

WZB



Wissenschaftszentrum Berlin
für Sozialforschung

Hans **Böckler**
Stiftung 

Mitbestimmung · Forschung · Stipendien

INVITATION

11 June 2018, Berlin

2ND BIENNIAL CONFERENCE

What Does Co-Determination Do? What Can We Learn from Research?

2. BIENNALE KONFERENZ

Was leistet die Mitbestimmung: Was sagt die Wissenschaft?

CONFERENCE

This event follows up on the 2016 conference on scientific perspectives on co-determination, which took place on the occasion of the 40th anniversary of the German co-determination law. The conference offers an opportunity for researchers to examine the contribution of co-determination to economic democracy and the social market economy in the context of internationalization, liberalization and digitalization.

The event is jointly organized by the Wissenschaftszentrum Berlin für Sozialforschung and the Hans Böckler Foundation. The core sessions of this conference will focus on new research with relevance for co-determination and its future development. Contributions from a variety of fields including sociology, political science, industrial relations, economics and law will address the following questions:

- What economic and social impact have laws on co-determination at the company and establishment level had (in Germany and other countries)?
- What kind of “voice” do workers want at the individual, plant and company level?
- What role does co-determination play in relation to business ethics, corporate responsibility and corporate governance?
- What are the main economic, social and legal challenges facing co-determination?
- What impact has European legislation had (including the European Company)?
- How can the results of research be communicated to the public and practitioners?

Keynote addresses and a panel discussion will also discuss the main challenges and avenues for future research on co-determination.

PROGRAMME

Monday, 11 June 2018

9:00 **Registration**

9:30 **Greeting and introduction (German/English)**

Prof. Jutta Allmendinger, Ph.D., President of the WZB Berlin Social Science Center

Dr. Norbert Kluge, Director I.M.U., Hans Böckler Foundation

9:45 **What does Co-Determination do in Germany and in Europe?
Results from two Projects**

Co-Determination and Sustainable Companies in Germany

Sigurt Vitols, Ph.D., WZB

Workers' Voice in Europe

Prof. Dr. Anke Hassel, Director WSI, Hans Böckler Foundation

10:30 **Coffee**

11:00 **1st set of parallel sessions
(English, except Panel 1 in German + English)**

Panel 1 (Room A 300): Co-Determination and Gender

The Relationship between Gender Diversity and Employee Representation at the Board Level and Non-Financial Performance – A Cross-Country Study

Prof. Dr. Kerstin Lopatta, University of Oldenburg

Katharina Böttcher, University of Oldenburg

Prof. Dr. Sumit K. Lodhia, University of South Australia

Dr. Sebastian Tidemann, University of Oldenburg

Women Directors between the Glass Ceilings: Assignments to Senior Board Positions and Gender

Viktor Bozhinov; Prof. Dr. Christopher Koch; Prof. Dr. Thorsten Schank, all Johannes Gutenberg-Universität Mainz

PROGRAMME

Monday, 11 June 2018

Co-Determination and Gender Diversity on Boards – A Comparative Analysis for Germany and Norway

Dr. Astrid Kunze, Norwegian School of Economics

Dr. Katrin Scharfenkamp, University of Tübingen

Moderation: Dr. Anja Kirsch, Freie Universität Berlin

Panel 2 (Room A 305): Challenges in Promoting Co-Determination in Different National Settings

Co-Determination in Slovenia: An Analysis of Economic, Social and Legal Challenges

Prof. Dr. Valentina Franca, University of Primorska

Import of Elements of the German Model into Greece in the 1980s

Christos A. Ioannou, Ph.D., OMED

The Impact of German Co-Determination in the Context of Italian Industrial Relations

Dr. Volker Telljohann, IRES Emilia-Romagna

The Long Way to Co-Determination in France: Obstacles and Achievements

Dr. Udo Rehfeldt, IRES France

Moderation: Lisa Basten, WZB

PROGRAMME

Monday, 11 June 2018

Panel 3 (Room B 001): Board-Level Employee Representation Outside of Germany

Board-Level Employee Representation and Firms' Responses to Crisis

Prof. Aleksandra Gregorič, Ph.D., Copenhagen Business School

Prof. Dr. Marc S. Rapp, Philipps-Universität Marburg

Productivity Effects of Worker Representation on the Board

Prof. Derek C. Jones, Ph.D.; Jeffrey Pliskin, Ph.D., both Hamilton College

Employee Directors at the Board: Representing Interest, Interest Representation?

Inger M. Hagen, Ph.D., Fafo

Moderation: Prof. Gregory Jackson, Ph.D., Freie Universität Berlin

Panel 4 (Room B 002): Attitudes towards Co-Determination

A Typology of Different Forms of Support for Employee Participation. Results of a Qualitative Study

Prof. Dr. Werner Nienhüser; Dr. Heiko Hoßfeld; Esther Glück, all University of Duisburg-Essen

What Does the 2013 European Company Survey Tell Us About the Nature and Operation of Formal Employee Representation at the Workplace?

Prof. John T. Addison, Ph.D., University of South Carolina

Prof. Paulino Teixeira, Ph.D., University of Coimbra

Works Councils and Employer Attitudes toward the Incentive Effects of HRM Practices

Prof. Dr. Uwe Jirjahn, University of Trier

Moderation: Anne-Marie Kortas, Hertie Foundation

12:30 **Lunch**

PROGRAMME

Monday, 11 June 2018

13:30 **2nd set of parallel sessions (English, except panel 5 in German/English)**

Panel 5 (Room A 300): Co-Determination at the Establishment Level

Unterstützung von BetriebsrätInnen durch Communities of Practice

Dr. Ulrich Schönbauer, Arbeiterkammer Wien

How to Combine Social and Economic Impact of Works Councils? Lessons about Opportunities of the Dutch Advisory Right

Jan E. Wigboldus, Wigboldus Consulting

Employee Participation in a Voluntarist and Non-Adversarial Context: The Swiss Experience

Heinz Gabathuler, University of Zurich

Moderation: Julia Bartosch, Freie Universität Berlin

Panel 6 (Room B 001) The Impact of Board-Level Employee Representation in German Firms

Parity Co-Determination at the Board Level and Labor Investment Efficiency – Evidence of German Listed Firms

Prof. Dr. Kerstin Lopatta, University of Oldenburg

Katarina Böttcher, University of Oldenburg

Prof. Dr. Sumit K. Lodhia, University of South Australia

Generic Strategies and Performance – An Empirical Analysis for German Listed Companies and Possible Effects for Co-Determination

Prof. Dr. Marc Eulerich; Dr. Anna Eulerich; Raphael Kopp, all University of Duisburg-Essen

Labor Representation in Governance as an Insurance Mechanism

Prof. E. Han Kim, Ph.D., University of Michigan

Prof. Ernst Maug, Ph.D., University of Mannheim Business School

Prof. Dr. Christoph Schneider, Tilburg University

Moderation: Prof. Carola Frege, Ph.D., London School of Economics

PROGRAMME

Monday, 11 June 2018

Panel 7 (Room A 305): Meeting new Challenges to Co-Determination

Co-Determination is Facing a new Situation: The Current Change of White Collar Work in the German Industrial Sector and the new Conditions for Co-Determination at the Workplace

Setareh Radmanesch, WZB

Continuous Qualification of Workers' Representatives as a Social Challenge Facing Co-Determination

Prof. Dr. Manfred Wannöffel, Ruhr-University Bochum

Leveraging Labour Institutions Abroad: Why Employers Sometimes Support Labor Activists in Host-Countries

Prof. Marissa Brookes, Ph.D., University of California

Prof. Dr. Sabrina Zajak, Ruhr-University Bochum

Moderation: Dr. Carina Sprungk, WZB

PROGRAMME

Monday, 11 June 2018

Panel 8 (Room B 002): Co-Determination in Multinational Companies

Industrial Relations in Foreign Owned Subsidiaries in Germany: Integrated Results of a Three-Way Empirical Investigation

Prof. Dr. Christoph Dörrenbächer, Berlin School of Economics and Law

Prof. Heinz-Josef Tüselmann, Manchester Metropolitan University

Qi Cao, Ph.D., Manchester Metropolitan University

Dr. Heinz-Rudolf Meißner, Berlin School of Economics and Law

Beyond Restructuring: The Role of Workers' Participation in Addressing Intensified Cross-Border Standardisation and Centralisation in Multinational Companies

Prof. Dr. Christoph Dörrenbächer, Berlin School of Economics and Law

Prof. Dr. Mike Geppert, Friedrich Schiller University of Jena

Aline Hoffmann, Ph.D., European Trade Union Institute

Daniel Pastuh, Friedrich Schiller University of Jena

Prof. Dr. Matthias Tomenendal, Berlin School of Economics and Law

Europeanization of Co-Determination: The Experience of Employee Representatives in International Boards of European Companies (SE)

Dr. Sophie Rosenbohm, University of Duisburg-Essen

Sara Lafuente Hernández, Ph.D., European Trade Union Institute

Mona Aranea, Ph.D., Cardiff University

Moderation: Dr. Robert Scholz, WZB

15:00 **Coffee break**

PROGRAMME

Monday, 11 June 2018

15:30 **What are the implications of recent European Court of Justice Decisions and EU Legislation for Co-Determination in Europe?**

(German-English)

Kerstin Jerchel, Head of Co-Determination Department, ver.di

Christophe Clerc, Descartes Legal and Sciences Po Paris

Séverine Picard, Legal Advisor, ETUC (tbc)

Dr. Leif Böttcher, Notar und Universität Bonn

Chair – Dr. Aline Hoffmann, European Trade Union Institute

17:00 **Closing remarks followed by a reception**

INFORMATION

Organiser	Hans Böckler Foundation in conjunction with the Berlin Social Science Center
Venue	Wissenschaftszentrum Berlin für Sozialforschung gGmbH Reichpietschufer 50 10785 Berlin
Closing date registration	25 May 2018 Registration is binding and will be confirmed along with the travel instructions.
Organisation/ Registration	Hans Böckler Foundation Eventmanagement Eva Jacobs Hans-Böckler-Straße 39 40476 Düsseldorf Tel.: +49 (0)211 7778-118 Fax: +49 (0)211 7778-4118 Eva-Jacobs@boeckler.de Please register here: https://www.boeckler.de/veranstaltung_112512.htm
Please note	There is no attendance fee for the conference. Lunch, coffee and soft drinks will be provided free of charge. Travel and accommodation costs must be paid by attendees.
Language	Conference language is English, with simultaneous translation in English and German for the introductory and concluding sessions and panels 1 and 5
Arrival	For environmentally-friendly and affordable travel to and from the conference the Deutsche Bahn Conference Ticket (Veranstaltungsticket) is recommended (starting at 99 € for a 2nd class round trip). More information will be available when your registration is confirmed.

INFORMATION

Childcare

The WZB provides childcare during the conference. If you are interested, please respond by May 25th, indicating the number of children and their age to friederike.theilen-kosch@wzb.eu

www.boeckler.de