



**Fathomless Futures:**

**Algorithmic and Imagined**

27-29 June 2019 | New York  
The New School - New York City, USA

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## K-01: Interest Alignment and Inclusive Governance: Cases in Point

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Thursday, June 27, 2019

08:30 AM - 10:00 AM

📍 Albert and Vera List Academic Center (Bldg D) - D1102

### Moderator

David Peetz

Griffith University

### Session Organizers

Phil Almond

University of Leicester

HEC Montréal

Peter Fairbrother

RMIT University

Maria C. Gonzalez-Menéndez

University of Oviedo

Isabelle Ferreras

Catholic University of  
Louvain/FNRS, Brussels

Gregor Murray

University of Montreal

Christian Levesque

Nicolas Roby

Université de Montréal

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### Papers

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- 08:30 AM Experimenting with Liberating Leadership: Further Insights from the Field  
*Olivier Jegou, Université catholique de Louvain, Louvain-la-Neuve, Belgium*
- 08:30 AM European Employer Interest Representation: Beyond Social Dialogue  
*Marco Hauptmeier, Mona Aranea and Leon Gooberman, Cardiff University, Cardiff, United Kingdom*
- 08:30 AM Critical Reflections on Partnership Research through a Case Study of the Automotive Policy Research Centre  
*Charlotte Yates, University of Guelph, Guelph, ON, Canada and Brendan Sweeney, McMaster University, Hamilton, ON, Canada*
- 08:30 AM Contested Narratives on Industry 4.0: Evidence from the Montreal Aerospace Industry  
*Christian Lévesque, HEC Montréal, Montreal, QC, Canada, Sara Perez Lauzon, HEC Montreal, Montreal, QC, Canada, Julie Garneau, University Laval, Québec, QC, Canada and Charles Cayrat, CRIMT-HEC Montréal, Montreal, QC, Canada*



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## K-02: What's Driving the Gig Economy?

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Thursday, June 27, 2019

10:15 AM - 11:45 AM

📍 Albert and Vera List Academic Center (Bldg D) - D1102

### Discussant

Bruce Schaller

*Schaller Associates*

### Session Organizer

Michael Reich

*University of California,  
Berkeley*

### Papers

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- 10:15 AM     An Earnings Standard for New York City's Fhv Drivers: Economic Analysis and Policy Assessment  
*James Parrott, The New School, New York, NY*
- 10:15 AM     Understanding the Trend in U.S. Alternative Work Arrangements: Evidence from Tax Data  
*Andrew Garin, Univeristy of Illinois, Urbana, IL*
- 10:15 AM     Consumption Insurance and Multiple Jobs: Evidence from Rideshare Drivers  
*Dmitri Koustas, University of Chicago, Chicago, IL*
- 10:15 AM     Two Decades of Protecting Driver Pay in NYC - What's Changed?  
*Meera Joshi, Taxi and Limousine Commission, New York, NY*



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## K-03: Institution Building in and Around Collective Bargaining

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Thursday, June 27, 2019

10:15 AM - 11:45 AM

📍 Albert and Vera List Academic Center (Bldg D) - D1101

### Moderator

Philippe Pochet

ETUI

### Session Organizers

Phil Almond

University of Leicester

Peter Fairbrother

RMIT University

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### Papers

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- 10:15 AM     Disruptive Markets and Union Responses to Precarious Work: A Cross-National Comparison of Retail  
*Sean O'Brady, Université de Montréal, Montreal, QC, Canada*
- 10:15 AM     Strengthening and Re-Building Collective Bargaining  
*Gerhard Bosch, University Duisburg-Essen, Duisburg, Germany*
- 10:15 AM     Rethinking the Interaction between the Different Negotiating Regimes in Quebec Public Sector: The Case of 2015 Negotiation  
*Diane Gagne, UQTR, Trois-Rivières, QC, Canada and Chloe Fortin-Bergeron, Université du Québec à Trois-Rivières, Trois-Rivières, QC, Canada*
- 10:15 AM     Can Chinese Enterprise Unions Improve Union Identification? Comparative Case Studies of Six Subsidiaries of Foreign Multinational Enterprises  
*Xiaoming Bao, University of Montreal (ERIUM), Montreal, QC, Canada*



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## K-04: Experimenting with Multi-employer Approaches to Contingency Under the Emergence of New Forms of Work: What Lessons Can We Draw from the New and the Old?

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Thursday, June 27, 2019

02:00 PM - 03:30 PM

📍 Albert and Vera List Academic Center (Bldg D) - D1101

### Moderator

Gerhard Bosch

University Duisburg-Essen

### Session Organizers

Heather Grob

Saint Martin's University

KU Leuven - Centre for  
Sociological Research  
Employment (Industrial) and  
Labour Market Studies

Valeria Pulignano

### Papers

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- 02:00 PM Providing Retirement Benefits in a Multiemployer Setting – The Challenges and Opportunities of Alternative Models  
*Heather Grob, Saint Martin's University, Lacey, WA and Charles Jeszeck, U.S. GAO, Washington, DC*
- 02:00 PM Reservation Wages and the Growth of Alternative Work Arrangements at Older Ages  
*Michael Papadopoulos, The New School, New York, NY*
- 02:00 PM Dualism or Solidarity? Conditions for Union Success in Regulating Precarious Work  
*Laura Carver, Cornell University, Ithaca, NY, Virginia Doellgast, Cornell ILR School, Ithaca, NY, Nathan Lillie, University of Jyväskylä, Jyväskylä, Finland and Valeria Pulignano, KU Leuven - Centre for Sociological Research Employment (Industrial) and Labour Market Studies, Leuven, Belgium*
- 02:00 PM Experimenting New Business Models in GVC: a Case of Articulating of Overall Value Chain Governance and Social Contexts and its Impact on Employment in Food and Drinks Manufacturing in Europe  
*Nadja Doerflinger, KU Leuven, Leuven, Belgium, Valeria Pulignano, KU Leuven - Centre for Sociological Research Employment (Industrial) and Labour Market Studies, Leuven, Belgium and Nikolaus Hammer, University of Leicester, Leicester, United Kingdom*
- 02:00 PM Experimentalism as Driver of Digital Marketplaces for Crowdwork and Gigwork  
*Stefan Kirchner, Technische Universität Berlin, Berlin, Germany*



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## K-05: Digital Disruptions: What does the rise of algorithmic management, digital implants and industry 4.0 mean in terms of future research on the regulation of work and employment?

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Thursday, June 27, 2019

02:00 PM - 03:30 PM

📍 Albert and Vera List Academic Center (Bldg D) - D1102

### Moderator

Vincent Pasquier

HEC Montréal

### Session Organizers

Christian Lévesque

HEC Montréal

Maria C. Gonzalez-  
Menéndez

University of Oviedo

### Papers

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- 02:00 PM     Studying the Digital Recomposition of Labour: A Research Agenda  
*Wifak Gueddana, King's College London, London, United Kingdom and Roser Pujadas, London School of Economics (LSE), London, United Kingdom*
- 02:00 PM     Digital Implant Technology, Collectivism and Control  
*David Peetz, Griffith University, Brisbane, Australia*
- 02:00 PM     Justifying Institutional Experimentation: Shared Meaning as Enabling New Collaboration - an example from Denmark  
*Julie Garneau, University Laval, Québec, QC, Canada*



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## K-06: New Repertoires of Collection Action

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Thursday, June 27, 2019

03:45 PM - 05:15 PM

📍 Albert and Vera List Academic Center (Bldg D) - D1102

### Moderator

Charlotte Yates

University of Guelph

### Session Organizers

Peter Fairbrother

RMIT University

Catholic University of  
Louvain/FNRS, Brussels

Isabelle Ferreras

Christian Lévesque  
HEC Montréal

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### Papers

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- 03:45 PM Digital Technologies and Unionism Renewal: Mapping out the Variety of Digital Practices and Their Impact on Unions' Core Functions  
**Vincent Pasquier, Christian Levesque and Marc-Antonin Hennebert, HEC Montréal, Montréal, QC, Canada**
- 03:45 PM How Social Media Transforms the Relationship between Activists and Union.  
**Pauline De Becdelievre, IGS RH, Paris, France, François Grima, UPEC, CRETEIL, France and Jack Fiorito, Florida State University, Tallahassee, FL**
- 03:45 PM Collectivity Besides the Company. Workers' Representation in the German Film and Television Sector.  
**Lisa Basten, Berlin Social Science Center (WZB), Berlin, Germany**
- 03:45 PM 'Algorithm Breakers' Are Not a Different 'Species': Attitudes Towards Trade Unions of Deliveroo Riders in Belgium  
**Kurt Vandaele<sup>1</sup>, Jan Drahokoupil<sup>2</sup> and Agnieszka Piasna<sup>1</sup>, (1)European Trade Union Institute, Brussels, Belgium, (2)University of Mannheim, Brussels, Belgium**
- 03:45 PM The Twin Peaks of the Ucu Dispute: Existential Surrealism on the Pension Picket Line  
**Torsten Geelan and Athina Karatzogianni, University of Leicester, Leicester, United Kingdom**



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## K-07: Public Policy Experiments in the Regulation of Work and Employment

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Thursday, June 27, 2019

03:45 PM - 05:15 PM

📍 Albert and Vera List Academic Center (Bldg D) - D1101

### Moderator

Kate Farhall

*RMIT University*

### Session Organizers

Maria C. Gonzalez-  
Menéndez

*University of Oviedo*

Peter Fairbrother

*RMIT University*

### Papers

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- 03:45 PM New Mobility Policies and Labor Regulation in the U.S. New Economy  
*Pablo A. Mitnik, Stanford University, Stanford, CA*
- 03:45 PM The Artists' Historical Struggle to Access Better Work: What's to be Learned from the Quebec's Experience?  
*Laurence Dubuc, Université de Montréal, Montréal, QC, Canada*
- 03:45 PM Youth in-Work Benefits in Spain: A Measure for Reducing Poverty or for Increasing the Incentives to Work?  
*Aroa Tejero and Maria C. Gonzalez-Menéndez, University of Oviedo, Oviedo, Spain*
- 03:45 PM Why Does Intersectionality Matter to Analyse the Institutionalization of Diversity Policies in Quebec's Academic World ?  
*Guénole Marchadour and Bibiana Pulido, Interuniversity Research Centre on Globalization and Work, Montreal, QC, Canada*
- 03:45 PM A Comparative Analysis of Labour Codes Reforms in Tunisia and Lebanon  
*Sari Madi, University of Montréal, Montréal, QC, Canada*



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## K-08: The Insider-Outsider Divide in Employment Regulation: Are public policies part of the problem and/or the solution?

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Friday, June 28, 2019

08:30 AM - 10:00 AM

📍 Albert and Vera List Academic Center (Bldg D) - D1102

### Moderator

Shelley Marshall

*RMIT University*

### Session Organizer

Gregor Murray

*University of Montreal*

### Papers

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- 08:30 AM The Evolution of Standard and Non-Standard Employment Relationship Regulation Around the World: A Sequence Analysis of Regulation Patterns over Four Decades  
*Jean-Yves Gerlitz, University of Bremen, Bremen, Germany and Irene Dingeldey, IAW, University of Bremen, Bremen, Germany*
- 08:30 AM Worlds of Labour - Protecting and Excluding Components of Employment Regulation in the Course of Globalisation  
*Heiner Fechner and Ulrich Mückenberger, University of Bremen, CRC 1342, Project "Worlds of Labour", Bremen, Germany*
- 08:30 AM International Employment Regulation By the ILO: Will the Hidden Legal Segmentation be Overcome By Recent Universal Legislative Trends?  
*Jenny Hahs, Collaborative Research Centre 1342: Global Dynamics of Social Policy, University of Bremen, Bremen, Germany and Irene Dingeldey, IAW, University of Bremen, Bremen, Germany*
- 08:30 AM Rebuilding the Tower of Babylon: Multiple Immigration Regimes and the Segmentation of the Israeli Construction Sector  
*Assaf Shlomo Bondy, Hebrew University, Jerusalem, Israel; Tel-Aviv University, Tel-Aviv-Yaffo, Israel*
- 08:30 AM Framing Labor Market Regulation and the Reconstruction of the U.S. Welfare State  
*Stephen Amberg, University of Texas at San Antonio, San Antonio, TX*





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## K-09: The Diffusion of Organizational and Employment Practices Within Multinational Companies

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Friday, June 28, 2019

10:15 AM - 11:45 AM

📍 Albert and Vera List Academic Center (Bldg D) - D1101

### Moderator

Valeria Pulignano

KU Leuven - Centre for  
Sociological Research

*Employment (Industrial) and  
Labour Market Studies*

### Session Organizers

Phil Almond

University of Leicester

Gregor Murray

University of Montreal

### Papers

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- 10:15 AM     Tracing Power and Influence in Institutional Diversity: Competing HR Models in Japanese and Indonesian Joint Ventures  
*Joey L Soehardjo*, Japan Society for the Promotion of Science (JSPS), Tokyo, Japan; IDE-JETRO, Tokyo, Japan; Warwick Industrial Relations Research Unit, Coventry, United Kingdom
- 10:15 AM     Multinationals, Skills Capture and Global Skill Webs:  
*Cassandra Bowkett*, Cardiff University, Cardiff, United Kingdom
- 10:15 AM     Local Empowerment and the Roles of Global Actors in the Norm Making Process  
*Hyunji Kwon<sup>1</sup>, Joonkoo Lee<sup>2</sup>, Seok-ho Kim<sup>1</sup> and Sunwook Jung<sup>3</sup>*, (1)Seoul National University, Seoul, Korea, Republic of (South), (2)Hanyang University, Seoul, Korea, Republic of (South), (3)Sogang university, seoul, Korea, Republic of (South)
- 10:15 AM     Global Norm Formation in Multinationals: Roles of "Globalizing Actors"  
*Tony Edwards*, Loughborough University London, London, United Kingdom, *Phil Almond*, University of Leicester, Leicester, United Kingdom, *Philipp Kern*, Loughborough University, London, United Kingdom, *Kyoungmi Kim*, Loughborough University, Loughborough, United Kingdom and *Olga Tregaskis*, University of East Anglia, Norwich, United Kingdom



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## K-10: Overcoming Barriers: Unions Experimenting with Organizing and Mobilizing

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Friday, June 28, 2019

10:15 AM - 11:45 AM

📍 Albert and Vera List Academic Center (Bldg D) - D1102

### Moderator

Isabelle Ferreras

Catholic University of  
Louvain/FNRS, Brussels

### Session Organizers

Isabelle Ferreras

Catholic University of  
Louvain/FNRS, Brussels

Gregor Murray

University of Montreal

### Papers

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- 10:15 AM     Beyond the Workplace: Why Join a Union When Not in Work?  
*Jane Holgate, Leeds University, Leeds, United Kingdom*
- 10:15 AM     Austerity and Repertoires of Contention: Union Campaigns and Coalitions in Response to Public Sector Restructuring  
*John Peters, Laurentian University, Sudbury, ON, Canada and Lorenzo Frangi, UQAM, Montreal, QC, Canada*
- 10:15 AM     Living Wage' Struggles in Metropolitan Service Work: Power Resources, Organizational Logics and Patterns of Collective Worker Action  
*Etienne Cantin and Émilie Lessard-Mercier, Université Laval, Quebec City, QC, Canada*
- 10:15 AM     Overcoming Trade Union Barriers to Organising Disability Support Workers  
*Karen Douglas, RMIT University, Melbourne, VIC, Australia*



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## K-11: Experimentation In and Around Global Supply Chains

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Friday, June 28, 2019

02:00 PM - 03:30 PM

📍 Albert and Vera List Academic Center (Bldg D) - D1101

### Moderator

Hyunji Kwon

*Seoul National University*

### Session Organizers

Christian Lévesque

*HEC Montréal*

Gregor Murray

*University of Montreal*

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### Papers

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- 02:00 PM SMEs Intensive Knowledge Suppliers: Comparing Trajectories and Innovation in the Auto and Aerospace Industry in the Northern Mexico  
*Jorge H. Carrillo, COLEF, Tijuana, Mexico, Redi Gomis, El Colegio de la Frontera Norte, Tijuana, Mexico and Saul De los Santos, AXIS, Tijuana, Mexico*
- 02:00 PM A 'Decent Cuppa': Worker Power and Consumer Power in the Sri Lankan Tea Sector  
*Huw Thomas, University of Bristol, Bristol, United Kingdom*
- 02:00 PM Bringing Labor Back in: How Histories of Conflict Tame Corporate Power over Time  
*Marissa Brookes, University of California, Riverside, CA*
- 02:00 PM The Role of 'Responsible Supply Chain Technologies' to Improve Working Conditions - Hype or Help?  
*Annie Delaney<sup>1</sup>, Shelley Marshall<sup>1</sup> and Ingrid Landau<sup>2</sup>, (1)RMIT University, Melbourne, Australia, (2)Monash University, Melbourne, Australia*



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## K-12: Reflections on Working-Time and Work-Life (Im)balance

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Friday, June 28, 2019

02:00 PM - 03:30 PM

📍 Albert and Vera List Academic Center (Bldg D) - D1102

### Moderator

Chloe Fortin-Bergeron

Université du Québec à  
Trois-Rivières

### Session Organizers

Peter Fairbrother

RMIT University

Maria C. Gonzalez-  
Menéndez

University of Oviedo

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### Papers

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- 02:00 PM    Better Work, Fewer Hours, Same Pay: Institutional Change for Socially Advantageous Outcomes  
*Catherine Casey, Loughborough University, Leicestershire, United Kingdom and Helen Delaney, University of Auckland, Auckland, New Zealand*
- 02:00 PM    Consistency, Efficiency, and Control of Labor Scheduling: Evidence from a Retail Field Experiment  
*Peter J. Fugiel, University of Chicago, Chicago, IL*
- 02:00 PM    Peeling Back the Performance of the Police Service: Assessing the Impact of Inspectors' Workload, Working-Time and Wellbeing  
*Peter Turnbull, University of Bristol, Cardiff, United Kingdom and Victoria Wass, Cardiff University, Cardiff, United Kingdom*
- 02:00 PM    Feminist Debates on Domestic Violence Leave  
*Kate Farhall, RMIT University, Melbourne, Australia*



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## K-13: Agility between Facts and Fiction – Consequences of Agile Work for Teams, Organizations and Society

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Friday, June 28, 2019

03:45 PM - 05:15 PM

📍 Albert and Vera List Academic Center (Bldg D) - D1101

### Moderator

Phil Almond

*University of Leicester*

### Session Organizers

Sabine Pfeiffer

*Friedrich-Alexander-  
Universität Erlangen-  
Nürnberg*

*Friedrich-Alexander-  
Universität Erlangen-  
Nürnberg*

Stefan Sauer

*Friedrich-Alexander-  
Universität Erlangen-  
Nürnberg*

Manuel Nicklich

### Papers

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- 03:45 PM     Antecedents and Consequences of Agility – on the Ongoing Invocation of Self-Organization  
*Manuel Nicklich, Stefan Sauer and Sabine Pfeiffer, Friedrich-Alexander-Universität Erlangen-Nürnberg, Nuremberg, Germany*
- 03:45 PM     Designing Work for Agility and Affect's Measure  
*Phoebe Moore, University of Leicester, Leicester, United Kingdom*
- 03:45 PM     Traveling Management Ideas. Lost and Gained in Translation: Agility in Japan  
*Takahiro Endo, Kobe, Kobe, Japan and Masatoshi Fujiwara, Hitotsubashi University, Tokyo, Japan*



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## K-14: Labour Market Participation: Between formality, informality and inactivity

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Friday, June 28, 2019

03:45 PM - 05:15 PM

📍 Albert and Vera List Academic Center (Bldg D) - D1102

### Moderator

Annie Delaney

RMIT University

### Session Organizers

Phil Almond

University of Leicester

Maria C. Gonzalez-Menéndez

University of Oviedo

### Papers

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- 03:45 PM     Reinventing the Employer. the Challenge of Formalizing Paid Domestic Work in Argentina  
*Lorena Poblete, CIS-CONICET/IDES, Buenos Aires, Argentina; IDAES-Universidad Nacional de San Martín, Buenos Aires, Argentina*
- 03:45 PM     Youth Poverty in Spain: Has the Crisis Changed the Risk Profile?  
*Gabriel Cueto Pruneda, Maria C. Gonzalez-Menéndez and Aroa Tejero, University of Oviedo, Oviedo, Spain*
- 03:45 PM     Institutional Asymmetry and the Acceptability of Undeclared Work. an Evaluation of the Role of Formal Institutions Failures and Imperfections  
*Ioana Alexandra Horodnic<sup>1</sup>, Adrian Vasile Horodnic<sup>2</sup> and Colin C. Williams<sup>1</sup>, (1)The University of Sheffield, Sheffield, United Kingdom, (2)Department of Behavioural Sciences, "Grigore T. Popa" University of Medicine and Pharmacy, Iasi, Romania*
- 03:45 PM     Poverty Dynamics and Labor Market Participation: The Case of Spain  
*Aroa Tejero and Rodolfo Gutierrez, University of Oviedo, Oviedo, Spain*



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## K-15: Experimentation for Better (and Worse) Work

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**Saturday, June 29, 2019**

**09:00 AM - 10:30 AM**

📍 *Albert and Vera List Academic Center (Bldg D) - D1102*

### Moderator

Maria C. Gonzalez-Menédez

*University of Oviedo*

### Session Organizers

Peter Fairbrother  
*RMIT University*

*Catholic University of  
Louvain/FNRS, Brussels*

Isabelle Ferreras

Christian Lévesque  
*HEC Montréal*

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### Papers

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- 09:00 AM    Work and Institutions: The Regulation of Job Quality in the European Countries. a Multidimensional Analysis  
*Serafino Negrelli, Mario Lucchini and Egidio Riva, Università degli Studi di Milano - Bicocca, Milan, Italy*
- 09:00 AM    The Quality of Life at Work, between Health and Managerialization. a Study of a Firm's Experimentation in the French Banking Sector  
*Scarlett Salman, Paris-Est University, Marne-la-Vallee, France*
- 09:00 AM    Experiments with Voluntary Industry Self-Regulation of Occupational Health and Safety: Recent Developments in Australia  
*Louise Thornthwaite, Macquarie University, Sydney, NSW, Australia*
- 09:00 AM    Understanding the Front-Line Politics of Worker Representation in Workplace Safety  
*Alan Hall, Memorial University of Newfoundland, Newfoundland and Labrador, NF, Canada*
- 09:00 AM    Experimentation for Better or for Worse Work: What Makes a Difference between Better and Worse in the Regulation of Work and Employment?  
*Gregor Murray, University of Montreal, Montreal, QC, Canada, Christian Levesque, HEC Montréal, Montréal, QC, Canada and Nicolas Roby, Université de Montréal, Montreal, QC, Canada*



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## K-16: Staying True Under Capitalism: Risks and opportunities

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Saturday, June 29, 2019

10:45 AM - 12:15 PM

📍 Albert and Vera List Academic Center (Bldg D) - D1102

### Moderator

Peter Turnbull

*University of Bristol*

### Session Organizers

Phil Almond

*University of Leicester*

*HEC Montréal*

Maria C. Gonzalez-  
Menéndez

*University of Oviedo*

Peter Fairbrother

*RMIT University*

Gregor Murray

*University of Montreal*

Isabelle Ferreras

*Catholic University of  
Louvain/FNRS, Brussels*

Nicolas Roby

*Université de Montréal*

Christian Lévesque

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### Papers

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- 10:45 AM     The Effects of Financialization on Unions and Labor Relations: An Analysis of Canadian Non-Financial Industries  
*Phillippe James Scrimger, Harvard University - Labor and Worklife Program, Cambridge, MA, Canada and Mathieu Dupuis, TÉLUQ - University of Québec, Montréal, QC, Canada*
- 10:45 AM     What Do Unions Do to Shared Ownership? Exploring the Interaction Effect of Shared Capitalism and Union on Employee Outcomes.  
*Jung Ook Kim, Rutgers University, New Brunswick, NJ*
- 10:45 AM     Co-Working Spaces: Collective Experiments or New Sources of Capital Accumulation?  
*Harry Pitts, Malu Villela, Glenn Morgan and Sam Rogers, University of Bristol, Bristol, United Kingdom*
- 10:45 AM     Against the Uber Reductio ad Corporationem. The Gig Economy as Ideal-typical of Capitalist Despotism, and How to Address it  
*Isabelle Ferreras, University of Louvain/FNRS, Brussels, Belgium*