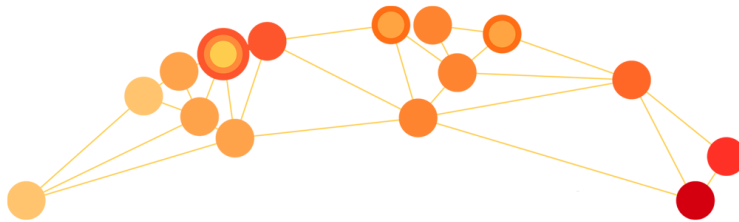


SASE 2022 (<https://sase.org/event/2022-amsterdam/>)

**Network K – Detailed Program -
*Institutional Experimentation in the
Regulation of Work and Employment***

<https://sase.org/network-k-institutional-experimentation-in-the-regulation-of-work-and-employment/>

**A network conference linked to the CRIMT
Partnership’s Experimentation for Better
Work project** (<http://www.crimt.net/en/a-propos-2/>)



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Saturday, July 9, 2022

8:30 AM - 10:00 AM

K01 Session (University of Amsterdam - C Building - C2.05)

Organizing Precarious Work in Emerging Digital and Traditional Industries

Chair: **Valeria Pulignano** (valeria.pulignano@kuleuven.be) (KU Leuven)

“Most of us had a good cry”: Essential work, gender essentialism and care during the Covid-19 pandemic

Markieta Domecka (markieta.domecka@kuleuven.be), **Me-Linh Riemann** (melinhannah.riemann@kuleuven.be), **Valeria Pulignano** (valeria.pulignano@kuleuven.be) and **Carol Stephenson** (carol.stephenson@northumbria.ac.uk) (KU Leuven)

Gendered Precarity and the Organization of Project Work in Cultural and Creative Industries

Markieta Domecka (markieta.domecka@kuleuven.be) (KU Leuven), **Valeria Pulignano** (valeria.pulignano@kuleuven.be) (KU Leuven), **Deborah Dean** (deborah.dean@wbs.ac.uk) (University of Warwick) and **Lander Vermeerbergen** (lander.vermeerbergen@ru.nl) (Radboud University)

Working for Nothing: Care Platform Work and Its Underpinning Social Conditions

Claudia Marà (claudia.mara@kuleuven.be) (KU Leuven), **Valeria Pulignano** (valeria.pulignano@kuleuven.be) (KU Leuven), **Karol Muszynski** (karol.muszynski@kuleuven.be) (KU Leuven), **Hyojin Seo** (h.seo@kent.ac.uk) (University of Kent) and **Milena Franke** (leamilena.franke@kuleuven.be) (KU Leuven)

Squaring the triangle – the impact of intermediaries and subcontracting on the working conditions within platform economy

Karol Muszynski (karol.muszynski@kuleuven.be) (KU Leuven), **Valeria Pulignano** (valeria.pulignano@kuleuven.be) (KU Leuven) and **David Mangan** (David.Mangan@mu.ie) (Maynooth University)

8:30 AM - 10:00 AM

K02 Session (University of Amsterdam - C Building - C2.06)

Experimenting with telework: Between workers' experiences and regulatory experiments

Chair: **David Peetz** (D.Peetz@griffith.edu.au) (Griffith University)

The Right to Disconnect As an Answer to Professional Hyperconnexion - the Situation in the Province of Quebec

Geneviève Richard (genevieve.richard.3@gmail.com) (Université du Québec à Montréal)

Telework and Gender. Issues and Effects of Organizational Telework Policies

Gabrielle Schutz (gabrielle.schutz@uvsq.fr) (University Versailles Saint Quentin en Yvelines)

Employees' Experiences of Working from Home: Benefits, Challenges and Dilemmas

Jonathan Lavelle (jonathan.lavelle@ul.ie), **Michelle O'Sullivan** (michelle.osullivan@ul.ie), **Juliet McMahon** (juliette.mcmahon@ul.ie), **Caroline Murphy** (caroline.murphy@ul.ie), **Lorraine T Ryan** and **Tony Dundon** (tony.dundon@ul.ie) (University of Limerick)

Assessing the Impact of Platforms on Work: Rights, Expectations, Skills, and Career Prospects

Angela Garcia Calvo (angela.garcia.calvo@post.harvard.edu) (Harvard University)

10:30 AM - 12:00 PM

K03 Session (University of Amsterdam - C Building - C2.05)

World of work actors adapting to Covid-19

Chair: Émilie Genin (emilie.genin@umontreal.ca) (Université de Montréal)

Keeping the Skies Open in a Global Pandemic: Are Commercial Air Navigation Services Financially Sustainable?

Peter Turnbull (peter.turnbull@bristol.ac.uk) (University of Bristol)

Bargaining on the Frontline: International Case Studies on the Role of Collective Bargaining in Protecting Frontline Workers in Health, Social Care and Food Retail

Jill Rubery (jill.rubery@manchester.ac.uk), **Isabel Tavora** (Isabel.Tavora@manchester.ac.uk), **Eva Herman** (eva.herman@manchester.ac.uk), **Abbie Winton** (abbie.winton@manchester.ac.uk) and **Alejandro Castillo** [*co-authors, please relay*] (University of Manchester)

The impact of Covid-19 on trade union practices in Canada

Raoul Gebert (Raoul.Gebert@USherbrooke.ca) (Université de Sherbrooke)

10:30 AM - 12:00 PM

K04 Session (University of Amsterdam - C Building - C2.06)

Seeking better work: Normative thinking and field experiments

Chair: **Julie M.E Garneau** (julie.garneau02@uqo.ca) (**Université du Québec en Outaouais**)

What is Better Work and What is Worse Work and Why?

Dalia Gesualdi-Fecteau (gesualdi-fecteau.dalia@uqam.ca) (**UQAM**), **Christian Lévesque** (christian.levesque@hec.ca) (**HEC Montréal**), **Gregor Murray** (gregor.murray@umontreal.ca) (**Université de Montréal**) and **Nicolas Roby** (nicolas.robby@umontreal.ca) (**Université de Montréal**)

Job Quality, Employment Relations and Employee Ownership

Jonathan Preminger (premingerj@cardiff.ac.uk) and **Dimitrinka Stoyanova Russell** (stoyanovarusselld@cardiff.ac.uk) (**Cardiff University**)

Industrial up/Down Grading in the European Apparel Industry

Nikolaus Hammer (nh80@leicester.ac.uk) (**University of Leicester**)

What Kind of Better Work Does a Quality of Working Life Policy Really Favour? the Case of a French Bank's Experimentation

Scarlett Salman (scarlett.salman@u-pem.fr) (**Paris-Est University**)

4:45 PM - 6:15 PM

K05 Session (University of Amsterdam - C Building - C2.05)

Labour policies under Covid and beyond: Limits and promises

Chair: **Sara Perez Lauzon** (sara.perez-lauzon@hec.ca) (**HEC Montreal**)

Is the Pandemic the Right Moment for Regulatory Experimentation? the Case of Unemployment Benefits for Domestic Workers in Latin America

Lorena Poblete (lorena.poblete@conicet.gov.ar), **CONICET-IDAES** (**Argentina's National Research Council**)

Occupational Health and Safety, Mobile Workers and the Pandemic: Where We Are and Where We Are Going

Maxine Visotzky-Charlebois (mviso076@uottawa.ca) (**University of Ottawa**)

Admission into Regulated Professions for Migrating Professionals. Are Old Issues Rejuvenated in the Pandemic Context and If so, in Which Direction?

Jean-Luc Bedard (jbedard@teluq.ca) (TELUQ), **Julien Prud'homme** (Julien.Prudhomme@uqtr.ca) (Université du Québec à Trois-Rivières) and **Tracey L. Adams** (tladams@uwo.ca) (University of Western Ontario)

Re-regulation of working time in the COVID-19 era

Dalia Gesualdi-Fecteau (gesualdi-fecteau.dalia@uqam.ca) (UQAM), **Geneviève Richard** (genevieve.richard.3@gmail.com) (UQAM), **Elizabeth Poulin** [*co-authors, please relay*] (Université de Montréal), **Guylaine Vallée** (guylaine.vallee@umontreal.ca) (Université de Montréal) and **Rachel Cox** (cox.rachel@uqam.ca) (UQAM)

4:45 PM - 6:15 PM

K06 Session (University of Amsterdam - C Building - C2.06)

Contending with labour segmentation : Experimenting for equality

Chair: Sean O'Brady (obradys@mcmaster.ca) (McMaster University)

Not Just Black and White, but Different Shades of Grey: Legal Segmentation and Its Effect on Labour Market Segmentation in Europe

Irene Dingeldey (dingeldey@uni-bremen.de) (IAW, University of Bremen) and **Jean-Yves Gerlitz** (gerlitz@uni-bremen.de) (University of Bremen)

Female Engineers As Bricoleurs: Individual Experimentation to Access to Workplace Skill Development

Cassandra Bowkett (cassandra.bowkett@manchester.ac.uk) (University of Manchester) and **Blandine Emilien** (emilien.stephanie_blandine@uqam.ca) (UQAM)

Job Queues Labour Queues: A Comparative Analysis of Employment Strategies in a Residential Care Facility and Luxury Hotel

Jill Rubery (jill.rubery@manchester.ac.uk) (University of Manchester), **Eva Herman** (eva.herman@manchester.ac.uk) (University of Manchester) and **Gail Hebson** (G.Hebson@mmu.ac.uk) (Manchester Metropolitan University)

Professional equality in Quebec: When nostalgia for past struggles is no longer enough

Melanie Laroche (melanie.laroche.2@umontreal.ca) and **Émilie Genin** (emilie.genin@umontreal.ca) (Université de Montréal)

Sunday, July 10, 2022

10:30 AM - 12:00 PM

K07 Session (University of Amsterdam - C Building - C2.05)

The Power of purpose: Experimentation in social innovations and governance

Chair: Ling Eleanor Zhang (L.E.Zhang@lboro.ac.uk) (**Loughborough University London**)

Mandatory Due Diligence Legislation and Social Dialogue: Friend or Foe?

Rémi Bourguignon (remi.bourguignon@u-pec.fr) (**IAE**), **Chikako Oka** (chikako.oka@u-pec.fr) (**Université de Paris Est Créteil**), **Gustave Eiffel** [*co-authors, please relay*] (**Créteil**) and **Lena Masson** (lena.masson@univ-lille.fr) (**Université de Lille**)

The Empowerment of Worker Representatives in French Company Boards: The Making of an Institution

Sophie Harnay (sophie.harnay@parisnanterre.fr) (**University of Lorraine**), **Riyad Manseri** (riyad.manseri@hotmail.com) (**Université de Paris**) and **Antoine Reberieux** (antoine.reberieux@gmail.com) (**University Paris 7 Diderot**)

Competing for Social Profit: The Case of Econocare

Olivier Jegou (olivier.jegou@uclouvain.be) (**Université catholique de Louvain**)

The Power of Purpose in Organizational Experimentation: Empirical Research in Multinational Corporations in Canada

Isabelle Martin (isabelle.martin.9@umontreal.ca), **Gregor Murray** (gregor.murray@umontreal.ca) and **Julie Hagan** (julie.hagan@umontreal.ca) (**Université de Montréal**)

10:30 AM - 12:00 PM

K08 Session (University of Amsterdam - C Building - C2.06)

Union repertoires: Future, present and past

Chair: Raoul Gebert (Raoul.Gebert@USherbrooke.ca) (**Université de Sherbrooke**)

Worker Militancy, Class Politics & Labor Law Reform in the United States: Historical Lessons from the Public Sector, 1947-1978

Etienne Cantin (etienne.cantin@rlt.ulaval.ca) (**Université Laval**)

Tragic Performances? How Trade Unions Stage Their Online Identity
Vincent Pasquier (vincent.pasquier@hec.ca), **Christian Lévesque**
(christian.levesque@hec.ca) and **Marc-Antonin Hennebert** (marc-antonin.hennebert@hec.ca) (HEC Montréal)

Union Renewal in the Reregulation of UK Local Government: How the Collapse of a County Council Led to Possibilities for Renewing Union Influence and Organisation
Heather Connolly (heather.connolly@grenoble-em.com) (Grenoble École de management) and **Gerry Looker** (G.Looker@leeds.ac.uk) (University of Leeds)

'A Crossroad Feeling': Skill Needs for Employees and Employer-Felt Challenges at a Quebec Union Confederation
Blandine Emilien (emilien.stephanie_blandine@uqam.ca) (UQAM), **Christian Dufour**
(christianc.dufour@gmail.com) (Expert DCE) and **Adelheid Hege**
(adelheid.hege@orange.fr) (IRES)

2:45 PM - 4:15 PM

K09 Session (University of Amsterdam - A Building - A2.11)

Session to be livestreamed – more details to follow

Author Meets Critics: "Revaluing Work(ers): Toward a Democratic and Sustainable Future" by Tobias Schulze-Cleven and Todd E. Vachon, Cornell Press, 2021

Book Author: Tobias Schulze-Cleven (tobias.schulzecleven@rutgers.edu) (Rutgers University)

Moderator: Chiara Benassi (chiara.benassi@kcl.ac.uk) (King's College London)

Discussants:

Marco Hauptmeier (hauptmeierm@cardiff.ac.uk) (Cardiff University)

Karen Shire (karen.shire@uni-due.de) (University Duisburg-Essen)

Peter Turnbull (peter.turnbull@bristol.ac.uk) (University of Bristol)

How can we build a future of work that meets pressing challenges and delivers for workers? What conceptual innovations are needed to lead this process? I propose an Author-Meets-Critics session on these pressing questions. The anchor for the session would be the recently published volume *Revaluing Work(ers): Toward a Democratic and Sustainable Future* that I put together with my colleague Todd E. Vachon for the US-based Labor and Employment Relations Association (LERA) as the organization's 2021 research volume (available from Cornell University Press).

The volume by Schulze-Cleven and Vachon presents a labor studies perspective on the future of work and workers, emphasizing three tenets for a productive analytical lens: workers' struggles as an empirical entry point, an appreciation of interdisciplinarity, and a commitment to workers' rights. On that basis, the volume argues that revaluing work—the efforts and contributions of workers—is crucial to realizing the promises of democracy and improving sustainability. Second, it emphasizes that collective political action, and the collective agency of workers in particular, is central to driving this agenda forward. Third, it maintains that reproductive work—labor efforts from care to education that sustain the reproduction of society—can function as a crucible of innovation for the valuation and governance of work more broadly.

2:45 PM - 4:15 PM

K10 Session (University of Amsterdam - C Building - C2.06)

Actors, institutions, habits and norms: Experimenting with organizational and institutional governance

Chair: Blandine Emilien (emilien.stephanie_blandine@uqam.ca) (UQAM)

The Power of Habits As Enabling Conditions for Institutional Experimentation. Take-Aways from a Case Study in the Danish Aerospace Manufacturing Sector

Julie M.E Garneau (julie.garneau02@uqo.ca) (Université du Québec en Outaouais)

An Institutionalist Perspective of Unit-Level Labor-Management Partnership: The Interplay between Collaborative Leadership and the Institution

Justin Vinton (justin.vinton@rutgers.edu) (Rutgers University School of Management and Labor Relations)

Crafting Transnational Labour Governance: Global Agreements and Challenges of Implementation and Effectiveness

Catherine Casey (C.Casey@lboro.ac.uk)(Loughborough London), **Antje Fiedler** (a.fiedler@auckland.ac.nz)(University of Auckland) and **Helen Delaney** (h.delaney@auckland.ac.nz) (University of Auckland)

4:45 PM - 6:15 PM

K11 Session (University of Amsterdam - C Building - C2.05)

The promises and pitfalls of employer experimentation and its impacts in turbulent times

Chair: Mathieu Dupuis (mathieu.dupuis@rlt.ulaval.ca) (Université Laval)

Activists in the Academy: Research Impact Beyond the Ivory Towers

Peter Turnbull (peter.turnbull@bristol.ac.uk) (University of Bristol)

Employers' Organizations and Juridification in the United Kingdom

Leon Goberman (GobermanLM@Cardiff.ac.uk), **Marco Hauptmeier** (HauptmeierM@cardiff.ac.uk) and **Edmund Heery** (heery@cardiff.ac.uk) (Cardiff University)

Multiple Identities as Drivers of Organizational Experimentation: A Study of Multinational Companies in Canada

Julie Hagan (julie.hagan@umontreal.ca), **Isabelle Martin** (isabelle.martin.9@umontreal.ca) and **Gregor Murray** (gregor.murray@umontreal.ca) (Université de Montréal)

Clusters As Spaces of Collective Action and Experimentation: The "Problem" of SMEs Capabilities in Aerospace Clusters in Wallonia, Belgium and Montréal, Canada

Sara Perez Lauzon (sara.perez-lauzon@hec.ca) (HEC Montreal)

4:45 PM - 6:15 PM

K12 Session (University of Amsterdam - A Building - A2.11)*

Session to be livestreamed – more details to follow

Author Meets Critics: "Democratize Work: The Case for Reorganizing the Economy" by Isabelle Ferreras (isabelle.ferreras@uclouvain.be) (UCL), *Julie Battilana* (julie_battilana@hks.harvard.edu), and *Dominique Méda* (dominique.meda@dauphine.fr) (Univ of Chicago Press, 2022)

Moderator: Gregor Murray (gregor.murray@umontreal.ca) (Université de Montréal)

Discussants:

Virginia Doellgast (vld7@cornell.edu) (Cornell University)

Dalia Gesualdi-Fecteau (gesualdi-fecteau.dalia@uqam.ca) (UQAM)

Anke Hassel (hassel@hertie-school.org) (**Hertie School**)

Lukas Lehner (lukas.lehner@spi.ox.ac.uk) (**University of Oxford**)

David Peetz (D.Peetz@griffith.edu.au) (**Griffith University**)

What happens to a society—and a planet—when capitalism outgrows democracy? The tensions between democracy and capitalism are longstanding, and they have been laid bare by the social effects of COVID-19. The narrative of “essential workers” has provided thin cover for the fact that society’s lowest paid and least empowered continue to work risky jobs that keep our capitalism humming. Democracy has been subjugated by the demands of capitalism. For many, work has become unfair.

In *Democratize Work*, essays from a dozen social scientists—all women—articulate the perils and frustrations of our collective moment, while also framing the current crisis as an opportunity for renewal and transformation. Amid mounting inequalities tied to race, gender, and class—and with huge implications for the ecological fate of the planet—the authors detail how adjustments in how we organize work can lead to sweeping reconciliation. By treating workers as citizens, treating work as something other than an asset, and treating the planet as something to be cared for, a better way is attainable. Building on cross-disciplinary research, *Democratize Work* is both a rallying cry and an architecture for a sustainable economy that fits the democratic project of our societies.

Monday, July 11, 2022

8:30 AM - 10:00 AM

K13 Session (Hotel Casa - CASA 2)

Expanding union repertoires and modes of regulation

Chair: Peter Turnbull (peter.turnbull@bristol.ac.uk) (**University of Bristol**)

Securing Collective Representation in Non-Union European Multinational Companies: The Case of Ryanair Pilots' (partial) Success

John Geary (john.geary@ucd.ie) (**University College Dublin**)

Employerless Tripartism

Cesar F. Rosado Marzan (cesar-rosadomarzan@uiowa.edu) (**University of Iowa**)

A Contestation-Based Approach to Public Procurement and Decent Work: The Case of Local Authorities in England

Aristea Koukiadaki (aristea.koukiadaki@manchester.ac.uk), **Stephen Mustchin** (stephen.mustchin@manchester.ac.uk), **Mathew Johnson** (mathew.johnson@manchester.ac.uk) and **Laura Watt** [*co-authors, please relay*] (**University of Manchester**)

Institutional Experimentation within Artistic Organizations in Montreal: Transformation of Norms in Collaborating, Sharing and Being Together

Philippe Barré (philippe.barre@umontreal.ca) (**Université de Montréal**)

8:30 AM - 10:00 AM

K14 Session (Hotel Casa - UVA 1)

Regulating Artificial Intelligence at Work: Labour Union Responses to AI-Based Automation and Algorithmic Management – Part 1

Chair: Virginia Doellgast (vld7@cornell.edu) (**Cornell University**)

It Takes Two to Code: A Comparative Analysis of Collective Bargaining and Employee Involvement in Algorithmic Management

Anna Ilsøe (ai@faos.dk) (Copenhagen University), **Trine Pernille Larsen** (tpl@faos.dk) (Copenhagen University), **Oscar Molina** (osacr.molina@uab.es) (Autonomous University of Barcelona), **Florian Butollo** (florian.butollo@wzb.eu) (Weizenbaum Institute for the Networked Society), **Makó Csaba** (mako.csaba@tk.hu) (Centre for Social Sciences), **Ursula Holtgrewe** (holtgrewe@zsi.at) (Zentrum für Soziale Innovation GmbH) and **Philip Wotschack** (philip.wotschack@wzb.eu) (Weizenbaum Institute)

Negotiating Limits to Algorithmic Management in Digitalized Services: A Comparison of Germany and Norway

Ines Wagner (ines.wagner@samfunnsforskning.no) (Institute for Social Research), **Virginia Doellgast** (vld7@cornell.edu) (Cornell University) and **Sean O'Brady** (obradys@mcmaster.ca) (McMaster University)

Artificial Intelligence in the Digital World of Work: Empirical Insights on the Implementation of AI in Germany

Tobias Kämpf (tobias.kaempf@isf-muenchen.de) and **Barbara Langes** (barbara.langes@isf-muenchen.de) (ISF München)

Discussant: **Christian Lévesque** (christian.levesque@hec.ca) (HEC Montréal)

10:30 AM - 12:00 PM

K15 Session (Hotel Casa - CASA 2)

Digitalization and the social relations of production

Chair: Isabelle Martin (isabelle.martin.9@umontreal.ca) (Université de Montréal)

Embedding Digitalization? Technological Change and the Social Relations at Work in Three Québec Aluminum Smelters

Mathieu Dupuis (mathieu.dupuis@rlt.ulaval.ca) (Université Laval)

Algorithmic Control, in/Visibility and the Transformation of Work

KaiHsin Hung (kai-hsin.hung@hec.ca) (HEC Montreal), **Cassandra Bowkett** (cassandra.bowkett@manchester.ac.uk) (Cardiff University), **Julie M.E Garneau** (julie.garneau02@uqo.ca) (Université du Québec en Outaouais) and **Christian Lévesque** (christian.levesque@hec.ca) (HEC Montréal)

The Contract Classification of Platform Workers: A Case of Future-Oriented Institutional Experimentation in a Fast-Changing World of Work

Matteo Marengo (matteo.marengo@sns.it) (Scuola Normale Superiore)

10:30 AM - 12:00 PM

K16 Session (Hotel Casa - CASA 1)

Regulating Artificial Intelligence at Work: Labour Union Responses to AI-Based Automation and Algorithmic Management – Part 2

Chair: Virginia Doellgast (vld7@cornell.edu) (Cornell University)

Artificial Intelligence at Work and the Trade Unions: A Perspective from Germany
Anke Hassel (hassel@hertie-school.org) and **Didem Ozkiziltan** [*co-authors, please relay*] (Hertie School)

Trade Unions and ‘Just Transition’ Strategies for Job Quality Under Digitization and Decarbonisation Challenges in Europe

Valeria Pulignano (valeria.pulignano@kuleuven.be) (KU Leuven), **Dorien Frans** (dorien.frans@kuleuven.be) (KU Leuven) and **Marco Hauptmeier** (HauptmeierM@cardiff.ac.uk) (Cardiff University)

Engaging with I.40 in the Manufacturing Aerospace Sector: Union’s Frames and Repertoires of Action in Belgium, Denmark and Canada

Christian Lévesque (christian.levesque@hec.ca) (HEC Montréal), **Julie M.E Garneau** (julie.garneau02@uqo.ca) (Université du Québec en Outaouais) and **Sara Perez Lauzon** (sara.perez-lauzon@hec.ca) (HEC Montréal),

Discussant: Anna Ilsøe (ai@faos.dk) (Copenhagen University)

2:45 PM - 4:15 PM

K17 Session (Hotel Casa - UVA 4)

Experimenting with labour market reforms

Chair: Christian Lévesque (christian.levesque@hec.ca) (HEC Montréal)

A Shift on Government Regulations: ¿the End of Labor Outsourcing in Mexico?

Jorge H. Carrillo (carrillo@colef.mx) (COLEF), **Alfredo Hualde** (ahualde@colef.mx), **Redi Gomis** (redigomis@gmail.com) (EL COLEGIO DE LA FRONTERA NORTE) and **Janette Brito** [*co-authors, please relay*] (Universidad Autónoma de Baja California)

New Zealand's Experiment with Multi-Employer Bargaining
David Peetz (D.Peetz@griffith.edu.au) (Griffith University)

Employing the Unemployed of Marienthal: Evaluation of a Guaranteed Job Program
Lukas Lehner (lukas.lehner.econ@gmail.com) and **Maximilian Kasy** [*co-authors, please relay*] (maximilian.kasy@economics.ox.ac.uk) (University of Oxford)

Labor market policy in the transformation to a green economy
Gerhard Wolfgang Bosch (bosch.gerhard@t-online.de) (University Duisburg-Essen)

End of Network K 2022 Amsterdam Sessions

Network K to reconvene from 20-22 July 2023 at the Federal University of Rio de Janeiro (UFRJ), Brazil

Reminder: CRIMT Partnership Conference “Better Work for a Better Society: Actor resilience and the power of experimentation”, HEC Montréal from 27 to 29 October 2022
<http://www.crimt.net/en/activites-a-venir/>