



**POLSKIE
TOWARZYSTWO
SOCJOLOGICZNE**



SGH



**CONFERENCE PROGRAMME
INDUSTRIAL RELATIONS IN EUROPE CONFERENCE. BETWEEN THE CORE AND PERIPHERIES**

7th-8th September 2017, Warsaw, Poland

7th September 2017, Thursday	
8:30 - 9:00	WELCOME COFFEE
09:00	WELCOME
09:15 - 10:45	PLENARY SESSION: Richard Hyman, Juliusz Gardawski
11:00 - 13:00	SESSION 1
13:00 - 14:00	LUNCH
14:00 - 16:00	SESSION 2
17:00 - 19:00	SPECIAL SESSION at SGH
20:00	CONFERENCE DINNER at Kuchnia Warszawska
8th September 2017, Friday	
09:00 - 10:30	PLENARY SESSION Valeria Pulignano, Aurora Trif
10:30 - 11:00	COFFEE BREAK
11:00 - 13:00	SESSION 3
13:00 - 14:00	LUNCH
14:00 - 16:00	DEBATE OF POLISH SOCIAL PARTNERS
16:00 - 16:15	COFFEE BREAK
16:15 - 18:15	SESSION 4
18:30 - 19:00	CONCLUDING SESSION

**7th September 2017
(Thursday)**

University of Warsaw Library.

The address of the venue: ul. Dobra 56/66, 00-312 Warszawa

	8.30 – 9.00	Welcome coffee			
	9.00	Welcome (room 316)			
	9.15 - 10.45	Plenary session Keynote speakers: Richard Hyman, Juliusz Gardawski (chair Julia Kubisa) (room 316)			
		room 316	room 256	room 254	room 315
SESSION 1	11.00 – 13.00	<i>Theme 3 Trends in collective bargaining and wage setting (chair Peter Kerckhofs)</i>	<i>Theme 8 Labour market mobility and migration (chair Mikolaj Pawlak)</i>	<i>Theme 6 Trade union revitalisation and non-union workers' representation (chair Adam Mrozowicki)</i>	
		Bernd Brandl The Cement of Social Dialogue: The Pivotal Role of Trust for the Efficacy of Collective Bargaining	Julia Kubisa Trade unions and migrant workers in Poland – first stage of work in progress	Adrienne Eaton & Rebecca Kolins Givan Changing to Win in Europe: Intentional Diffusion of the "Organizing Model"	
		Jan Czarzasty Collective bargaining in Poland: why has it faded away, could it be revived?	Piotr Ostrowski Organising migrants in Poland: the case of the Trade Union of Ukrainian Workers in Poland	Alan Roe After the Gold Rush: Union Learning in the UK Revisited	
		Torsten Müller, Thorsten Schulten, Jon Erik Dølvik & Christian Lyhne Ibsen (in cooperation with Maarten Keune) Metalworking: Still an anchor for pattern bargaining within and across countries?	Dominika Polkowska Migrant workers and migrant precarity. On the examples of selected countries	Piotr Plucienniczak Threats & strikes: labour collective action in Poland, 2004-2016	
		Sissel Charlotte Trygstad, Trine Pernille Larsen & Kristine Nergaard Industrial cleaning - A question of de-regulation, re-regulation or just regulation?	Zinovijus Ciupijus Uneven dynamics of inclusion: 'Polishness' and labour organizing in the case of GMB migrant worker branch	Anna Mori & Renata Semenza The collective representation of independent professional workers in Europe. Old and new actors between traditional and innovative strategies	
		John Budd & J. Ryan Lamare Differences in Trade Union Membership and Influence Across Europe: The Importance of Comparative Electoral Systems	Markku Sippola & Rolle Alho Migrants' aspiration for social citizenship through embracement and distancing: the case of Estonian workers in Finland	Stefano Gasparri, Giovanna Fullin & Peter Ikeler Between institutions and movements. Comparing union strategies in fashion retail in Italy and US	
			Kamil Matuszczyk Labour market security in Poland. Comparative analysis of Poles working abroad, Polish students planning to emigrate from Poland and employees from Ukraine in Poland.		
		13.00 - 14.00	LUNCH		

SESSION 2	14.00 - 16.00	room 316	room 256	room 254	room 315
		<i>Theme 3 Trends in collective bargaining and wage setting</i> (chair Magdalena Bernaciak)	<i>Theme 2 The future of the European Social Model</i> (chair Dominika Polkowska)	<i>Theme 6 Trade union revitalisation and non-union workers' representation</i> (chair Adam Mrozowicki)	<i>Theme 1 Developments in European industrial relations and beyond</i> (chair Jan Czarzasty)
		Susanne Fransson & Eberhard Stüber Influence and power in a decentralized system of wage formation and pay determination. Different strategies in Swedish labor relations	John Budd How the OB Turn Further Clouds the Future of the European Social Model	Andrea Bellini & Alberto Gherardini Industrial relations in creative industries: the cases of Italian graphical designers and video-game developers	Arne Baumann Do institutions matter for the minimum wage?
		Clemens Ohlert The impact of the general minimum wage on the wage distribution in Germany	Thomas Prosser Insiders and outsiders on a European scale? An assessment of the French, German and Spanish cases	Janina Petelczyc, Tom Montgomery & Kostas Kanellopoulos Patterns of solidarity in precarious times: The role of trade unions and labour organisations in the UK, Greece and Poland.	Stephen Mustchin & Miguel Martínez Lucio Neo-Liberalism, labour market fragmentation and the changing nature of labour enforcement: The external and internal spaces of change in the regulatory reach of the state in the United Kingdom
		Kristine Nergaard & Kristin Alsos The Scandinavian trend-setting models – reestablishment of institutions for coordination	Jens Lind An argument for an alternative to a liberalist employment policy	Giulia Borraccino & Alessandro Gentile Educational Experts in Struggle: Self-organized Workers in the Outsourced Social Services in Spain	Peter Kerckhofs Articulation between EWC members and workplace
		Jon Erik Dølvik & Paul Marginson Collective Bargaining in Northern Europe under Strain: Multiple drivers of change and differing responses to them	Guglielmo Meardi, Manuela Galetto & Anna Mori Variation in social partners' involvement in active inclusion policies. A comparison of six countries	Ioannis Zisimopoulos, George Karolidis, George Androulakis & George Economakis Union membership in Greece: the impact of personal characteristics and structural factors	Sara Lafuente Hernández Towards a transnational employee representation in MNCs' boards? Challenges and opportunities emerging from the CJUE case C-566/15 K. Erzberger v. TUI AG
			Giuseppe Fera European company fifteen years later: what participation for employees?		

SPECIAL SESSIONS	17.00 - 19.00	SPECIAL SESSIONS <i>Warsaw School of Economics, Building C, al. Niepodległości 128</i>	
		Precarious work in Eastern Europe and Greece PRECARIR special session (Aurora Trif and Marta Kahancová) (room C2a)	Effectiveness and Engagement in European Sectoral Social Dialogue SPEED special session (by Bengt Larsson and Barbara Bechter) (room C2b)
		Branko Bembič, Hrvoje Butković & Miroslav Stanojević Segmentation on the Labour Market in Slovenia and Croatia: Comparative Assessment of Experiences in the Area of Industrial Relations	Barbara Bechter, Gizem Bozdemir & Thomas Prosser The role of representativity and accountability for effective social dialogue
		Adam Mrozowicki & Tibor Meszmann Trends in regulating precarious work: Poland and Hungary compared	Sabrina Weber Effective dialogue? Notions of "effectiveness" in the multilevel system of European (sectoral) social dialogue
		Aurora Trif & Aristeia Koukiadaki Precarious work in Greece and Romania: mind the reduced gap between standard and non-standard employment	Manuela Galetto & Bengt Larsson A North VS South perspective on European Sectoral Social Dialogue: Sweden and Italy compared
		Marta Kahancová & Monika Martišková Regulated flexibility in the making: social partners' responses to temporary agency work in Czechia and Slovakia	
		Māra Bukovska, Inga Blaziene & Boguslavas Gruzevskis Industrial relations in Latvia and Lithuania	
	20.00	CONFERENCE DINNER <i>Kuchnia Warszawska</i> <i>Wybrzeże Kościuszkowskie 31/33, Warszawa</i>	

8th September 2017

(Friday)

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00-312 Warszawa

	9.00- 10.30	Plenary session Keynote Speakers Valeria Pulignano, Aurora Trif (chair Adam Mrozowicki) room 316			
	10.30 - 11.00	COFFEE BREAK			
		room 316	room 256	room 254	room 315
SESSION 3	11.00 -13.00	<i>Theme 7 Changing employment and working conditions (chair Krystyna Janicka)</i>	<i>Theme 3 Trends in collective bargaining and wage setting (chair Piotr Ostrowski)</i>	<i>Theme 11 Equality and diversity in industrial relations (chair Julia Kubisa)</i>	<i>Theme 10 HRM and union influence at company and workplace level (chair Dominika Polkowska)</i>
		Jan Czarzasty, Juliusz Gardawski, Adam Mrozowicki, Alexandra Seehaus & Vera Trappmann The varieties of precarity East and West: the case of young precarious workers in Poland and Germany	Jens Arnholts & Guglielmo Meardi Shifting boundaries between collective bargaining and statutory regulation in construction	Ewa Giermanowska & Joanna Kotzian Economic or cultural determinants of changes in employment of people with disabilities. Good practices in Poland	Sofía Pérez de Guzmán, Marcela Iglesias & Carlos Prieto Trade union strategies, employment and industrial relations in the public company of Correoes after the liberalization of the postal sector
		Agnieszka Piasna Trends in job quality: towards more equal or more segmented labour markets?	Udo Rehfeldt & Catherine Vincent Between decentralization of collective bargaining and social pacts: A comparative analysis of the evolution of industrial relations in France, Italy and Spain since the crisis	Alexandra Roy Anti-Union Discrimination in Hiring: a Field Experiment	Sissel Trygstad & Anne Mette Ødegård Legal provisions and workplace democracy
		Andrea Broughton Balancing flexibility and precariousness: the gig economy	Andreas Etling & Irene Dingeldey Wage bargaining between national institutions and actors' strategies – a cross national study of three industries	Christine Tschoell Vulnerability and Resilience after Job Loss. Forms of coping in remote rural areas: a case study in Passeier Valley (South Tyrol)	Triin Roosalu, Kadri Aavik & Maaris Raudsepp "Promoting Intelligent Lifestyle": possibilities for resistance in the post-socialist academia
		Jan Drahokoupil & Agnieszka Piasna Working through platforms: The case of Deliveroo in Brussels	Kristin Alsos & Maarten Keune Temporary work agencies: Torn between triangular disorganization and multi-level regulation	Rebecca Gumbrell-McCormick The Management of Disabled Staff: A European Comparative Perspective	Valentina Paolucci & Paul Marginson Strategic alliances towards mutual flexibility and security goals in large internationalized companies: Why do institutions (still) matter?
		Birgit Kraemer Core and periphery in safety and health at work and the open question of how to enforce compliance to osh			
	13.00- 14.00	LUNCH			
	14.00 - 16.00	Debate of Polish social partners (room 316) Jerzy Bartnik (Związek Rzemiosła Polskiego), Jan Guz (OPZZ), Monika Gładoch (Pracodawcy RP), Jacek Męcina (Konfederacja Lewiatan), Zygmunt Mierzejewski (FZZ), Zbigniew Żurek (BCC) (Chair Adriana Rozwadowska Gazeta Wyborcza) simultaneous translation			
	16.00 – 16.15	COFFEE BREAK			

		room 316	room 256	room 254	room 315
SESSION 4	16.15 -18.15	<i>Theme 7 Changing employment and working conditions</i> (chair Krystyna Janicka)	<i>Theme 9 Industrial relations in Central and Eastern Europe</i> (chair Piotr Ostrowski)	<i>Theme 5 Transnational trade union cooperation</i> (chair Jan Czarzasty)	UNION Innovation special sessions (by Magdalena Bernaciak and Marta Kahancová)
		Antti Saloniemi The paths from the periphery towards the core – some notes from the Finnish labor market under the era of recession	Barbara Surdykowska Alone against the Government, the Parliament, employers and the public opinion. Polish trade unions in the face of cross-border posting of workers	Sławomir Adamczyk Inside the trade union family. The encounter of the “two worlds” inside the European Trade Union Confederation	Marta Kahancová From bargaining to advocacy: a trade-off between improved working conditions and trade union fragmentation in Slovakia
		Dominika Orzelska Position of labour unions in negotiations concerning working conditions in public healthcare sector	Wiesława Kozek What has happened to trade unions in Poland in the last forty years? Trade Union Solidarność Phenomenon	Bengt Furåker The Issue of Statutory Minimum Wages: Views among Nordic Trade Unions	Imre Szabo Hungary: Inertia of the old actors, constrained innovation from the new ones
		Barbara Godlewska-Bujok Labour Market during the Crisis: Questioning the “German Model” Is segmentation of the labour market curable? Legal recognition and some possible answers	Katarzyna Skorupińska Determinants of works councils presence in Polish companies and factors influencing the effective operation of these institutions	Patrik Vulkan & Bengt Larsson Forms and content in European trade union cooperation: The importance of resource-, sectoral- and industrial regime differences.	Kairit Kall Post-crisis innovation within Estonian private sector unions
		Jørgen Svalund, Tomas Berglund & Olof Reichenberg Temporary contracts, employment trajectories and dualisation: a comparison of Norway and Sweden		Mateusz Szymański Cooperation of young members of European trade unions as an example of international co-operation of employee organizations.	Hrvoje Butković Innovative practices of Croatian trade unions: is there enough ground for optimism?
	18.30 - 19.00	CONCLUDING SESSION			