

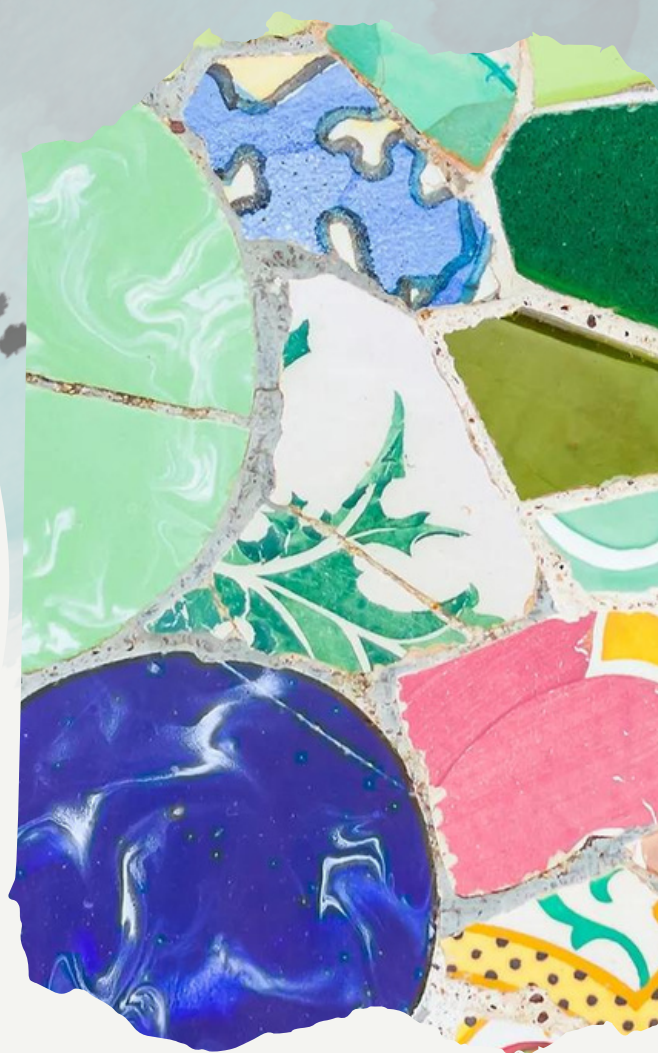
Final Programme

13TH ILERA EUROPEAN CONGRESS

INDUSTRIAL RELATIONS AND THE GREEN TRANSITION

TOWARDS INCLUSIVE AND
SUSTAINABLE GROWTH

Barcelona, UAB Campus
8-10 September 2022



ILERA European Congress 2022

Industrial relations and the Green Transition; Towards inclusive and sustainable growth

Barcelona, 8–10 September 2022

Organiser:

Institut d'Estudis del Treball (Institut for Labour Studies)

Centre d'Estudis Sociològics sobre la Vida Quotidiana i el Treball (Sociological Research Centre on Everyday Life and Work)

Universitat Autònoma de Barcelona

Venue:

The ILERA European Congress 2019 takes place at the Campus of Bellaterra

Universitat Autònoma de Barcelona

Contact:

<https://www.ileraeurope22.com/>

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#ILERA2022

ACKNOWLEDGEMENTS

We would like to express our gratitude to the following persons for the support with logistics:

Rosa Maria Saez Gutierrez, Alicia Aliaga and Montse Reyes

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Welcome note

Welcome to the 13th ILERA European Congress in Barcelona.

In a world still recovering from the pandemic and experiencing challenges like rising inequalities and the increase in energy prices and inflation, the theme of this year's European Congress has been the Green Transition and the Role of Employment Relations. We firmly believe Climate Change remains the most important challenge facing world societies, whose impact is increasingly important through global warming, extreme weather episodes, etc. Fighting it and the social and economic consequences it brings, requires all societal efforts.

This European Congress will accordingly pay particular attention to the role social partners and employment relations can have in promoting a Green Just Transition contributing to slow down climate change and alleviate its negative impact. Achieving these goals requires balancing different and often contradictory goals and is precisely in this context where employment relations can prove particularly relevant. Through social dialogue and collective bargaining, social partners have in very difficult circumstances contributed to strike deals and devise policies with a very positive impact, as the pandemic has clearly shown. The Congress will thus contribute to understand the opportunities and challenges for social partners to contribute to a Greener Europe.

But there are other social problems addressed by contributions in this Congress that will also be discussed in plenaries, parallel and special sessions. Technological change in its very diverse manifestations, including artificial intelligence and algorithmic management tools, remains one of the major drivers of change in employment relations and an issue that will be debated at length in the Congress. Similarly, the increase in inequalities and low wage employment with a significant gender dimension, remains a major threat to social cohesion and sustainable growth, calling for new solutions both at EU and national levels, as well as strengthening and updating traditional instruments like minimum wages.

We really hope the works in this 13th ILERA European Congress will help to achieve these important goals and hope you will enjoy your stay in Barcelona.

Óscar Molina

Professor at Universitat Autònoma de Barcelona

Member of the Executive Committee of ILERA

Coordinator of 13th ILERA European Congress, Barcelona 2022

In memory of Professor Lorenzo Bordogna



“Dear professor, I wanted to send you a thought in your retirement. It occurred in an unusual situation that did not allow to celebrate it as it deserves. Only one line, therefore, to express my congratulations and to thank you.

You were a great teacher of as much analytical rigor, in the approach to research and writing, as a professional. Ethics and the seriousness you've always shown towards work, towards colleagues and students is for me the best lecture you ever taught. Teaching today the course that I attended as a student ten years ago is for me an emotion and, at the same time, a great responsibility”

These are the short lines I wrote to Professor Bordogna two years ago on the occasion of his retirement in the midst of the pandemic. After nearly fifteen years as her student and despite the deep relationship of esteem and mutual affection I could not to address him in another way, but as 'dear professor'. Everyone has always been amazed since after a long time I was still calling him like this. It was meant to be, I believe, a form of recognition of his role as a teacher who was able to approach me as a graduate student first, and then accompany me as a doctoral student, postdoctoral fellow and researcher, in the study of public sector industrial relations, with its international, critical and always theoretically anchored approach.

Prof. Bordogna was a master of rigor. A solid reference in industrial relations studies, field of analysis faced with extreme analytical and theoretical rigor, in open dialogue, constant and curious with other disciplines and with different transnational experiences. Scrupulousness and rigor that he transmitted in the classroom to students attending his courses, and which he demanded to them as an approach to the analysis of employment relations.

He was a master of respect. The seriousness and sincere dedication to his role as a teacher, of scholar and speaker have enriched my academic training path and the staff next to him. Although the most marked imprint was probably marked by the deep respect that he knew how to show for the work and commitment of others, whether it was of colleagues and female colleagues, of technical and administrative staff or of students.

Finally, he was a master of method. Severe but conciliatory, decisive in his positions but collaborative in the management of interpersonal relationships, albeit his discreet kindness remains the most important teaching I was lucky enough to learn from him.

Losing a good teacher is always hard. Losing a teacher who has dedicated you so much rigor, respect and kindness is even harder.

Anna Mori
Università degli Studi di Milano

A thematic exhibition in the Social Sciences Library shows some of his works. You can visit it in the corridor connecting the Faculty of Political Science and Sociology with the Law Faculty

ILERA 2022 Organisation team

The team organising the 13th ILERA European Congress includes the following colleagues from the Institute for Labour Studies at the Universitat Autònoma de Barcelona:



Oscar Molina – congress coordinator

Associate professor appointed to the Department of Sociology and researcher at the Sociological Research Centre on Everyday Life and Work – QUIT / Institute for Labour Studies, Universitat Autònoma de Barcelona.

His main research interests include comparative industrial relations, labour market policies, neo-corporatism.

Currently coordinator of Eurofound's national correspondent team in Spain.



Pilar Carrasquer

Associate professor at the Department of Sociology, Universitat Autònoma de Barcelona. She is the current director of the Institute for Labour Studies at UAB.

She has done research on social and economic issues from a gender perspective. Her interests of research and publications are related to women's work and everyday life, gender employment and gender inequalities.



Alejandro Godino

Post-doctoral Researcher at Sociological Research Centre on Everyday Life and Work (QUIT) of the Autonomous University of Barcelona. Correspondent in Spain for the European Foundation for the Improvement of Living and Working Conditions (EUROFOUND).

His research interest is primarily focused on issues of employment relations, collective bargaining, labour market inclusion and sociology of organizations.



Sara Moreno Colom

Associate professor in the Department of Sociology and researcher in the Sociological Research Centre on Everyday Life and Work (QUIT) and the Institute for Labour Studies (IET) at UAB. Her lines of research and transfer are framed within the sociological field of work, the sociology of time and the sociology of gender. Specifically, she specialises in the analysis of work, time and everyday life, with a focus on social inequalities, welfare and public policies.



Joan Rodríguez-Soler

Adjunct lecturer and Researcher at the Universitat Autònoma de Barcelona (UAB).

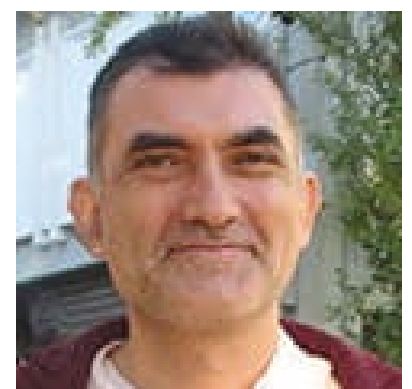
Research interests: employment policies with special regard to youth and gender; working and employment conditions, industrial relations and collective bargaining from a comparative perspective. Research projects on Labour Market, Youth and Social Exclusion, Gender and Labour Conditions.



Eduardo Rojo

Full Professor of Labour and Social Security Law at the Universitat Autònoma de Barcelona.

He has previously been professor of Labour Law and the University of Barcelona and Full Professor at the University of Girona, where he was also Head of Department and director of the Chair on Immigration, Rights and Citizenship



Joan Miquel Verd

Associate professor in Sociology and Research Methods at the Universitat Autònoma of Barcelona. Director of the Sociological Research Centre on Everyday Life and Work (QUIT), his research has focused on the relationship between training, competencies and employment; the relationships between employment and social protection; the labour market trajectories of the young people; and the use of social capital in the labour market.



Helena Ysàs

Associate professor of the Department of Public Law and Legal History Studies.

Her research interests are focused on Institutional participation and social dialogue; Workers' representation and collective bargaining; Workers with disabilities and older workers.



Isabel Hernández de la Rosa

Project manager at the Sociological Research Centre on Everyday Life and Work (QUIT) of Universitat Autònoma de Barcelona.

Practical information

Congress Venues

The 13th ILERA European Congress 2022 takes place at the Campus of the Universitat Autònoma de Barcelona (UAB).

For the congress we are using spaces in three faculties in the same building (Building B) which are connected to each other:

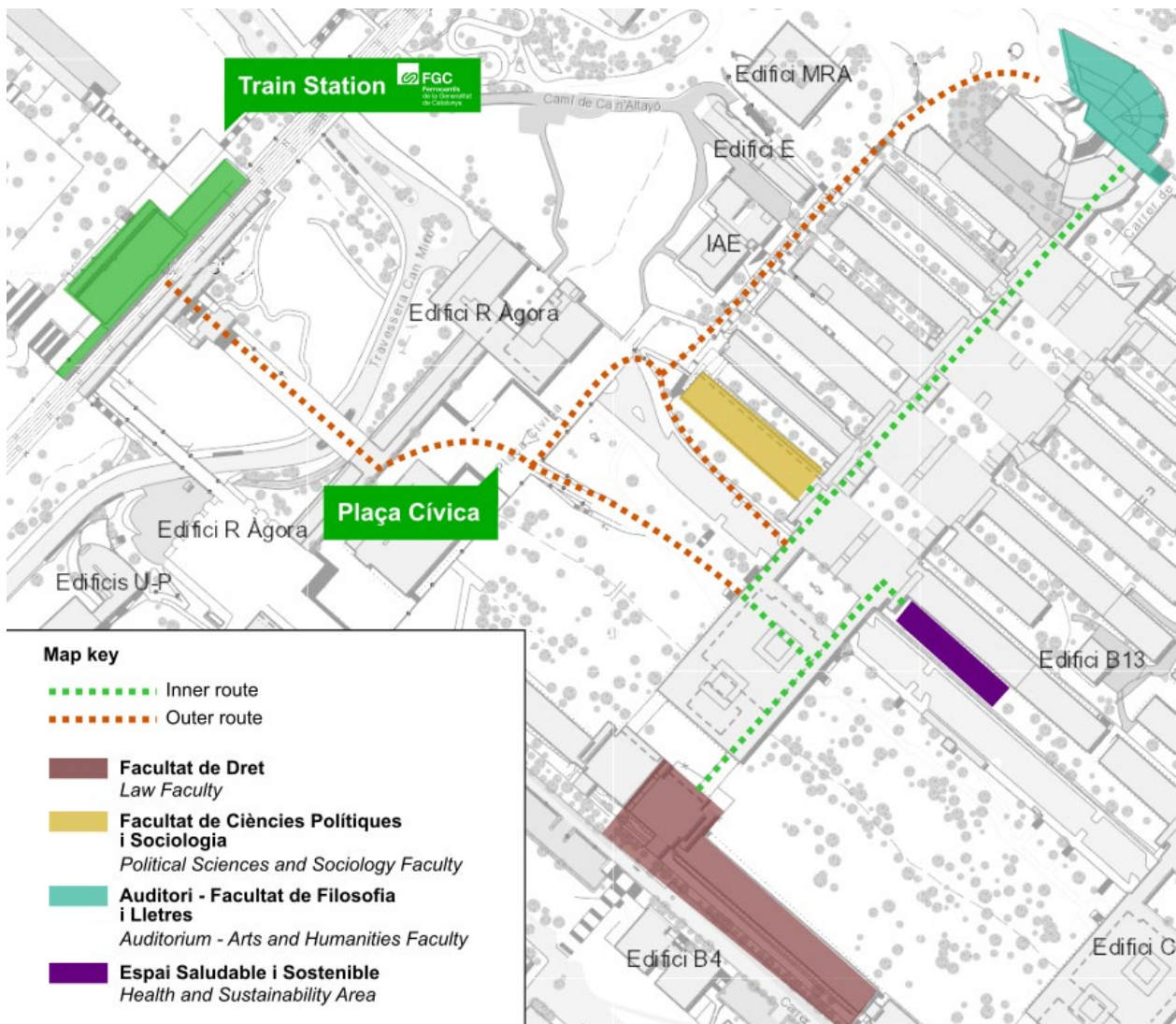
- Facultat de Ciències Polítiques i de Sociologia (Political Sciences and Sociology Faculty) in yellow in the map below
- Facultat de Dret (Law Faculty) in brown in the map
- Auditorium of the Facultat de Filosofia i Lletres Arts and Humanities Faculty) in blue in the map

To ease the location of the rooms, each session is marked with a faculty colour in the general schedule.

Example:

T1-S04 Aula 7

Session T1-S04 will be held in Aula 7 (Room 7) at the Faculty of Political Science and Sociology.



How to get to UAB Campus

The university campus is a small town within a town called Bellaterra located 30km from Barcelona, in a natural environment with forests and green areas.

The UAB campus is very well connected and with a series of infrastructures and services designed to guarantee accessibility to the university community.

- **By Train**
 - Ferrocarrils de la Generalitat de Catalunya (FGC)

Line S2 Barcelona-Sabadell

Line S6 Barcelona - Universitat Autònoma.

To get to ILERA you have to stop at the Universitat Autònoma Station.

Timetables available on the FGC website: <https://www.fgc.cat/en/fgc-network/l-barcelona-valles/>

Both connections will take approximately 30 minutes from Barcelona city center (Plaça Catalunya) to the university campus.

- RENFE

Line R7 Sant Andreu Arenal - Cerdanyola Universitat

Line R8 Martorell - Granollers

The RENFE station is located outside the campus but is well connected with the UAB bus service.

Timetables available on the RENFE website:

<https://www.renfe.com/es/en/suburban/rodalies-catalunya>

- *Private vehicle*

The UAB campus has several accesses:

- Access by the AP7 motorway, direction Tarragona-Lleida from the north, or direction Girona from Barcelona
- Access by the C-58 motorway from Barcelona, Sabadell, Terrassa

And other accesses to secondary roads that connect the municipalities closest to the UAB campus.

For further information please visit the UAB website mobility and transport:

<https://www.uab.cat/accessibilitat-transport/english/>

Registration

Please go to the registration desk when you first arrive at the UAB Campus to collect your congress badge and pack which includes a reusable water bottle – there are water bottle filling stations all over the UAB.

The registration desk is located at the main entrance of the Faculty of Political Science and Sociology building.

Opening hours:	Congress registration
Thursday 8.9.2022	9:00–17:00
Friday 9.9.2022	9:00–17:00
Saturday 10.9.2022	9:00–11:00

Important note: if you have not paid for your registration, you must make payment before you can participate in sessions and collect your congress materials.

Coffee and lunch

Coffee-breaks and lunch will be available in the spaces indicated in the general schedule to all registered participants.

Wi-Fi connection

At UAB eduroam is available from all WiFi access points in the campus.

If you do not have eduroam access, please use UAB Wi-Fi connectivity logging in as a guest user

Welcome Drink

Welcome Reception will take place on Thursday, September 8th from 19:00-19:45 at the area called SIS (Sustainable and Healthy Area).

This area is one of the UAB sustainability action plans aiming at improving the health of the university community, promoting environments and habits for a healthy lifestyle and attaining a more sustainable and environmentally friendly university.

All participants are welcome!



Social Dinner

The conference dinner will be held in the evening on Friday, September 9th, at the Estació de França in Barcelona city centre.

Known by the name of Barcelona-Término up to 1988, Estació de França was built at the beginning of the 20th century and was one of the city's first connections to Paris.

Imposing in its size and beauty, it is the second largest station in Barcelona – after Sants – and number one when it comes to monumental and historical value.

Officially opened in 1929 for the Barcelona International Exhibition, Estació de França is an outstanding monumental building on Avinguda del Marquès de l'Argentera, in the Born neighbourhood.

Designed by the engineer Andreu Muntaner and the architect Pedro Muguruza, the building was a joint creation and features a dual metal canopy with windows that allows a dramatic play of natural light on the 12 tracks that make it up. It is one of the most important examples of Modernista iron architecture in Barcelona.



Location

Estació de França
(Barcelona)
Avenida Marqués
de la Argentera,
S/N
08003, Barcelona

Getting there: <https://com-shi-va.barcelona.cat/en/>

The dinner ticket can be purchased together with the registration. You will receive a dinner ticket together with your badge when registering.

Please note that only those who have purchased a ticket can attend. Make sure to bring your dinner ticket when attending the social dinner.

Instructions for presenters

1. All presentations are allocated a certain timeslot. We have foreseen 15 minutes for each oral presentation, followed by a short Q&A of max. 5 minutes and 2 minutes for changing speakers.
2. Please prepare your presentation in PowerPoint or PDF-format.
3. We kindly ask you not to bring your own laptop, but to bring your presentation on a USB-key, as a laptop will be provided in each room. Supported presentation formats are Microsoft PowerPoint and PDF.
4. To avoid delays, presentations can be uploaded before the start of the session in the room where your session will take place. We kindly ask you to be in the room 5-10 mins before the start of your session.

Congress programme at a glance

Programme overview

ILERA European Congress 2022 Programme Overview					
	Thursday 8 September	Friday 9 September	Saturday 10 September	Location	Location
9:00	Registration	Registration	Registration	Hall Facultat de CCPP i de Sociologia	Hall Facultat de CCPP i de Sociologia
9:30					
10:00	ILERA study group meetings	Parallel Sessions	Parallel Sessions	Foyer Facultat Filosofia i Lletres	Aules 1-6 Fac. Dret i Aules 7-12 Fac. CCPP i Sociologia
10:30		Special Sessions	Special Sessions		
11:00	Opening session	Coffee break	Coffee break		
11:30	PLENARY SESSION 1 - The role of social partners and social dialogue in promoting a Green Transition and fight climate change	PLENARY SESSION 2 -Governing Artificial Intelligence and Algorithmic Management: Dimeisions, Challenges and Instruments	PLENARY SESSION 4 - Governing Minimum and Living Wages in Europe; trends and challenges	Auditori Facultat de Filosofia i Lletres	Hall Facultat de CCPP i de Sociologia
12:00					
12:30					
13:00					
13:30	Lunch break	Lunch break	Closing session	Foyer Facultat Filosofia i Lletres	
14:00					
14:30					
15:00					
15:30	Parallel Sessions	Parallel Sessions	Parallel Sessions	Aules 1-6 Fac. Dret i Aules 7-12 Fac. CCPP i Sociologia	Aules 1-6 Fac. Dret i Aules 7-12 Fac. CCPP i Sociologia
16:00	Special Sessions	Special Sessions	Special Sessions		
16:30					
17:00	Coffee break	Coffee break	Coffee break	Hall Facultat de CCPP i de Sociologia	Foyer Facultat Filosofia i Lletres
17:30					
18:00	Parallel Sessions	PLENARY SESSION 3 - Young Scholars Session: Changing trade union strategies and structural drivers of change in industrial relations		Aules 1-6 Fac. Dret i Aules 7-12 Fac. CCPP i Sociologia	Auditori Facultat de Filosofia i Lletres
18:30	Special Sessions				
19:00	Welcome drink			Espai Saludable i Sostenible	
19:30					
20:00					
20:30		Social dinner			Estació de França (center Barcelona)

Sessions' schedule

There are five time slots for sessions over the course of the congress, as indicated on the at-a glance schedule.

Plenaries are lettered with PS; Special sessions are identified as SS followed by the Track number and session.

Parallel sessions have been named with a letter and number corresponding to the track followed by the session number, so you can easily locate a particular session in the programme.

The programme is organised around five thematic tracks:

Track 1 – Labour market regulation and inequalities

Labour market regulations constitute a key element of the European Social Model. For many years, attention to these regulations has focused on its impact on employment levels and firms' competitiveness. Changes in regulations over the last four decades contributed to extend flexible and non-standard forms of employment, whilst reducing workers' protection. The increase in inequalities resulting from these trends has contributed to shift the focus back on their role in enhancing quality of employment and impact on reducing labour market generated disparities.

This track aims at gathering contributions on the role of labour market regulations in reducing inequalities. Since there are many dimensions to these inequalities, including gender-based, income, employment opportunities etc.), papers are intended to explore the role of labour market regulations in explaining these dimensions of inequality.

- The role of minimum wages in reducing inequalities
- Enforcement of labour regulation, especially in relation to minimum wages
- Influence of labour market institutions and employment relations on the different dimensions of inequality (income, wealth, training and employment opportunities etc.)
- The impact of non-standard employment and precarious work
- Labour market regulations and the gender pay gap
- The transformation of labour market regulations at the light of transitional regulations
- The role of courts and tribunals as actors in employment relations
- Labour standards and their regulation in global value chains.

Track 2 – Collective bargaining, industrial democracy and digitalisation

Collective bargaining constitutes the main instrument for industrial democracy in most societies. By empowering workers to negotiate working conditions, collective bargaining has become a key institution regulating labour markets, protecting employees and enhancing quality of employment.

There are, however, significant differences in the way workers' voice and representation is channelled across European countries. Despite strong pressures to change and adapt, these institutions exhibit a high degree of resilience.

The digital economy and its manifold manifestations are nonetheless challenging the capacity of collective bargaining institutions and actors to effectively protect workers. These include the extension of platforms, the use of robots and artificial intelligence tools, the increase and growing diversity in subcontracting and outsourcing practices, among others.

All together, these developments, pose new challenges but also opportunities for democratic participation at workplace level. Against this background, this track welcomes papers on:

- Collective bargaining and workers' representation in the platform economy
- The reconfiguration of spaces for workers' representation
- The use of digital mechanisms to enhance participation
- Implications of the extension of Artificial Intelligence mechanisms for industrial democracy
- Old and new forms of workers' voice
- European works councils and the representation of workers at transnational level
- Collective bargaining, outsourcing and workplace fragmentation

Track 3 – Social dialogue, collective bargaining and the just transition

Climate change, environmental degradation and scarcity of resources poses enormous social challenges that require the involvement and effort all social actors. Moving towards a low carbon economy whilst ensuring high levels of inclusiveness, employment levels and quality, requires not only an active role of the state, but also the capacities of social partners to find innovative solutions.

Companies need to green their practices to reduce their environmental impact, but this may lead in some cases to job losses. The participation of workers in this transition is accordingly essential since the effectiveness of any policy measure and its capacity to deliver socially just outcomes will depend on joint efforts from workers and employers.

Against this background, this track welcomes papers and special sessions addressing the role of social dialogue and collective bargaining in promoting a just transition, including:

- The extension of just transition pacts and collective agreements
- The role of social dialogue in governing transition towards a low carbon economy
- Green jobs and collective bargaining
- Worker participation in greening workplaces
- Global value chains and environmental sustainability

Track 4 – Public sector employment relations and the covid19 pandemic

The important role of the state in responding to the Covid-19 health, economic and social crisis has brought aspects related to the employment conditions of public employees to the agenda. This has been the case for health workers, but also for care workers, education and other public administration agencies. Without fully recovering from the cuts experienced during the adjustment to the 2008 crisis and austerity policies, some workers have experienced an intensification of their working hours, along with increased risks from the pandemic crisis. Following protests by health workers, other groups in the public sector have started calling for improvements in their working conditions. Therefore, governments are faced with the need to negotiate and modernize the collective agreements of these workers in a context characterized by an uncertain recovery.

This track welcomes papers and special sessions on:

- Public sector employment relations between two crises: changes and challenges
- Conflicts in public sector employment relations during the pandemic
- The changing trade union landscape in public sector employment relations
- Outsourcing and quality of employment in the public sector
- Public sector wage-setting and its implications for collective bargaining coordination

Track 5 – Human resource management and the technological change; challenges and prospects

The extension of new technologies and digitalisation has impacted upon all the dimensions of human resource management, from recruitment to performance management, training and development or employee satisfaction. Moreover, the transition to remote work accelerated by the Covid-19, has brought new challenges for HR, including issues related to time management, performance assessment and monitoring, or managing remotely teamwork.

Another big change in recent years is the integration of Artificial intelligence in HR. Applications of AI mechanisms range from hiring processes, but also performance management, organizational structure etc. The use of AI tools has important implications for HR practice, but it also raises important ethical and legal questions in relation to the extent and type of data collected and used.

This track welcomes papers addressing the impact of technological change on HR and the responses to these changes, including the following topics:

- HRM practices and the quality of work
- Remote work and HRM
- Teamwork in a remote environment
- Consequences of digitalisation for HRM policy fields and employment relations
- New developments in HRM, for example talent analytics or automatic decision making
- New practices in the policy fields of HRM in and beyond the single firm.

THURSDAY, 8 SEPTEMBER 2022

	Plenary Sessions	Track 1: Labour market regulation and inequalities	Track 2: Collective bargaining, industrial democracy and digitalisation	Track 3: Social dialogue, collective bargaining and the just transition	Track 4: Public sector employment relations and the covid19 pandemic	Track 5: Human resource management and technological change; challenges and prospects	Special Sessions	ILERA Study Groups
9:00 - 17:00	Registration open							
9:00 - 9:30	Welcome coffee							
9:30 - 11:00	Welcome coffee							
10:45 - 11:30	Opening Session Auditori							SG-02 Aula 8
11:30 - 13:15	PS-01 Auditori							
13:15 - 15:00	Lunch Break							
15:00 - 16:30		T1-S01 Aula 7 T1-S02 Aula 8 T1-S03 Aula 9	T2-S01 Aula 10 T2-S02 Aula 1	T3-S01 Aula 11	T4-S01 Aula 2	T5-S01 Aula 3	SS-T1-01 Aula 4 SS-T2-01 Aula 12 SS-T3-01 (i) Aula 5	
16:30 - 17:15	Coffee and Tea							
17:15 - 18:45		T1-S04 Aula 7 T1-S05 Aula 8 T1-S06 Aula 9	T2-S03 Aula 10 T2-S04 Aula 1	T3-S03 Aula 2	T4-S02 Aula 3 T4-S03 Aula 4	T5-S03 Aula 11	SS-T3-01 (ii) Aula 5 SS-T3-02 Aula 6 SS-T5-02 Aula 2	
19:00 - 19:45	Welcome Drink							

	Facultat de Dret / Law Faculty
	Facultat CCPP i Sociologia / Political Science and Sociology Faculty
	Facultat Filosofia i Lletres / Arts and Humanities Faculty
	Espai solidari i sostenible

FRIDAY, 9 SEPTEMBER 2022							
	Plenary Sessions	Track 1: Labour market regulation and inequalities	Track 2: Collective bargaining, industrial democracy and digitalisation	Track 3: Social dialogue, collective bargaining and the just transition	Track 4: Public sector employment relations and the covid19 pandemic	Track 5: Human resource management and technological change; challenges and prospects	Special Sessions
9:00 - 17:00	Registration open						
9:30 - 11:00		T1-S08 Aula 1	T2-S05 Aula 2 T2-S06 Aula 3		T4-S04 Aula 7	T5-S04 Aula 8	SS-T1-02 (i) Aula 9 SS-T1-03 (i) Aula 5 SS-T2-02 Aula 2 SS-T3-03 (i) Aula 10 SS-T4-01 (i) Aula 4
11:00-11:45	Coffee break						
11:45 - 13:15	PS-02 Auditori						
13:15 - 15:00	Lunch Break						
15:00 - 16:30		T1-S11 Aula 2 T1-S12 Aula 1 T1-S13 Aula 11	T2-S07 Aula 2 T2-S08 Aula 12 T2-S09 Aula 8	T3-S05 Aula 7	T4-S05 Aula 3 T4-S06 Aula 6		SS-T1-02 (ii) Aula 9 SS-T1-03 (ii) Aula 5 SS-T3-03 (ii) Aula 10 SS-T4-01 (ii) Aula 4
16:30 - 17:15	Coffee and Tea						
17:15h - 18:45h	PS-03 Auditori						
20.30h	Social Dinner						

	Facultat de Dret / Law Faculty
	Facultat CCPP i Sociologia / Political Science and Sociology Faculty
	Facultat Filosofia i Lletres / Arts and Humanities Faculty

SATURDAY, 10 SEPTEMBER 2022							
	Plenary Sessions	Track 1: Labour market regulation and inequalities	Track 2: Collective bargaining, industrial democracy and digitalisation	Track 3: Social dialogue, collective bargaining and the just transition	Track 4: Public sector employment relations and the covid19 pandemic	Track 5: Human resource management and technological change; challenges and prospects	Special Sessions
9:00 - 11:00	Registration open						
9:30 - 11:00		T1-S14 Aula 7 T1-S16 Aula 8 T1-S17 Aula 9	T2-S10 Aula 1 T2-S11 Aula 2 T2-S12 Aula 3	T3-S06 Aula 4			SS-T3-04 Aula 2
11:00-11:45	Coffee break						
11:45 - 13:15	PS-04 Sala d'Actes						
13:15 - 13:30	Closing Session Sala d'Actes						

	Facultat de Dret / Law Faculty
	Facultat CCPP i Sociologia / Political Science and Sociology Faculty

ILERA Study Groups

Thursday 8 September

All conference delegates are invited to attend the meetings

SG-02

Public Sector Employment Relations Study Group

Thursday 8 September
9:30 - 10:45

Room: **Aula 8**
Facultat Ciències
Polítiques i de Sociologia

Organisers: Karen Jaehrling and Mikkel Mailand

- **Introduction**
Mikkel MAILAND, *University of Copenhagen*

- **Three presentations from Lorenzo's Italian colleagues**
Roberto PEDERSINI, *University of Milan*
Stefano NERI, *University of Milan*
Anna MORI, *University of Milan*

Discussion

- **Three presentations from Lorenzo's international colleagues**
Stephen BACH, *King's College London*
Oscar MOLINA, *Universitat Autònoma de Barcelona*
Nana Wesley HANSEN, *FAOS, Department of Sociology, University of Copenhagen*

Discussion

Thursday 8 September

Welcome and opening Session

Thursday 8 September
10:45 - 11:30

Room: **Auditori**

- **Prof. Rosa María SEBASTIÁN**
Vice Rector for Innovation and Strategic Projects at the Universitat Autònoma de Barcelona
- **Mr. Kamran FANNIZADEH**
Deputy Director of the Governance and Tripartism, International Labour Organization
- **Dr. Oscar Molina**
Associate professor at the Universitat Autònoma de Barcelona and Congress Coordinator

PLENARY Sessions

PS-1

Thursday 8 September
11:30 - 13:15

Room: **Auditori**

The role of social partners and social dialogue in promoting a Green Transition and fight climate change

Chair: Óscar Molina, Universitat Autònoma de Barcelona

- From the New Deal of the 1930s to the Green New Deal of the 2020s: The importance of - and for - trade unions
Steffen LEHNDORFF, IAQ / University of Duisburg-Essen
- Green Growth is an Oxymoron – What does that mean for the environmental policies of workers' organisations?
Nora RÄTHZEL, Umeå Universitet,

Discussant: Béla Galgóczi, ETUI

Friday 9 September

PS-2

Friday 9 September
11:45 - 13:15

Room: **Auditori**

Governing Artificial Intelligence and Algorithmic Management: Dimensions, Challenges and Instruments

Chair: Greg J. Bamber, Monash University, Australia; Visiting Professor, Newcastle University, UK

- Artificial Intelligence and labour markets. Social and employment implications
Lucía VELASCO, *School of Transnational Governance EUI Florence*
- Making algorithms safe for workers: occupational risks associated with work managed by artificial intelligence
Adrian TODOLI, *Universitat de València*
- Human and ethical implications of digitisation and automation at the workplace
Ricardo RODRÍGUEZ CONTRERAS, *EUROFOUND*

PS-3

Friday 9 September
17:15 - 18:45

Room: **Auditori**

Young Scholars Session: Changing trade union strategies and structural drivers of change in industrial relations

Chair: Anna Ilsoe, University of Copenhagen

- Solidarity, mobilisation and organising in the gig economy: taking stock and looking forward
Arianna TASSINARI, *Max Planck Institute for the Study of Societies*
Vincenzo MACCARRONE, *University College Dublin*
- Unions and Social Media: Union democracy and grassroots in the digital age
Mark Friis HAU, *FAOS Employment Relations Research Centre, University of Copenhagen*

Saturday 10 September

PS-4

Governing Minimum and Living Wages in Europe; trends and challenges

Saturday 10 September
11:30 - 13:15

Room: **Sala d'Actes**
Facultat Ciències
Polítiques i de Sociologia

Chair: Karen Jaehrling, University of Duisburg-Essen

- Recent Developments in Minimum Wages in Europe
Carlos VACAS SORIANO, *EUROFOUND*
- The Minimum Wage Directive. Prospects and challenges for decent wages in the EU
Thorsten SCHULTEN, *Wirtschafts- und Sozialwissenschaftliches Institut (WSI) - Hans-Böckler-Stiftung*
- The Moral Economy of Living Wages
Tony DOBBINS, *Birmingham Business School -University of Birmingham*

PARALLEL sessions

Thursday 8 September

T1-S01

Regulating atypical work

Thursday 8 September
15:00 - 16:30

Room: **Aula 7**
Facultat Ciències
Polítiques i de Sociologia

Moderator: Laura Pérez Ortiz

Between Service Providers and Exploiters? Staffing Agencies as Two-Faced Actors in Tight Labor Markets
Ronny EHLEN, *University of Hohenheim*

Challenging notions of part-time work: country and occupational differences in employment status reporting
Janna BESAMUSCA, *Utrecht University*

Economically dependent self-employment - at the crossroad between labour and civil law
Kinga MORAS-OLAŚ, *Cracow Bar Association of Attorneys-at-Law*

[Some lessons on the impact of labour reforms on temporary employment in Spain](#)

Laura PÉREZ ORTIZ, *Universidad Autónoma de Madrid*

T1-S02**Managing employment relations**

Thursday 8 September
15:00 - 16:30

Moderator: Fátima Suleman

Room: **Aula 8**
Facultat Ciències
Polítiques i de Sociologia

Negotiating idiosyncratic deals to access, motivate and retain STEM outstanding employees

Irene SÁNCHEZ TURÓN, *University of Barcelona*

Patricia ELGOIBAR, *University of Barcelona*

Is the Portuguese labour market rigid or flexible? Firms'

Compensation policies in last two decades

Fátima SULEMAN, *Instituto Universitário de Lisboa (ISCTE-IUL) – DINAMIA'CET*

Organizational Responses to Workforce Aging: The Role of
Employment Relations Institutions

Peter BERG, *Michigan State University*

T1-S03**Minimum wages – I**

Thursday 8 September
15:00 - 16:30

Moderator: Georg Picot

Room: **Aula 9**
Facultat Ciències
Polítiques i de Sociologia

**The European Minimum Wage Directive: Change of direction
in European Labour Relations?**

Thorsten SCHULTEN, *Wirtschafts- und Sozialwissenschaftliches
Institut (WSI)- Hans-Böckler-Stiftung*

Torsten MÜLLER, *European Trade Union Institute (ETUI)*

**Enforcement of labour regulation in relation to minimum
wages**

Frikkie DE BRUIN, *Public Service Co-ordinating Bargaining Council
(PSCBC)*

Do minimum wages crowd out union density?

Georg PICOT, *University of Bergen*

**Facing inequalities through the guarantee of a minimum wage
in global green value chains**

María José GÓMEZ-MILLÁN HERENCIA, *Universidad Pablo de
Olavide*

T2-S01**Trans-National action and collective bargaining**

Thursday 8 September
15:00 - 16:30

Room: **Aula 10**
Facultat Ciències
Polítiques i de Sociologia

Moderator: Udo Rehfeldt

Stagnation and decline of transnational company agreements
Udo REHFELDT, *Institut de Recherches Economiques et Sociales (IRES)*

European Works Councils after Brexit: New Challenges for Transnational Employee Representation?

Patrick WITZAK, *Ruhr University Bochum*
Markus HERTWIG, *Ruhr University Bochum*
Timo René BLACHE, *Ruhr University Bochum*
Marcus KAHMANN, *Institut de Recherches Economiques et Sociales (IRES)*
Kevin GUILLAS-CAVAN, *Institut de Recherches Economiques et Sociales (IRES)*

What factors are driving the increasing number of transnational labour protests in Europe (1997-2019)?
Roland ERNE, *University College Dublin*

Transnational Company Agreements: Recent Trends
Isabel DA COSTA, *CNRS, IDHES, ENS Paris-Saclay*

T2-S02**Platform work regulation and union responses**

Thursday 8 September
15:00 - 16:30

Room: **Aula 1**
Facultat Dret

Moderator: Montse Sole-Truyols

Two different solutions for delivery riders: Employees by law in Spain or by platform will in Norway

Montse SOLE-TRUYOLS, *Eserp Business & Law School/UVic*

Riding together? Why food deliver riders join trade unions
Kurt VANDAELE, *European Trade Union Institute (ETUI)*

Back to basics: European unions' innovative organizing strategies towards freelancers and platform workers
Trine Pernille LARSEN, *University of Copenhagen*
Anna ILSØE, *University of Copenhagen*
Óscar MOLINA, *Universitat Autònoma de Barcelona*
Alejandro GODINO, *Universitat Autònoma de Barcelona*

T3-S01

Labour markets and the green transition

Thursday 8 September
15:00 - 16:30

Moderator: Jari Murto

Room: **Aula 11**
Facultat Ciències
Polítiques i de Sociologia

Labor market policy in the transformation to a green economy
Gerhard BOSCH, *IAQ University Duisburg-Essen*

Just transition, lifelong learning, and labour law
Jari MURTO, *University of Helsinki*

The way to "greening" the workplaces in Poland
Anna PISZCZEK, *University of Lodz; Supreme Court of the Republic of Poland*
Michał BARAŃSKI, *University of Silesia in Katowice*
Katarzyna JAWORSKA, *University of Warmia and Mazury in Olsztyn*

T4-S01

Essential workers

Thursday 8 September
15:00 - 16:30

Moderator: Patricia Elgoibar

Room: **Aula 2**
Facultat Dret

Healthcare workers in COVID times: Heroes suffering from a dark side
Patricia ELGOIBAR, *University of Barcelona*

Towards Sustainable ER in Healthcare? Examining Workload and Pay Initiatives in Response to the Pandemic
Nick KRACHLER, *King's College London*
Stephen BACH, *King's College London*

Identity work as identity intensification: Professional identity and purpose in the public sector in Chile
Jenny K RODRIGUEZ, *Work & Equalities Institute, University of Manchester*
Gregorio PEREZ ARRAU, *University of Santiago de Chile*

T5-S01

Digitalization, workers voice and participation

Thursday 8 September
15:00 - 16:30

Moderator: Bernd Brandl

Room: **Aula 3**
Facultat Dret

Trade Unions' Rage Against the Machine? The Role of Industrial Relations for the Use of Digital Technology
Bernd BRANDL, *Durham University Business School*

The acceleration of digitalisation during the Covid-19 pandemic: Implications for employee voice

Laura GOOD, *University of Sydney*

Digitization, monitoring, and privacy in Norwegian companies

Mona BRÅTEN, *FAFO*

Rolf K ANDERSEN, *FAFO*

Level up computerized

David ÖBORN REGIN, *Karlstad University*

T1-S04

Minimum wages - II

Thursday 8 September
17:15 - 18:45

Moderator: Ferran Elias

Room: Aula 7
Facultat Ciències
Polítiques i de Sociologia

Minimum Wage Effects across the Wage Distribution

Ferran ELIAS, *Universitat de València*

Effects of the introduction of the statutory minimum wage on income and consumption in Germany

Toralf PUSCH, *Wirtschafts- und Sozialwissenschaftliches Institut (WSI)- Hans-Böckler-Stiftung*

Criteria for setting the minimum wage as a factor in meeting the vital needs of workers

Marcin WUJCZYK, *Jagiellonian University of Cracow*

The development of low-wage work in Sweden - how should they be measure

Johan ALFONSSON, *Department of Sociology and Work Science, University of Gothenburg*

Patrik VULKAN, *Department of Sociology and Work Science, University of Gothenburg*

Tomas BERGLUND, *Department of Sociology and Work Science, University of Gothenburg*

T1-S05

Precarity and inequalities

Thursday 8 September
17:15 - 18:45

Moderator: Joan Miquel Verd

Room: Aula 8
Facultat Ciències
Polítiques i de Sociologia

Hidden groups of hybrid workers on labour platforms in Denmark

Jonas KRISTIANSEN, *University of Copenhagen*

Trine Pernille LARSEN, *University of Copenhagen*

Anna ILSØE, *University of Copenhagen*

Turning Post-materialism on its head: Self-expression and autonomy at work in the age of precarity

Petar MARČETA, *University of Amsterdam*

Comparing workplace regimes in a low-end service sector: the case of McDonald's in China and the UK

Wei WEI, *University of Oxford*

Employment services as providers of social capital to young people with precarious employment trajectories

Joan RODRÍGUEZ-SOLER, *Universitat Autònoma de Barcelona*

Joan Miquel VERD, *Universitat Autònoma de Barcelona*

T1-S06

Labour market policy in the post-pandemic

Thursday 8 September

17:15 - 18:45

Room: Aula 9

Facultat Ciències

Polítiques i de Sociologia

Moderator: Arianna Tassinari

Income guarantee schemes and inclusion during Covid-19. Reform and policy innovation in the Southern Cone

Emma Rose ÀLVAREZ CRONIN, *Universitat Autònoma de Barcelona*

Laura PÉREZ ORTIZ, *Universidad Autónoma de Madrid*

The Covid-19 (Miscellaneous) Provision Act 2020 -The Mauritian Case Study

Rajendra Parsad GUNPUTH, *University of Mauritius*

Doubling down or switching paths? Labour market policy change in Southern Europe after Covid-19

Arianna TASSINARI, *Max Planck Institute for the Study of Societies*

Job retention arrangements in Norway: institutional change in the face of the covid-19 pandemics?

Jørgen SVALUND, *FAFO*

T2-S03

Transformations of collective bargaining

Thursday 8 September

17:15 - 18:45

Room: Aula 10

Facultat Ciències

Polítiques i de Sociologia

Moderator: Thomas Haipeter

The role of collective agreements in the liberalisation of industrial relations

Saskia BOUMANS, *AIAS-HSI, University of Amsterdam*

Trends and challenges of decentralization in the German system of labor regulation. Tales from two sectors

Thomas HAIPETER, *University of Duisburg-Essen*

Sophie ROSENBOHM, *University of Duisburg-Essen*

Local Collective Bargaining and Organised Decentralisation in Sweden

Mia RÖNNMAR, *Faculty of Law, Lund University*

Andrea IOSSA, *Kristianstad University*

The interrelationship of collective bargaining at industry and company levels in France

Catherine VINCENT, *Institut de Recherches Economiques et Sociales (IRES)*

Kevin GUILLAS-CAVAN, *Institut de Recherches Economiques et Sociales (IRES)*

T2-S04

New technologies and workers participation

Thursday 8 September

17:15 - 18:45

Room: Aula 1

Facultat Dret

Moderator: Stefano Bini

Embracing digitalization and AI: A taxonomy of tools developed by labor organizations

Isabelle ROBERGE-MALTAIS, *HEC Montréal*

Unions on Facebook: Developing union democracy on- and offline

Mark Friis HAU, *FAOS, Department of Sociology, University of Copenhagen*

Nanna Wesley HANSEN, *FAOS, Department of Sociology, University of Copenhagen*

Participation in the digitalisation of work: models and experiences for a shared sustainable process

Stefano BINI, *University of Córdoba*

Algorithmic mediation or interpersonal communication?

David ÖBORN REGIN, *Karlstad University*

T3-S03

Social partners and the green transition

Thursday 8 September

17:15 - 18:45

Room: Aula 2

Facultat Dret

Moderator: Vincezo Pietrogiovanni

The varying effect of union membership on environmental policy support across countries

Josef RINGQVIST, *Karlstad University*

The Regulatory Challenges of the Just Transition at Work

Vincenzo PIETROGIOVANNI, *Lund University*

Beatriz MARTINEZ ROMERA, *Copenhagen University*

The relationship between environmental care and labour rights in global value chains: two endangered resources

Marouane LAABBAS EL GUENNOUNI, *Universitat Rovira I Virgili*

European Social Dialogue Documents: An Effective Commitment for Ecological Sustainability?

Selen UNCULAR, *Pompeu Fabra University*

T4-S02

Employment relations in the pandemic

Thursday 8 September

17:15 - 18:45

Room: Aula 3

Facultat Dret

Moderator: Andrea Bellini

Public sector wage-setting and its implications for collective bargaining coordination

Sharlaine OODIT, *General Public Service Sector Bargaining Council (GPSSBC)*

It's not just the pandemic that's to blame: the stagnation of social dialogue in Slovenia

Valentina FRANCA, *University of Ljubljana*

Covid-19 and employee-employer interaction: The global paradigm for job security in employment relations

Joshua OLABIYI, *University of The Western Cape - Department of Industrial Psychology*

Voices from the City: rhetoric and experiences of public service work at the time of the pandemic

Andrea BELLINI, *Sapienza University of Rome*

T4-S03

Trade unions in the public sector

Thursday 8 September
17:15 - 18:45

Room: **Aula 4**
Facultat Dret

Moderator: Frikkie De Bruin

Trade union power resources in the public and the private sector: The German example

Werner SCHMIDT, *Research Institute for Work, Technology and Culture*

Andrea MÜLLER, *Research Institute for Work, Technology and Culture*

The changing Trade union landscape in the public sector employment relations

Frikkie DE BRUIN, *Public Service Co-Ordinating Bargaining Council (PSCBC)*

Power resources in public sector employment relations in Denmark and Finland

Laust HØGEDAHL, *Aalborg Universitet*

T5-S03

Workers' wellbeing in changing workplaces

Thursday 8 September
17:15 - 18:45

Room: **Aula 11**
Facultat Ciències
Polítiques i de Sociologia

Moderator: Barbara Bechter

A Collaborative Approach to Promoting Workplace Mental Health

Johanna MACNEIL, *RMIT University*

Mark BRAY, *The University of Newcastle, Australia*

Digital voice in the workplace: digital interactions and perceptions of employee well-being

Barbara BECHTER, *Durham University*

Uberization of private homes? Telework and the distribution of workplace costs between employers and employees

Dorothea ALEWELL, *University of Hamburg*

Ricarda REICH, *University of Hamburg*

Friday 9 September

T1-S08

Green jobs and the green transition

Friday 9 September
9:30 – 11:00

Moderator: Carla Spinelli

Room: **Aula 1**
Facultat Dret

Pros and Cons of Remote Working from the Perspective of Decent Work and Green Deal

Zeynep ŞİŞLI, *Izmir University of Economics*

CSR in Green Transition: from Transnational Social Dialogue to the EU Directive on Due Diligence

Carla SPINELLI, *University Aldo Moro of Bari*

The Employer's Legal Responsibility for Working Environment and Rehabilitation

Johan HOLM, *Umeå universitet*

Green jobs as part of the legal roadmap towards a sustainable and responsible workplace in Colombia

Luz Maria ARBELAEZ VELASQUEZ, *ILERA Colombia - Brigard Urrutia*

T2-S05

Digitization, resistance, and conflict

Friday 9 September
9:30 – 11:00

Moderator: Helena Ysas

Room: **Aula 2**
Facultat Dret

Control and Conflict at Amazon

Georg BARTHEL, *University of Duisburg-Essen*

Digital employee monitoring and collective bargaining

Helena YSÀS, *Universitat Autònoma de Barcelona*

Workers' voice on how their work environment has changed with a software robot as a colleague

Annica ASP, *Karlstad University*

Fear of Missing Out: Workaholism and Gamification amongst Platform Delivery Workers in the UK

Tony ROYLE, *University of York*

T2-S06**Unions and collective bargaining**

Friday 9 September
9:30 – 11:00

Moderator: Paulo Marques

Room: **Aula 3**
Facultat **Dret**

After industrial relations reform: Coping with the loss of decentralized representation structures?

Kevin GUILLAS-CAVAN, *Institut de Recherches Economiques et Sociales (IRES)*

Marcus KAHMANN, *Institut de Recherches Economiques et Sociales (IRES)*

Under which conditions do unions sign collective agreements containing pro-outsider clauses? A fsQCA analysis

Paulo MARQUES, *ISCTE - Instituto Universitário de Lisboa and DINÂMIA'CET*

Level-up: moving from single-employer to multi-employer bargaining

Stan DE SPIEGELAERE, *Ghent University - UNI Europa*

T4-S04**Remote work in the pandemic**

Friday 9 September
9:30 – 11:00

Moderator: Sara Moreno Colom

Room: **Aula 7**
Facultat **Ciències**
Polítiques i de Sociologia

The teleworking experience during COVID-19: Changes in perceptions of labor relations

Vicent BORRÀS CATALÀ, *Universitat Autònoma de Barcelona*

Sara MORENO COLOM, *Universitat Autònoma de Barcelona*

The modern concept of employee subordination on the example of employees in the public sphere.

Paulina MATYJAS LYSAKOWSKA, *Jan Kochanowski University of Kielce*

Motivating and Dissuading Factors in Work-from-Home Arrangement: Employer vs. Employee Perspectives

Virgel BINGHAY, *University of the Philippines*

Telework regulation in the EU: a comparative analysis

Ricardo RODRÍGUEZ CONTRERAS, *Eurofound*

Pablo SANZ DE MIGUEL, *Notus-ASR*

T5-S04**Algorithmic management**

Friday 9 September
9:30 – 11:00

Moderator: Anna Ginés i Fabrellas

Room: **Aula 8**
Facultat Ciències
Polítiques i de Sociologia

With or Without Algorithms: Managing Self-Employed in the Platform Economy

Christian HALDRUP, *University of Copenhagen*
Anna ILSØE, *University of Copenhagen*
Trine Pernille LARSEN, *University of Copenhagen*

Algorithms for profiling and automated decisions in the workplace: are current transparency measures enough?

Anna GINÈS I FABRELLAS, *Esade Law School*

The subjectivity of artificial intelligence as an employer

Krzysztof STEFANSKI, *University of Lodz*

Contextual factors associated to the incidence of HR analytics

Amaya ERRO-GARCÉS, *Universidad Pública de Navarra*

T1-S11**Membership and renewal of trade unions**

Friday 9 September
15:00 – 16:30

Moderator: Raquel Rego

Room: **Aula 2**
Facultat Ciències
Polítiques i de Sociologia

Union Finances: The Dark horse within European trade unions' means of actions

Trine Pernille LARSEN, *University of Copenhagen*
Anna ILSØE, *University of Copenhagen*
Jens ARNHOLTZ, *University of Copenhagen*

Beyond Density: Improving Labor Unions' Representativeness through Gender Quotas

Raquel REGO, *Instituto de Ciências Sociais, Universidade de Lisboa*

Trade union membership among labour migrants: the case of Norway

Kristine NERGAARD, *FAFO Institute for Labour and Social Research*
Anne Mette ØDEGÅRD, *FAFO Institute for Labour and Social Research*

Collectivising services: trade union renewal at the crossroads

Andrea BELLINI, *Sapienza University of Rome*
Alberto GHERARDINI, *University of Turin*

T1-S12**Labor market regulations**

Friday 9 September
15:00 – 16:30

Moderator: Eva Udden Sonnegård

Room: **Aula 1**
Facultat Dret

Labour Market Regulations and Productivity
Eva UDDEN SONNEGÅRD, *The Ratio Institute*

**The Crossroad of Regional Integration and Labour Mobility:
The Philippines and ASEAN Experience**
Jan Ivan SANTAMARIA, *University of the City of Manila*

**The Role of Labour Inspectorate in the Enforcement of Labour
Regulation: The case of Greece**
Achilleas ANAGNOSTOPOULOS, *University of Thessaly*

T1-S13**Regulating dualized labor markets**

Friday 9 September
15:00 – 16:30

Moderator: Wouter Zwysen

Room: **Aula 11**
Facultat Ciències
Polítiques i de Sociologia

**New Regulation in the German Meat Industry: Towards better
Working Conditions and a new Labour Relations?**
Thorsten SCHULTEN, *Wirtschafts- und Sozialwissenschaftliches
Institut (WSI)*
Serife EROL-VOGEL, *Wirtschafts- und Sozialwissenschaftliches
Institut (WSI)*

Polarisation driven by widening firm gaps and outsourcing
Wouter ZWYSEN, *ETUI*

**Variegated de-marketization': manifestations and dynamics of
extra-neoliberal politics and practices**
Karen JAEHRLING, *University of Duisburg-Essen*

T2-S07**Collective responses of platform workers**

Friday 9 September
15:00 – 16:30

Moderator: Valentina Franca

Room: **Aula 2**
Facultat Dret

**How to (re)cover remote and platform workers? An empirical
analysis and policy implication**
Valentina FRANCA, *University of Ljubljana*

**Working Conditions of Platform Workers and Their Protest
Waves in Turkey**
Sevda KÖSE, *Kocaeli University*

Platform workers in the US and the EU: employees or independent contractors?

Isabel DA COSTA, CNRS, IDHES, ENS Paris-Saclay

Precarity and fraud after the 'Rider Law': exploring the circumvention of labour law by digital platforms

Pablo SANZ DE MIGUEL, Notus-ASR

María Isabel CASAS-CORTÉS, Universidad de Zaragoza

Amaia PRIETO, Universidad Autónoma de Madrid

Miguel MONTAÑÉS, Universidad de Zaragoza

T2-S08

COVID-19 effects on labor market

Friday 9 September

15:00 – 16:30

Room: Aula 12

Facultat Ciències

Polítiques i de Sociologia

Moderator: Kristin Alsos

Digitalization in Norwegian retail – towards a more divided workforce?

Kristin ALSOS, FAFO

Sissel C. TRYGSTAD, FAFO

Do workers speak up when job insecure? Examining workers' response to precarity during the COVID-19 pandemic

Hye Jin RHO, Michigan State University

Christian Lyhne IBSEN, University of Copenhagen

Reactions to the Covid-19 Pandemic in the German Auto and IT-services Sectors

Christina TEIPEN, HWR Berlin (Berlin School of Economics and Law)

Distributional conflicts between public employees – The Danish nurses' strike during the pandemic in 2021

Laust HØGEDAHL, Aalborg Universitet

T2-S09

New technologies and industrial relations

Friday 9 September

15:00 – 16:30

Room: Aula 8

Facultat Ciències

Polítiques i de Sociologia

Moderator: Arianna Marcolin

How does digitalisation affect industrial relations, and vice-versa, in the Italian & Spanish retail sector?

Arianna MARCOLIN, Università Cattolica del Sacro Cuore Milano

Stefano GASPARRI, University of the West of England

Collective bargaining and digitalisation – crisis or revitalisation of trade unions?

Nele DITTMAR, TU Berlin

Digitalization and work organization in Italian banks: the role of collective bargaining

Francesco SEGHEZZI, *Università di Modena e Reggio Emilia*

The Future of Labor Unions in the Age of Automation and at the Dawn of AI

Gadi NISSIM, *Ruppin Academic Center*

T3-S05

Green transition and labor market policies

Friday 9 September

15:00 – 16:30

Room: **Aula 7**

Facultat Ciències

Polítiques i de Sociologia

Moderator: Ewan Mckenzie

From just transition to the `eco-social state`

Béla GALGÓCZI, *European Trade union Institute (ETUI)*

The Scandinavian labour market model and the green shift

Alexander Sønderland SKJØNBERG, *BI Norwegian Business School*

Workers' Voice and Security in a Just Transition: Rolls Royce and Redundancies in Inchinnan, Scotland

Ewan MACKENZIE, *Newcastle University*

T4-S05

Social dialogue and the governance of industrial relations

Friday 9 September

15:00 – 16:30

Room: **Aula 3**

Facultat Dret

Moderator: Daniel Barrientos

Social partners' involvement in dual VET governance: Greece, Poland, Portugal and Spain in comparison

Pablo SANZ DE MIGUEL, *Notus-ASR*

Daniel BARRIENTOS, *Universitat Autònoma de Barcelona*

The Legitimacy of Free Collective Bargaining in Germany

Hagen LESCH, *German Economic Institute (Institut der deutschen Wirtschaft)*

Sandra VOGEL, *German Economic Institute (Institut der deutschen Wirtschaft)*

Transformations and the Changes in Corporatist Industry Policy in the German Chemical Industry

Thomas HAIPETER, *University of Duisburg-Essen*

T4-S06**Employment and collective action in the pandemic**

Friday 9 September

15:00 – 16:30

Room: **Aula 6**

Facultat Dret

Moderator: Thomas Bredgaard**The covid-19 pandemic and transformations in Danish working life**Thomas BREDGAARD, *Aalborg University***COVID-19, Control and Resistance in Devolved Public Education Work**Isabella DABAJA, *University of Sydney***Elderly Care Professionals During the Pandemic - A Swedish Perspective on a Legal Problem**Peter RAMSJÖ, *Uppsala University***Saturday 10 September****T1-S14****Gender equality - I**

Saturday 10 September

9:30 – 11:00

Room: **Aula 7**

Facultat Ciències

Polítiques i de Sociologia

Moderator: Matteo Avogaro**Reconciling work and life: Social partners' role in the transformation of the gendered welfare state**Veronika LEMEIRE, *Hasselt University***Building Blocks for a Gender Equitable Recovery from Pandemic?**Rae COOPER, *University of Sydney***Empowering company-level plans to contrast gender pay gap: recent trends in labour market regulation**Matteo AVOGARO, *ESADE Institute for Labour Studies - Ramon Llull University***T1-S16****Labor market dualization**

Saturday 10 September

9:30 – 11:00

Room: **Aula 8**

Facultat Ciències

Polítiques i de Sociologia

Moderator: Ferran Elias**The Causes of Duality in the Labor Market**Ferran ELIAS, *Universitat de València*

Remedy or short-term fix? Immigration policy as a distinct source of skills

Chris WRIGHT, *University of Sydney*

Colm MCLAUGHLIN, *University College Dublin*

A double ethnic penalty? A study of the mobility patterns of the second-generation immigrants.

Tomas BERGLUND, *Department of Sociology and Work Science, University of Gothenburg*

Denis FRANK, *University of Gothenburg*

T1-S17

Gender equality - II

Saturday 10 September
9:30 – 11:00

Moderator: Lilach Lurie

Room: Aula 9
Facultat Ciències
Polítiques i de Sociologia

Equality and Discrimination in Collective Agreements in Israel

Lilach LURIE, *Tel-Aviv University*

Labour market regulations on gender equity and gender pay gap

Sharlaine OODIT, *General Public Service Sector Bargaining Council (GPSSBC)*

Comparative study in Andalusia and Catalonia of inter-gender labour inequality through a Labour Market Gender Segmentation Index

María CASCALES MIRA, *Universidad de Sevilla / UAB*

T2-S10

Social partners and Transnational Action

Saturday 10 September
9:30 – 11:00

Moderator: Jimmy Donaghey

Room: Aula 1
Facultat Dret

Stitching Governance for Labour Rights: Towards Transnational Industrial Democracy?

Jimmy DONAGHEY, *University of South Australia*

Labour regulation in transnational supply and value chains: Categorizing newly emerging order formations

Patrick WITZAK, *Ruhr University Bochum*

What's NEG(X)T? Continuity and change in European Governance of Labour after the Covid-19 pandemic

Vincenzo MACCARRONE, *University College Dublin*

Roland ERNE, *University College Dublin*

Country-of-origin of parent companies on HR policies in overseas subsidiaries

Toshiko SUDA, *Aoyama Gakuin University*

T2-S11

Saturday 10 September
9:30 – 11:00

Room: Aula 2
Facultat Dret

New technologies, old and new collective responses

Moderator: Arturo Lahera Sánchez

Digitization and job quality: Participative proposal for an assessment of occupational health in Industry 4.0

Arturo LAHERA-SÁNCHEZ, *Universidad Complutense de Madrid*

Ana NEGRO, *Universidad de Valladolid*

Francisco J. TOVAR, *Universidad Complutense de Madrid*

Implications of the extension of Artificial Intelligence mechanisms for industrial democracy

Dan TOP, *Cabinet avocat Dan Top*

Competence dilemmas: Employer strategies in response to digitalization

Johan Røed STEEN, *FAFO Institute for Labour and Social Research*

Anna HEDENUS, *University of Gothenburg*

One trade union, many responses to digitalisation: the case of Fiom representatives in the automotive sector

Angelo MORO, *Université de Bourgogne, Artes 4.0*

T2-S12

Saturday 10 September
9:30 – 11:00

Room: Aula 3
Facultat Dret

Co-determinations, industry, and productivity

Moderator: Sandra Vogel

Mediating Technological Change: Contrasting Trade Union approaches in Norway and UK in food processing work

Secki JOSE, *DMU*

Caroline LLOYD, *Cardiff University*

Deviating from sector-level norms: Empirical results from the German metal- and electrical industry

Sandra VOGEL, *German Economic Institute (IW)*

Hagen LESCH, *German Economic Institute (Institut der deutschen Wirtschaft)*

Company-based agreements on safeguarding employment in Germany during the pandemic

Toralf PUSCH, *WSI. Hans Böckler Stiftung*

T3-S06

New and old jobs for the just transition

Saturday 10 September

9:30 – 11:00

**Room: Aula 4
Facultat Dret**

Moderator: Matteo Mandelli

Workers for the future: the GKN workers' struggle and the Plan towards a Public Hub for Sustainable Mobility

Francesca GABBRIELLINI, *Alma Mater Studiorum University of Bologna*

Angelo MORO, *Université de Bourgogne, Artes 4.0*

Arianna TASSINARI, *Max Planck Institute for the Study of Societies - Köln*

Trade unions facing the eco-social-growth trilemma: the case of just transition in Taranto

Matteo MANDELLI, *University of Milan*

Social dialogue in transition: The case of Norwegian shipyards

Anne Mette ODEGARD, *FAFO Institute for Labour and Social research*

SPECIAL Sessions

Thursday 8 September

SS-T1-01

Thursday 8 September
15:00 - 16:30

Room: **Aula 4**
Facultat Dret

Improving the regulation of platform work (legislative initiatives, divergent case law, and collective bargaining)

Session Organizer: Nuria Ramos Martín, AIAS-HSI, University of Amsterdam

Chair: Frank Tros, AIAS-HS

Pros and Cons of regulating platform work at European level: an analysis of the proposal for a Directive on improving working conditions in platform

Nuria RAMOS MARTÍN, *AIAS-HSI, University of Amsterdam*

Latest trends in Belgian case Law: “platform delivery riders are not employees”: the December 2021 Deliveroo case

Alexander DE BECKER, *University of Gent*

Monitoring employee's emotions through algorithms

Ana Belén MUÑOZ RUIZ, *University Carlos III-Madrid*

SS-T2-01

Thursday 8 September
15:00 - 16:30

Room: **Aula 12**
Facultat Ciències
Polítiques i de Sociologia

Joint ILO - Eurofound session

Session Organizers: Susan Hayter, ILO - Ricardo Rodríguez Contreras, Eurofound

Moving with the times? Emerging practices and provisions in collective bargaining

Oscar MOLINA, *Universitat Autònoma de Barcelona*

Collective bargaining in seven European countries through the pandemic

Roberto PEDERSINI, *Università degli Studi di Milano*

SS-T3-01

Thursday 8 September
15:00 - 16:30

Room: **Aula 5**
Facultat Dret

Energy transition, policy innovation and territorial resilience - I

Session Organizer: Maria Alexia Sanz Hernández and Xaquín Pérez Sindín

Moderator: Maria Alexia Sanz Hernández

Just transition and social inclusion, a necessary binomial for vulnerable environments. A look from Aragon

María Esther LÓPEZ RODRÍGUEZ, *Universidad de Zaragoza*

Questioning the just transition in the media: delay discourses of energy transition in Aragon, Spain

María Alexia SANZ HERNÁNDEZ, *Universidad de Zaragoza*

Just transition: framing and creating legitimacy in the Asturian media

Ángel ALONSO-DOMÍNGUEZ, *Universidad de Oviedo*

SS-T3-01

Thursday 8 September
17:15 - 18:45

Room: **Aula 5**
Facultat Dret

Energy transition, policy innovation and territorial resilience - II

Session Organizer: Maria Alexia Sanz Hernández

Moderator: Xaquín Pérez Sindín

Energy transition in Castilla y León. Evolution of media discourses

Rosario MARCOS-SANTIAGO, *Universidad de León*

Actor networks in energy transition in four coal-intensive EU regions

Roberto CANTONI, *University of Sussex*

Retirement, life satisfaction and migration in a context of energy transition: lessons from As Pontes

Xaquín PÉREZ-SINDÍN, *University of Warsaw*

SS-T3-02**Book launch “Trade unions in the European Union”**

Thursday 8 September
17:15 - 18:45

Room: **Aula 6**
Facultat Dret

Session Organizers: Kurt Vandaele (European Trade Union Institute -ETUI), and Torsten Müller (European Trade Union Institute - ETUI)

SS-T5-02**Remote work and labour rights: challenges and opportunities**

Thursday 8 September
17:15 - 18:45

Room: **Aula 2**
Facultat Ciències
Polítiques i de Sociologia

Session Organizer: Silvia Rainone

Chair: Silvia Rainone (ETUI, KU Leuven)

- **Individual and contextual variation in benefits of remote work**
Wouter ZWYSEN, *ETUI*
- **Rethinking workers’ organization and union’s strategies**
Birte DEDDEN, *UNI Europa*
- **Remote work and shift in global value chains**
Pamela MEIL, *Institute for Social Science Research*

Discussants:

Mehtap Akgüç (ETUI),
Silvia Rainone (ETUI, KU Leuven)

Friday 9 September**SS-T1-02****Power resources in employment relations – I**

Friday 9 September
9:30 - 11:00

Room: **Aula 9**
Facultat Ciències
Polítiques i de Sociologia

Session Organizer: Jens Arnholtz, FAOS, University of Copenhagen

- **Ideational power resources in employment relations**
Colm MCLAUGHLIN, *University College Dublin*
Chris F. WRIGHT, *The University of Sydney*

- **Leveraging power resources for a decent minimum wage**
Mathew JOHNSON, *The University of Manchester*
- **Why varieties of power resources matter**
Guglielmo MEARDI, *Scuola Normale Superiore Florence*

SS-T2-02

Friday 9 September
9:30 - 11:00

Room: **Aula 2**
Facultat Ciències
Polítiques i de Sociologia

Book launch “Employment Relations as Networks: Methods and Theory”

Session Organizers: Bernd Brandl & Oscar Molina

Discussants: Roberto Pedersini (Università degli Studi di Milano) and Trine Pernille Nielsen (University of Copenhagen)

SS-T3-03

Friday 9 September
9:30 - 11:00

Room: **Aula 10**
Facultat Ciències
Polítiques i de Sociologia

Turning points in national labor relations: a comparative perspective - I

Session Organizer: Martin Behrens & Andi Pekarek

- **Turning points in comparative labour relations: The case of Germany**
Martin BEHRENS, *WSI/Hans-Boeckler-Foundation*
Andreas H. PEKAREK, *The University of Melbourne*
- **Turning points in Romanian labour relations**
Ovidiu GORAN, *Law Office Ovidiu P. Goran*
- **Danish industrial relations – a slow slide towards deep changes**
Søren Kaj ANDERSEN, *FAOS, Employment Relations Research Center*
- **Driving Forces in Evolution of Employment Relations in Russia**
Maria BYTCHKOVA, *London School of Economics*

SS-T4-01

Friday 9 September
9:30 - 11:00

Room: **Aula 4**
Facultat Dret

Social dialogue and welfare services in Europe: national challenges and local solutions for labour and employment relations - I

Session Organizer: Stefano Neri, University of Milan

Session 1

- **Introduction: presentation of the SOWELL project and of the special session**
Stefano NERI, *University of Milan*
- **Welfare as labour market and labour in the welfare services in Europe: employment, jobs and industrial relations**
Stefano NERI, *University of Milan*
- **Wage setting and workload as crucial arena for social dialogue in Germany**
Karin GOTTSCHALL, *University of Bremen*
Ruth ABRAMOWSKI, *University of Bremen*
- **Tackling labour shortage in the care services: social dialogue and union action in Denmark**
Mikkel MAILAND, *FAOS, University of Copenhagen*
Nana Wesley HANSEN, *FAOS, University of Copenhagen*
- **The Dutch welfare services between marketisation and social dumping**
Frank TROS, *University of Amsterdam*

Discussant: Maarten Keune, *University of Amsterdam*

SS-T1-02

Friday 9 September
15:00 - 16:30

Room: **Aula 9**
Facultat Ciències
Polítiques i de Sociologia

Power resources in employment relations – II

Session Organiser: Jens Arnholtz, FAOS, *University of Copenhagen*

- **What's in a Number? Reductionist and Holistic Approaches to Associational Power**
Christian Lyhne IBSEN, *University of Copenhagen*
- **Power resource theory and the case of migrant workers**
Stefania MARINO, *The University of Manchester*
Miguel MARTINEZ LUCIO, *The University of Manchester*

- **Power and interests in revitalized power resource theory**

Jens ARNHOLTZ, *University of Copenhagen*

Bjarke REFLUND, *Aalborg University*

SS-T1-03

Making Workers' rights in GSCS a reality

Friday 9 September

15:00 - 16:30

Room: **Aula 5**

Facultat **Dret**

Session Organiser and discussant: **Janice Bellace**

- **GSCs in Latin America and Asia: the impact of labour clauses on labour rights**
Mark ANNER, *Pennsylvania State University*
- **Recent due diligence legislation in Europe**
Nicolas BUENO, *UniDistance Suisse*
- **Tackling forced labour through trade and supply chain governance**
Franz Christian EBERT, *ILO Research Department*
- **The implications of the expert panel's report on the EU – Korea trade agreement**
Tonia NOVITZ, *University of Bristol*
- **Ensuring more inclusive trade: labour standards in the global garment supply chain and the role of the EU**
Samantha VELLUTI, *University of Sussex*

SS-T3-03

Turning points in national labor relations: a comparative perspective – II

Friday 9 September

15:00 - 16:30

Room: **Aula 10**

Facultat **Ciències**

Polítiques i de Sociologia

Session Organizer: **Martin Behrens & Andi Pekarek**

- **IR in the Netherlands: from collaboration to conflict**
Saskia BOUMANS, *AIAS-HSI, University of Amsterdam*
- **The United States: Disjunctures and Continuities**
Alex J. COLVIN, *Cornell University*
- **Turning points in Spanish labour relations**
Kerstin HAMANN, *University of Central Florida*
Oscar MOLINA, *Universitat Autònoma de Barcelona*

- **The embedding of a neoliberal paradigm: Institutional change and actor power in Australian industrial relations policy**

Chris WRIGHT, *University of Sydney*

SS-T4-01

Friday 9 September
15:00 - 16:30

Room: Aula 4
Facultat Dret

Social dialogue and welfare services in Europe: national challenges and local solutions for labour and employment relations - II

Session Organizer: Stefano Neri, University of Milan

Session 2

- **Social dialogue in welfare services in Spain between actors' fragmentation and a migrant workforce**

Oscar MOLINA, *Universitat Autònoma de Barcelona*

Alejandro GODINO, *Universitat Autònoma de Barcelona*

Joan RODRÍGUEZ-SOLER, *Universitat Autònoma de Barcelona*

- **Union responses to the lack of care services: a comparison between Slovakia and Hungary**

Marta KAHANCOVÁ, *CELSI*

Barbora HOLUBOVA *CELSI*

Pavol BORS, *CELSI*

- **A segmentation to recompose: union actions in the welfare services in Italy between public and private provision**

Valeria BREUKER, *University of Milan*

Anna MORI, *University of Milan*

Stefano NERI, *University of Milan*

Discussant: Manuela Galetto, University of Warwick

Saturday 10 September

SS-T3-04

Saturday 10 September
9:30 - 11:00

Room: **Aula 2**
Facultat Ciències
Polítiques i de Sociologia

Public procurement and collective bargaining

Session Organizer: Thorsten Schulten and Torsten Müller

- **The promotion of collective bargaining through public procurement - a European overview**
Torsten MÜLLER, *European Trade Union Institute (ETUI)*
Thorsten SCHULTEN, *Wirtschafts- und Sozialwissenschaftliches Institut (WSI) - Hans-Böckler-Stiftung*
- **Public procurement and collective bargaining: National Experiences**
France: Catherine VINCENT, *IRES*
Spain: Oscar MOLINA, *Universitat Autònoma de Barcelona*
Slovakia: Marta KAHANCOVA, *CELSI*
Sweden: Ann-Christine HARTZEN, *Lund University*
Germany: Thorsten SCHULTEN, *WSI*
- **Political Perspectives: Trade Union campaigns for a reform of the European Public Procurement Directives**
Stan DE SPIEGELAERE, *UNI-Europa*

Speakers



Steffen Lehndorff

Dr. rer.pol., economist. Research Fellow at the Institut Arbeit und Qualifikation (Institute for Work, Skills and Qualification / IAQ), University of Duisburg/Essen, Germany. Before retiring in 2012 he worked as the Head of Department on Working-Time and Work Organisation at IAQ. His areas of comparative research include problems of European integration and national varieties of capitalism and employment relations in the EU.



Nora Räthzel

Senior professor at the University of Umeå, Department of Sociology, Sweden.

Over the past 12 years he has been working on the perceptions, practices, and policies of trade unions regarding the environment/nature. Interested in the ways in which individuals create cultures of resistance and subordination. Her research integrates environmental labour studies and gender studies.



Ricardo Rodríguez Contreras

Research Manager in Eurofound and President of the European Association for Digital Transition.

He is working in projects related to industrial and employment relations, social dialogue, and collective bargaining. He is also managing research in restructuring processes resulting from technological change and digital transformation.



Lucía Velasco

Economist, expert evaluator for Eurofound and an independent expert for the European Commission in the field of the future of work. He has been director of the National Observatory of Technology and Society (ONTSI) and before that she was the director of the Cabinet of the Secretary of State for Digitization and Artificial Intelligence. Its activity focuses on the evaluation of public policies, social entrepreneurship, digital inclusion and impact measurement. She has

recently joined the EUI School of Transnational Governance



Adrian Todolí Signes

Professor of Labor Law and Social Security University of Valencia. PhD at Law and Economist. Specialist in Collaborative economy/Gig economy, Compensation & Benefits: Variable Salary. Other areas of research are: Collaborative Economy and Economics of Virtual Platforms, The Dual German Formation. Youth employment, Collective bargaining in the company.



Arianna Tassinari

Senior Researcher at the Max Planck Institute for the Study of Societies, Cologne. PhD in Industrial Relations at the University of Warwick
Her main research interests include the comparative political economy of work, employment and industrial relations; the role of organised interest groups in the political sphere; the sociology of unions and labour movements; and the impact of technological change on labour relations.



Vincenzo Maccarrone

PhD in employment relations at the UCD and BA in Economics and Finance from the University of Modena and Reggio Emilia.
His research contributes to understanding the effect of the new European economic governance on industrial relations. Other research interests include labour in the gig economy and the structural changes in European labour markets.



Mark Friis Hau

Postdoc researcher at Employment Relations Research Centre (FAOS), University of Copenhagen.
His research deals with the relationship between members, unions, and grassroots at the membership level, especially on social media. He focusses on how union activists carry out and experience their professional and political engagement in different networks and the organizational dynamics that arise from this.



Tony Dobbins

Professor of Work and Employment Relations at Birmingham Business School. His main research interests in the field of Work and Employment include employee voice, silence, and industrial democracy; the sociology of work, including workplace conflict and cooperation; regulation of employment (expertise in European employment relations); the impact of economic restructuring on skills and employment in labour markets; the real living wage and ethical HRM, the impact of Covid on the future of work, new digital social media technologies and work relations.



Thorsten Schulten

Head of the Collective Agreement Archive of the Wirtschafts- und Sozialwissenschaftliches Institut (WSI) of the Hans Böckler Foundation and Honorary Professor at the University of Tübingen.

Main areas of work:

International comparative wage and collective bargaining policy, labor research, industrial relations



Carlos Vacas Soriano

Research Manager at the European Foundation for the Improvement of Living and Working Conditions.

PhD in Applied Economics from the University of Salamanca. He has worked in various public and international organizations, such as the European Commission and the Bank of Spain

Specialized in economic research on topics such as wage and income inequalities, minimum wages, precarious work, temporary employment and job quality.

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A tour around historical places for the labour movement and employment relations in Barcelona and its Metropolitan Area

The 'CANADENCA' Strike and the 8-hour working day



The three chimneys from the Canadenca at Avinguda del Paral·lel

Spain became one of the first European countries to approve the 8-hour day, although that was a historic claim that was making its way around the world. The Canadian strike precipitated its approval.

On February 21, 1919, the employees of La Canadenca, the main electricity company in the city, went on strike without knowing that the blackouts they caused with their protest would be the spark that ignited one of the largest workers' mobilizations in the history of Spain. Events were precipitated in such a way that, from the dismissal of eight clerks from the electricity company -known as La Canadiense for being a subsidiary of an American firm-, in just two months, a decree without precedents was passed: that of the maximum working day of eight hours, which is maintained to this day. In the middle, the Catalan capital experienced its most notorious strike, stoppages in all supplies, mass arrests, a declaration of a state of war and the beginning of the paramilitary reaction of the employers.

The plant was located in the Sants-Montjuïc district, where we can still find the three chimneys located in the Avinguda del Paral·lel

The Barcelona RED BELT: the origins of the workers' struggle in the 70s

The Barcelona Red Belt is a geographical, sociological and economic space that corresponds to the Barcelona Metropolitan Area. This is the most populated region of Catalonia, with almost three and a half million inhabitants. It includes, municipalities as populous as L'Hospitalet de Llobregat (which, with more than two hundred and fifty thousand inhabitants, is the second most populous city in Catalonia), Badalona (the third) and other important cities such as Terrassa, Sabadell, Santa Coloma de Gramenet, Cornellà and El Prat de Llobregat.

During the 1950s and 1960s, the population of some of these municipalities grew tenfold. The Red Belt became the most industrialized area in Catalonia and Spain, with emblematic factories such as the one that SEAT installed in Martorell, Montesa in Cornellà etc. The Andalusian, Murcian, Galician and other immigrants from Spain who arrived in those decades meant that, even today, it is more common in certain neighborhoods of those cities to hear Spanish spoken than Catalan.



The monument of the old factory Montesa, Carrer de la Paloma 21, Cornellà

The former motorcycle Montesa factory, in the parking area in front of the bus stop Trambaix Montesa is one of the important places. In 1962, a meeting took place at the factory between the different groups of the labor movement, socialists, communists and catholics, who had no problem collaborating together -despite the reluctance of the different hierarchies- becoming promoters of what would later be called the new labor movement. Today a Monument remembers the importance of that factory.

The SEAT factory at Zona Franca

In the 60s and 70s, the SEAT factory entered the imagination of the entire population through the Seat 600, a symbol of progress. Founded in 1949 by the National Institute of Industry, as a great industrial commitment of the Franco regime, the Spanish Society of Tourism Cars (SEAT) manufactured cars under license from the Italian company Fiat. Its sales skyrocketed during the 1960s. If in 1961 it had 6,500 workers, in 1971 it reached 24,000 (and would exceed 30,000). The workforce was mostly from immigrant origin, to the point that the Catalans of origin were a minority, 15%, compared to 36% that constituted the almost 10,000 Andalusians, according to a 1974 company census.

On 18 October 1971, SEAT workers staged a sit-in at the factory in protest at the sacking of some colleagues. The politico-social brigade of the Francoist police had a presence in the SEAT workshops and the degree of conflict was running high. On that Monday, the police entered the factory and attacked the workers. One of them, Antonio Ruiz Villalba, was shot dead by police officers from the regime.



In 2018, the Barcelona City Council pays tribute to the SEAT workers with a marble plaque in the large space on the corner between Pg. Zona Franca and C/ Foc called 'Plaça del Moviment Obrer'. This tribute comes in an area, where the old SEAT factory stood, which was symbolic of this working-class struggle.

The square is strongly linked to the struggles and sacrifices of workers from the SEAT factory, who are central to the history and make-up of this part of the Marina neighbourhood.

The 'Colonia Güell': a different approach to industrial colonies



Colonia Güell at Santa Coloma de Cervelló

The construction of the Colonia Güell began in 1890 by the initiative of the entrepreneur Eusebio Güell. With the aim of escaping social conflicts arisen in the city in the context of rapid industrialization, the colony contained housing of the workers next to the mill, within the property, constituting an urban nucleus with its own social and economic life albeit overseen by the company.

In contrast to most industrial colonies in Catalonia, Eusebio Güell worked to improve the social conditions of his workers and applied his cultural patronage in the Colonia, providing it with cultural and religious facilities of a modernist design which were developed by different architects, most notably Gaudí to whom he entrusted the building of the church. The industrial colonies were conceived as a socioeconomic organization whose main goal was industrial productivity. The mill took up most of the time of the men and women of the colony, for them it was the guarantee of having a regular income in times of economic scarcity. In the beginning of the civil war the mill was collectivized and run by its workers.

In 1990 the Colonia Güell was declared «Heritage of Cultural Interest» by the Spanish government and the protection of some of its most relevant buildings was established as well as the building standards for the future. It can be visited in the municipality of Santa Coloma de Cervelló.

From producing textiles to promoting culture: Casaramona and Fabra i Coats factories as an allegory of contemporary Barcelona

La Casaramona



La Casaramona, nowadays CaixaForum Barcelona, Av. Francesc Ferrer i Guàrdia, 6-8

Located in Montjuïc, this old textile factory was commissioned to the architect Josep Puig i Cadafalch who created an example of modernist industrial architecture with characteristic Catalan vaults. Following a series of renovations, it is currently the headquarters of the “la Caixa” foundation’s CaixaForum.

When the factory closed the building was abandoned, until in 1940 it became the stables of the National Police. In 1998 complex renovation works were begun to restore its original aspect and to house the Caixa Forum, the new headquarters and cultural centre of the La Caixa Foundation, which was previously based in another building by Puig i Cadafalch, Macaya House.

In this building, the La Caixa Foundation exhibits its important art collection, principally of contemporary art, which includes pieces by Tàpies, Chillida, Saura, Oteiza, Gordillo, Kounellis, Baselitz and Polke. Travelling exhibitions are also constantly being shown. It also has a multimedia library, auditorium and conference hall.

Fabra & Coats



The Fabra & Coats Factory, nowadays Creation and Innovation Factory. Carrer Sant Adrià, 20

Founded in 1837 by Ferran Puig i Gibert under the name of El Vapor de Fil, the factory in Sant Andreu became a clear symbol of the transition from an agricultural towards an industrial society. In 1903, the factory dedicated entirely to the manufacture of linen yarns and twists, was renamed after the two partners: Camil Fabra i Montanills and the Coats family from Scottish origin. This was actually the first example of FDI in the Catalan industrial economy.

In 1911, Fabra i Coats established itself as the largest textile company in Barcelona, with a total of 1,600 workers, 80% of whom were women. Thanks to the association of the Catalan industry with the English partners, the factory introduced several labor advantages that were not yet implemented in Spain. In 1905, for example, they founded the "Mutual Aid for Employees of the Compañía Anónima Hilaturas de Fabra y Coats", in charge of ensuring that workers received a salary in case they had a sick leave or, even, to receive an amount quarterly once they are withdrawn. Loans and aid for housing were offered (in Sant Andreu, Fabra i Coats built a total of 260 homes for workers) and a medical service was created to attend to work-related accidents but also to the children of workers, with a pediatric service.

The textile crisis and the industrial reconversion of the sector at the end of the 20th century meant that from the 70s to 2000, Fabra i Coats suffered a process of decline that ended with its closure in 2005. The City Council was in charge of buying the buildings for their conservation and reconversion into what we know now when we hear the name of Fabra i Coats: a multidisciplinary space that welcomes all kinds of artistic creators, social service spaces, centers, libraries... hybridization center that encompasses contemporaneity without forgetting where we come from, preserving the historical memory of the factory.

VIA LAIETANA: House for the Catalan Employers Confederation and CCOO Catalunya



Via Laietana 32

In the Avenue that runs from Plaça Urquinaona to the sea, there are the headquarters of the Catalan employer confederation Foment del Treball Nacional and CCOO Catalunya. The current headquarters of Foment del Treball at Via Laietana is in a building designed by the architects Adolf Florensa and Josep Goday and is included in the Catalogue of Architectural Historical and Artistic Heritage of the city of Barcelona. Its construction started in 1931, financed by the subscription of the associates, and was finished in 1934. It is part of the operation for great urban transformation of Barcelona, known as La Reforma Interior, that started in 1908 and aimed to turn the Via Laietana into a communication route between the epicentre of Barcelona and the new Eixample and the Port. The sculptures of the façade, that represent the Industry and the Agriculture (1934), are the work of Joan Borrell i Nicolau. Amongst the pictorial works, the most important are “La Fàbrica” (1889) of Santiago Rusiñol and the mural in the room A, painted in 1935 by Ernest Santasusagna.

A bit further down the sea, there is the headquarters of CCOO Catalonia. It was built in 1922.

The building is undergoing major work at the moment and its façade is covered with scaffolding.



Via Laietana, 16

During the Civil War, the Department of Labor of the Generalitat Republicana was located in the building and it was used as an anti-aircraft shelter under the name of Vía Durruti. It later became the headquarters of the vertical union during the Franco dictatorship. of the Banco de Vizcaya (the vault where money and valuables were stored is still preserved on the ground floor) and even an office of the former INEM employment service. With the arrival of democracy, the unions reclaimed the assets expropriated after the Civil War and that derived from the fees of the vertical union from the Franco era.



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