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?
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 Bozinhov; Prof. Dr. Christopher Koch; Prof. Dr. Thorsten Schank, all Johannes Gutenberg-Universität Mainz
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., OMEDE

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
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
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 BetriebsrätiInnen durch Communities of Practice*

Dr. Ulrich Schönauer, 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
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
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**
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
25 May 2018

Registration
Registration is binding and will be confirmed along with the travel instructions.

Organisation/Registration
Hans Böckler Foundation
Eventmanagement
Eva Jacobs
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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.
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 friedereike.theilen-kosch@wzb.eu