



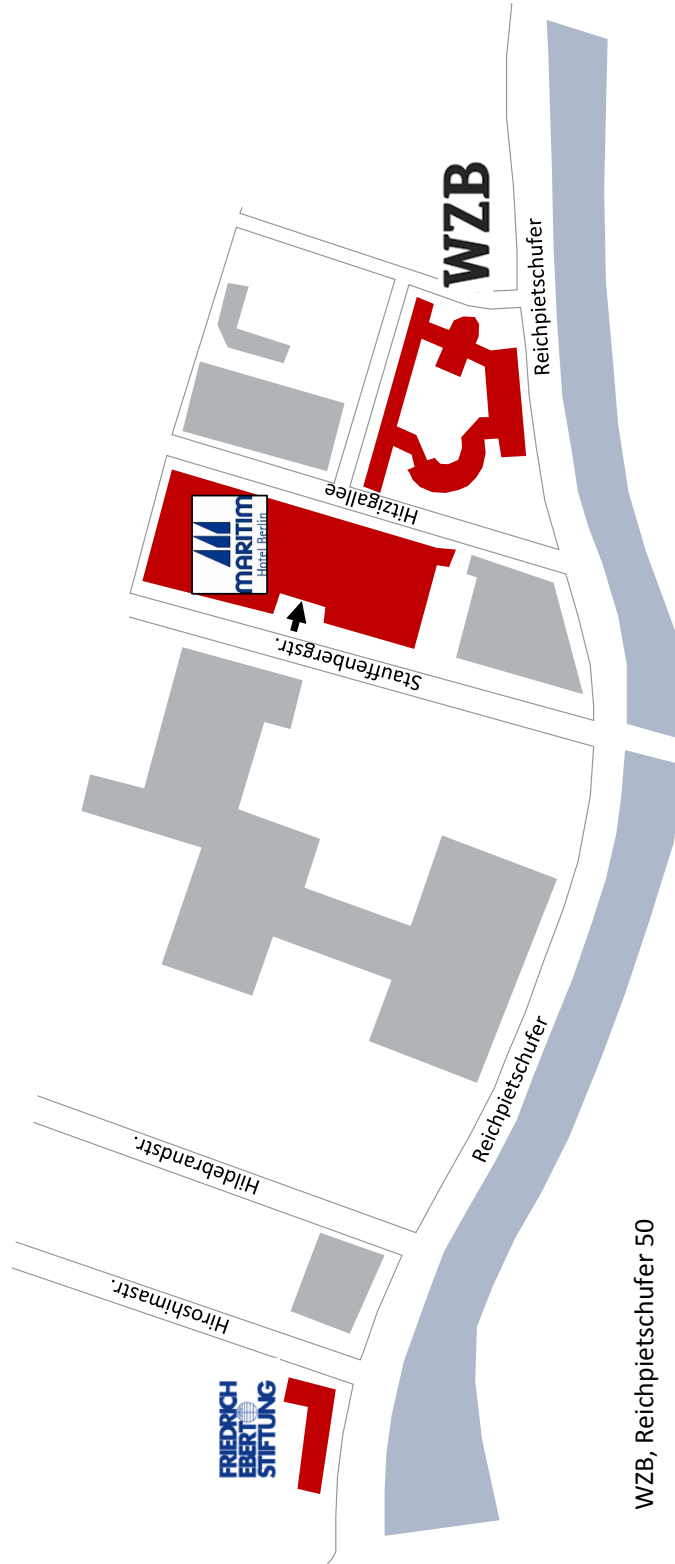
Programme

International Labour Process Conference

4-6 April 2016, Berlin

WZB Berlin Social Science Center

Conference Locations



WZB, Reichpietschufer 50

Maritim, Stauffenbergstr. 26

Friedrich-Ebert-Stiftung (FES), Hiroshimastr. 28

For the detailed conference room plans see page 27 (cover).

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Welcome to Berlin!

Dear Colleagues,

We are delighted to welcome you for the first time to Berlin for the 34th International Labour Process Conference.

The conference takes place in a time of disruptive changes in the world of work. The economic crisis in Europe and the (at least temporary) end of the high-speed growth in emerging economies are intensifying conflicts about rationalisation, restructuring and control of work. Deregulation and the spread of precarious employment are facing increasing criticism and opposition. Technological innovations are changing the labour process not only in the new internet industries but also in traditional manufacturing. Our conference intervenes in a period of “working revolutions” and looks for ways and approaches to revolutionise work.

We received an extremely high number of abstracts. More than 220 papers will be presented at the conference and we are glad to welcome researchers from 33 countries. We are pleased to offer a varied but critical programme of papers, symposia and plenary presentations.

The conference will take place at the WZB building on Reichpietschufer and the Maritim hotel on Stauffenbergstraße a two minute walk away. The two opening plenary sessions, the drinks reception and book launch will be held at the Friedrich Ebert Foundation, again a couple of minutes walk away from the main WZB building. We thank very much the Ebert Foundation for supporting the conference by offering its rooms without any charge.



The organization team: Kendra Briken, Abigail Marks, Martin Krzywdzinski, Shiona Chillias

In addition, we would like to extend our thanks to all conference and symposium chairs, student helpers, the extremely dedicated and efficient team at the WZB and the ILPC steering group.

We hope you will enjoy the conference, the social programme and the sights and sounds of Berlin.

Herzliche Grüße von

Martin, Kendra, Abigail and Shiona

The Conference Locations: WZB and FES

The WZB was founded in 1969 by members of the German parliament. It is funded by the Federal government and the state of Berlin. The WZB conducts basic research with a focus on problems of modern societies in a globalized world.

The WZB's research areas are: education, labor market and life chances, work, markets and choice, international politics and law, dynamics of political systems, and migration and diversity.

Around 160 German and international researchers work at the WZB, including sociologists, political scientists, economists, legal scholars and historians. Sociology of work is represented at the WZB by the Project Group "Globalization, Work and Production" headed by Martin Krzywdzinski and the Junior Research Group "Work and Care" headed by Lena Hipp.



WZB Berlin Social Science Center

[Foto: David Ausserhofer]



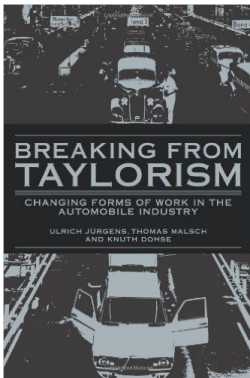
The ILPC 2016 is supported by the Friedrich Ebert Foundation (FES) which offers its rooms to the conference. The FES celebrated its 90th birthday in 2015 and is the oldest political foundation in Germany. It sees itself as part of the German and the global social-democratic and trade union movement.

The FES sees strengthening the representation of workers through their trade unions as an integral component of its efforts towards advancing social democracy around the world. The foundation has made supporting trade union organisations one of its core tasks. This applies both in the various countries where the FES operates, and at regional and global levels.

Please do not forget to register and pick up your registration pack. The registration desk will be open during the whole conference time at the WZB.

A Very, Very Short History of Work Research at the WZB

The history of work research at the WZB goes back to the 1970s and reflects key debates and socio-economic developments since this time. Under the influence of the discussions about the transformation of Fordism, the German and Swedish approaches towards humanization of work and the reception of the works of Harry Braverman and Michael Burawoy, Frieder Naschold, Ulrich Jürgens, Eckart Hildebrandt, and Gerlinde Dörr developed the concept of “politics of work” (Arbeitspolitik). At the heart of this stands the question of power, legitimacy, and control in companies. Key topics included the development of new production concepts (and the After-Japan debate), the introduction of new production technologies (computer-integrated manufacturing), and the impact on working conditions, work organization, and skill structures.

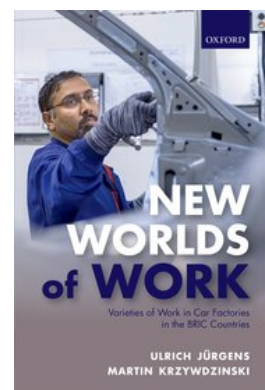


Manufacturing work is a core topic of research since the 1980s

In the 1990s and 2000s, these topics were investigated further in the context of international comparative projects about various country-, industry-, and company-specific productive models, with French regulation theory, the Varieties-of-Capitalism debate, and the critique developed within the GERPISA network of the concept of the “one best way” of lean production being important reference points. The research particularly addressed questions of work organization on the shop floor, new product development and innovation. Last but not least, worker participation and corporate governance in German companies was an important research subject against the backdrop of the increasingly pressing of financialisation and the shareholder value debate.

Given the growing role of emerging markets, outsourcing, offshoring, and the restructuring of industrial supply chains in these countries also became important research topics. These issues are studied with respect to the development of working conditions and work relations, with a particular focus on Eastern Europe and the BRIC countries. There is also a particular interest in the repercussions of globalization for the European social model, that is, for work relations, forms of corporate governance and employee voice, and also for the regulation of work in Europe.

The current discussion about advanced manufacturing technologies (in Germany under the heading “Industry 4.0”) has prompted the question of the relation of technology, skills, and work organization. It is this very question that the new project lines currently under development address.



Just published: Jürgens and Krzywdzinski (2016), *New Worlds of Work*, OUP

Overview of the Conference

Sunday, 3 April

19:00 PhD Dinner at the Red Berlin Culinary, Genthiner Str. 20

Monday, 4 April

9:00–10:45 PhD Workshop (WZB B 002–005), organised by Scott Hurrell (University of Glasgow)

11:00–12:30 Conference opening (FES Lecture Theatre, Hiroshimastr. 28)

Martin Krzywdzinski (WZB)

Mirko Herberg (Global Trade Union Policy, Friedrich–Ebert–Foundation)

Opening discussion: Global value chains, trade unions and the labour process

Jenny Holdcroft (IndustriAll), Torben Seebold (Verdi), Kirsty Newsome (Sheffield University), Michael Fichter (Free University Berlin)

Moderator: Kendra Briken (University of Strathclyde)

12:30–13:30 Lunch (Maritim)

14:00–15:30 Sessions (WZB, Maritim and FES)

15:45–17:15 Sessions (WZB, Maritim and FES)

17:45–19:00 Key Note Speech: **Work and its Future** (FES Lecture Theatre, Hiroshimastr. 28)

Joanna Biggs (London Review of Books)

Chair: Abigail Marks (Heriot–Watt University)

19:00 Drinks reception and book launch: **China at Work** (FES, Hiroshimastr. 28)

Tuesday, 5 April

9:00–10:30 Sessions (WZB, Maritim and FES)

10:45–12:15 Sessions (WZB, Maritim and FES)

12:15–13:15 Lunch (Maritim)

13:30–15:00 Sessions (WZB, Maritim and FES)

15:15–16:45 Sessions (WZB, Maritim and FES)

17:00–18:30 Symposia (WZB)

19:30 Conference Dinner at the “12 Apostel”, S-Bahnbögen 177–180, Georgenstraße 2

Award of the PhD Best Paper Prize

Wednesday, 6 April

9:00–10:15 Sessions (WZB)

10:30–12:00 Sessions (WZB)

12:30–13:30 Key Note Speech: **Cut the old pigtails – Towards a new distribution of paid and unpaid time over the life course** (WZB A300)

Jutta Allmendinger (President of the WZB)

Chair: Shiona Chillas (University of St. Andrews)

13:30–14:30 Lunch (WZB)

Key Note Speakers and Opening Plenary Discussants

Work and its Future

Key Note Speech, Monday 4 April 2016, 17.45 (Friedrich-Ebert-Foundation, Hiroshimastr. 28)



[Foto: privat]

Joanna Biggs studied at St Peter's College, Oxford and Queen Mary, University of London. She is an assistant editor at the London Review of Books. Her latest book „All Day Long: A Portrait of Britain at Work“ came out from Serpent's Tail in April 2015. In this book of case studies of work - from sex workers to special advisers - Joanna looks beyond jobs-boom spin to study the UK's working life by describing how people fill their working days and how they feel about work.

Cut the Old Pigtales: Towards a New Distribution of Paid and Unpaid Time Over the Life Course

Key Note Speech, Wednesday 6 April 2016, 12.30 (WZB, A 300)

Jutta Allmendinger is President of the Berlin Social Science Center (WZB) and professor of sociology at the Humboldt University Berlin. Her research has centred on the impact of institutions on the life course, with a specific focus on education, the labour market, the (changing) welfare state. Jutta Allmendinger's other research interests focus on gender inequality in the labour market, the interdependence of both male and female biographies, and the organisation of work.



[Foto: Inga Haar]

Global Value Chains, Trade Unions and the Labour Process

Conference opening discussion, 4 April 2016, 11.00 (Friedrich-Ebert Foundation, Hiroshimastr. 28)

Jenny Holdcroft is Policy Director at IndustriALL Global Union, leading IndustriALL's work to achieve living wages for workers in global supply chains and implementing an agreement with major fashion brands to deliver living wages through industry collective agreements. She is also in charge of IndustriALL's global campaigns against precarious work and to promote sustainable industrial policy. Jenny is a member of the steering committee of the Accord on Fire and Building Safety in Bangladesh, a legally binding agreement signed between IndustriALL and more than 200 global brands and retailers.

Michael Fichter taught political science and labor relations at the Free University Berlin until his retirement in 2011. Since 2005 he has been a lecturer and adviser in the German Program of the Global Labour University. His research has covered a broad range of topics, more recently with a focus on the challenges facing trade unions in global capitalism.

Kirsty Newsome is Reader in Employment Relations at the Sheffield University Management School. Her research interests are focused around three interconnected core themes: the changing character of employment regulation; the shifts and transformations in the politics of production; and the dynamic interplay of global value chains and the labour process.

Torben Seebold is Head of Dockers' Section for ver.di united services union and Vice Chairman of the Dockers' Section within the International and the European Transport Workers Federation (ITF/ETF). He is in charge of collective bargaining with the German Association of Ports and of the representation of the dockers' interests within the ITF/ETF.

Themes and Streams

This year's general conference includes papers that cover the following themes:

- The new digital workplace
- Migration and work
- Precarious work – old and new realities
- Reconfiguring work - new forms of organization, working time arrangements and flexibilities
- Trade unionism, industrial relations and collective bargaining
- Global value chains and the labour process
- Management and managerial ideologies
- Voice and participation
- Work and health
- Theoretical perspectives on work and the labour process
- Regulation, institutions, and the labour process
- Shaping work identities and work attitudes
- Labour market, employment policies, and skills

In addition, submissions for five special streams were accepted:

- Intersections of Labour and Nationhood in Transnational Service Work (Organisers: **Kiran Mirchandani**/University of Toronto, **Winifred Poster**/Washington University St. Louis)
- Labour, Work and Climate Change (Organisers: **Carla Lipsig-Mummé**/York University Canada, **Linda Clarke**/University of Westminster)
- Labour Process Experience in State Employment under Austerity (Organisers: **Kim Mather**/Keely University, **Roger Seifert**/University of Wolverhampton)
- Squeezing the Middle? Inequalities at Work (Organisers: **Alicja Bobek**/TASC Ireland, **Tom Turner**/University of Limerick, **James Wickham**/TASC Ireland)
- Employers' Organisations (Organiser: **Marco Hauptmeier**/Cardiff University)



Special Event

Meet the Editors of Work, Employment & Society

The WES editors will speak on topics, new developments and getting published in the journal.

Organisers: **Paul Brook**, **Shireen Kanji**, **Melanie Simms** (University of Leicester)

Tuesday, 5 April 2016, 17.00 - 18.30, WZB, B004/05

Symposia

Labor Power in the Third Wave of Globalization (WZB A300)

Tobias Schulze-Cleven (Rutgers University, Organiser), **Michael Fichter** (Global Labour University), **Rebecca Givan** (Rutgers University), **Mingwei Liu** (Rutgers University)

This symposium probes labor's evolving forms of collective action across the world in the context of the contemporary third wave of globalization, which has thrown the interconnected fate of workers across the world into stark relief. Transnational markets have deepened, powered by such structural shifts as the IT-enabled modularization of global value chains, the expansion of the financial sector, the private sector's turn to writing and self-enforcement of market rules, and growth in international migration. Focusing on experiments in China and Germany in particular, we want to discuss workers' worldwide attempts to develop new sources of solidarity, align group interests and leverage existing institutions to improve labor standards.

New Technologies of Surveillance at Work (WZB A310)

Phoebe Moore (Middlesex University London, Organiser), **Pav Aktar** (UNI Global Union), **Alessandro Gandini** (Middlesex University), **Sian Moore** (Greenwich University), **Ivana Pais** (Catholic University of Milan), **Martin Upchurch** (Middlesex University London), **Xanthe Whittaker** (University of Leicester)

A regime of total mobilisation and surveillance corrodes workers' health and safety, creating anxiety, burnout and overwork. Neoliberalism however requires portrayal of such problems as failures to adapt, personal psychological shortcomings, or educational deficits. We claim, rather, that surveillance in workplaces are a systematic effect of a particular labour process. Labour movements will need to combat such corrosion or risk the generalisation of the types of psychological collapse seen at the range of suicides recently seen at Foxconn. This symposium looks at a series of cases of surveillance in workplaces as new technologies provide the means to increase, posing the question: what we can do about it?

The German Labour Market „Miracle“: Success of Skillful Institutional Recalibration or Symptom of Creeping Erosion of the Social System of Production? (WZB B002/3)

Organised by the German Association for Social Sciences in Labour Market Research (SAMF). **Heike Jacobsen** (BTU Cottbus-Senftenberg), **Bernd Fitzenberger** (Humboldt University Berlin), **Karin Gottschall** (University Bremen), **Matthias Knuth** (University Duisburg-Essen), **Ulrich Walwei** (IAB Institute for Employment Research Nürnberg).

Recent developments in the German labour market have been attracting the attention of labour market researchers and labour process scholars over the past years: After a long phase of stagnation in the 1990s, we are facing today the astonishingly successful surmounting of the financial- and the following economic crisis in the final years of the millennium's first decade generated research on the 'Job Miracle'. To this background debates on risks of old and new labour market dualization as well as the quest of a living wage for a rising share of individuals and households indicate new and ongoing challenges for the German coordinated capitalism and a society characterized by changing family and gender relations and rising ethnic diversity. The symposium will address these ongoing changes.

To Make Sure You Don't Go to Bed Hungry...

Lunch

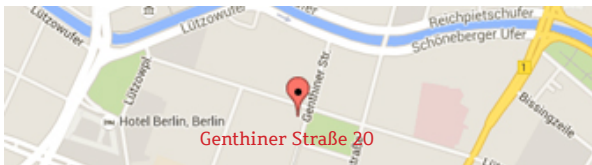
Lunch will take place at the Maritim Hotel at 12.30 p.m. on Monday and at 12.15 p.m. on Tuesday. The lunch area is located on the first floor of the hotel.

On Wednesday, lunch will be served at 13.30 p.m. for all participants at the WZB.

Coffee

Between the paper sessions, coffee will be served at the WZB, in front of the conference rooms at the Maritim Hotel, and in the conference room at the Friedrich-Ebert-Foundation

PhD Dinner



[Source: Google Maps (URL: maps.google.de)]

All participants in the PhD workshop are invited to the PhD dinner on Sunday evening. The dinner starts at 7 p.m. at the Red Berlin Culinary, Genthiner Str. 20.

Conference Dinner

The conference dinner will take place on Tuesday, April 5 at 7.30 p.m. in the "12 Apostel" restaurant. Please show your conference badges or partner tickets at the entry. The restaurant is located under the elevated train line at 2 Georgenstraße.



[Source: Google Maps (URL: maps.google.de)]

To get to the 12 Apostel restaurant from the WZB, take the S-Bahn train from Potsdamer Platz. Please take the S1 line in the direction of Oranienburg or the S2 in the direction of Bernau and exit at Friedrichstrasse station. From Friedrichstrasse station, the 12 Apostel restaurant is just a five minute walk.

Child Care During the Conference

Child care is provided for free by the WZB during the conference. Please contact the conference organisers for details.

ILPC PhD Workshop Programme

The ILPC PhD Workshop brings doctoral students and leading academics together for informed debate on contemporary labour process theory and issues. It also provides a fantastic opportunity for new researchers to meet established academics to discuss ‘doing’ a labour process (LP) inspired PhD from a number of different angles, which is the theme of this year’s PhD workshop.

The event kicks off with a dinner at 19.00 on the Sunday evening (3rd April) in the Red Berlin Culinary, which is in the Genthiner Str. 20 <http://www.red-bar-restaurant.de/index.php?de> (it is a 5 minute walk from the WZB where the main conference and PhD workshop are being held).

On Monday 4th April, the workshop continues at 9.00am with expert discussion on theoretical and topical lenses through which we might ‘do’ a LP inspired PhD. Confirmed speakers include Prof. Paul Thompson (covering core theory), Prof. Melanie Simms (employment relations), Prof. Abigail Marks (social psychology), Prof. Rob MacKenzie (migrant labour) and Prof. Paul Stewart (internationalisation and globalisation). Each speaker will give a quick overview and then there will be an opportunity to break out into smaller groups to discuss issues we may face doing a PhD on these areas with the academics. The workshop organiser (Dr. Scott Hurrell) will also be available to discuss careers post-PhD, for those nearing the end of their studies.

Welcoming and informal, the PhD Workshop Programme is designed to enhance the overall conference experience and concludes in time for the opening of the main ILPC event on Monday.

Book Launch: China at Work

At the drinks reception on Monday, April 4 in the foyer of the Friedrich-Ebert-Stiftung in Hiroshimastrasse 28, the launch will take place of the book that arose from the last conference in 2015, “China at Work: A Labour Process Perspective on the Transformation of Work and Employment in China”, edited by Mingwei Liu and Chris Smith. All conference participants will receive a free copy of the book, which will be distributed during the drinks reception.

Bringing together leading authorities and emerging young researchers, this book is aimed at students and scholars interested in the Chinese workplace and the impact that China is having on work internationally. It is the first textbook to use labour process analysis to examine work and employment in China.



VW Wolfsburg Plant Tour

We are organizing a visit to the Volkswagen car plant in Wolfsburg for participants who registered for the tour. The visit will take place on Thursday 7th April, 2016.



[Photo: Rolf Krekeler, pixelio]

The preliminary schedule for the trip is as follows:

8:00	Meeting at the Info Point of the Berlin Hauptbahnhof, Ground Floor, exit to the Europaplatz
8:31	ICE Train to Wolfsburg
10:30	Plant Tour
12:00	Lunch
14:00	Discussion with a Representative from the VW Works Council
16:17	ICE Train to Berlin
17:28	Arrival at Berlin Hauptbahnhof

Sightseeing

There are tons of guided tours you can book. Here is but a small sample...

<http://www.visitberlin.de/en/see/sightseeing>

<http://www.city-sightseeing.com/tours/germany/berlin.htm>

free (alternative) tours (tip-based):

<http://alternativeberlin.com/tours/free-tour/>

<http://originalberlintours.com/tours/the-free-original-berlin-alternative-tour/>

(e-)bike tours:

<https://berlinonbike.de/en/>

<http://www.e-bike-touren-berlin.de/en>

If you need a short break from the conference programme, we recommend the Paintings Gallery (Gemäldegalerie) which is located in the Sigismundstr. directly next to the WZB (http://www.kulturforum-berlin.de/engl_gemaeldegalerie.html). It offers one of the most important collections of European paintings. You can also visit the Museum of Graphic Arts or the Museum for Music Instruments – both also in the direct neighbourhood. Further important places of interest located at a walking distance from the WZB (at the Potsdamer Platz or its neighbourhood) are the Martin-Gropius-Bau, famous for its exhibitions, the Holocaust Memorial and the Brandenburg Gate.

MONDAY, 4 April 2016

9.00 – 10.45		PhD Workshop	
Venue: WZB B002-5		Workshop organised by Scott Hurrell (University of Glasgow)	
11.00 – 12.30		Conference Opening	
Venue: FES, Hiroshimastr. 28		<ul style="list-style-type: none"> Welcome address: Martin Krzywdzinski (WZB) Mirko Herberg (Head of the Global Trade Union Policy Unit at the Friedrich-Ebert-Foundation) Opening panel discussion: Global value chains, trade unions, and the labour process 	<ul style="list-style-type: none"> Moderation: Kendra Briken (University of Strathclyde) Participants: Jenny Holdcroft (Policy Director IndustriAll Union) Torben Seebold (Head of the Verdi Dockers' Section) Kirsty Newsome (Sheffield University Management School) Michael Fichter (Free University Berlin, Global Labour University)
12.30 – 13.30		Lunch (Maritim Hotel)	
14.00 – 15.30		Parallel paper sessions:	
Digital workplace Chair: P. Taylor Session venue: WZB A310	<ul style="list-style-type: none"> Management and Control Triangle in Creative Crowdfunding <i>P. Schoerpf, J. Flecker, A. Schoenauer</i> Understanding crowdworkers' learning practices <i>A. Margaryan</i> The online crowdsourcing of scientific research <i>J. Woodcock, A. Greenhill, G. Graham, J. Cox, E. Oh, K. Masters, B. Simmons</i> 	Industrial relations Chair: A. Hadjisolomou Session venue: FES 6.01	<ul style="list-style-type: none"> Examining managerial attitudes towards trade unions in the UK <i>V. Ellis, A. Munro</i> Employment relations in a long-term historical perspective <i>J.K. Looise</i> Leading Change – A TUC programme for full-time senior union officials <i>R. Perrett, J. Prowse, P. Prowse</i>
Precarious work Chair: T. Dobbins Session venue: WZB B002	<ul style="list-style-type: none"> Working Without Wages: Construction Workers in Contemporary China <i>H. Wei</i> Deindustrialization and Precarious Employment in Scotland and Canada <i>E. Gibbs, S. Condratto</i> Labour Stand: The Face of Precarious Construction Workers in India <i>M. Dhal</i> 	Squeezing the middle? Chair: J. Wickham Session venue: Maritim 12-14	<ul style="list-style-type: none"> Alienation of the self in a 'market' of freedoms. Lived experiences of Self-ownership in the UNITE/BA cabin crew dispute <i>R. Byford</i> Two Tiered Pay and Seniority-Accessed Incentive Systems on the Shop Floor <i>J. Corman, A. Duffy, N.Pupo</i> Do jobholders do the same work activities in the same occupations? <i>K. Tijdens, M. van Klaveren</i>
Austerity Chair: P. Brook Session venue: WZB B003	<ul style="list-style-type: none"> State intervention during the teacher lockout in Denmark in 2013 <i>L. Høgedahl</i> Public Servants or Privateers? New Public Management in New Jersey <i>P. Mareschal, J. Fine, D. Hersh</i> Labour process change in the English fire service <i>K. Mather, R. Seifert</i> 	Skills and labour market Chair: I. Grugulis Session venue: Maritim 15	<ul style="list-style-type: none"> Critical realism as a meta-theory for analysing skill and skilled work <i>S. Hurrell, S. Vincent</i> Gender differences in company provided continuing training <i>P. Wotschack</i> Sustainable employment and changing patterns of occupational gender segregation <i>L. Gonäs, M. Vaez, K. Alexanderson, A. Wikman, K. Gustafsson</i>
Work and health Chair: R. Cohen Session venue: WZB B004	<ul style="list-style-type: none"> What works? Coping at work with a common mental health condition <i>J. Richards, A. Marks, W. Loretto</i> The Remarkable Absence of Studies of Disability in the Sociology of Work <i>K. Randle, K. Hardy, C. Mowles</i> The “Discredited” and “Discreditable”: Mental Health, Stigma and Unemployment <i>G. Maclean, A. Marks, S. Cowan</i> 	Reconfiguring work Chair: K. Newsome Session venue: Maritim 16	<ul style="list-style-type: none"> German Aviation: Jeopardizing Industrial Peace through Inter-Firm Networks? <i>M. Helfen, C. Wirth, J. Sydow</i> Integration in European road transport and drivers' working conditions <i>M. Bråten, R.S. Jensen, K. Skollerud</i> Workers' Accounts of Cross-Country Transfer in Chinese MNCs in Canada <i>Y. Zheng, C. Smith</i>
Voice and participation Chair: S. Vitols Session venue: WZB B005	<ul style="list-style-type: none"> Employment Regulation: the case of the EU I&C Directive <i>E. Hickland</i> Employee involvement in Germany, UK and Sweden. A Decomposition Analysis <i>S. Kirchner, S. Hauff</i> Works councils in the public sector: effects on personnel policies and workers <i>A. Van den Berg, Y. Grift</i> 	Labour and climate change Chair: L. Clarke Session venue: Maritim 17	<ul style="list-style-type: none"> The struggle to slow global warming: labour process and labour renewal <i>C. Lipsig-Mummé</i> Industrial Relations and Climate Change: Developing a conceptual framework <i>C. Goods</i>
15.30-15.45		Coffee break (WZB, Maritim, FES)	

MONDAY, 4 April 2016 (continued)

15.45 – 17.15	Parallel paper sessions:	
<p>Digital workplace Chair: M. Krzywdzinski</p> <p>Session venue: WZB A310</p>	<ul style="list-style-type: none"> • Profiling employees online and the reshaping of public-private boundaries <i>P. McDonald, P. Thompson, P. O'Connor</i> • Industry 4.0 in the making – discourse patterns and digital despotism on the rise <i>S. Pfeiffer</i> • ‘Viscourses’ of Industrie 4.0 - What images tell about the future of work <i>J. Ingelsboeck</i> 	<p>Industrial relations Chair: M. Fichter</p> <p>Session venue: FES 6.01</p> <ul style="list-style-type: none"> • Trade union responses in the context of public health care marketisation <i>G. Coderre-LaPalme</i> • Labor-Management Collaboration in Health Care – Lessons from U.S. Cases <i>A. Eaton, R. Kolins Givan, P. Lazes</i> • Trade union negotiated change in US owned MNCs in the Republic of Ireland <i>J. Sinclair, T. Royle</i>
<p>Voice and participation Chair: T. Dundon</p> <p>Session venue: WZB B002</p>	<ul style="list-style-type: none"> • Re-conceptualising Employee Silence <i>E. Nechanska</i> • Voice through Exit – Revolutionising Participation by Solo-Self-Employed <i>C. Ruiner, M. Wilkesmann, B. Aplitsch</i> • Employee surveys and employee voice - what are the odds? <i>M. Mogensen, E.N. Mikkelsen</i> 	<p>Squeezing the middle? Chair: A. Bobek</p> <p>Session venue: Maritim 12-14</p> <ul style="list-style-type: none"> • Professional’s discretion being squeezed? Trends of skill discretion and decision authority in Finland <i>A. Mustosmäki, T. Oinas, T. Anttila, M. Tammelin, J. Nätti</i> • ‘Portfolio’ or ‘Grab bag’? Career paths in the Irish ICT and financial sector <i>A. Bobek, J. Wickham</i> • Availability among Consultants – a Journey in Time and Space <i>L. Holth, A. Bergman</i>
<p>Austerity Chair: K. Mather</p> <p>Session venue: WZB B003</p>	<ul style="list-style-type: none"> • Junior doctors, austerity and privatisation: from moral economy to collective resistance <i>P. Brook, B. Carter, J. Grady, W. Green, X. Whittaker</i> • Cooperation between Universities and Trade Unions in Retrospect <i>J. Janssen</i> • Live in and burn out? Migrant caregivers in German households caught between structural powerlessness and individual primary power <i>K. Becker</i> 	<p>Skills and labour market Chair: S. Chillias</p> <p>Session venue: Maritim 15</p> <ul style="list-style-type: none"> • What is a graduate occupation? Case studies on software engineers, financial analysts, press officers and biotech scientists <i>G. Tholen</i> • Work-based learning for VET students. Policy and implementation challenges <i>S. Boutsiouki</i> • Access from VET to the labour market in the Nordic countries <i>A.H. Tønder, C.H. Jørgensen, T. Nyen</i>
<p>Work identities Chair: R. Valsecchi</p> <p>Session venue: WZB B004</p>	<ul style="list-style-type: none"> • Retail shift workers: The times and rhythms of emotional labour <i>A. Dordoni</i> • Emotion Work and Emotional Labor of Swiss Public Employment Agents <i>M. Gaitsch, J. Hofbauer, B. Glinsner, O. Penz, B. Sauer</i> • The tension between management ratios and employees’ own understandings of work <i>S. Nies</i> 	<p>Reconfiguring work Chair: U. Jürgens</p> <p>Session venue: Maritim 16</p> <ul style="list-style-type: none"> • Organizational Restructuring of Health Care Systems in the U.S. <i>E. Appelbaum, R. Batt</i> • Forced alliance? Departmental boundaries in a Danish acute care hospital <i>E. Shulzhenko</i> • The deprofessionalization of doctors through reorganization of work spaces <i>S. Siebert, G. Martin, S. Bushfield, B. Howieson</i>
<p>Precarious work Chair: S. Tailby</p> <p>Session venue: WZB B005</p>	<ul style="list-style-type: none"> • Precarious Work in the Grey Zone of the Social Relations of Work and Employment <i>D. Bensman, D. Kesselman</i> • The role of spatial praxis in the construction of employment relations in manufacturing <i>G. Tunc</i> • Social Changes in Rural Areas of South Tyrol: A Longitudinal Case Study <i>C. Tschöll</i> 	<p>Labour and climate change Chair: F. Stewart</p> <p>Session venue: Maritim 17</p> <ul style="list-style-type: none"> • Green jobs, decent jobs? Analysing Job Quality in the Wind-Energy Sector <i>C. Evans</i> • Attempts to revolutionise the organisation of work in German energy suppliers <i>F. Blazejewski, H. Jacobsen</i> • Changing forms of corporate and labour organisation in Brazil’s biofuel sector <i>B. Garvey, P. Stewart, A. Bispo</i>
17.15 – 17.45	Coffee break (FES, Hiroshimastr. 28)	
17.45 – 19.00	Key Note Speech	
<p>Venue: FES, Hiroshimastr. 28</p>	<p>Joanna Biggs (London Review of Books): Work and its Future Chair: Abigail Marks (Heriot-Watt University)</p>	
19.00	Drinks reception and book launch	
<p>Venue: FES, Hiroshimastr. 28</p>	<p>Meet the Editor: Chris Smith and Mingwei Liu, editors of the book <i>China at Work</i> (Palgrave Macmillan 2016)</p>	

TUESDAY, 5 April 2016

9.00 – 10.30		Parallel paper sessions:	
<p>Digital workplace Chair: F. Movitz</p> <p>Session venue: WZB A310</p>	<ul style="list-style-type: none"> • Allures of virtualities. Topologies of reorganizing work under conditions of digitization, virtualization and informatization <i>M. Will-Zocholl</i> • Rationalising exploitation in the digital games sector <i>A. Wright</i> • Software workers in Brazil <i>J. Lima</i> 	<p>Industrial relations Chair: M. Krzywdzinski</p> <p>Session venue: FES 6.01</p>	<ul style="list-style-type: none"> • A study of union strategies in relation to freelancers in Germany and Italy <i>P. Borghi, T. Mingione</i> • Extending System, Society and Dominance effects: union-management cooperation <i>T. Dobbins, T. Dundon</i> • Trade union strategies for changing collective bargaining priorities in the UK <i>D. Valizade, R. MacKenzie, C. Ford, H. Cook</i>
<p>Voice and participation Chair: J. Holgate</p> <p>Session venue: WZB B002</p>	<ul style="list-style-type: none"> • Secretaries between organisational non-recognition and personal loyalty <i>F. Kleemann, J. Westerheide</i> • Workplace Engagement in an Employee-owned Enterprise <i>J. Watson</i> • We don't want to talk about it: perceptions of voice in the British armed forces <i>M. Prior</i> 	<p>Precarious work Chair: J. Flecker</p> <p>Session venue: Maritim 12-14</p>	<ul style="list-style-type: none"> • Between normality, deviancy and precarity: Prostitution as a feminized field of work <i>B. Apitzsch, M. Tuente</i> • The Emotional Labor of Precarity: Strategies for Recognition and Protection <i>K. Mirchandani, M.J. Hande</i> • Contesting “Precariousness”: A Study of Changing Employment Relations in Pakistan’s Garment Manufacturing Industry <i>M. Ayaz, M. Ashraf</i>
<p>Transnational service work Chair: W. Poster</p> <p>Session venue: WZB B003</p>	<ul style="list-style-type: none"> • Borders in Service: Enactments of Nation in Transnational Call Centers <i>K. Mirchandani, W. Poster</i> • Multiplex geography and transnational tele-mediated service work in Mauritius <i>C. Benner</i> • Arabs, Jews and Russian Immigrants: Ethnicity, Religion and National Identity in Israeli Health Organizations <i>A. Darr</i> 	<p>Austerity Chair: B. Carter</p> <p>Session venue: Maritim 15</p>	<ul style="list-style-type: none"> • The ‘new’ labour process of public sector middle managers <i>J. O’Neil</i> • Public Service Job Motivation and Satisfaction in the British Local Government <i>W. Wang, R. Seifert</i> • Trade union of nurses and midwives and care work practices in face of flexibility <i>J. Kubisa</i>
<p>Employers’ organizations Chair: M. Hauptmeier</p> <p>Session venue: WZB B004</p>	<ul style="list-style-type: none"> • Employers’ association and unions : two economic sectors in Canada <i>M. Laroche</i> • Internationalization and the activities of peak employers’ organizations <i>B. Brandl, A. Lehr</i> • Employers' Exit from Multi-Employer Bargaining in Germany <i>M. Behrens</i> 	<p>Reconfiguring work Chair: P. Wotschack</p> <p>Session venue: Maritim 16</p>	<ul style="list-style-type: none"> • Work Organisation, Management Control and Working Time in Retail Centres <i>K. Briken, P. Taylor, K. Newsome</i> • ‘Supply Chain Capitalism’, Parcel Delivery Workers and the Degradation of Work <i>K. Newsome, S. Moore, C. Ross</i> • Do the new forms of work revolutionize the centrality of working time? <i>N. Cianferoni</i>
<p>Squeezing the middle? Chair: L. Holth</p> <p>Session venue: WZB B005</p>	<ul style="list-style-type: none"> • Comparing the Patterns of Work Life Quality of Temporary Agency Workers and Their Colleagues in Poland and Sweden <i>P. Strauss-Raats</i> • Squeezing the middle (aged): what’s happening to retirement in the UK? <i>W. Loretto, S. Vickerstaff</i> • Exploring the role of civil society organisations in supporting disabled people in employment <i>L. William</i> 	<p>Labour and climate change Chair: J. Calvert</p> <p>Session venue: Maritim 17</p>	<ul style="list-style-type: none"> • Varieties of Capitalism and Sustainability: Greening steelwork in Brazil and Germany <i>D. Stroud, H. Döring, C. Evans</i> • Managing the Entrenched Communities in the NE of England: Nature or Nurture? <i>L. Mearns</i> • Inclusive Vocational Education and Training for Low Energy Construction (VET4LEC) <i>L. Clarke</i>
<p>Precarious work Chair: V. Mählmeyer</p> <p>Session venue: WZB D112/3</p>	<ul style="list-style-type: none"> • Degradation of the conditions of employment in voluntary sector social care <i>D. Young</i> • Socioeconomic processes of precarisation in Russia <i>E. Gasyukova</i> 		
10.30 – 10.45		Coffee break (WZB, Maritim, FES)	

TUESDAY, 5 April 2016 (continued)

10.45 – 12.15		Parallel paper sessions:	
<p>Digital workplace Chair: A. Marks</p> <p>Session venue: WZB A310</p>	<ul style="list-style-type: none"> Positioning virtual labour in space, time and the social relations of employment <i>K. Randle, J. Webster</i> Risk, self reliance, self control: professional identities in an online environment <i>K. Holts, U. Huws</i> The merging of life spheres in the context of mediatized office work <i>C. Roth-Ebner</i> 	<p>Industrial relations Chair: V. Mählmeyer</p> <p>Session venue: FES 6.01</p>	<ul style="list-style-type: none"> Conceptualising ‘interests’ in industrial relations theory <i>M. Simms</i> Sources of Workers' Collective Power: Institutions and Movements <i>A. Eaton, S. Schurman, M. Chen</i>
<p>Global value chains Chair: J. Hofbauer</p> <p>Session venue: WZB B002</p>	<ul style="list-style-type: none"> Power, Value and Finance in the Australian Mining Value Chain <i>P. Thompson, R. Parker</i> Anti-Slavery NGOs and the political economy of cotton in Uzbekistan <i>D. McGuire</i> 	<p>Precarious work Chair: C. Teipen</p> <p>Session venue: Maritim 12-14</p>	<ul style="list-style-type: none"> Precarity in German universities: the struggles of the akademischer Mittelbau <i>I. Towers, A. Ternès, L. Smith</i> The Degradation of the Work of Occasional Teachers in Canada <i>V. Shalla</i> Knowledge Work in American Healthcare and Higher Education <i>T. Schulze-Cleven, R. Givan</i>
<p>Transnational service work Chair: C. Benner</p> <p>Session venue: WZB B003</p>	<ul style="list-style-type: none"> National stereotypes and eldercare in Germany: Migrant Polish caregivers <i>G. McEvoy</i> Looking beyond an amazing city. Migrant workers in the tourist sector of Venice <i>F. Iannuzzi</i> Racism as intimacy – Looking, questioning and touching in the service encounter <i>P. Mulinari</i> 	<p>Austerity Chair: K. Becker</p> <p>Session venue: Maritim 15</p>	<ul style="list-style-type: none"> Transforming community health services in England <i>S. Tailby, A. Lopes, S. Warren</i> The dynamics of hospital ‘efficiency’ – patient flow and care, work intensification, working time and resources <i>R. Ballardie, R. Gough</i>
<p>Employers’ organizations Chair: B. Brandl</p> <p>Session venue: WZB B004</p>	<ul style="list-style-type: none"> Exploring Employer Collective Action in Denmark <i>C.L. Ibsen, S. Navrbjerg</i> The state and the evolution of British Employers’ Organisations <i>L. Gooberman, M. Hauptmeier, E. Heery</i> Employer engagement in active labour market programmes as a social exchange <i>J. Ingold, D. Valizade, T. Bredgaard</i> 	<p>Reconfiguring work Chair: R. MacKenzie</p> <p>Session venue: Maritim 16</p>	<ul style="list-style-type: none"> Communities of practice: new mode of collaborative work or imposed cooperation? <i>D.G. Tremblay</i> The impact of new technology on work organisation in Belarus <i>H. Danilovitch, N. Makouskaya</i> Prison work relationships: the perseverant myth of teamwork among prison guards <i>E. Mikkelsen, M. Mogensen</i>
<p>Squeezing the middle? Chair: K. Tijdens</p> <p>Session venue: WZB B005</p>	<ul style="list-style-type: none"> Representing foreign workers? Foreign workers representing us? Migrant worker as trade unions representatives in Norway <i>I.M. Hagen</i> Labour migration, power relations and ideology in the Norwegian construction industry <i>H. Haakestad, J.H. Friberg</i> 	<p>Labour and climate change Chair: D. Stroud</p> <p>Session venue: Maritim 17</p>	<ul style="list-style-type: none"> Construction and the work process, an exploration of the energy performance gap <i>C. Gleeson</i> The Nature of Work in the Nigerian Oil and Gas Industry <i>N. Eziechi, S. Vincent, C. Forde</i> Beyond Petroleum: Workforce Planning and Climate Change <i>C. Breen</i>
<p>Skills and labour market Chair: A. Schröder</p> <p>Session venue: WZB D112/3</p>	<ul style="list-style-type: none"> Flexicurity, flexibility or alternatives? Employment policy for a post-crisis environment <i>P. Lewis</i> Self-employment among graduates: a new flexibility? <i>C. Tzanakou, K. Purcell</i> 		
12.15 – 13.15		Lunch (Maritim Hotel)	

TUESDAY, 5 April 2016 (continued)

13.30 – 15.00		Parallel paper sessions:	
<p>Digital workplace Chair: D. Hislop</p> <p>Session venue: WZB A310</p>	<ul style="list-style-type: none"> • Freedom Under Responsibility – Discipline, Gender, and Value in ICT-research <i>F. Sjögren</i> • ‘Knowledge hoarding’ : A study of IT technicians <i>C. Trusson, D. Hislop, N.F. Doherty</i> • Controlling knowledge-intensive work - Engineers between control and autonomy <i>E. Clasen</i> 	<p>Industrial relations Chair: A. Eaton</p> <p>Session venue: FES 6.01</p>	<ul style="list-style-type: none"> • One best way or varieties of ‘Organizing’? Comparing IG Metall and SEIU <i>M. Nicklich, M. Helfen</i> • How to organize around the issue of work, if you are not even recognized as worker? <i>V. Weghmann</i> • Trade union community organizing: building broad spaces of solidarity <i>J. Holgate</i>
<p>Reconfiguring work Chair: M. Simms</p> <p>Session venue: WZB B002</p>	<ul style="list-style-type: none"> • The role of flexibility in increasing employee happiness in the workplace <i>I. Suojanen</i> • Working Time and Time at the Work Place in Residential Child Welfare Units <i>D. Olberg, K.S. Pettersen</i> • Organisational change and changed work relationship in a UK engineering firm <i>G. Chen</i> 	<p>Austerity Chair: S. Tailby</p> <p>Session venue: Maritim 12-14</p>	<ul style="list-style-type: none"> • The Needs of Dutch Precarious Workers Regarding Paid and Unpaid Labour <i>H. Ballafkih, M. Meerman, J. Zinsmeister</i> • Employment Relations Practices in Greece during the Recession <i>H. Voskeritsian, M. Veliziotis</i> • Microhistory: A Tool to Study Labor Precariousness and Social Inequality <i>T. Garcia-Ramos</i>
<p>Global value chains Chair: D. Plehwe</p> <p>Session venue: WZB B003</p>	<ul style="list-style-type: none"> • Shared services and the restructuring of work <i>P. Mezőhorák</i> • Conditions of Work and Employment in Indian Business Process Outsourcing (BPO) <i>C. Roy</i> • Foxconn beyond China: Capital-labour relations and internationalization <i>R. Andrijasevic, D. Sacchetto</i> 	<p>Management Chair: S. Vincent</p> <p>Session venue: Maritim 15</p>	<ul style="list-style-type: none"> • Ideological Evolution of Employee Control and Human Resource Management <i>S. Itani</i> • Between a rock and a hard place: managers on the front line of interactive service work <i>M. Lynch</i> • The role of line managers in micro politics and the informal negotiation of order <i>A. Hadjisolomou</i>
<p>Employers’ organizations Chair: D. Stoyanova Russel</p> <p>Session venue: WZB B004</p>	<ul style="list-style-type: none"> • The Strange Non-Death of Employer Associations in Western Europe <i>B. Brandl, A. Lehr</i> • German employer associations and social partnership during the 2008/2009 recession <i>M. Helfen</i> • Local Enterprise Partnerships and prospects for devolution in employment/skills policy <i>P. McGurk, R. Meredith</i> 	<p>Work identities Chair: I. Cunningham</p> <p>Session venue: Maritim 16</p>	<ul style="list-style-type: none"> • Untapped potential: Older women and their decisions regarding work and retirement <i>R. Moss</i> • Attitudes to work, well-being and labour market status of young adults in Europe <i>B. Eriksson, T. Bergqvist</i> • Restructuring and work-based identity in the telecommunications industry <i>A. Marks, R. MacKenzie</i>
<p>Squeezing the middle? Chair: A. Bobek</p> <p>Session venue: WZB B005</p>	<ul style="list-style-type: none"> • The Digital Gamification of Labour: A New Form of Labour Process Regulation? <i>A. Cardenas Tomazic, J. Schobin</i> • The Strange Death of the Dublin Barman <i>J. Wickham, A. Bobek</i> 	<p>Labour and climate change Chair: C. Gleeson</p> <p>Session venue: Maritim 17</p>	<ul style="list-style-type: none"> • European trade unions and the transition to a low carbon society <i>F. Steward</i> • Union Climate Change Campaign in British Columbia’s Construction Industry <i>J. Calvert, L. Loftus</i> • Re-imagining labour and production chains in the climate change era <i>N. Cole</i>
<p>Reconfiguring work Chair: D. Stroud</p> <p>Session venue: WZB D112/3</p>	<ul style="list-style-type: none"> • Unfit for Purpose - Employment relationship in the UK fitness industry <i>K. Greasley, P. Thomas</i> • Cross-checking professional and precarious aspects of commercial pilots’ employment <i>G. Maxwell, K. Grant</i> • Managed Participation in Lean Organizations: A Qualitative Case Analysis <i>F. Worthington, E. Thirkell</i> 		
15.00 – 15.15		Coffee break (WZB, Maritim, FES)	

TUESDAY, 5 April 2016 (continued)

15.15 – 16.45		Parallel paper sessions:	
<p>Reconfiguring work Chair: H. Huzzell</p> <p>Session venue: WZB A310</p>	<ul style="list-style-type: none"> Privileged slaves in a total institution: Workers' in South Korea's conglomerates <i>H. Kim, Y. Chae, S. Yoon</i> A critical perspective on the European workplace innovation debate <i>R. Pascoe-Deslauriers, P. Findlay, C. Lindsay, J. Commander</i> Organisational Premises for Professionals' Work <i>J. Kirchhoff, L.A. Sørby</i> 	<p>Industrial relations Chair: C. Smith</p> <p>Session venue: FES 6.01</p>	<ul style="list-style-type: none"> Party-led trade unions and worker activism in China, Vietnam, Cuba and Laos <i>X. Li</i> Understanding the process of union revitalization – Evidence from India <i>G. Balasubramanian, S. Sarkar</i> Unorganized strikes and workplace trade union reform: evidence from China <i>X. Cao, Q. Meng</i>
<p>Precarious work Chair: K. Briken</p> <p>Session venue: WZB B002</p>	<ul style="list-style-type: none"> Comparing outcomes, wages and conditions at McDonald's in Germany, USA and UK <i>T. Royle</i> The use of temporary agency work in Sweden <i>K. Hakansson, T. Isidorsson</i> Working in the Nigerian informal economy: nature, prospects, challenges and remedies <i>E. Igudia</i> 	<p>Theoretical perspectives Chair: A. Sandberg</p> <p>Session venue: Maritim 12-14</p>	<ul style="list-style-type: none"> The State, Employment, and Regulation: Making Work Not Pay <i>J. Grady</i> The worker collectivity and Anglo-Saxon theories of resistance and organisational misbehavior <i>J.C. Karlsson, E. Skorstad</i> Employment relations in a long-term historical perspective <i>J.K. Looise</i>
<p>Regulation and institutions Chair: P. Thompson</p> <p>Session venue: WZB B003</p>	<ul style="list-style-type: none"> The Labour Process and Dilemmas of Labour Inspectors in Taiwan <i>H. Tai</i> Equal Opportunities as a Political Arena – Germany and Turkey <i>A. Kornau, B. Sieben, L. Knappert</i> Comparing front-line hospitality in two market economies <i>M. Moran</i> 	<p>Management Chair: S. Moore</p> <p>Session venue: Maritim 15</p>	<ul style="list-style-type: none"> Personnel Managers and Attitudes of Recognition <i>G. Fassauer</i> Line Managers and Staff Commitment in Outsourced Social Care Work <i>A. Baluch, I. Cunningham, P. James</i> The effects of an Occupational Health advice line on managers' actions <i>R. Valsecchi, N. Anderson, M. Balta, J. Harrison</i>
<p>Industrial relations Chair: M. Krzywdzinski</p> <p>Session venue: WZB B004</p>	<ul style="list-style-type: none"> Bridging Capital and Labour: shareholder interests and the boundary spinning role of investor relations officers <i>F. Movitz, M. Allvin</i> Collective bargaining in Portugal 2008-2015: Between crisis and “troika” <i>P. Fernandes</i> 	<p>Work and migration Chair: V. Ellis</p> <p>Session venue: Maritim 16</p>	<ul style="list-style-type: none"> 'Ultra-exploitation': Temporary migrant workers in Melbourne's cafes and restaurants <i>I. Campbell, M. Boese, J. Tham</i> Immigrant Workers' Experiences and Legislative Protections in Canada <i>M.J. Hande, S. Condratto, A.M. Akram, J. Kong</i> Migrant Agricultural Workers del mágico valle del Rio Bravo <i>K. Griesbach</i>
<p>Industrial relations Chair: J. Grady</p> <p>Session venue: WZB B005</p>	<ul style="list-style-type: none"> The absence of power and the presence of influence in Nordic work life studies <i>J. Axelsson, A. Bergman</i> Negotiating Wage (In)Equality: A UK Study of Two Sectors <i>M. Simms, B. Hopkins</i> The trade union response to the rise of contingent labour in the United Kingdom <i>D. Valizade</i> 	<p>Labour and climate change Chair: C. Lipsig-Mummé</p> <p>Session venue: Maritim 17</p>	<ul style="list-style-type: none"> Panel discussion: What labour process changes are needed to slow global warming and how can these be achieved? <i>N. Eziechi, C. Goods, B. Garvey, F. Blazejewski, L. Loftus, C. Evans</i>
<p>Work identities Chair: C. Wolkowitz</p> <p>Session venue: WZB D112/3</p>	<ul style="list-style-type: none"> Radical practice as democratic professionalism - learning from the past <i>J. Lethbridge</i> Identity and well-being in professional work. Between alienation and micro-emancipation <i>F. Hardering, M. Will-Zocholl</i> Mis-selling Made Easy Culture in Retail Financial Services <i>M. Brannan</i> 		
16.45 – 17.00		Coffee break (WZB)	

TUESDAY, 5 April 2016 (continued)

17.00 – 18.30		Symposia and special event:	
Session venue: WZB B002/3	The german labour market ‘miracle’: success of skillful institutional recalibration or symptom of creeping erosion of the social system of production? Organiser: German Association for Social Sciences in Labour Market Research (SAMF) Participants: Heike Jacobsen (BTU Cottbus-Senftenberg), Bernd Fitzenberger (Humboldt University Berlin), Karin Gottschall (University Bremen), Matthias Knuth (University Duisburg-Essen), Ulrich Walwei (IAB Institute for Employment Research)	Session venue: WZB A310	New Technologies of Surveillance at Work Organiser: Phoebe Moore (Middlesex University) Further participants: Pav Aktar (UNI Global Union), Alessandro Gandini (Middlesex University), Sian Moore (Greenwich University), Ivana Pais (Catholic University of Milan), Martin Upchurch (Middlesex University), Xanthe Whittaker (University of Leicester)
Session venue: WZB A300	Labor Power in the Third Wave of Globalization Organiser: Tobias Schulze-Cleven (Rutgers University) Further participants: Michael Fichter (Free University Berlin, Global Labour University), Rebecca Givan (Rutgers University), Mingwei Liu (Rutgers University)	Session venue: WZB B004/5	Special event: Meet the editors of Work, Employment & Society Organisers: Paul Brook, Shireen Kanji and Melanie Simms (University of Leicester) The WES editors will speak on topics and new developments in the journal as well as about getting published.
19.30		Conference dinner	
Venue: 12 Apostel		Award of the PhD Best Paper Prize	

WEDNESDAY, 6 April 2016

9.00 – 10.15		Parallel paper sessions:	
Reconfiguring work Chair: K. Briken Session venue: WZB A300	<ul style="list-style-type: none"> • Perpetual motion? Discursive and material control and resistance in a neo-normative workplace <i>J. Cushen, N. Cullinane</i> • Workload, Flexibility and Work Suffering in Japan <i>E. Urano</i> 	Global value chains Chair: S. Chillias Session venue: WZB B003	<ul style="list-style-type: none"> • Towards a socio-historical theory of outsourcing <i>L. Cifuentes</i> • Personality and Non-Work Factors in Expatriate Adjustment <i>N. Kaur, S. Goyal</i>
Work migration Chair: G. Maclean Session venue: WZB A310	<ul style="list-style-type: none"> • Unpacking UK’s academic labour market entry experiences of foreign-born academics <i>T. Pustelnikovaite</i> • Career experiences of skilled migrants: regulation of skillfulness <i>A. Kozhevnikov, S. Vincent, T. Scurry</i> 	Precarious work Chair: R. Graham Session venue: WZB B004	<ul style="list-style-type: none"> • Temporary workers: dignity and legitimacy at work <i>K. Tullius</i> • Regulating the informal and upholding labour standards – contrasting approaches from the USA, the UK and Ireland <i>T. Hastings, J. Heyes</i>
Industrial relations Chair: V. Mählmeyer Session venue: WZB A305	<ul style="list-style-type: none"> • What can unions do in the unorganized sector – Anecdotal evidence from India <i>G. Balasubramanian</i> • The role of trade union movement within the SADC to improve regional labour standards <i>P. Smit</i> 	Work identities Chair: J. Hine Session venue: WZB B005	<ul style="list-style-type: none"> • ‘Morality went out the window’: Social relationships between bank workers and customers under marketised employment in UK retail banks <i>K. Laaser</i> • Examining the Voluntary Sector Ethos: Tensions, conflicts and caricatures <i>L. Lapworth, N. Wylie, P. James</i>
Regulation and institutions Chair: J. Karlsson Session venue: WZB B002	<ul style="list-style-type: none"> • Eminent Domain and Worker Cooperatives: The Role of the State in the Social Economy <i>P. Ranis</i> • Juridification and contention in employment relations: the role of judicial review <i>S. Williams, B. Abbott</i> 	Work migration Chair: M. Krzywdzinski Session venue: WZB D112/3	<ul style="list-style-type: none"> • Art as cognitive praxis in labour organising: a study of radical art workshops in a migrant domestic worker self-help group <i>J. Jiang</i> • The Take Off and Landing of Fly in Fly Out Employment (FIFO) Arrangements in the West Australian Resources Sector <i>A. Raimie, M. Bhatia, J. Burgess</i>
10.15 – 10.30		Coffee break (WZB)	

WEDNESDAY, 6 April 2016 (continued)

10.30 – 12.00	Parallel paper sessions:		
<p>Theoretical perspectives Chair: J. Wickham</p> <p>Session venue: WZB A300</p>	<ul style="list-style-type: none"> • Why Labour and Labour Process Theory Still Matters Under Financialization <i>I. Clark</i> • After Braverman: Towards a New History of Work and its Discontents <i>M. Weatherburn</i> • Labour process and the processing of labour <i>T. Tinker, A. Sy</i> 	<p>Work identities Chair: T. Schulze-Cleven</p> <p>Session venue: WZB B003</p>	<ul style="list-style-type: none"> • It is all about the money: when the managed heart turns into a managed body <i>A. Bergman</i> • Materiality, skills and meaning in classic car restoration <i>R. Cohen, Ö. Bozkurt</i> • Bodies at work - organic experience in class-forming process <i>S. Drag</i>
<p>Management Chair: B. Carter</p> <p>Session venue: WZB A310</p>	<ul style="list-style-type: none"> • Re-thinking HR expertise, status and credibility: Independent HR Consultants <i>N. Wylie</i> • Management moral relativity regarding personal activities on company time <i>L. Ivarsson, R. MacKenzie, P. Larsson</i> • The Mediating Role of Language in managerial sense making <i>A. Venkataraman</i> 	<p>Work and migration Chair: K. Briken</p> <p>Session venue: WZB B004</p>	<ul style="list-style-type: none"> • The 'blurring of worker status' for migrants in the EU <i>G. Alberti</i> • Control and Power of Migrant Labour - Migrant Networks and Civil Society <i>C. Ejiogu</i>
<p>Industrial relations Chair: M. Krzywdzinski</p> <p>Session venue: WZB A305</p>	<ul style="list-style-type: none"> • Work life research in Sweden: theoretical, methodological and research policy issues <i>A. Sandberg</i> • Industrial Relations in the European Union – A Race to the Bottom? <i>S. Schief</i> • Labour relations in the French auto industry and cooperation amongst trade unions <i>R. Reaney, N. Cullinane</i> 	<p>Precarious work Chair: C. Lindsay</p> <p>Session venue: WZB B005</p>	<ul style="list-style-type: none"> • Collective Resistance of the Young Precariat: Korean Youth Community Union <i>K. Yang, S. Yoon</i> • Experiences of Low-Waged Work in the Circuits of Capital <i>M. Cole</i> • Unstable and unpredictable hours of work in France: transformations, situation and inequality issues <i>F.X. Devetter</i>
<p>Reconfiguring work Chair: W. Loretto</p> <p>Session venue: WZB B002</p>	<ul style="list-style-type: none"> • Everyday mobilities, the logic of consent and the renewal of LPT <i>K. Parkin, Y. Gabriel</i> • Working hours and flexibility in working later in life across Europe <i>S. Kanji, R. Samuel</i> • Changing face of home-based work: enterprise development in Social Housing <i>C. Wolkowitz, F. Holliss</i> 	<p>Industrial relations Chair: J.K. Looise</p> <p>Session venue: WZB D112/3</p>	<ul style="list-style-type: none"> • The ITUC as core trade union interlocutor at the multilateral level <i>Y. Rueckert</i> • Liabilities for workplace injury compensation in the context of global labour supply chain <i>D. Shan, V. Gekara</i> • Cooperative industrial relations, sustainable HR practices and employee harm <i>P. De Prins, D. Stuer, T. Gielens</i>
12.30 – 13.30	Closing Key Note Speech		
<p>Venue: WZB A300</p>	<p>Jutta Allmendinger (President of the WZB): Cut the old pigtails: Towards a new distribution of paid and unpaid time over the life course Chair: Shiona Chillas (University of St. Andrews)</p>		
13.30	Lunch (WZB)		

Authors, Speakers, and Chairs

A

Abbott, Brian (Kingston Business School London)
 Alberti, Gabriella (Leeds University Business School)
 Akram, Ayesha Mian (University of Windsor)
 Aktar, Pav (UNI Global Union)
 Alexanderson, Kristina (Karlstad University)
 Allmendinger, Jutta (WZB Berlin Social Science Center)
 Andrijasevic, Rutvica (University of Bristol)
 Apitzsch, Birgit (University of Duisburg-Essen)
 Appelbaum, Eileen (Center for Economic and Policy Research)
 Ashraf, Muhammad (Institute of Business Administration Karachi)
 Axelsson, Jonas (Karlstad University)
 Ayaz, Muhammad (Institute of Business Administration Karachi)

B

Bahtic, Mirsad (Curtin University Perth)
 Balasubramanian, Girish (XLRI - Xavier School of Management)
 Ballafkih, Hafid (University of Applied Sciences Amsterdam)
 Ballardie, Ruth (Charles Sturt University)
 Baluch, Alina (University of St Andrews)
 Batt, Rosemary (Cornell University)
 Becker, Karina (Technische Universität Darmstadt)
 Behrens, Martin (WSI - Hans Boeckler Foundation)
 Benner, Chris (University of California Santa Cruz)
 Bergman, Ann (Karlstad University)
 Bergqvist, Tuula (Karlstad University)
 Biggs, Joanna (London Review of Books)
 Blazejewski, Franziska (BTU Cottbus-Senftenberg)
 Bobek, Alicja (Trinity College Dublin)
 Boese, Martina (La Trobe University)
 Borghi, Paolo (University of Milano Bicocca)
 Boutsiouki, Sofia (University of Macedonia)
 Bozkurt, Ödül (University of Sussex)
 Brandl, Bernd (University of Durham)
 Brannan, Matthew (Keele University)
 Bråten, Mona (Fafo Institute for Labour and Social Research)
 Bredgaard, Thomas (Aalborg University)
 Breen, Coralie (Vancouver Island University)
 Briken, Kendra (University of Strathclyde)
 Brook, Paul (University of Leicester School of Management)
 Burgess, John (Curtin University Perth)

Bushfield, Stacey (University of Dundee)
 Byford, Robert (University of the West of England)

C

Calvert, John (Simon Fraser University)
 Campbell, Iain (RMIT University)
 Cao, Xuebing (Keele University)
 Cardenas, Tomazic Ana (ISF München)
 Carter, Bob (University of Leicester)
 Chae, Yeonjoo (Yonsei University)
 Chen, Gwen (Nottingham Trent University)
 Chen, Martha (Harvard Kennedy School)
 Chillias, Shiona (University of St. Andrews)
 Cianferoni, Nicola (University of the West of England)
 Cifuentes, Lucas (Universidad de Chile)
 Clark, Ian (University of Leicester)
 Clarke, Linda (University of Westminster)
 Clasen, Eva (University of Hannover)
 Coderre-LaPalme, Genevieve (Greenwich University)
 Cohen, Rachel (City University London)
 Cole, Matthew (Leeds University Business School)
 Cole, Nicholas (York University, Canada)
 Commander, Johanna (University of Strathclyde)
 Comtois-Dinel, Ève-Lyne (Téléuniversité Québec)
 Condratto, Shelley (Laurentian University of Sudbury)
 Cook, Hugh (Leeds University Business School)
 Corman, June (Brock University)
 Cowan, Sue (Heriot-Watt University)
 Cox, Joe (University of Portsmouth)
 Cullinane, Niall (Queen's University Belfast)
 Cunningham, Ian (University of Strathclyde)
 Cushen, Jean (National University of Ireland, Maynooth)

D

Danilovich, Hanna (Middlesex University Business School)
 Darr, Asaf (University of Haifa)
 De Prins, Peggy (Antwerp Management School)
 Devetter, François-Xavier (CLERSE CNRS)
 Dhal, Manoranhan (Indian Institute of Management Kozhikode)
 Dobbins, Tony (Bangor Business School, Bangor University)
 Döring, Heike (Cardiff Business School)
 Doherty, Neil F. (Loughborough University)
 Dordoni, Annalisa (University of Milano Bicocca)

Drag, Sabina (Jagiellonian University)
 Duffy, Ann (Brock University)
 Dundon, Tony (Manchester Business School)

E

Eaton, Adrienne (Rutgers University)
 Ejiogu, Chibuzo (University of Strathclyde)
 Ellis, Vaughan (Napier University)
 Eriksson, Birgitta (Working Life Science, Karlstad University)
 Evans, Claire (Coventry University)
 Eziechi, Nuzo (Leeds University Business School)

F

Fassauer, Gabriele (Technical University Dresden)
 Fernandes, Paulo (The Polytechnic Institute of Setubal-College of Business Administration)
 Fichter, Michael (Free University Berlin, Global Labour University)
 Fine, Janice (Rutgers University)
 Fitzenberger, Bernd (Humboldt University Berlin)
 Flecker, Joerg (University of Vienna)
 Forde, Chris (Leeds University Business School)
 Friberg, Jon Horgen (Fafo Institute for Labour and Social Studies)

G

Gaitsch, Myriam (University of Vienna)
 Gandini, Alessandro (Middlesex University)
 Garcia-Ramos, Tania (Universidad de Puerto Rico)
 Garvey, Brian (University of Strathclyde)
 Gasyukova, Elena (Moscow Higher School of Economics)
 Gekara, Victor (RMIT University)
 Gielens, Tim (University of Antwerp)
 Glinsner, Barbara (University of Vienna)
 Gonäs, Lena (Karlstad University)
 Gottschal, Karin (University Bremen)
 Grady, Jo (University of Leicester)
 Graham, Gary (Leeds University Business School)
 Green, William (University of Leicester)
 Gibbs, Ewan (University of Glasgow)
 Givan, Rebecca (Rutgers University)
 Gleeson, Colin Patrick (University of Westminster)
 Gonäs, Lena (Karlstad University)
 Goberman, Leon (Cardiff University)
 Goods, Caleb (York University)
 Gough, Richard (Victoria University)

Goyal, Shavina (Punjabi University)
 Grady, Jo (University of Leicester)
 Graham, Gary (Leeds University Business School)
 Grant, Kirsteen (Edinburgh Napier University)
 Greasley, Kay (Lancaster University)
 Greenhill, Anita (University of Manchester)
 Greenwood, Ian (Leeds University Business School)
 Griesbach, Kathleen (Columbia University)
 Grift, Yolanda (Utrecht University)
 Grugulis, Irena (Leeds University Business School)

H

Haakestad, Hedda (Center for the study of Professions, Oslo and Akershus City College)
 Hadjisolomou, Anastasios (University of Stirling)
 Hagen, Inger Marie (Fafo Institute for Labour and Social Studies)
 Hakansson, Kristina (University of Gothenburg)
 Hande, Mary Jean (University of Toronto)
 Hardering, Friedericke (Goethe-University Frankfurt am Main)
 Hardy, Kate (Leeds University Business School)
 Hastings, Thomas (University of Sheffield)
 Hauff, Sven (University of Hamburg)
 Hauptmeier, Marco (Cardiff University)
 Heery, Edmund (Cardiff University)
 Helfen, Markus (Free University Berlin)
 Hersh, David (Rutgers University)
 Heyes, Jason (University of Sheffield)
 Hickland, Eugene (National University of Ireland Galway)
 Hislop, Donald (Loughborough University)
 Hobbins, Jennifer (Swedish Defense University)
 Hofbauer, Johanna (University of Vienna)
 Høgedahl, Laust (Aalborg University)
 Holgate, Jane (Leeds University Business School)
 Holliss, Frances (London School of Economics and Political Science)
 Holth, Line (Department of Working Life Science, Karlstad University)
 Holts, Kaire (University of Hertfordshire)
 Hopkins, Ben (University of Leicester)
 Howieson, Brian (University of Dundee)
 Hurrell, Scott (University of Glasgow)
 Huws, Ursula (University of Hertfordshire)

I

Iannuzzi, Francesco (University of Calabria)
 Igelsboeck, Judith (Institut für Arbeitsforschung und Arbeitspolitik an der JKU Linz)

Igudia, Eghosa (University of Northampton)
Ingold, Jo (Leeds University Business School)
Isidorsson, Tommy (University of Gothenburg)
Itani, Sami (Aalto University School of Business)
Ivarsson, Lars (Working Life Science, Karlstad University)

J

Jacobsen, Heike (BTU Cottbus-Senftenberg)
James, Phil (Middlesex University)
Janoski, Thomas (University of Kentucky)
Janssen, Joern (European Institute for Construction Labour Research)
Jensen, Ragnhild Steen (Fafo Institute for Labour and Social Studies)
Jiang, Joyce (Roehampton University)
Jørgensen, Christian Helms (Roskilde University)
Jürgens, Ulrich (WZB Berlin Social Science Center)
Jun, In (Yeungnam University, Daegu and University of New South Wales)

K

Kanji, Shireen (University of Leicester)
Karlsson, Jan Ch. (Working Life Science Institute, Karlstad University)
Kaur, Navjot (Punjabi University)
Kesselman, Donna (University Paris East Creteil)
Kim, Hyeryun (Yonsei University)
Kirchhoff, Jörg (Østfold University College)
Kirchner, Stefan (University of Hamburg)
Kleemann, Frank (University of Duisburg-Essen)
Knappert, Lena (Tilburg University)
Knuth, Matthias (University Duisburg-Essen)
Kolins Givan, Rebecca (Rutgers University)
Kong, Justin (Brattys LLP, Toronto)
Kornau, Angela (Helmut Schmidt University Hamburg)
Kozhevnikov, Andrew (Newcastle University Business School)
Krzywdzinski, Martin (WZB Berlin Social Science Center)
Kubisa, Julia (University of Gothenburg)

L

Laaser, Knut (University of Stirling)
Lapworth, Louisa (Oxford Brookes University)
Laroche, Melanie (University of Montréal)
Larsson, Patrik (Larstad University)
Lazes, Peter (Cornell University)

Lehr, Alex (Radboud University)
Lethbridge, Jane (Business Faculty University of Greenwich)
Lewis, Paul (University of Birmingham)
Li, Xiang (Leiden University)
Lima, Jacob (Federal University of São Carlos)
Lindsay, Colin (University of Strathclyde)
Lipsig-Mummé, Carla (York University)
Liu, Mingwei (Rutgers University)
Looise, Jan Kees (University of Twente)
Lopes, Ana (University of the West of England)
Loretto, Wendy (University of Edinburgh)
Lyhne Ibsen, Christian (FAOS, University of Copenhagen)
Lynch, Mairead (University of Strathclyde)

M

MacKenzie, Robert (Leeds University Business School)
Maclean, Gavin (Heriot Watt University)
Mählmeyer, Valentina (WZB Berlin Social Science Center)
Makouskaya, Natalia (Mogilev State University)
Mareschal, Patrice (Rutgers University)
Margaryan, Anoush (Caledonian Academy, Glasgow Caledonian University)
Marks, Abigail (Heriot-Watt University)
Martin, Graeme (University of Birmingham)
Masters, Karen (University of Portsmouth)
Mather, Kim (Keele University)
Maxwell, Gill (Glasgow Caledonian University)
McDonald, Paula (Queensland University of Technology)
McEvoy, Gwen (Nazarbayev University)
McGuire, Darren (Stirling University)
McGurk, Patrick (University of Greenwich)
Mearns, Lesley (University of Sunderland)
Meerman, Martha (University of Applied Sciences Amsterdam)
Meng, Quan (Capital University of Economics and Business, China)
Meredith, Richard (University of Greenwich)
Mezihorák, Petr (Department of Sociology, Faculty of Social Studies, Masaryk University)
Mikkelsen, Elisabeth Naima (Copenhagen Business School)
Mingione, Terenzio (University of Milano Bicocca)
Mirchandani, Kiran (University of Toronto)
Mogensen, Mette (Copenhagen Business School, Dept. of Organization)
Moore, Sian (Greenwich University)
Moran, Michael (National University of Ireland, Galway)

Moss, Rachel (The University of Edinburgh Business School)
 Movitz, Fredrik (Stockholm University)
 Mowles, Chris (University of Hertfordshire)
 Mulinari, Paula (Malmö Högskola)
 Munro, Anne (Edinburgh Napier University)
 Mustosmäki, Armi (University of Jyväskylä)

N

Navrbjerg, Steen E. (FAOS, University of Copenhagen)
 Nechanska, Eva (National University of Ireland, Galway)
 Newsome, Kirsty (University of Sheffield)
 Nicklich, Manuel (Free University Berlin)
 Nies, Sarah (ISF München / Ludwig-Maximilians-Universität München)
 Nyen, Torgeir (Fafo Institute for Labour and Social Studies)

O

O'Connor, Peter (Queensland University of Technology)
 Oh, Eun (University of Portsmouth)
 Oinas, Tomi (University of Jyväskylä)
 O'Neil, Jennifer (Edinburgh Napier University)
 Özoglu, Burçak (Middle East Technical University)

P

Pais, Ivana (Catholic University of Milan)
 Parker, Rachel (Queensland University of Technology)
 Parkin, Kye (University of Bath)
 Pascoe-Deslauriers, Rachele (University of Strathclyde)
 Penz, Otto (University of Vienna)
 Perrett, Robert (University of Bradford)
 Pfeiffer, Sabine (Hohenheim University)
 Plehwe, Dieter (WZB Berlin Social Science Center)
 Poster, Winifred (Washington University, St. Louis)
 Prior, Margaret (Plymouth University)
 Prowse, Julie (University of Bradford)
 Prowse, Peter (University of Bradford)
 Pupo, Norene (York University)
 Purcell, Kate (University of Warwick)
 Pustelnikovaite, Toma (University of St Andrews)

R

Rainnie, Al (University of Western Australia)
 Randle, Keith (University of Hertfordshire)
 Ranis, Peter (City University of New York)

Reaney, Ruth (Queen's University Belfast)
 Richards, James (Heriot-Watt University)
 Rossi, Jairus (University of Kentucky)
 Roth, Reuben (Laurentian University of Sudbury)
 Roth-Ebner, Caroline (Alpen-Adria-University Klagenfurt)
 Roy, Chandrima (University of Strathclyde)
 Royle, Tony (University of York)
 Rueckert, Yvonne (University of Bradford)
 Ruiner, Caroline (TU Dortmund University)

S

Sacchetto, Devi (University of Padua)
 Samuel, Robin (University of Basel)
 Sandberg, Ake (Stockholm University)
 Sarkar, Santanu (XLRI - Xavier School of Management)
 Sauer, Birgit (University of Vienna)
 Schief, Sebastian (University of Fribourg)
 Schobin, Janosch (Hamburg Institute for Social Research)
 Schoenauer, Annika (University of Vienna)
 Schoerpf, Philip (University of Vienna)
 Schulze-Cleven, Tobias (Rutgers SMLR)
 Schurman, Susan (Rutgers University)
 Scurry, Tracy (Newcastle University)
 Seebold, Torben (Verdi United Service Union)
 Seifert, Roger (University of Wolverhampton)
 Shalla, Vivian (University of Guelph)
 Shan, Desai (Cardiff University)
 Sheldon, Peter (UNSW Business School)
 Shulzhenko, Elena (Aarhus University)
 Sieben, Barbara (Helmut Schmidt University Hamburg)
 Siebert, Sabina (University of Glasgow)
 Simmons, Brooke (Oxford Martin School)
 Simms, Melanie (University of Leicester)
 Sinclair, Jacqueline (Graduate School of Business, University College Dublin)
 Sjögren, Fredrik (Luleå University of Technology)
 Skollerud, Kåre (Norwegian Center for Transport Research)
 Skorstad, Egil J. (Østfold University College)
 Smit, Paul (University of Pretoria)
 Smith, Chris (Royal Holloway University of London)
 Smith, Laura (SRH Hochschule Berlin)
 Sørby, Lise Aagaard (Østfold University College)
 Steedman, Mercedes (Laurentian University of Sudbury)
 Steward, Fred (Policy Studies Institute)
 Stoyanova Russel, Dimitrinka (Cardiff University)
 Strauss-Raats, Pille (University of Gothenburg)
 Stroud, Dean (Cardiff University)

Stuer, David (Antwerp Management School)
Suojanen, Ilona (University of Edinburgh Business School)
Sy, Aida (Marist College)
Sydow, Jörg (Free University Berlin)

T

Tai, Hsiao-Hui (London School of Economics and Political Science)
Tailby, Stephanie (University of the West of England)
Taylor, Phil (University of Strathclyde)
Teipen, Christina (HWR Berlin School of Economics and Law)
Ternès, Anabel (SRH Hochschule Berlin)
Tham, Joo-cheong (Victoria University)
Thirkell, Emma (University of Central Lancashire)
Tholen, Gerbrand (City University London)
Thomas, Pete (Lancaster University)
Thompson, Paul (University of Stirling)
Tijdens, Kea (University of Amsterdam)
Tinker, Tony (Baruch College)
Tønder, Anna Hagen (Fafo Institute for Labour and Social Studies)
Towers, Ian (SRH Hochschule Berlin)
Tremblay, Diane-Gabrielle (University of Quebec)
Trusson, Clive (University of Lincoln)
Tschöll, Christine (Free University of Bozen)
Tuente, Markus (University of Duisburg-Essen)
Tullius, Knut (Soziologisches Forschungsinstitut Göttingen)
Tunc, Gulcin (Uludag University)
Tzanakou Charikleia (University of Warwick)

U

Upchurch, Martin (Middlesex University London)
Urano, Edson (University of Tsukuba)

V

Vaez, Marjan (Karlstad University)
Valizade, Danat (Leeds University Business School)
Valsecchi, Raffaella (Brunel Business School)
van den Berg, Annette (Utrecht University School of Economics)
van Klaveren, Maarten (University of Amsterdam)
Veliziotis, Michail (University of the West of England)
Venkataraman, Anuratha (Indian Institute of Management Kashipur)
Vickerstaff, Sarah (University of Kent)

Vincent, Steve (Newcastle University)
Vitols, Sigurt (WZB Berlin Social Science Center)
Voskeritsian, Horen (University of the West of England)

W

Wall, Christine (University of Westminster)
Walwei, Ulrich (IAB Institute for Employment Research Nürnberg)
Wang, Wen (University of Wolverhampton)
Warren, Stella (University of the West of England)
Watson, Judith (Newcastle University Business School)
Weatherburn, Michael (Imperial College)
Webster, Juliet (Open University of Catalonia)
Weghmann, Vera (University of Nottingham)
Wei, Haitao (The University of Hong Kong)
Westerheide, Jule (University of Duisburg-Essen)
Whittaker, Xanthe (University of Leicester)
Wickham, James (Trinity College Dublin)
Wilkesmann, Maximiliane (Technical University Dortmund)
Wikman, Anders (Karlstad University)
Will-Zocholl, Mascha (Goethe University)
William, Laura (University of Greenwich)
Williams, Stephen (University of Portsmouth)
Wirth, Carsten (Darmstadt University of Applied Sciences)
Wolkowitz, Carol (University of Warwick)
Woodcock, Jamie (Goldsmiths University of London)
Worthington, Frank (Newcastle University Business School)
Wotschack, Philip (WZB Berlin Social Science Center)
Wright, Adrian (University of Central Lancashire)
Wylie, Nick (Oxford Brookes University)

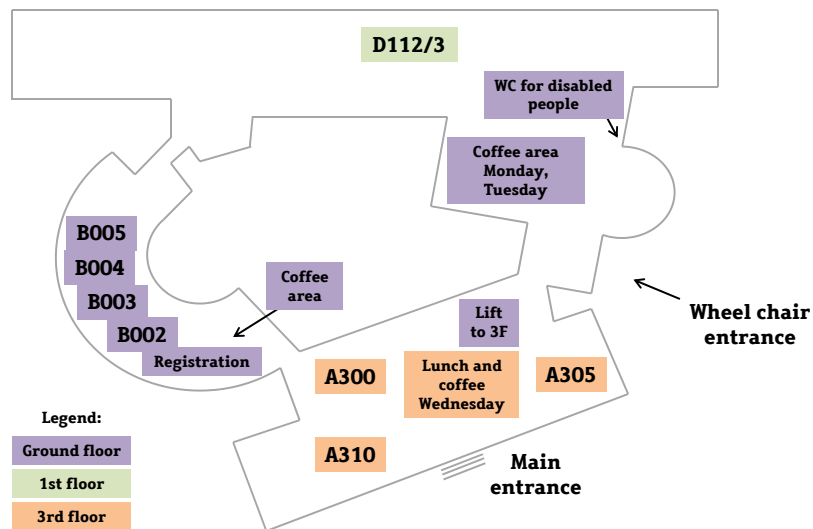
Y

Yang, Kyunguk (Yonsei University)
Yoon, Sejoon (Yonsei University)
Young, Doug (The University of Strathclyde)

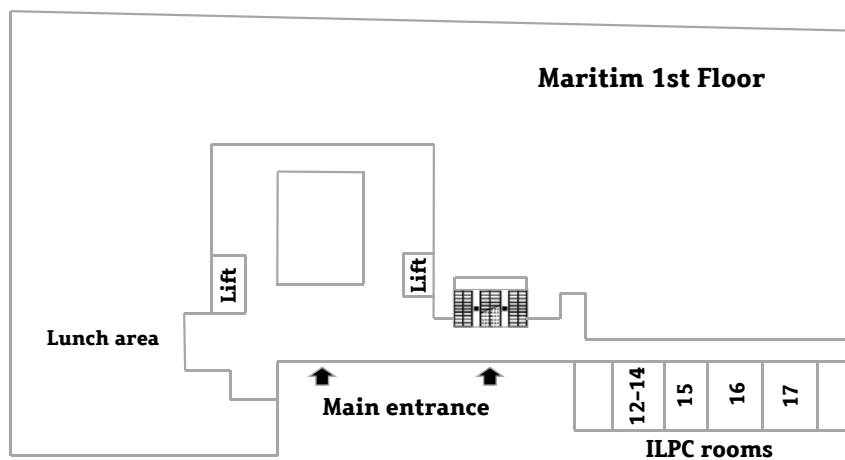
Z

Zheng, Yu (Royal Holloway, University of London)
Zinsmeister, Joop (Hogeschool van Amsterdam)

Conference rooms and lunch area at the WZB



Conference rooms and lunch area at the Maritim



Conference rooms in the Friedrich-Ebert-Foundation (FES)

The opening plenary discussion and the key note speech on Monday, 4th April, will take place in the Lecture Theatre located in the ground floor of the FES building.

The paper sessions in the FES will take place in room 6.01. Please take the lift to the 6th floor and follow the signs.

WZB

