Impact of the Pandemic on Trade Union Activity: A Boost for Platform Workers' Unions*

Sanna Saksela-Bergholm, University of Helsinki: *Working in the Shadow of Digitalization: Raising the Rights of Platform Workers in Finland*

**2A:8 CO-DETERMINATION AND SOCIAL PARTNERSHIP**

Wednesday 23 June, 22:00–23:30 CEST

**Chair**

Sergio Gamonal C., Adolfo Ibáñez University

**Paper presenters**

Martin Behrens, WSI, Hans-Boeckler-Foundation; Andreas Pekarek, The University of Melbourne: *Forces of Change: The Transformation of German Labor Relations in Historical Perspective*

Kenneth Hagsten, Karolinska Institutet; Kristina Palm, Karolinska Institutet, KTH: *Co-workership in a New Competitive Market – The Pharmaceutical Retail Business in Sweden*

Eleonora Peliza, ILERA-ARTRA, UNTREF Universidad Nacional Tres de Febrero: *Labour Challenges in Latin America. Premises for a Labour Policy Transformation*

Jonathan Sale, University of South Australia: *Comparing National Labour Disputes Settlement Systems: Theoretical and Methodological Approaches to Describing and Explaining Conciliation – Mediation in the Philippines and Malaysia*

**2B:8 POLITICAL ECONOMY AND EMPLOYMENT RELATIONS**

Wednesday 23 June, 22:00–23:30 CEST

**Chair**

Susan Hayter, ILO

**Paper presenters**

Søren Kaj Andersen, FAOS, Department of Sociology, University of Copenhagen; Russell D. Lansbury, University of Sydney, Chris F. Wright, University of Sydney: *Low Wage Growth in Australia and Denmark: from the Actors' Perspectives*

Assaf Bondy, Tel-Aviv University; Erez Maggor, Tel-Aviv University: *Wage-led Growth is Dead! Long Live Wage-led Growth! The Role of Industrial Relations in the (Re)Formation of Israel's Growth Model*

Saskia Boumans, AIAS-HSI, UvA: *Ideational Development of Trade Unions in the Changing Political Economy, 1976–2021, The Dutch Case*

Chris Mclachlan, Cranfield University, Roland Ahlstrand, Dalarna University, Jennifer Hobbins, Swedish Defence University, Robert MacKenzie, Karlstad University; Alexis Rydell, Dalarna University; Mark Stuart, Leeds: *Analysing 'Regimes of Restructuring' between Two Crises: A Comparison of Sweden and the UK*

Ines Wagner, Institute for Social Research; Jan Czarzasty, University of Warsaw; Jon Erik Dølvik, Fafo; Karen Jaehrling, University Duisburg Essen; Torsten Müller, ETUI; Devi Sacchetto, University of Padova; Aurora Trif, DCU: *Retrenchment, Disruption and Re-organisation: The Impact of the COVID-19 Pandemic on an Internationalised Sector*

**3:8 EQUALITY LAW AND REGULATION ISSUES**

Wednesday 23 June, 22:00–23:30 CEST

**Chair**

Birgitta Nyström, Faculty of Law, Lund University

**Paper presenters**Barbara Godlewska-Bujok, University of Warsaw: *Importance of EU Anti-Discrimination Regulation to the Employment Relations – Working Parents Regulations in Poland*Ana Virginia Moreira Gomes, Universidade de Fortaleza; André Machado, Universidade de Fortaleza: *Applying the Fundamental Right to Non-discriminatory Treatment by Brazilian Labour Courts: The Case of Workers with Breast Cancer*Aysla Teixeira, Federal University of Minas Gerais; Livia Miraglia, Federal University of Minas Gerais: *Decolonizing Brazilian Labor Jurisprudence About Job Guarantee for Mother Employees*Evelien Timbermont, Vrij Universiteit Brussel: *The Role of Non-discrimination Law to Promote Equal Treatment: A Focus on the Special Status of Religious Ethos Organisations in the European Union*Marjo Ylhäinen, University of Eastern Finland; Katja Karjalainen, University of Eastern Finland: *Social Inclusion in Nordic Labour Law?***5:8 AI AND BIG DATA**

Wednesday 23 June, 22:00–23:30 CEST

**Chair**

Fang Lee Cooke, Monash University

**Paper presenters**Aislinn Kelly-Lyth, Queen's Scholar, Middle Temple: *Algorithmic Hiring in Europe: in Theory and in Practice*Lida Vadorou, National and Kapodistrian University of Athens: *Changes in Employment and Income Distribution Due to New Technologies and Artificial Intelligent: A Stock Flow Consistent Approach*Christopher Zirinig, University of Hohenheim; Marc Jungtäubl, University of Hohenheim; Caroline Ruiner, University of Hohenheim: *The Roles of Experts and Non-Expert-Knowledge in Shaping AI at Work*

22:00–23:30 Special Sessions

**6:8 EUROPEAN WORKING RELATIONS – TRACING ACTS OF TRANSNATIONAL SOLIDARITY**

Wednesday 23 June, 22:00–23:30 CEST

**Chair**

Franziska Laudenbach, University of Bremen

**Presenters**

Irene Dingeldey, University of Bremen; Ilana Nussbaum, University of Bremen: *Ideas on Transnational Solidarity*

Gies Philipp, University of Bremen: *Places and Motives of Transnational Solidarity given through the Social Dialogue*

Christine Üyük, Institute for Work, Skills and Training (IAQ): *Transnational Workers' Mobilization and Their Conditions*

Bengt Larsson, Linneaus University and Gothenburg University: *Obstacles and Conditions for Transnational Trade Union Cooperation*

**7:8 THE IMPACT OF COVID ON WORKERS AND BUSINESSES IN CANADA**

Wednesday 23 June, 22:00–23:30 CEST

**Chair**

Dionne Pohler, University of Toronto

**Presenters**

Kourtney Koebel, University of Toronto; Dionne Pohler, University of Toronto: *Labor Markets in Crisis: The Double Liability of Low-wage Work during the COVID-19 Pandemic*

Alycia Damp, University of Toronto; Shannon Potter, University of Toronto; Dionne Pohler, University of Toronto: *COVID-19 and Organizations: The Good, the Bad and the Ugly*

Jordan Lewis-Morden, University of Toronto, Dionne Pohler, University of Toronto: *Co-operatives in a Time of Crisis: The Impact of Banking with a Credit Union During COVID-19 on Business Viability*

**Discussant**

(tbc)

## 8:8 POWER DYNAMICS IN GLOBAL SUPPLY CHAINS: NOVEL PERSPECTIVES ACROSS CONTEXTS AND SCALES

Wednesday 23 June, 22:00–23:30 CEST

### Chair

Salil Sapre, Michigan State University

### Presenters

Safak Tartanoglu Bennett, University of Greenwich; Nikolaus Hammer, University of Leicester; Jean Jenkins, Cardiff University: *Organising the Unorganised? Politics of Worker Representation in the Global Garment Industry*

Salil Sapre, Michigan State University: *Going Global but Staying Local: The Mechanics of a Local Labour Control Regime in Export-oriented Garment Manufacturing in India*

Matthew Fischer-Daly, Cornell University: *Labour Control and Resistance in the Global Strawberry Commodity Chain*

Huw Thomas, University of Bristol; Mark Anner, Pennsylvania State University: *Dissensus and Deadlock: Decent Work in Global Supply Chains and the International Labour Organization (ILO)*

### Discussant

Alessandra Mezzadri, SOAS University of London

## 9:8 DIGITALIZATION, ROBOTS AND HUMAN WORK

Wednesday 23 June, 22:00–23:30 CEST

### Chair

César F. Rosado Marzán, University of Iowa

### Presenters

Jayoung Yoon, Chungnam National University: *Technological Change and The Future World of Work in the Care Sector in Asia with a Focus on Elder Care in South Korea*

Lena Abrahamsson, Luleå University of Technology; Jan Johansson, Luleå University of Technology: *Digitalisation and Sustainable Work – Obstacles and Pathways*

Rebecca Selberg, Department of Gender Studies, Lund University: *Automation and Digitalization in the 'Woman-Friendly' Welfare State: Narratives of Gender and Technological Change in Swedish Labor Unions*

Diming Li, School of Labor Relation and Human Resources, China University of Labor Relations: *New Technology and Labor in China Manufacturing — Based on Observations from Foxconn Technology Group*

Dan Top, ASRPM\_RO: *Theoretical and Practical Aspects Regarding the Interaction between Human Workers and Robots at Work*

**10:8 A COMPARATIVE PERSPECTIVE ON MULTIPARTY WORK RELATIONSHIPS IN EUROPE.  
INSIGHTS FROM THE ELLN'S 2021 CROSS-EUROPEAN ANALYSIS**

Wednesday 23 June, 22:00–23:30 CEST

**Chair**

Christina Hiebl, Goethe University Frankfurt

**Presenters**

Emiliano Maran, Goethe University Frankfurt; Elisa Chiericato, University of Verona/Goethe University Frankfurt: *Multiparty Work Relationship across Europe: a Comparative Overview*

Iván Antonio Rodríguez Cardo, Universidad de Oviedo; Diego Álvarez Alonso, Universidad de Oviedo: *Multiparty Work Relationships in Spain: Legal Provisions and Emerging Trends*

Hanneke Bennaars, Universiteit van Amsterdam: *Multiparty Work Relationships in the Netherlands: Legislation and Emerging Trends*

Natalie Videbæk Munkholm, University of Aarhus: *Multiparty Work Relationships in Denmark: Regulation and Emerging Trends*

# Thursday 24 June

## 08:00–09:30 Track Paper Sessions

### 1:9 COLLECTIVE VOICE AND INNOVATION – HOW TO DEAL WITH NEW TASKS AND FIND NEW WAYS TO DEAL WITH OLD ONE

Thursday 24 June, 08:00–09:30 CEST

#### Chair

Valeria Pulignano, KU Leuven

#### Paper presenters

Samuel Engblom, TCO (the Swedish Confederation of Professional Employees): *Algorithms, Trade Unions and Effective Workers Voice*

Deniz Kagnicioglu, Anadolu University: *Women in Trade Union Resistance: The Case of Flormar Resistance*

César F. Rosado Marzán, University of Iowa: *Brokers: The Nodal Functions of Worker Centres and the Birth of a New Labour Law*

Jonathan Sale, University of South Australia; Arlene Sale, Torrens University Australia: *Collective Voice and Social Dialogue: A Closer Look at Labour-management Cooperation and Sustainable Work in the Philippine Renewable Energy Industry*

Sandra Vogel, German Economic Institute (IW); Hagen Lesch, German Economic Institute; Helena Schneider, German Economic Institute: *Supplemental Agreements in the German Metal and Electrical Industry: An Attractive Opt-out Within the Collective Bargaining System?*

### 2A:9 THE POTENTIAL AND LIMITS OF COLLECTIVE BARGAINING

Thursday 24 June, 08:00–09:30 CEST

#### Chair

Martin Behrens, WSI, Hans-Boeckler-Foundation

#### Paper presenters

Isabella Biletta, Eurofound: *'Alone Together', What Collective Bargaining Can Do for the Self-employed?*

Jan Drahekoupil, ETUI; Brian Fabo, National Bank of Slovakia; Peter Tóth, National Bank of Slovakia: *The Wage Premium to Collective Pay Agreements in Europe: Trends of the Past Two Decades*

Michele Ford, The University of Sydney; Michael Gillan, The University of Western Australia; Kristy Ward, The University of Sydney: *Beyond Regime Type: A Meso-level Approach to Understanding Authoritarian Innovations in Industrial Relations*

Susanne Kohaut, Institute for Employment Research; Peter Ellguth, Institute for Employment Research: *Orientation Towards Collective Bargaining Agreements: What It 'Really' Means When Employers Talk About Orientation*

**2B:9 COMPARATIVE PERSPECTIVES ON PRECARIETY IN THE LOW PAID SECTOR**

Thursday 24 June, 08:00–09:30 CEST

**Chair**

Stephen Clibborn, University of Sydney

**Paper presenters**

Michael Belzer, Wayne State University, Detroit; Annette Thörnquist, Forschungsinstitut für Arbeit, Technik und Kultur (F.A.T.K.), Tübingen: *Economic Liberalisation of Road Freight Transport in the EU and the USA*

Marjorie Maido, Eotvos Lorand University Budapest, Hungary: *Whitelist or Blacklist: The Exclusionary Measures and the Precariousness of Work of Filipino Seafarers in the International Maritime Industry*

Eva Padrosa, GREDS-EMCONET, Universitat Pompeu Fabra; Joan Benach, GREDS-EMCONET, Universitat Pompeu Fabra; Mireia Bolívar, Department of Sociology, Universitat de Barcelona; Mireia Julià, GREDS-EMCONET, Universitat de Barcelona: *Comparing Precarious Employment across Countries: Measurement Invariance of the Employment Precariousness Scale for Europe (EPRES-E)*

Wei Wei, University of York: *A Comparative Study of Employment Relations in Low-end Service Sector Work in China and the UK: The Case of the McDonald's Corporation*

Yiluyi Zeng, University of Warwick: *A Comparative Study on Freelance Contracts*

**3:9 EDUCATION, SKILLS AND INCLUSION**

Thursday 24 June, 08:00–09:30 CEST

**Chair**

Katrín Ólafsdóttir, Reykjavik University

**Paper presenters**

Talea Hellweg, Paderborn University: *Do Employees with Specific Skill Profiles Receive More Employer-funded Training during Technological Change? Evidence from Employer-employee Data*

Tomas Korpi, Swedish Institute for Social Research, Stockholm University: *Educational Mismatch in Europe: Changes in Job Requirements and Qualifications 1995–2015*

Patricia Palffy, University of Zurich, Department of Business Administration; Uschi Backes-Gellner, University of Zurich, Department of Business Administration; Patrick Lehnert, University of Zurich, Department of Business Administration: *Social Norms and Gender-typical Occupational Choices*

Davy Rammila, University of Limpopo: *Inherently Unqualified: How the Legal Profession Rigged Itself to Defeat Diversity*

**5:9 AI, AUTOMATION AND TECHNOLOGICAL DEVELOPMENT**

Thursday 24 June 08:00–09:30 CEST

**Chair**

Michael Walker, Macquarie University

**Paper presenters**

Laura Carballo Piñeiro, World Maritime University; Tiago Fonseca, World Maritime University; Khansa Lagdami, World Maritime University: *Autonomous Shipping and Worker Perspective: An International and Empirical Perspective*

Emilia Filippi, University of Trento; Mariasole Bannò, University of Brescia; Sandro Trento, University of Trento: *Risk of Substitution of European Workers: How Is It Influenced by Socio-demographic and Job Characteristics?*

Enja Marie Herdejürgen, University of Paderborn; Martin Schneider, University of Paderborn: *Workspace Satisfaction and Employee Referrals: A New Framework Based on Data from the Employer Review Website Kununu*

Miriam Kullmann, Harvard University/WU Vienna University of Economics and Business; Elisabeth Greif, Linz University: *Combating Databased Discrimination with a Human Rights-based Framework*

**08:00–09:30 Special Sessions****6:9 THE RIGHT TO STRIKE IN INTERNATIONAL LAW**

Thursday 24 June, 08:00–09:30 CEST

**Chair**

Jeffrey Vogt, Solidarity Center

This special session explores the content and conclusions from a recently published book, 'The Right to Strike in International Law' (Hart Publishing, 2020), with authors Jeffrey Vogt, Janice Bellace, Lance Compa, Keith Ewing, Lord John Hendy QC, Klaus Lörcher and Tonia Novitz.

**Presenters**

Jeffrey Vogt, Solidarity Center; John Hendy QC, Old Square Chambers; Tonia Novitz, University of Bristol; Janice Bellace, U Penn, Wharton

**Discussants**

Makbule Sahan, International Trade Union Confederation; Maina Kiai, former UN Special Rapporteur on Freedom of Peaceful Assembly and Association

**7:9 POLITICAL PARTIES AS EMPLOYMENT RELATIONS ACTORS**

Thursday 24 June, 08:00–09:30 CEST

**Chair**

Russell D. Lansbury, University of Sydney

**Presenters**

John W. Budd, University of Minnesota; J. Ryan Lamare, University of Illinois: *The Changing Engagement of Political Parties in Industrial Relations: A Comparative, Longitudinal Analysis of Political Party Manifestos*

Michael Baggesen Klitgaard, Aalborg University; Philip Rathgeb, University of Edinburgh: *Protagonists or Consenters: Radical Right Parties and Attacks on Trade Unions*

Arianna Tassinari, Max Planck Institute for the Study of Societies – MPIfG: *Disintermediation or Marriages of Convenience? Anti-system Parties and Social Concertation on Southern Europe*

Line Rennwald, University of Geneva: *Trade Union Membership, Ideology and Inequality Perceptions*

### 8:9 DECENT WORK IN SUPPLY CHAINS: REVISITING A GAP IN INTERNATIONAL LAW AND RESPONSES FROM THE UN SYSTEM

Thursday 24 June, 08:00–09:30 CEST

#### Chair

Surya Deva, City University of Hong Kong, member of the UN Working Group on Business and Human Rights

#### Presenters

Radu Mares, Raoul Wallenberg Institute: *The UN Human Rights Council: Treaty Deliberations in Intergovernmental Group and the Prospects for a New Treaty on Business and Human Rights*

Laura Carballo Piñeiro, World Maritime University: *The International Labor Organisation: The 2016 Conference on Decent Work in Supply Chains and the Innovative 2006 Maritime Convention Regime*

Khalil Hamdani, formerly UNCTAD: *The UNCTAD: The Code of Conduct Negotiations Facilitated by the UN Centre on Transnational Corporations and Lessons from the NIEO for a Fairer Globalization*

#### Discussants

David Gaukrodger, OECD: *The Responsible Business Conduct Perspective Advanced by the OECD and Relation to UN and Other Treaty Making*; Guus Houttuin, European Union: *The European Regulatory Perspective and Relation to UN Treaty Making*; Alison Tate, International Trade Unions Confederation (ITUC): *The Labour Unions Perspective on UN Treaty Making and Multilevel Governance*

### 9:9 MAKING AND BREAKING GENDER INEQUALITIES IN WORK

Thursday 24 June, 08:00–09:30 CEST

#### Chair

Susan Hayter, ILO

#### Presenters

Marian Baird, University of Sydney, coordinator of the ILERA Study Group on Gender and Employment: *The Impact of the COVID 19 Pandemic on Women*

Arianna Rossi, ILO; Anne Posthuma, ILO: *Women Workers during Global Value Chain Disruptions*

Eva Herman, University of Manchester; Jill Rubery, University of Manchester; Isabel Tavora, University of Manchester; Abbie Winton, University of Manchester: *Working on the Frontlines*

#### Discussants

Rae Cooper, University of Sydney; Judy Fudge, McMaster University

## 10:9 THE FUTURE OF NORDIC LABOUR LAW: FACING THE CHALLENGES OF CHANGING LABOUR RELATIONS

Thursday 24 June, 08:00–09:30 CEST

### Chair

Marianne Jenum Hotvedt, University of Oslo

### Presenters

Marianne Jenum Hotvedt, University of Oslo: *Key Concepts and Changing Labour Relations*

Natalie Videbæk Munkholm, University of Aarhus: *Collective Bargaining Mechanisms*

Marjo Ylhäinen, University of Eastern Finland: *Protection of Health and Safety at Work*

Annamaria Westregård, Lund University: *Income Protection When Out of Work*

09:30–10:00

### COFFEE AND ONLINE NETWORKING THROUGH DISCORD

Thursday 24 June, 09:30–10:00 CEST

## 10:00–11:30 Plenary Session

### PLENARY SESSION ON SWEDISH AND NORDIC LABOUR AND EMPLOYMENT RELATIONS

Thursday 24 June, 10:00–11:30 CEST

A common feature of labour law and industrial relations of the Nordic countries is the important role played by the social partners. What does this mean in practice and what are the advantages and challenges that it creates for trade unions, employers, and governments? The session will provide an introduction to the Nordic models of industrial relations followed by a moderated discussion between key actors from the Swedish government and social partners.

### Moderator

Samuel Engblom, TCO/The Swedish Confederation of Professional Employees

### Speakers

Søren Kaj Andersen, FAOS, University of Copenhagen

Rasmus Cruce Naeyé, State Secretary

Åsa Erba Stenhammar, ST/The Swedish Union of Civil Servants

John Wahlstedt, Svenskt Näringsliv/Confederation of Swedish Enterprise

Irene Wennemo, Swedish Mediation Institute

11:30–12:30

### COFFEE AND ONLINE NETWORKING THROUGH DISCORD

Thursday 24 June, 11:30–12:30 CEST

**12:30–14:00 Plenary Session****TRACK 5: INNOVATION AND EMERGING TRENDS IN WORK**

Thursday 24 June, 12:30–14:00 CEST

**Chairs**

Lena Abrahamsson, Luleå University of Technology and Calle Rosengren, Lund University

**Co-chair/discussant**

Karol Muszynski, KU Leuven

**Keynote speakers**Jeremias Adams-Prassl, Professor of Law, Oxford University: *Black Box Boss: Regulating Algorithms at Work*Chi Quynh Do, Director, Research Center for Employment Relations and Coordinator of Vietnam Labour Research Network: *Is Flexibility the New 'Voice'? Workers Participation in the Platform Economy***Paper presenter**Olívia Pasqualetto, CEPI FGV Direito SP; Gabriela Aquino, CEPI FGV Direito SP; Arthur Bispo, CEPI FGV Direito SP; Ana Paula Camelo, CEPI FGV Direito SP; Guilherme Klafke, CEPI FGV Direito SP; Ana Carolina Silveira, CEPI FGV Direito SP: *Work on Demand in the Brazilian Legislative Debate***14:00–14:30 Plenary Session****CLOSING CEREMONY**

Thursday 24 June, 14:00-14:30 CEST

**Speakers**

Mia Rönnmar, Lund University, President of ILERA

Jenny Julén Votinius, Lund University, Vice-Chair of the Organizing and Academic Committees

Harry Katz, ILR School, Cornell University, President-elect of ILERA

# Zoom and Congress Guidelines

---

## INTRODUCTION

All sessions and meetings – plenary sessions, track paper sessions, special sessions, Study Group meetings and other ILERA meetings – will be held in Zoom.

Plenary sessions, track paper sessions and special sessions will be recorded (if consent is provided by the speakers), and made available for congress participants during a limited period of time after the ILERA World Congress. In this way, you will be able to catch up on sessions that you were not able to attend due to other commitments and time differences etc.

During plenary sessions you will be able to listen to distinguished speakers, and pose questions via the Q&A function. During parallel sessions there will be further possibilities for interaction and engaged discussion, and you can pose questions and make comments using both your microphone (also using your camera if you want) and the chat.

## ZOOM GENERAL TECHNICAL INFORMATION

Please make sure that you have an updated version of Zoom installed on your computer. If it is not possible to download the Zoom software on your computer then you can access Zoom via the Zoom web-login, <https://zoom.us/signin>. Google Chrome is the only recommended web browser for the web login.

Please make sure to use a good microphone for presentations, questions, and discussions. We recommend that you use an external microphone or a headset with a microphone.

Focus on adjusting your camera for a well framed image on the screen. Avoid light from behind. We recommend that digital background images are not used.

We recommend using a fixed internet connection when possible. If this is not an option, then ensure that you have access to a stable wireless internet connection.

## ZOOM TEST WORKSHOPS

We offer three different drop-in workshop sessions for all participants who want to understand how Zoom works.

## Dates

- 1 June 09:00 CEST
- 2 June 20:00 CEST
- 8 June 13:00 CEST

LU Zoom meeting: <https://lu-se.zoom.us/j/62578263472?pwd=aG5zWExtkphHTIFQZTBrYU9GQmplQT09>

You can also join the meeting by entering the following information in the Join a meeting dialogue or in the Zoom app.

- Meeting ID: 625 7826 3472
- Password: 668085

## ACCESSING ZOOM SESSIONS

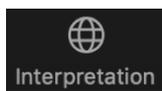
All the Zoom-links, Zoom Meeting-ID's and passwords necessary to join the different sessions during the ILERA World Congress can be found in the final congress programme in PDF format, which is accessed via the online area on the congress website and will be circulated by e-mail.

Use the Zoom-link to access a session. When using the link, it may also be necessary for you to enter the specific password for the Zoom-session in question.

All sessions are open for registered congress participants (except for the ILERA Executive Committee Meeting and the ILERA Council Meeting which are for invited participants only).

## SIMULTANEOUS TRANSLATION

A few sessions will be available with simultaneous English–French–Spanish audio translation, and this is clearly marked in the final congress programme.



If translation is available for a session, an interpretation symbol will be visible in the Zoom menu bar at the bottom of the computer screen. To access the different languages available, click on the symbol below and choose the desired language.

## RECORDING SESSIONS

Plenary sessions, track paper sessions and special sessions will be recorded (if consent is provided by the speakers).

Only speaker presentations will be recorded. Participants with their cameras turned on during presentations will not be visible in the published recordings.

Q&A sessions with participant interaction will not be recorded.

A specific e-mail regarding consent to record will be sent to all speakers before the congress starts.

At the start of each session, all participants will be asked for their consent to record on their screens: 'This meeting is being recorded. By pressing continue you confirm that you have received information that the meeting is being recorded.' Please confirm by **choosing continue**.

### ADDITIONAL INFORMATION ABOUT ZOOM

See: <https://support.zoom.us/hc/en-us/articles/206618765-Zoom-video-tutorials>

### FORMAT FOR SESSIONS AND GUIDELINES FOR PARTICIPANTS

We recommend that participants join sessions at least 5 minutes before they will begin.

Plenary sessions will take place in so-called Zoom Webinar. You will be able to listen to distinguished speakers, and pose questions via the Q&A function. You will not be able to start your camera or microphone.

Parallel sessions (Track Paper sessions and Special Sessions), Study Group Meetings and ILERA Continental Caucuses will take place in so-called Zoom Meeting. During these sessions and meetings there will be further possibilities for interaction and engaged discussion. All participants are welcome to have their camera turned on, but please mute your microphone during presentations. The sessions and meetings will be facilitated by a chair with the assistance of a student Zoom host. During the Q&A, you can pose questions and make comments using both your microphone (also using your camera if you want) and the chat.

After, and in between, all sessions, we encourage participants to take part in the subsequent discussion and social networking on **Discord**.

### GUIDELINES FOR CHAIRS AND SPEAKERS AT PARALLEL SESSIONS

(Specific information will be provided through e-mail to chairs and speakers at plenary sessions.)

All chairs and speakers should join their session using their Zoom-link 15 minutes before for a pre-session meeting and test together with the student Zoom host and technicians.

All sessions are 90 minutes (a few exceptions are clearly marked in the final congress programme).

After a brief introduction, all presentations by the speakers will follow. After the presentations, a joint Q&A and discussion will take place.

### Chairs

The role of the chair is to:

- welcome all participants
- introduce the speakers
- manage the time
- initiate and moderate the Q&A and discussion

The student Zoom host can assist with time management (through a reminder in a direct message to the speaker or in the chat). The student Zoom host can also assist in moderating the questions in the chat during the Q&A and discussion. These things can be decided in the pre-session meeting 15 minutes before the session starts.

If you chair a Special Session, please contact the speakers before the congress starts in order to inform them of the outline and time-allocation of the Special Session.

### Speakers

You will be able to share your screen and show a power point-presentation.

If you are a speaker at a Track Paper Session:

- in sessions with four or less papers, presentations can be 15 minutes
- in sessions with five papers, presentations can be 10–15 minutes
- in sessions with six papers, presentations can be 10 minutes

We ask you to please respect these time constraints, in order to enable fruitful discussion after the presentations.

If you are a speaker at a Special Session: Please contact your chair, who will inform you of the outline and time allocation of your specific Special Session.

# Discord and Social Networking

## INTRODUCTION

Discord, a global and well-established, platform is used for social networking in between sessions at the ILERA World Congress.

The ILERA World Congress 2021 Discord platform (referred to as a 'server' by Discord) provides the following possibilities for networking:

- getting in touch with new and old friends and colleagues (through direct message, voice call, or video call)
- discussing and commenting on different sessions and scholarly and policy debates (in a number of so-called text channels)
- visiting one of the coffee corners during coffee breaks and talking to friends and colleagues through voice and video interaction

The ILERA World Congress 2021 Discord platform will open in the evening (CEST) of Sunday 20 June and close on Thursday 24 June after the Closing Ceremony.

## SIGNING UP

1. Use the link <https://discord.com/register> to sign up for an account.

2. Join the ILERA World Congress 2021 Discord platform by clicking on a specific link, which will be posted on the page 'Discord and Social Networking' at the online area of the congress website in the evening (CEST) of Sunday 20 June.

3. If you have not used your real name as your username, we encourage you to 'nickname' yourself as your real name at our platform. Your 'nickname' will only be visible to other congress participants. Do this by locating yourself in the sidebar on the right, then right-clicking and choosing 'Change Nickname'. This will enable others to recognize and connect with you.

We recommend that you use the web version of Discord ([discord.com](https://discord.com)) (not the app).

## GETTING STARTED WITH DISCORD FOR THE ILERA WORLD CONGRESS

At the page 'Discord and Social Networking' at the online area of the congress website, you will find a screenshot, that visually highlights different elements of the ILERA World Congress 2021 Discord platform.

## Getting in touch with new and old friends and colleagues

To get in touch with a friend or colleague privately through Discord, you can use direct message, voice call and video call. In the sidebar on the right, you can identify the participants that are currently online. You can click on one of these participants to get in touch with them. To use direct messages, voice calls or video calls, you may have to send a friend request to the participant, which they will have to accept. To find the general section for direct messages, click on the icon in the uppermost left-hand corner. You can also create a group chat or call with up to 9 others by clicking the button with a message and plus symbol in the uppermost right corner of the direct messaging section.

## Engaging in discussion on sessions and debates

The discussion on the sessions and debates of the congress will take place in an open forum called text channels. These channels (including one channel for each congress track) are open to all participants of the congress. All channels are located in the list on the left-hand side. You can post text messages, images, links and documents to the channels. You can react to messages with emojis like a thumbs up or a smiley face by holding the cursor over the message, then clicking the button with a smiley face on it. If you want to reply to a specific message, hold the cursor over the message and click the reply button. Your reply will be visible to all congress participants. You can also 'tag' other participants to get their attention or to highlight their presentations and interventions by using the '@' symbol, then typing their name.

## Coffee corners and networking

To emulate the social and networking environment of a physical conference, we have created several coffee corners – rooms where you can talk to the other congress participants between sessions. The coffee corners are voice channels that are open to all participants and allow you to interact through voice and/or video. You can find the coffee corners in the list on the left-hand side. See instructions for voice and video below.

## TECHNICAL INFORMATION

*Language:* You can choose the interface language of your preference by clicking the wheel in the lower left corner of the screen, then choosing 'Language' in the list to the left.

*Voice and video:* An external microphone or a headset with a microphone are recommended. You can control your microphone and video (for example, mute your microphone and shut off your camera) as well as disconnect from a voice channel ('hang up') in the lower left-hand corner.

*Notifications:* You will receive a notification when someone sends you a direct message, tries to set up a voice or video call, or 'tags' you in discussion. You can adjust the settings for notifications, by clicking 'ILERA World Congress 2021' in the upper left corner of the screen, then choosing 'Notification Settings'.

### **FURTHER RESOURCES**

If you are new to Discord, please check out the Beginner's Guide:

<https://support.discord.com/hc/en-us/articles/360045138571>

You can also find useful information through the general Discord support service:

<https://support.discord.com/hc/en-us>

### **ILERA 2021 DISCORD SUPPORT**

If you have any additional questions or need assistance, please contact our student Discord support staff through:

- posing a question in the text channel called 'ILERA Text Support'
- visiting the voice channel called 'ILERA Voice Support'

The support is open on:

- Monday 21 June, between 08:30 and 20:00 CEST
- Tuesday 22 June, between 07:45 and 23:30 CEST
- Wednesday 23 June, between 07:45 and 23:30 CEST
- Thursday 24 June, between 07:45 and 15:00 CEST



## About Lund University

---

Lund University was founded in 1666 and is ranked among the world's top 100 universities. The University has about 40 000 students and 8 000 staff based in Lund, Helsingborg and Malmö. We are united in our efforts to understand, explain and improve our world and the human condition.

Lund is the most popular study location in Sweden. The University offers one of the broadest ranges of programmes and courses in Scandinavia, based on cross-disciplinary and cutting-edge research. The University has a distinct international profile, with partner universities in 70 countries, and membership in key international networks, such as LERU and U21. Lund University has an annual turnover of SEK 8.8 billion, of which close to 60% goes to research. Our research is characterised by both breadth and strength.

We provide education and research within the following areas:

- Economics and management
- Engineering and technology
- Fine arts, music and theatre
- Humanities
- Law

- Medicine
- Science
- Social sciences
- Theology

Two of the world's foremost research facilities for materials research and life science are established in Lund. MAX IV, which was inaugurated in June 2016, is the leading synchrotron radiation facility in the world. The European research facility ESS will be the world's most powerful neutron source when it opens for research in 2023. MAX IV and ESS will have a major impact on future scientific and industrial development in both materials science and life science.

Ideon Science Park, Medicon Village and Science Village Scandinavia are closely linked to Lund University, integrating research, innovation and entrepreneurship.

See further: <https://www.lunduniversity.lu.se>



## About Lund, Skåne and Öresund

---

Lund is situated in the very south of Sweden – in the region of Skåne (Scania), in the urbanised and knowledge-intensive so-called Öresund region, and within close reach of both Malmö and Copenhagen.

The spires of the Cathedral of Lund tower over a city characterized by its rich cultural and historical heritage, state-of-the-art scientific research and development, bustling business climate and investments opportunities. Lund – City of Ideas – is a place where academia, business, culture and nature thrive within bicycle distance from each other.

Lund was founded in 990, the construction of the present cathedral started in 1085 and Lund University was founded in 1666. Today the city of Lund, with 120, 000 citizens, is very much dominated by Lund University. In Lund there is a spirit of learning more, achieving more, and making the future even brighter.

Lund is charming city that combines ancient with modern. It is said that you can spend your whole life here without finding all the quite little corners and beautiful buildings. Enjoy the museums, buzzing market squares, shops, cafés and restaurants that are just a stone's throw away.

Visit Lund:  
<https://visitlund.se/en/>

Visit Malmö:  
<http://www.malmotown.com/en/>

Visit Skåne  
 (Southern region of Sweden):  
<https://visitskane.com>

Visit Copenhagen:  
<https://www.visitcopenhagen.com/>

## About ILERA

---

The International Labour and Employment Relations Association (ILERA) was established in 1966 and its general purpose is to promote the study of labour and employment relations throughout the world in the relevant academic disciplines, by such means as: encouraging the establishment and development of national associations of labour and employment relations specialists; facilitating the spread of information about significant developments in research and education in the field of labour and employment relations; organizing worldwide and regional congresses; and promoting internationally planned research, by organizing study groups on particular topics.

Today the Association has members worldwide including prominent labour and employment relations scholars and practitioners, and numerous national and regional associations, who together form the ILERA Council. An ILERA World Congress is convened every three years, where professionals interested in all aspects of labour and employment relations meet to share ideas about new developments, ideas and practices in the field. ILERA also organizes regional congresses.

Join a global community of labour and employment relations scholars and practitioners and sign up for membership at <https://ilo-ilera.org>

The Swedish ILERA Association (Svenska ILERA-föreningen) is a member of ILERA. The Swedish ILERA Association organizes seminars, and promotes discussion on topical labour and employment relations issues, as well as an exchange of best practices among labour market partners, scholars, government officials and other stakeholders. Mats Wadman is the current chair of the board of the Swedish ILERA Association. See further: [ilerasvenska.se](http://ilerasvenska.se)



<https://www.ileraworldcongress2021.se>



FACULTY OF LAW

LUND UNIVERSITY  
Box 207  
221 00 Lund, Sweden  
+46 46 222 10 00  
[www.law.lu.se](http://www.law.lu.se)