

IREC / IWPLMS 2026

Oslo 16–18 September 2026

Conference programme v. 07.09.2026

Venue: Fafo, Borggata 2B, Oslo – fafo.no/fafoconferences2026

Plenary programme

Time	Session	Programme details
Wednesday 16 September 2026		
11:00 – 16:00	Registration	
12:00 – 13:00	Lunch	
13:00 – 15:00	Plenary I	Opening of the conference Hanne C. Kavli, Managing Director, Fafo Line Eldring, State Secretary, Ministry of Labour and Social Inclusion Keynotes Jill Rubery, Professor, University of Manchester Title: <i>Inequality and segmented labour market theory</i> Richard Hyman, Emeritus Professor of Industrial Relations, London School of Economics Title: <i>How Inequality Fuels the Far Right and What This Means for Industrial Relations</i> Jon Erik Dølvik, Research Professor Emeritus, Fafo Title: <i>Nordic Industrial Relations in the European Community (NIREC): Still Distinct?</i> Discussion Norwegian Social Partners panel Vegard Einan, CEO, Norwegian Federation of Service Industries and Retail Trade (NHO Service og Handel) Brede Edvardsen, President, The Norwegian Union of General Workers (Norsk Arbeidsmandsforbund, NAF) Line Eldring, State Secretary, Ministry of Labour and Social Inclusion <i>Chair: Kristin Alsos and Sissel C. Trygstad, Fafo</i>
15:00 – 15:30	Coffee / tea	
15:30 – 17:30	Parallel session I	<i>See parallel sessions programme</i>
18:00 – 20:00	Welcome reception at Fafo	
Thursday 17 September 2026		
08:30 – 09:00	Coffee / tea	
09:00 – 10:00	Plenary II	Keynote by Agnieszka Piasna, Senior Researcher, ETUI Title: <i>Job quality in a turbulent era: What makes a high-quality job in a profoundly changing world of work?</i> Keynote by Maarten Keune, Professor, University of Amsterdam Title: <i>Countermovement or Chimera? The EU's Recent Social Turn</i> <i>Chair: Sondre Torbjørnsen, Fafo</i>

10:15 – 12:15	Parallel session II	<i>See parallel sessions programme</i>
12:15 – 13:15	Lunch	
13:15 – 14:15	Plenary III	Keynote by Virginia L. Doellgast, Professor, Cornell University Title: <i>AI and worker power: Threat or opportunity?</i> <i>Comment: Johan Røed Steen, Fafo</i> <i>Chair: Sigurd M. Oppegaard, Fafo</i>
14:15 – 14:30	Coffee / tea	
14:30 – 16:30	Parallel session III	<i>See parallel sessions programme</i>
17:00 – 18:00	Walking tour: Labour History Walk	<i>Free; sign-up list at the registration desk</i>
19:00 – late	Conference dinner	<i>Registration necessary; separate fee</i>
Friday 18 September 2026		
08:30 – 09:00	Coffee / tea	
09:00 – 11:00	Parallel session IV	<i>See parallel sessions programme</i>
11:00 – 11:15	Coffee / tea	
11:15 – 12:30	Plenary IV and closing	Christian Lyhne Ibsen, Head of Centre, FAOS – Employment Relations Research Centre, University of Copenhagen <i>From Old to New Labour Problems</i> Comments Torsten Müller, Senior Researcher, ETUI Barbra Bechter, Professor, Durham University Business School Closing <i>Chair: Anne Mette Ødegård, Fafo</i>
12:30 – 13:15	Lunch	

Parallel sessions

Wednesday 16 September 15:30 - 17:30

A1 Collective bargaining coverage and the EU Minimum Wage Directive

Room: Auditoriet Chair: Kurt Vandeale

- **Paolucci, Roche, Meardi, Maccarrone & Golden** — Lessons from the past: reform trajectories and institutional pathways to collective bargaining coverage in Europe
- **Müller & Schulten** — The European Minimum Wage Directive and the National Action Plans to promote collective bargaining
- **Bosch** — Strengthening collective bargaining in Germany: Proposals to increase the bargaining coverage
- **Ryan, McMahon & Lavelle** — Can social clauses in public procurement strengthen collective bargaining? A comparison of four European countries
- **Johnson & Grimshaw** — Raising the wage floor in the UK, US and Germany: A power resources paradox
- **Blinkenberg, Nergaard & Alsos** — Wage coordination in practice – local bargaining dynamics in the Norwegian manufacturing sector

B4 OSH, work environment and enforcement

Room: Nord Chair: Stine Rasmussen

- **Bechter & Doerflinger** — The capability of European OSH institutions in protecting interactive service workers
- **Kowalik** — Contested futures of workplace wellbeing: labour process and institutional work in the European psychosocial risk directive debate
- **La Rocca & Robelski** — Between Rising Expectations and Limited Capacity: Labour Inspectorates and the Changing Institutional Landscape
- **Mathieu & Norlinder** — Enforcing work-environment clauses in public procurement contracts: the essential missing link
- **Hansen** — When strong institutions and inclusive trade unions strategies are insufficient
- **Dregalinaite Kazakauskaitė, Lorente Campos & Navarro Gine** — The problem of work absenteeism in Spain: Myth or reality?

F3 Working conditions, migration and regulation

Room: Sør Chair: Sonja Bekker

- **Jahnsen** — Minimum Standards, Criminal Law and Access to Justice: Wage Theft in the Norwegian Model
- **Quondamatteo, Bagnardi, Amorosi, Macciani & Pilati** — Negotiating, Regulating and Organising: European Trade Unions Confronting Subcontracting, Precarity and Migrant Work in Logistics
- **Mendoza** — The Receding State: Seasonal Labour Migration and Legal Fragmentation in Post-Brexit United Kingdom
- **Hanulová & Brunnerová** — Confronting Inequality at the Margins of the Labour Market: Roma Inclusion, Care Shortages, and Institutional Innovation in Slovakia

E1 AI, algorithmic management and trade union responses

Room: Styreverrommet Chair: Johan Røed Steen

- **Terry, Bessa & Stuart** — Union Perspectives on AI Adoption and Associated Work Outcomes in European Financial Services
- **Kahancová, Zholdasbay, Medas & Dragstra** — Regulate to innovate? Collective bargaining in the age of algorithmic management
- **Winton, Stuart, Umney & Hardy** — The governance gap in technology upgrading: Social dialogue and the limits of British Industrial Strategy within regions
- **Pusch & Kudic** — Exploring the potential of digitalisation for closing skilled labour gaps: Evidence from rural and industrialized regions in Germany
- **Cnossen, Gray, Van Leeuwen & Schneider** — Autonomy-Biased Technological Change? Long-Run Trends in Worker Discretion in the United States

K1 Eurofound / tripartite cooperation

Room: Machiavelli Chair: Peter Kerckhofs

- **Alsos** — Tripartite concertation in Norway
- **Clement** — The Social and Economic Council in Luxembourg

- **Turlan** — Economic and Social Committees in France and Italy
- **Kerckhofs** — Tripartite cooperation - Ireland, Spain, Greece and Belgium compared

Thursday 17 September 10:15 - 12:15

A2 Wage-setting, minimum wages and pay equity

Room: Auditoriet Chair: Mikkel Mailand

- **Roger** — Increasing the minimum wage to decrease labor cost? An analysis by microsimulation for the case of France
- **Olafsdottir** — Wage cuts and recovery in the Great Recession
- **Wagner & Lemeire** — Competing Logics of Wage Equality: Unions, Employers, and EU Gender Pay Reform
- **Douglas** — The Battle for Pay Equity
- **Elias Moreno & Besamusca** — Overtime and Wage Adequacy in the European Union: Evidence from Survey Data and Collective Agreements
- **Avery** — Competition beyond wages in the Australian meat industry: firm adaptation and its implications

B2 Trade union strategies, democracy and representation

Room: Nord Chair: Bernd Brandl

- **O'Sullivan, Murphy, Gibbons & MacCurtain** — "Silent assassins" and "slick HR". Surveying Anti-unionism in Ireland
- **Høgedahl** — Too much Organizing, too little Retention? Exploring AI based Retention Strategies as successful Trade Union Revitalization Strategy
- **Gumbrell-McCormick** — Trade Union Democracy and Equality
- **Hagen** — Shop Stewards in a Changing Landscape – Rethinking Representation
- **Helsen** — The Quest for Engagement: Human Rights Due Diligence in Trade Union Work
- **Banasiak** — Against the Wind: Labour Organising at the Margins of the Swedish Model

C2 Climate, restructuring and the institutional response

Room: Sør Chair: Agnieszka Piasna

- **Houeland & Thorbjørnsen** — Facing climate transition? Youth Perspectives from Norway's Petroleum Workforce
- **Thomas & Doerflinger** — Just Transition for whom? Developing a risk perspective to address new or reinforced labour market inequalities in the context of climate change
- **Bendel & Haipeter** — Transformation-related collective bargaining in German industry in times of polycrisis
- **Cojocariu** — Between crisis and prevention: social partner organisations' role in addressing extreme weather events across Europe
- **Sebicke, Umblijs & Østbakken** — The effect of public green R&D funding on knowledge diffusion and workforce reallocation
- **Holland, Huseby & Houeland** — Climate Change and Work in Norway

G1 Active labour market policy, activation and unemployment

Room: Styrerommet Chair: Janine Leschke

- **Verd** — The positive effects of unemployment benefit in the social isolation of unemployed young adults. A case study in Barcelona
- **Heuer** — Preventing Unemployment through Regional Labour Market Hubs
- **Saloniemi, Lind & Pyöriä** — Fast Tracks and Dead Ends: Challenges in Renewing Employment Governance
- **Harkko, Pyöriä & Leppänen** — Unemployment Benefit Sanctions in Late Career: Evidence from Finnish Register Data
- **Karamessini** — Public employment programmes in the EU during the Great Recession: Lessons for a European Job Guarantee
- **Hughes** — Regulating working time or rolling back protections? examining incompatibilities in UK activation requirements using time-use data

D2 Self-employment, non-standard work and insecurity

Room: Auditoriet Chair: Katrin Ólafsdóttir

- **Rasmussen, Høgedahl, Klindt, Bredgaard & Esbjerg** — Non-standard workers' perceptions of labour market security in Denmark – who feels most insecure?
- **Im, Leschke & Pavolini** — (In)Security and Its Drivers Across High-Income Countries: Labour Market Institutions, Employability and Technological Change in Comparative Perspective
- **Mailand** — Non-standard employment in the Danish and Italian public sector – scope, variation and problems
- **Pyöriä & Mäkinen** — At the frontline of delivering precarious work
- **Eydoux** — Counteracting fragmentation and the devaluation of care work: policy and regulatory levers

C1 Just transition and trade union strategies in the green transition

Room: Nord Chair: Ingrid Holland

- **Pilch, Burski, Mrozowicki & Gitkiewicz** — Trade unions' strategies over green transition in mining. The case of the PGE in Poland
- **Kirsch, Zimmermann & Greer** — A Just Transition to Electric Vehicles: Worker Representatives and the Legitimacy of Restructuring in the Auto Industry
- **Seibicke & Wagner** — Navigating the Green transition: Trade unions as agents of transformation or delayism?
- **Moen Dahl** — The Role of Trade Union Representatives in the Green Transition at Company Level
- **Lehndorff** — 'Green transition' of manufacturing industries and the importance of trade unions: political and practical challenges

J1 Quality of work, working time and decent work

Room: Sør Chair: Inger Marie Hagen

- **Marchi** — Dormitories on Wheels: Technology, Control and Migrant Labour in European Road Transport
- **Adascalitei & Weber** — Generative AI and Job Quality in Europe: Does Collective Representation Matter?
- **Sedlakova** — Work speeds up, collective agreements stand still: the overlooked issue of workload in collective bargaining
- **Rego** — The usual suspects: Tripartism crisis and the labour law reform in Portugal
- **Khaitan & Schneider** — Changing Concepts of Decent Work

F1 Migrant labour, segmentation and ethnic fragmentation

Room: Styrerommet Chair: Bjorn Dapi

- **Ciupijus, Forde, Winterton & Haliel** — The political economy of recruitment, selection and matching of high-skilled migrants: the case of overseas trained and migrant teachers to the UK
- **Quondamatteo & Rabby** — Segmented Mobilities: Bangladeshi Workers Across Shipbuilding and the Wider Italian Labour Market
- **Melidis & Haipeter** — Social partners as actors of labour migration policy: The case of the metal and electrical industry in Germany
- **Thorbjørnsen, Czarzasty & Dębowski** — Core-periphery dynamics in the European shipbuilding and changing patterns of labour mobility. The tale of Norway and Poland

H1 Working time, gender, care and work-life balance

Room: Machiavelli Chair: Kaja Regård

- **Bluhm & Dieckhoff** — Parents' Employment Precariousness, Non-standard Work Schedules, and the Time They Spend with Their Children
- **Remillon & Baguelin** — Atypical Employment and Work-Life Balance: Gender Differences
- **Ugarte & Aguayo** — Satisfaction with the division of domestic and care labour in dual-income households
- **Kümmerling** — Working More in Later Life? Older Women and Their Contribution to Closing the Skilled Labour Gap
- **Herman, Johnson, Greer, Böhme et al.** — The Polycrisis of Early Childhood Education and Care: Social Reproduction, Labour Supply and Segmented Markets in Four Cities
- **Stadler** — The ongoing increase in the statutory retirement age for women in Austria – initial evidence

B1 Strikes, mobilisation and IR models in transition

Room: Auditoriet Chair: Bettina Stadler

- **Vandaele** — Undermining workers' purchasing power: conditions and mechanisms explaining Belgium's high strike activity (1991–2025)
- **Perra & Pilati** — Politicization and tertiarization of strikes in Italy after 2008
- **Dobbins** — Why employment relations matters for researching problems for labour in an age of polycrisis
- **Brandl & Bechter** — Struggles for Power and the Sources of Authority in Employment Relations
- **Welz & Kerckhofs** — Varieties of Regional Industrial Relations in the European Union
- **Sedlakova & Cojocariu** — Power Sharing or Window Dressing? The Role of Social Partners in the Governance of Public Employment Services and Social Security

F2 Labour market segmentation, dualisation and inequality

Room: Nord Chair: TBC

- **Mueckenberger** — A Worldwide Fictitious Work Normality?
- **Boehme** — Severe Labour Exploitation as a Structural Feature of Segmented Labour Markets: Evidence from Germany
- **Clément** — The Greater Region around Luxembourg: Discrimination and Convergence in Social Policy and the Labour Market
- **Mäkinen & Pyöriä** — Privatisation of Municipally Owned Corporations in Finland: Effects on Workers' Wages and Employment in an Eight-Year Follow-Up Study
- **Karamessini, Kelantonaki & Touri** — Reshaping Labour Market Segmentation in the Elderly Care Sector in Greece
- **Kristoffersen & Preston** — Working-Time Constraints, Gender and Multiple Jobholding in Australia

G2 Skill formation, training and lifelong learning

Room: Sør Chair: Kjersti Misje Østbakken

- **Francis** — The Changing Distribution and Intensity of Workplace Training and Skill Development in the UK (2008–2025)
- **Dębowski, Idzikowska, Stęchły & Czarzasty** — Do qualifications still matter? Migrants, job quality and labour market mobility in Poland
- **Abgeller** — Converting Sport-Authorised Competence Into Workplace Credibility Under Ableist Doxa
- **Fritzsche** — From University to Work: Health Consequences of Education and Employment Transitions and the Role of Psychosocial Resources
- **Dapi, Drange, Hauge & Zhang** — Offering scholarships to adult skilled workers: Evidence from a field experiment
- **Reegård, Nyen, Steen** — Beyond Access: The Role of Training Quality in Apprenticeships for Skills Development and Social Inequality

I1 Job quality: comparative and conceptual

Room: Styrerommet Chair: Sigurd Oppegaard

- **Erhel, Guergoat-Larivière & Mofakhami** — Job quality in Europe: what country regimes and what trends in the post-COVID era?
- **Erhel & Courtioux** — Job quality and the labor market for researchers in France: segmentation and trends
- **Kuijpers-Heezemans, De Kort & Bekker** — Employee representatives' perceived influence on organizational decision-making
- **Schneider & Soffia** — Job Quality in Ages of Technological Disruption: An Applied History Approach
- **Kirov & Kostova** — Nurses' experiences in the context of shortages in Europe: problematic quality of work and fragmented voice
- **Johnson & Rubery** — How to make the case for why quality of work matters?

D1 Platform work: regulation, status and social protection

Room: Machiavelli Chair: Sophie Banasiak

- **Šumichrast** — Fragile mobilisations: Collective action and the possibilities of organising in platform work in Slovakia
- **Falcomatà & Kahancová** — Platform Workers and Access to Social Protection: Asymmetric Europeanization and the Limits of Social Dialogue
- **Kauhanen, Riekhoff & Sten-Gahmberg** — Profiles and income of platform workers in Finland