### PL001 Plenary Session I: Collective Voices and Social Dialogue for a Better Future

**July 24**  
11:00-12:30

<table>
<thead>
<tr>
<th>Rapporteur</th>
<th>Rutgers University</th>
<th>United States</th>
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</thead>
</table>

**Global Union Federations and the Local Articulation of Global Campaigns: Case Studies of the IUF and UNI Campaigns in India**

Santanu SARKAR*  
XLRI  
India

**How can teacher unions strategically build political capital to resist neoliberalism? Insights from a teacher union in Australia**

Mihajla GAVIN*  
University of Sydney Business School  
Australia

**Social Dialogue and the Future of Work: Perceptions and Responses**

Youcef GHELLAB  
ILO  
Switzerland

Igor GUARDIANCICH*  
Sant’Anna School of Advanced Studies  
Switzerland

**THE DILEMMAS OF “MUNICIPAL CORPORATISM”: WORKER REPRESENTATION ON BOARDS OF DIRECTORS IN SEOUL CITY**

Joohee LEE*  
Ewha Womans University  
Korea, South

### PL002 Plenary Session II: HRM Challenges and Responses for the Changing Workplace

**July 24**  
14:00-15:30

<table>
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<tr>
<th>Rapporteur</th>
<th>Cardiff University</th>
<th>United Kingdom</th>
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</table>

**EXTERNALIZING INTERNAL LABOR MARKET PRACTICES: “Training for a Targeted Brand” in Chinese Vocational Schools**

Hao ZHANG*  
Renmin University of China  
China

**HUMAN ‘VALUE CREATION’ AND ‘HUMAN VALUE’ CREATION: THE CAPABILITY APPROACH**

Johngseok BAE  
Korea University Business School  
Korea, South

Chiho OK*  
Jeonju University  
Korea, South

**Labour and finance capital: Job quality in leveraged buyouts**

Hoque KIM*  
Warwick Business School  
United Kingdom

Nick BACON  
Cass Business School  
United Kingdom

Mike WRIGHT  
Imperial College  
United Kingdom

**Lean versus Learning? Work Organization, Job Quality and Innovation in the Aerospace Industry in France and Sweden**

Roland AHLSTRAND  
Malmö University  
Sweden

Jérôme GAUTIÉ*  
University Paris 1 Panthéon-Sorbonne  
France
ILERA World Congress 2018 Scientific Program

Presenters are marked with an asterisk (*).

CS001  What Do Unions Do, Today?: Unions’ Community and Societal Contributions and Questions of Their Future Sustainability

July 24  16:00-17:40

Session Organizer
Jonathan E. BOOTH  London School of Economics and Political Science  United Kingdom
Jamie WOODCOCK  London School of Economics  United Kingdom

Discussant
Jamie WOODCOCK  London School of Economics and Political Science  United Kingdom

Collision of Calculative and Prosocial Frameworks: The Moderating Effect of Unions on Volunteering of the Hourly-Paid in the United States
Jonathan E. BOOTH*  London School of Economics and Political Science  United Kingdom
Daniela LUP  Middlesex University London  United Kingdom
Mark WILLIAMS  University of Surrey  United Kingdom

Examining the Effects of Labor Union Leadership Change on Shareholder Activism
Ryan LAMARE*  University of Illinois at Urbana-Champaign  United States
Richard BENTON  University of Illinois at Urbana-Champaign  United States
Brandon C. GRANT  University of Illinois at Urbana-Champaign  United States

What Do Unions Do for Mothers? Paid Maternity Leave Use and the Multifaceted Roles of Labor Unions
Tae-Youn PARK  Vanderbilt University  United States
Eun-Suk LEE  Korea Advanced Institute of Science and Technology  Korea, South
John W. BUDD*  University of Minnesota  United States

What do Workers “do” With Union Membership? Further Evidence of the Union-Civic Engagement “Effect” from American and Canadian Workers
Rafael GOMEZ*  University of Toronto  Canada

CS009  Environmental Changes and Labor Rights

July 24  16:00-17:40

A comparative overview of drivers and outcomes of labour law and industrial relations reforms in selected Central and Eastern European countries
Cristina MIHES*  International Labour Organization  Hungary

Impediments to ILO core standards becoming jus cogens
Bill TAYLOR*  City University of Hong Kong  Hong Kong

Make Industrial Democracy Work Again in (the era of) Free Trade Agreements
June NAMGOONG*  University College London  United Kingdom

Pluralism in ASEAN Industrial Relations – Theory, Policy and Practice
Maragtas S.V. AMANTE*  University of the Philippines, Diliman Campus  Philippines

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**CS019 Representations for Workers in Asia**

**July 24** 16:00-17:40

**A Study of Union Instrumentality on Union Participation: Moderating Effects of Job Insecurity**

Jae Hee PARK* Dongguk University Graduate School Korea, South

Young-Myon LEE Dongguk University Business School Korea, South

**Collective Voice – the only light of hope for Indian Informal workers**

Udaya Bhaskara Naidu KAKILATE* TRADE UNION India

How do Political institutions shape Women’s Activism? the case of female migrant workers in industrial zones in Vietnam

Chi DO QUYNH* Employment Relations Viet Nam

Diane Van Den BROEK University of Sydney Australia

**Worker representation and Collective Voice in the SME Sector: A Cross-sectoral Study Concerning Employees’ Discernment in India**

Abhishek MISHRA* Mahatma Gandhi Kashi Vidyapith India

Partha SARKAR The University of Burdwan India

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**CS065 Social Dialogue in Asia**

**July 24** 16:00-17:40

**A Study on the Mechanism of Social Pacts Development in the Korean Film Industry**

Jong-Soo LEE Korea Labor & Society Institute Korea, South

Soo Yeon KANG* Hanyang University Korea, South

Japanese Experience of the Social Dialogue between the Labor, the Management and the Government for the mutual understanding on the labor issues ~ the history and the recent drastically changing situation

Mitsuyasu MAEDA* Nippon Kanzai co.,ltd. Japan

Making institutional changes by interdependence between the weaks - comparing training with employment practices in the case of Korean plant construction industry

Sang-Hoon LIM Hanyang University Korea, South

Sang-Beom WOO* Hanyang University Korea, South

**Social Pacts – An Account of Tripartism in the Indian Sub-Continent**

Iftikhar AHMAD* WageIndicator Foundation Pakistan
**CS080 Firm and Employee Performances of Labor Unions**

**July 24 16:00-17:40**

Are unionized foreign-based multinational corporations more productive in China? A mixed method study

Tony FANG*  
Memorial University  
Canada

Ying GE  
University of International Business and Economics  
China

Youqing FAN  
Western Sydney University  
Australia

Do Local Union Strategies Explain the (Unexpected) Union Pay Premium in China?

Yao YAO*  
University of Toronto  
Canada

Morley GUNDERSON  
University of Toronto  
Canada

Effects of the Japanese national labor union confederation (JTUC-Rengo) for creating good labor market conditions and improving solidarity in its new challenge

Itaru NISHIMURA*  
JILPT  
Japan

Hodaka MAEURA*  
JILPT  
Japan

Employer and Employee Relations Impact on Integrity and Corporate Governance - Sarawak Economic Development Corporation Experience

Datuk Talib ZULPHILIP  
Sarawak State of Malaysia  
Malaysia

Balakrishnan PARASURAMAN*  
UNIVERSITI MALAYSIA KELANTAN (UMK)  
Malaysia

Intan TAJUDDIN  
the Sarawak Government  
Malaysia

Research of the Effect of Multiple Unions on Industrial Bargaining performance

Won Hee LEE*  
Korea University Graduate School of Labor Studies  
Korea, South

**CS005 Public Sector Revitalization: A Call for Strategic, Creative, and Innovative Human Resource (HR) Governance**

**July 24 16:00-17:40**

Session Organizer

Sung Min PARK  
Sungkyunkwan University  
Korea, South

Discussant

Kyoung Ryoul MIN  
National Institute of Meteorological Sciences  
Korea, South

Reginald UGADDAN  
Research Center for Public HRD  
Korea, South

Does GRIT matter for employees’ quality of life? : Drawing on the case for Korean public sectors

Min Young KIM*  
Sungkyunkwan University  
Korea, South

Hyo Joo LEE  
Sungkyunkwan University  
Korea, South

Eun Hye SEO  
Sungkyunkwan University  
Korea, South

Sung Min PARK  
Sungkyunkwan University  
Korea, South

How to Improve the Quality of Working Life: Characteristics of Organization, HRM System and Job, with a Focus on the Mediating Role of Positive Psychological Capital

Yeon Woo JEONG*  
Sungkyunkwan University  
Korea, South

Junjung PARK  
Sungkyunkwan University  
Korea, South

Healyim LEE  
Sungkyunkwan University  
Korea, South

Sung Min PARK  
Sungkyunkwan University  
Korea, South

PERCEPTION ON THE PERFORMANCE-BASED BONUS (PBB) CRITERIA BY THE SELECTED FACULTY OF ISABELA STATE UNIVERSITY MAIN CAMPUS

Ma. Rita REARIO  
Isabela State University  
Philippines

Jose Jr. GALLENA  
Isabela State University  
Philippines

TRANSFORMATIONAL LEADERSHIP AND COMMITMENT FOR INNOVATION IN PUBLIC SECTOR ORGANIZATION

Janiscus Pieter TANESAB  
Sungkyunkwan University  
Korea, South

Reginald G. UGADDAN*  
Sungkyunkwan University  
Korea, South

Sung Min PARK  
Sungkyunkwan University  
Korea, South
### CS007  Changes and Challenges in HRM

**July 24  16:00-17:40**

**Dimensions of Human Resource (HR) Challenges in Indian Banking Sector and their Dependency on Select Demographic Diversity: A Scientific Exploration**

- Sudhir Chandra DAS*  
  Banaras Hindu University  
  India

**Investigation of change in HRM systems in Japanese pharmaceutical industry**

- Toshiko SUDA*  
  Aoyama Gakuin University  
  Japan

**Skills development in changing labour markets from the first to the fourth industrial revolutions. A comparison between countries in Western Europe, North America, South and East Asia, and Sub-Saharan Africa.**

- Johann MAREE*  
  University of Cape Town  
  South Africa

**WHAT DO YOU MEAN WHEN YOU PAY FOR PERFORMANCE? EFFECTS OF PAY-FOR-PERFORMANCE ON EMPLOYEES’ COLLECTIVE JOB SATISFACTION AND ORGANIZATIONAL PERFORMANCE**

- Saehee KANG*  
  Rutgers University  
  United States

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### CS012  Corporate Social Responsibility and HRM

**July 24  16:00-17:40**

**A Strategy for Green Human Resource Management: The Effects of Social Norms Messages on Employees’ Green Behaviors**

- Soo Yeon KANG  
  Hanyang University  
  Korea, South

- Eun Yeon KANG*  
  Kutztown University of Pennsylvania  
  United States

**CSR-HRM integration: HRM response to the call for socially responsible organisations**

- Nataliya PODGORODNICHENKO*  
  University of Otago  
  New Zealand

**Developing Collaborative Culture and Mentoring Knowledge Leaders to Manage Employee Relations in Knowledge Intensive (Era) Organization**

- Mohanadoss BALAGURU  
  HR Net Consultants Private Ltd  
  India

**Sourcing and Quality of Third-Party Neutrals and ADR Practices: Evidence from a Survey of Fortune 1000 Companies**

- Aibak HAFEEZ*  
  University of Illinois at Urbana-Champaign  
  United States

- J. Ryan LAMARE  
  University of Illinois at Urbana-Champaign  
  United States

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### CS004  Ten Years of Research on the Working Poor: Evolving Issues and Challenges

**July 24  16:00-17:40**

**Session Organizer**

- Yanick NOISEUX  
  Université de Montréal  
  Canada

**Discussant**

- Ya WEN  
  Shanghai Ocean University  
  China

- Loic MALHAIRE  
  Universidad del Valle de Guatemala  
  Guatemala

**Organizing the Working Poor in Canada : Ten Years of Experimentation**

- Yanick NOISEUX  
  University de Montréal  
  Canada

**Racialized and Gendered Realities of the Working Poor**

- Jill HANLEY*  
  McGill University  
  Canada

**Temporary migrant labor in value chains: the weight of public action**

- Sid Ahmed SOUSSI*  
  Université du Québec à Montréal  
  Canada

**Working your way into poverty : Ten years of GIREPS' research**

- Diane GAGNÉ*  
  Université du Québec à Trois-Rivières (UQTR)  
  Canada
## CS013  Irregular Workers

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**Precaritization of the labor force - A comparison between Japan and Korea -**

- Machiko OSAWA*  
  Japan Women’s University  
  Japan
- Jeff KINGSTON  
  Temple University Japan Campus  
  Japan
- Myoung-Jung KIM  
  NLI Research Institute  
  Japan

**The Analysis of Intention to Join the Employment Insurance of Freelancer in Korea Content Industry**

- Yong-Kwan LEE  
  Korea Cultural & Tourism Institute  
  Korea, South
- Hye Won KO*  
  Korea Research Institute for Vocational Education & Training  
  Korea, South
- Seung-Yeol YEE  
  Korea Labor Institute  
  Korea, South

**Wage Dynamics of Workers with Temporary Job Experience: Wage Growth by Type of Job Transition**

- Inyoung HWANG*  
  Seoul National University  
  Korea, South

**Wage Inequality Complicated: Differences in Wages among Contingent Workers through Workplace Panel Survey**

- Haejin KIM*  
  Sejong University  
  Korea, South

## CS020  Labor Market Policies

<table>
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**Ageing Society in Korea: Socioeconomic Characteristics of the Middle and Old-aged in Korea**

- Chong Gak SHIN*  
  Korea Employment Information Service  
  Korea, South
- Ki AHN JUN  
  Korea Employment Information Service  
  Korea, South

**DISPARITY IN THE UTILIZATION OF PARENTAL LEAVE IN KOREA**

- Jungho KIM*  
  Ajou University  
  Korea, South

**Employment Service Strategy for a Sustainable Society: The Case of South Korea**

- Kilsang YOO*  
  Korea Tech  
  Korea, South

**Impact of poverty reduction program on family expenditures: An analysis of the National Basic Livelihood Security program in South Korea**

- Sam HAN*  
  Columbia University  
  United States
- Qin GAO  
  Columbia University  
  United States

## CS008  Economic and Policy Issues on Diversity

<table>
<thead>
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<th>July 24</th>
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**Management of Employment Relationships in Nigeria: Nexus of Research on Workforce Diversity**

- Olusegun MATANMI*  
  Lagos State University  
  Nigeria

**The Crux of Employment in a Tumbling Market - A Somewhat Political Statement**

- Brita PILSHOFER*  
  LINGUAS, WKO  
  Austria

**The Educational Outcomes response to Pocket Money: Evidence from China**

- Yehui LAO*  
  South China Normal University  
  China
- Zhiqiang DONG  
  South China Normal University  
  China
CS010  Gender inequality in the Workplace

July 24  16:00-17:40

Facing harsh working conditions in women's shelters in Quebec, Canada: the challenges of preventing work-related psychological disorders
Shanie ROY* University of Quebec in Montreal Canada

Language and Gender in the Online Recruitment Process
Emilio J. CASTILLA Massachusetts Institute of Technology United States
Hye Jin RHO* Massachusetts Institute of Technology United States

Overcoming Multiple Marginalizations: The Role of the Prestigious Aspects of Beauty Service Work
Avina MENDONÇA* IIMA Ahmedabad India
Premilla D'Cruz IIMA Ahmedabad India
Ernesto NORONHA IIMA Ahmedabad India

Workplace discrimination of female workforce- Who is the worst enemy and who is to blame: Evidence from women leaders in South Korea
Hyoung Eun KIM* Korea University Korea, South

CS014  Labor and Social Security

July 24  16:00-17:40

Combatting social dumping - also an obligation for municipalities
Kelvin BAADSGAARD* Aalborg University Denmark
Henning JØRGENSEN Aalborg University Denmark

Employment for Persons with Disabilities in Thailand: Opportunity and Challenge for Inclusive Market
Tavee CHEAUSUWANTAVEE* Mahidol University Thailand

Paradigm Shift in Labor Market and New Dimension of Social Security in the Age of the 4th Industrial Revolution
Kwang-Taek LEE* Kookmin University Korea, South

Pension benefits and their impact on the quality of life of beneficiaries: A case study of a pension fund in Zimbabwe
Ruth MUBANGA* Midlands State University Zimbabwe

CS017  Precarious Work and Insecure Workers

July 24  16:00-17:40

CONTRACT WORKERS IN PUBLIC SECTOR: PRECARIOUS OR OPPORTUNITY?
Dzurizah IBRAHIM* Universiti Malaysia Sabah Malaysia
Nurizan JOHAR Universiti Malaysia Sabah Malaysia

LABOUR MANAGEMENT RELATIONSHIP AMONG NON-REGULAR WORKERS IN JAPANESE AUTOMOBILE SECTOR
Manoranjan DHAL* Indian Institute of Management Kozhikode India

Rebuilding Workers' Power beyond the Boundary of Legal Entity
Aelim YUN* Centre for Labour & Welfare Law of College of Law, Seoul National University Korea, South

Shackled at the front: Working while black in social services
Candies M. KOTCHAPAW* York University Canada
### Global Supply Chain

**CS011**

**July 24**

16:00-17:40

**Does the Labor Cost Advantage of Manufacturing in China Have Gone?**

Cheng QIAN*
Ministry of Human Resources and Social Security of P.R. China

**From Geneva to Dhaka: Strategizing workers rights in the readymade-garment industry after Rana Plaza**

Youbin KANG*
University of Wisconsin-Madison United States

**How do low-power actors gain influence, legitimacy and centrality in an MNC network?**

Joey SOEHARDJOJO*
University of Warwick United Kingdom

Nigel DRIFIELD
Warwick Business School United Kingdom

Guglielmo MEARDI
Warwick Business School United Kingdom

**Skills development in offshore service work: Evidence from IT-BPO workers in Metro Manila, Philippines**

Mary Leian MARASIGAN*
University of the Philippines Diliman Philippines

Bart LAMBREGTS
Kasetsart University Thailand

### Precarious Work in the Emerging Markets I

**CS016**

**July 24**

16:00-17:40

**IMPACT OF CASUALISATION OF LABOUR ON EMPLOYMENT RELATIONS IN NIGERIA INSURANCE INDUSTRY.**

Joy O. EKWOABA*
University of Lagos Nigeria

Rosemary A. DANESI
University of Lagos Nigeria

Francis C. ANYIM
University of Lagos Nigeria

**LABOR INFORMALITY IN COLOMBIA: ADVANCES AND CHALLENGES**

Camilo PIEDRAHITA
EAFIT University Colombia

Martha Elisa MONSALVE*
La Gran Colombia University Colombia


Kritkorn NAWAKITPHAITOON
Renmin University of China China

Can TANG*
Renmin University of China China

**Trapped in Precariousness: Migrant Agency Workers in China’s State Enterprises**

Xiaojun FENG*
University of Oxford United Kingdom

### Labor Process and Work Relations

**CS021**

**July 24**

16:00-17:40

**Analysing Class Positions and Work Relations of Waste Pickers: A Case Study in Ankara, Turkey**

Serter ORAN*
University of Bulent Ecevit Turkey

**Sustainable Development: Why Transforming the Workplace Matters**

Gracelin BASKARAN*
University of Cambridge United Kingdom

**The Influence of Role Overload on Workplace Deviance: A Moderated Mediation Model Based on Affective Events Theory**

Zhisong CUI*
School of Business, Jilin University China

Hongyu WANG
School of Business, Jilin University China

**Understanding the Labour Process of Indian Railways’ Loco Pilots: Unpacking Organizational Dynamics & Industrial Relations**

Leena SACHDEVAN*
Indian Institute of Management Kashipur India

Anuratha VENKATARAMAN
Indian Institute of Management Kashipur India
### ILERA World Congress 2018 Scientific Program

**As of June 21, 2018**

Presenters are marked with an asterisk (*).

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#### CS122  Collective Bargaining in the Emerging Markets

**July 24**  
**16:00-17:40**

**A Study on the Collective Bargaining Structural Formation in Korea - Comparison between Brewery and Textile Industries**
- **Hyun Min CHO***  
  hanyang university  
  Korea, South
- **Yong Cheol PARK***  
  Korea Labor society Institute  
  Korea, South

**Comparative study of Sino-Norwegian collective bargaining system**
- **Liang LU***  
  Zhongnan university of economic and law  
  China
- **Zengke AN***  
  zhongnan university of economic and law  
  China

**Why So Strong? The Social Background of Union Bargaining Power in Malaysia**
- **Nobuyuki YAMADA***  
  Komazawa University  
  Japan

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#### CS006  4th Industrial Revolution and Its Impact

**July 24**  
**16:00-17:40**

**Artificial Intelligence in the computer-age threatens human beings and working conditions at workplaces**
- **Phothong SAITHIBVONGSA***  
  Keimyung University  
  Korea, South
- **Jae Eon YU***  
  Keimyung University  
  Korea, South

**Digitalisation of working landscapes – Will there even be acceptable work in the future?**
- **Michael TIEMANN***  
  Federal Institute for Vocational Education and Training (BIBB)  
  Germany
- **Robert HELMRICH***  
  Federal Institute for Vocational Education and Training (BIBB)  
  Germany

**Polarization in Germany through shifts in labor demand by occupation**
- **Caroline NEUBER-POHL***  
  Federal Institute for Vocational Education, Bonn, and Training  
  Germany
- **Marc-Ingo WOLTER***  
  Institute of Economic Structures Research  
  Germany

**The slow, lingering death (NOT) of employment**
- **David PEETZ***  
  Griffith University  
  Australia

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#### CS015  Perspectives on Future of Work

**July 24**  
**16:00-17:40**

**Automation or human labor? How the choice is made by Japanese Auto Suppliers in South China**
- **Siqi LUO***  
  Sun Yat-sen University  
  China

**Technological Change and Global Employment Prospect: Management of Present and Future Challenges**
- **Yunus Adeleke DAUDA***  
  Lagos State University  
  Nigeria

**The Need for a New Global Labour Governance: How to Improve Compliance with Transnational Labour Standards?**
- **Aneta TYC***  
  University of Lodz  
  Poland

**Workplace Spirituality and the Future of Work: The Perspective of Transcendental Relational Realism**
- **Johngseok BAE***  
  Korea University  
  Korea, South
- **Cheul KANG***  
  Yonsei University  
  Korea, South
- **Youngshin KIM***  
  Seoul Theological University  
  Korea, South
**CS100** 한국의 고용관계1(Korean Session)

July 24 16:00-17:40

근로자의 가족 친화경영, 공정성에 대한 지각과 조직시민행위 의향: 사회적 교환이론의 탐색적 적용

Youngwol CHOI* Changwon National University Korea, South

Soonsik KWON Changwon National University Korea, South

성과 지향 인사시스템, 종업원 참여, 그리고 조직성과에 관한 실증 연구 (An Empirical Study on the Relationship among Human Resource Systems oriented Performance, Employee Participation, and Organizational Performance)

Eul-Teo LEE* Kunsan National University Korea, South

풀무원 역할급 도입 사례에 대해서

Sangmok AHN* Pulmuone Inc. Korea, South

Analysis of Labor Effects by Reduction of Worked Hours

Nam-Hyun KIM Sungkyunkwan University Korea, South

Hae-Chun RHEE Sungkyunkwan University Korea, South

Seung-Yeol YEE* Korea Labor Institute Korea, South

**CS027** Unions and worker representation in Asia in an era of globalisation

July 25 09:00-10:40

**Session Organizer**

Russell LANSBURY University of Sydney Australia

Byoung-Hoon LEE Chung-Ang University Korea, South

Sek-Hong NG University of Hong Kong Hong Kong

**SESSION SUMMARY**

Shyam SUNDAR* Xavier Institute of Management India

Ngan COLLINS* RMIT University Australia

Sek-Hong NG University of Hong Kong Hong Kong

Rae COOPER The University of Sydney Business School Australia

Bradon ELLEM* University of Sydney Business School Australia

Fang Lee COOKE* Monash University Australia

Michele FORD* The University of Sydney Australia

Kubo KATSUYUKI Waseda University Japan

Shihwei PAN* Chinese Culture University Taiwan

Worker Representation in a Segmented and Globalizing Philippine Economy

Rene OFRENEO* School of Labor and Industrial Relations, University of the Philippines Philippines
CS028  ‘Industrial Citizenship’ in Europe – The Regulation of Workers’ Representation and Collective Action at Company Level in Europe
July 25 09:00-10:40

Session Organizer
Vincenzo PIETROGIOVANNI  Linnaeus University  Sweden

Discussant
Sylvaine LAULOM  Université Lumière - Lyon 2  France
Piera LOI  Università di Cagliari  Italy

Chair
Vincenzo PIETROGIOVANNI  Linnaeus University  Sweden

A Brexit irony: the influence of the post 1980s UK market liberalism tradition on the transformation of the Greek collective labour law system as part of EMU related ‘conditionality’
Fotis VERGIS*  The University of Manchester  United Kingdom

Between universalism and exclusivity: the Swedish model of industrial citizenship and the EU internal market challenges
Andrea IOSSA*  Lund University  Sweden

Fragmentation and Restructuration of Workers’ Core Demos. A Critical Assessment of the Belgian Legal Model of Workplace Representation
Auriane LAMINE*  Université Catholique de Louvain La Neuve  Belgium

Transnational company agreements: current challenges in the European collective bargaining landscape
Stefania MARASSI  The Hague University of Applied Sciences  Netherlands
Vincenzo PIETROGIOVANNI*  Linnaeus University  Sweden

CS037  Labor Policy on Worker Representation
July 25 09:00-10:40

At the intersection of collective bargaining and non-discrimination law - collective agreements to promote labour market inclusion of certain groups
Jenny Julén VOTINIUS*  Lund University  Sweden

Reshaping wage consultation at the workplace: Chinese unions’ response to the challenge to their legitimacy
Xuebing CAO*  Keele University  United Kingdom
Quan MENG  Capital University of Economics and Business  China

THE RIGHT OF NON-STANDARD WORKERS TO FREEDOM OF ASSOCIATION IN NIGERIA AND INTERNATIONAL LABOUR STANDARDS
Rosemary DANESI*  UNIVERSITY OF LAGOS  Nigeria

The Success of Minimum Wage Policy in Malaysia: The theory and Practice of Employee Participation Model in Action
Balakrishnan PARASURAMAN*  UNIVERSITI MALAYSIA KELANTAN (UMK)  Malaysia
Datuk Talib ZULPHILIP  UMK  Malaysia
Intan TAJUDDIN  Sarawak Government  Malaysia
CS041  Revitalization of Trade Union

July 25 09:00-10:40

Do Formal Union Administrative Practices Promote or Hinder Labor Revitalization? A Study of American, British and Australian Unions

A Study of American, British and Australian Unions

Greg J. BAMBER  Monash University  Australia
Paul F. CLARK*  Penn State University  United States
Sandra COCKFIELD  Monash University  Australia
Kay GILBERT  Strathclyde University  United Kingdom
Lois S. GRAY  Cornell University  United States
Paul V. WHITEHEAD  Penn State University  United States

Gaining back Influence through Social Media? Analyzing Twitter network to Predict Trade Union Influence in North America

Lorenzo FRANGI*  University of Quebec in Montreal  Canada
Tingting ZHANG  Western New England University  United States

CS042  Social Dialogue

July 25 09:00-10:40

30 Years since 1987, the Dynamism of Labor Regime and Social Dialogue in Korea

Hong Geun CHANG*  Korea Labor Institute  Korea, South

European sectoral social dialogue for better employment conditions – coordinating interests in the private and public sector

Barbara BECHTER*  Durham University Business School  United Kingdom
Sabrina WEBER  Pforzheim University  Germany

Revitalising the comparison of Australia and New Zealand’s differing experiences of social dialogue and labour market reform: Implications for comparative research and industrial relations system theory

Kurt WALPOLE*  University of Sydney  Australia

THE CEMENT OF SOCIAL DIALOGUE: THE PIVOTAL ROLE OF TRUST FOR THE EFFICACY OF COLLECTIVE BARGAINING SYSTEMS

Bernd BRANDL*  Durham University Business School  United Kingdom

CS044  Union Identity and Unionism

July 25 09:00-10:40

Indian Unions joins to seek inclusive and humane economic growth

Pravin SINHA*  Indian Industrial Relations Association  India

Organizing Migrant Workers: a Case Study on the Temporary Foreign Workers Association in Montreal

Loïc MALHAIRE*  Universidad del Valle de Guatemala - UVG  Guatemala

Trade unions in Europe – are the working class still members?

Carsten Strøby JENSEN*  University of Copenhagen  Denmark

Union identity revisited – what is the nature of German unionism?

Martin BEHRENS*  Institute for Economic and Social Research (WSI)/Hans-Boeckler-Foundation  Germany
Andreas H. PEKAREK  The University of Melbourne  Australia
CS107  Third-Party Resolution of Labor Dispute
July 25       09:00-10:40

CONCILIATION AND ARBITRATION Roles and Processes
Faisal Mahmood GHANI*  Advocate Supreme Court  Pakistan
What labor mediators do? A grounded theory analysis of mediation strategy and its determinants in collective labor disputes in China
Pengxin XIE*  Southwestern University of Finance and Economics  China
Jiaojiao FENG  Renmin University of China  China

CS133  Labor Rights in the Garment Industry in Bangladesh, Vietnam, Cambodia, and China
July 25       09:00-10:40

Session Organizer
John LOGAN  San Francisco State University  United States
Discussant
Wei HUANG  Renmin University of China  China
John LOGAN  San Francisco State University  United States

Michael BRIDE  Bangladesh Accord of Fire and Factory Safety  Bangladesh
Ben HENSLER  Worker Rights Consortium  United States
Ha NGUYEN  International Labor Organization  Viet Nam
Golda BENJAMIN  Business and Human Rights Resource Center  Philippines

CS025  HRM across the Triad - learning from best practice: but whose best practice?
July 25       09:00-10:40

Session Organizer
Chul CHUNG  University of Reading  United Kingdom
Discussant
Chris BREWSTER  University of Reading  United Kingdom
Elaine FARNDALE  Pennsylvania State University  United States
Chul CHUNG  University of Reading  United Kingdom
Chair
Chul CHUNG  Henley Business School, University of Reading  United Kingdom

Changes in the Japanese HRM System: An Emergence of a New System?
Motohiro MORISHIMA*  Gakushuin University  Japan
HRM in South Korea
Hyunji KWON*  Seoul National University  Korea, South
HRM in the U.S.A.
Elaine FARNDALE*  Pennsylvania State University  United States
HRM in Western Europe
Chris BREWSTER*  University of Reading  United Kingdom
### CS030 Staffing

**July 25 09:00-10:40**

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<th>Title</th>
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<tr>
<td>Challenges in Talent Acquisition and Retention: A Study of Non Profit Sector in India</td>
<td>Sunildro L.S. AKOIJAM*</td>
<td>North Eastern Hill University</td>
<td>India</td>
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<tr>
<td>Indian Recruitment Industry: Flexibility and Labour Intermediaries in Formal Sector</td>
<td>Bhim REDDY*</td>
<td>Institute for Human Development</td>
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<td>Shantanu Kant DUBEY</td>
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<td>Tarini SHIPURKAR</td>
<td>Institute for Human Development</td>
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<tr>
<td>The Web of Recruitment: Emerging Hiring Technologies and Methods in India’s Urban Labour Market</td>
<td>Bhim REDDY*</td>
<td>Institute for Human Development</td>
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<td>Shantanu Kant DUBEY</td>
<td>Institute for Human Development</td>
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<td>What Gets on the Interviewer’s Nerves? Exploring the Insights and Impacts of Job Seeker’s Tactless Behaviors</td>
<td>Irene Wen-Fen YANG*</td>
<td>National Chung Cheng University</td>
<td>Taiwan</td>
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<td>Chih-Chun CHEN</td>
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### CS032 Employee Involvement

**July 25 09:00-10:40**

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<tr>
<td>Case Study on the relationships among Employee voice and Organizational Performance and Employee Perception of Fairness: A Japanese Company Invested in China</td>
<td>Min LI*</td>
<td>South China University of Technology</td>
<td>China</td>
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<td>Xiaoli HU</td>
<td>South China University of Technology</td>
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<td>The analysis of cross-border barriers in the introduction of financial participation programs and EU’s proposals aiming at the liquidation of these barriers and wider promotion of financial participation</td>
<td>Maciej KOZŁOWSKI*</td>
<td>University of Lodz</td>
<td>Poland</td>
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<tr>
<td>The Cross-Level Influence of Empowering Leadership on Individual Workplace Outcomes: A Mediating Role of Job Crafting</td>
<td>Kyujin KIM*</td>
<td>Korea University Business School</td>
<td>Korea, South</td>
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<td>Kwanghyun KIM</td>
<td>Korea University Business School</td>
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### CS026 Social dialogue to combat social exclusion. Why has it largely failed?

**July 25 09:00-10:40**

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<td>Session Organizer</td>
<td>Ian GREER</td>
<td>Cornell University ILR School</td>
<td>United States</td>
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<td>Discussant</td>
<td>Jill RUBERY</td>
<td>Manchester Business School</td>
<td>England</td>
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**Solidarity Broad and Deep. Campaigns to Defend British Healthcare and Social Security**

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<td>Ian GREER</td>
<td>Cornell University</td>
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<tr>
<td>Lisa SCHULTE</td>
<td>Middlesex University</td>
<td>United Kingdom</td>
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<td>Genevieve CODERRE-LAPALME*</td>
<td>University of Greenwich</td>
<td>United Kingdom</td>
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**The Failure of Incorporation Policy: Labor Activation Policy and Marginalization of Industrial Relations in Korea**

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<tr>
<td>Myung Joon PARK*</td>
<td>Korea Labor Institute</td>
<td>Korea, South</td>
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**Toward a precarious projectariat? Project dynamics in Slovenian and French social services**

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<td>Ian GREER</td>
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<tr>
<td>Barbara SAMALUK</td>
<td>Greenwich</td>
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<tr>
<td>Charles UMNEY*</td>
<td>Leeds</td>
<td>United Kingdom</td>
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ILERA World Congress 2018 Scientific Program

Presenters are marked with an asterisk (*).

CS031  Chinese Labor Market

July 25  09:00-10:40

Deeper Gap or Faster Integration? The Employment Status of Return Migrant Workers and Influences on the Dualization of Labour Market in Contemporary China
Shuwan ZHANG*  Chinese Academy of Social Science  China

Labor force dynamics of Elderly People in China
Xuejie YI*  Peking University  China

The New Generation of Migrant Workers and Future Labor Relations in China
Kungang LI*  Anhui University  China

CS035  Human Capital

July 25  09:00-10:40

Does Occupational Licensing Increase Income Inequality?
Tingting ZHANG*  Western New England University  United States

Skill Mismatch and Labour Market Outcomes
G. K. Randolph TAN*  Singapore University of Social Sciences  Singapore

CS043  Technological Change and Labor

July 25  09:00-10:40

Computer with Internet Access and Wages Disparity across Regions: Evidence from China
Ting REN  Peking University  China
Xinguo YU*  Peking University  China

Effects of Technological Progress and Labor Turnover on Employment
Insong JANG*  Korea Labor Institute  Korea, South

The Back-End of Information & Communication Technology: Labour in Informal E-waste Management in India
Somjita LAHA*  Institute for Human Development  India

CS045  Labor Issues in Developing Countries

July 25  09:00-10:40

An investigation into labour broking as a new form of employment in Zimbabwe: the case of a Zimbabwean labour broker.
Tatenda C. NYANHETE*  Midlands State University  Zimbabwe

Ibukun Olorunisola KOLAWOLE*  University of KwaZulu-Natal  Nigeria
Elias CEBEKHULU  University of KwaZulu-Natal  South Africa

DECENTRALIZED GOVERNMENTS AND FIRM PRODUCTIVITY GROWTH: EVIDENCE FROM ASIAN COUNTRIES
Cuong Tat DO*  Ho Chi Minh National Academy of Politics  Viet Nam

STABILITY, EMPLOYABILITY AND SUSTAINABILITY: YOUTH EMPLOYMENT CHALLENGES AND YOUTH ENTREPRENEURSHIP POLICIES IN THE PHILIPPINES
Ronahlee A. ASUNCION*  University of the Philippines Diliman  Philippines
### CS029  Global Comparisons of Legislative Protections on Workplace Discrimination and Inclusion

**July 25  09:00-10:40**

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<th>Session Organizer</th>
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<tr>
<td>Milad POURNIK</td>
<td>Willetta WAISATH</td>
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**As of June 21, 2018**

Presenters are marked with an asterisk (*).

#### A New Global Dataset of Countries’ Protections from Workplace Discrimination across Vulnerable Statuses

Brianna PIERCE*

WORLD Policy Analysis Center at UCLA
United States

#### International Migrant Inclusion and Equality in the World of Work: A Global Comparison of 193 UN Member Countries

Brianna PIERCE*

WORLD Policy Analysis Center at UCLA
United States

#### Prohibiting Workplace Discrimination on the Basis of Disability: A Globally Comparative Review

Willetta WAISATH*

WORLD Policy Analysis Center, UCLA Fielding School of Public Health
United States

### CS034  Women in Leadership and the Glass Ceiling

**July 25  09:00-10:40**

<table>
<thead>
<tr>
<th>Session Organizer</th>
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<tr>
<td>Anna Graziella J. BARRENO*</td>
<td>Kristin CULLEN-LESTER</td>
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#### “Glass Ceiling” and its Effect on Career Progression: A Study on Women Bank Employees in Metro Manila

Anna Graziella J. BARRENO*

University of the Philippines Diliman
Philippines

#### Evil Genius Effect: Leader Effectiveness as a Coping Resource for Employee Performance Under Abusive Supervision

Min-Kyu JOO*

University of Houston
United States

Kristin CULLEN-LESTER

University of Houston
United States

#### Gender Differences in Media Appearances and Their Outcomes among CEOs

Andy Y. Han KIM*

Sungkyunkwan University
Korea, South

Gokce BASBUG

Sungkyunkwan University
Korea, South

#### Leadership Perceptions as a Function of Gender-Management Level Combinations in the Chinese Manufacturing Sector

Chengxu ZHOU*

Jilin University
China

### CS038  Legal Regulations on Employment Relations in the Emerging Markets

**July 25  09:00-10:40**

<table>
<thead>
<tr>
<th>Session Organizer</th>
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<tr>
<td>Kabiru Ishola GENTY</td>
<td>Wei TU</td>
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#### EMPLOYMENT INJURY BENEFITS: AN ANTIDOTE FOR A SUSTAINABLE SOCIETY IN EMERGING ECONOMIES

Kabiru Ishola GENTY
Lagos State University
Nigeria

From labour law to labour contract law: finding the hidden changing processes of the employment institution in China

Wei TU
China Academy of Labor and Social Security
China

Ruojing WANG*
Nanjing Normal University
China

#### Labour legislation as a ‘crutch’ or ‘crowbar’? Deconstructing the 2015 Zimbabwe Supreme Court Ruling

Farai NCUBE*
Midlands State University
Zimbabwe

Langtone MAUNGANIDZE
Midlands State University
Zimbabwe

#### Selective Enforcement of Labor Law in China

Henry Hailong JIA*
Rutgers University
United States

Mingwei LIU
Rutgers University
United States

#### Trends in Minimum Wage Laws and Implementation: Experiences of selected Asia Countries

Biju VARKKEY*
Indian Institute of Management Ahmedabad
India

Rupa KORDE
FIAME University
India

Sunny WADHWANIYA
Indian Institute of Management Ahmedabad
India
CS040 Precarious Work in the Emerging Markets II

July 25 09:00-10:40

Making the best of the deal: Security guards in India navigating their precariousness

Ernesto NORONHA* Indian Institute of Management Ahmedabad India
Saikat CHAKRABORTY Indian Institute of Management Ahmedabad India
Premilla D’CRUZ Indian Institute of Management Ahmedabad India

Measures adopted by countries of origin to extend social protection to their migrant workers abroad: A critical evaluation

Marius OLIVIER* University of Western Australia Australia

Precarious work and health conditions: a study of drug consumption among street waste pickers in Brazil

Ana Virginia Moreira GOMES* University of Fortaleza - UNIFOR Brazil
Marilane Lopez MATIAS University of Fortaleza Brazil
Antonio Silva Lima NETO University of Fortaleza Brazil

Self-employed occupations and its relationship with educational attainment Mexico (2000-2016)

Teresa Lizeth Alanis GUTIERREZ* Autonomous University of Zacatecas Mexico

CS046 labor attitudes and unionization

July 25 09:00-10:40

Chinese workers’ psychological mechanism of solidarity by Organizing in collective action-------A Case Study on Labor dispute of Guangzhou LiDe Shoemaking Factory

Yiren WANG* Remin University of China China

DIFFERENCES IN LABOR UNION MEMBERSHIP AND INFLUENCE: THEORIZING AND ANALYZING THE IMPORTANCE OF COMPARATIVE ELECTORAL SYSTEMS

John BUDD* University of Minnesota United States
J. Ryan LAMARE University of Illinois at Urbana-Champaign United States

RENEWING THE SOCIAL CONTRACT THROUGH AN ACTIVE TRADE UNION PARTICIPATION: THE CASE OF LABOUR REFORMS IN URUGUAY

Juan Jacobo VELASCO* ILO DWT and Country Office for the South Cone of Latin America United Kingdom

The multilevel antecedent and outcomes of union commitment in China: a psychological bonds perspective

Lian ZHOU* Guangdong University of Technology China
Mingwei LIU Rutgers University, 50 Labor Center Way, New Brunswick United States
Min LI South China University of Technology China

CS210 Employment Relations in the Emerging Markets

July 25 09:00-10:40

A Study on the Nature of Relationship between Employment Relations and Economic Liberalisation: Perspectives from the Emerging Market Economies

Partha SARKAR* The University of Burdwan India

EMERGING FORM OF EMPLOYMENT RELATIONS IN THE SME SECTOR: PERSPECTIVES FROM THE INDIAN HANDLOOM WEAVING SECTOR

Abhishek MISHRA* Mahatma Gandhi Kashi Vidyapith India

Impact of economic and social-institutional factors on employment relations in an emerging market economy: findings from Nigeria

Olusegun MATANMI* Lagos State University Nigeria
### Plenary Session III: Labor Market Dualization and Institutional Responses

**July 25, 11:00-12:30**

<table>
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<tr>
<th>Rapporteur</th>
<th>University of Western Australia</th>
<th>Australia</th>
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<td>Marius OLIVIER</td>
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#### Presentations

- **Lifting the bottom: The Role of Minimum Wage Policy in Fostering Inclusive Prosperity**
  - Anil VERMA*
    - University of Toronto
    - Canada

- **The Politics of Job Creation in Economic Crisis: A Comparative Analysis of Active Labor Market Policies in OECD Countries**
  - Jong Sun LEE*
    - Korea University
    - Korea, South

- **The Study on the Effectiveness of Quasi-union: Comparisons of Expectation and Satisfaction between Contingent Workers’ Union and Quasi-union**
  - Kyungyeon KIM*
    - Korea University
    - Korea, South

- **Trend analyses of employment relations studies 1947-2014: Implication for future research strategy**
  - Dong-One KIM*
    - Korea University Business School
    - Korea, South
  - Ki-Jung KIM
    - University of Illinois-Urbana Champaign
    - United States

### Plenary Session IV: Workforce Diversity, Labor Market Inequality and Social Integration

**July 25, 14:00-15:30**

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<th>Rapporteur</th>
<th>Chung-Ang University</th>
<th>Korea, South</th>
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<td>Byoung-Hoon LEE</td>
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#### Presentations

- **Are Asian countries converging towards gender equality at work?**
  - Rupa KORDE
    - FLAME University
    - India
  - Kanish DEBNATH
    - FLAME University
    - India
  - Ahana SIROHI*
    - FLAME University
    - India

- **Comparing the effectiveness of codes of governance vs. legislative quotas to achieve gender balance in boards: a study of the French and British experiences**
  - Sophie HARNAY*
    - Université Lorraine
    - France
  - Fabienne LLENSE
    - Université Paris Nanterre
    - France
  - Antoine REBERIOUX
    - Université Paris Diderot
    - France
  - Gwenaël ROUDAUT
    - Ecole Polytechnique Paris
    - France

- **The impact of the Quota for women on supervisory boards of German Corporations, esp. on employer representation and HRM, esp. skill development and training**
  - Julia HANSCH*
    - DHBW Mannheim
    - Germany
  - Cornelia HAAG
    - HAW Kempten
    - Germany

- **VOICE AND SILENCE OF FILIPINO MIGRANT WORKERS IN TAIWAN: A GROUNDED THEORY ANALYSIS**
  - Jingjing WENG
    - Yuan Ze University
    - Taiwan
  - Ying-Che HSIEH
    - National Tsing-Hua University
    - Taiwan
  - Miguel Tanpiuco QUIMPO*
    - Yuan Ze University
    - Taiwan
  - Nhan Thanh PHAM
    - National Tsing Hua University
    - Taiwan
## ILERA World Congress 2018 Scientific Program

### CS003  Global Trends in Industrial Relations: Studying labor law, collective bargaining, and minimum wage setting using the innovative WageIndicator Databases

**July 25 16:00-17:40**

**Session Organizer**  
Khushi MEHTA  
WageIndicator Foundation  
India  

**Discussant**  
Biju VARKKEY  
Indian Institute of Management  
India  

Paulien OSSE  
WageIndicator Foundation  
Netherlands  

**Are collective agreements in Indonesia, Vietnam, Cambodia and Pakistan guaranteeing decent working conditions? Analysis and comparison from the WageIndicator database**  
Daniela CECCON*  
WageIndicator Foundation and Amsterdam University  
Italy  

**Do Minimum Wages and Living Wages affect Industrial Relations in Asian Countries?**  
Biju VARKKEY  
Indian Institute of Management  
India  

Rupa KORDE*  
FLAME University  
India  

Khushi MEHTA  
WageIndicator Foundation  
India  

Martin GUZI  

**The impact of sectoral and national level industrial relations on the practice of equality bargaining in collective agreements in the commerce sector in EU member states**  
Janna BESAMUSCA*  
University of Amsterdam  
Netherlands  

Kea TIJDENS  

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### CS050  International Perspectives on Workplace Conflict and Dispute Settlement: Varieties of Experience in Different Countries

**July 25 16:00-17:40**

**Session Organizer**  
Greg BAMBER  
Monash University  
Australia  

Fang Lee COOKE  
Monash University  
Australia  

**Discussant**  
Mia RÖNNMAR  
Lund University  
Sweden  

Young-Bum PARK  
Hansung University  
Korea, South  

**Worker Voice in America: A Current Assessment and Exploration of Options**  
Thomas A KOCHAN*  
Massachusetts Institute of Technology  
United States  

Duanyi YANG*  
Massachusetts Institute of Technology  
United States  

William KIMBALL  
Massachusetts Institute of Technology  
United States  

Erin L. KELLY  
Massachusetts Institute of Technology  
United States  

**Workplace conflict and dispute settlement in China: Institutional innovations and sustainability**  
Fang Lee COOKE*  
Monash University  
Australia  

Xiliang FENG  
Capital University of Economics and Business  
China  

**Workplace Conflict and Dispute Settlement: Perspectives from a pre- and post-Brexit United Kingdom (UK)**  
Paul L. LATREILLE*  
Sheffield University  
United Kingdom  

Richard SAUNDRY  
Plymouth University  
United Kingdom  

**Workplace conflict resolution and dispute settlement in Australia: Employee voice and employees’ intentions to quit**  
Greg J. BAMBER*  
Monash University  
Australia  

Bernadine Van GRAMBERG  
Swinburne University of Technology  
Australia  

Julian TEICHER*  
CQU University  
Australia  

Brian COOPER  
Monash University  
Australia
**CS061** Globalization and Labor Relations  
**July 25** 16:00-17:40

**Global Collective Agreements: Policy Instruments for Unions in the Global Economy**  
Fabiana Avelar PEREIRA*  
Lund University  
Sweden

**Global Framework Agreements and the Control of Global Value Chain**  
Rémi BOURGUIGNON*  
IAE Paris I Panthéon-Sorbonne  
France

Pierre GARAUDEL  
IAE Paris I Panthéon-Sorbonne  
France

Simon PORCHER  
IAE Paris I Panthéon-Sorbonne  
France

**Globalisation, social justice and transnational voice mechanisms**  
Klara BOONSTRA*  
VU University Amsterdam  
Netherlands

Imke Van GARDINGEN  
Confederation of Trade Unions in The Netherlands FNV  
Netherlands

**LABOR RELATIONS IN A GLOBALIZING WORLD**  
Harry C. KATZ*  
Cornell University  
United States

Thomas A. KOCHAN  
MIT  
United States

Alexander J. S. COLVIN  
Cornell University  
United States

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**CS094** The role of trade unions in managing economic crises and business restructuring from a comparative perspective  
**July 25** 16:00-17:40

**Session Organizer**  
Federico FUSCO  
Lund University  
Sweden

**Discussant**  
Andreas INGHAMMAR  
Lund University  
Sweden

Adriana TOPO  
University of Padova  
Italy

**Chair**  
Federico FUSCO  
Lund University  
Sweden

**A CRITICAL ANALYSIS OF THE ROLE OF SOUTH AFRICAN TRADE UNIONS IN SOUTH AFRICA IN CORPORATE RESTRUCTURING**  
Kirsten Hanna EISER*  
Webber Wentzel Attorneys (law firm)  
South Africa

**BETTING ON THE FUTURE: A COMPARISON BETWEEN TRADE UNION’S STRATEGY IN THE RESTRUCTURING OF FIAT AND VOLVO CARS**  
Federico FUSCO*  
Lund University  
Sweden

**CRISIS MANAGEMENT AND TRADE UNION REACTIONS TO FINANCIAL CRISIS: CAMBODIA**  
Sophal CHEA*  
Pannasastra University of Cambodia  
Cambodia

**FACING THE BRAZILIAN 2017 LABOUR REFORM: THE NEW CHALLENGE FOR UNIONS**  
Eduardo Pragmácio FILHO*  
Faculdade Farias Brito (Farias Brito Law School)  
Brazil

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**CS201** Union Leadership and Mobilization  
**July 25** 16:00-17:40

**The Leadership Component of Kelly’s Mobilisation Theory: Contribution, Tensions, Limitations and Further Development**  
Ralph DARLINGTON*  
University of Salford  
United Kingdom

**What makes a good union leader: Evidence from the Harvard Trade Union Program**  
Michelle KAMINSKI*  
Michigan State University  
United States

**Workers’ solidarity – A ”labour of Sisyphus” or collectivity in action?**  
Emmett CARAKER*  
Aalborg University  
Denmark

Henning JØRGENSEN  
Aalborg University  
Denmark
ILERA World Congress 2018 Scientific Program

CS058  Health and Safety at Workplace
July 25  16:00-17:40

A new labour perspective for a sustainable Society: private compliance initiatives for health and safety at work
Stefano Maria CORSO* University L. Bocconi of Milan Italy
Dismissing employees with mental health problems?
Alexander MAES* UHasselt Belgium

Rank Has Its Privileges: Explaining Why Regulatory Compliance Is So Difficult
Gokce BASBUG* Sungkyunkwan University Korea, South
Ayn CAVICCHI Massachusetts Institute of Technology United Kingdom
Susan SILBEY Massachusetts Institute of Technology United Kingdom

The Enforcement of Occupational Safety and Health (OSH) Legislation in Malaysia: Evidence from Manufacturing Industry
Sharja SHAARI* Universiti Malaysia Sabah Malaysia

CS059  Flexible Working Time
July 25  16:00-17:40

Employment contract and working time flexibility, and its efficient management in Romania
Dănuţ TîTOP* Association for the Study of the Professional Labour Relations Romania
Alexandru TICLEA Association for the Study of the Professional Labour Relations Romania

Importance of national context in explaining the impact of flexible working on work-family outcomes across 30 European countries
Heejung CHUNG* University of Kent United Kingdom

TELECOMMUTING INTENSITY AND WORK-FAMILY OUTCOMES: A META-ANALYTIC
Anoop A. JAVALAGI* University of Illinois at Urbana-Champaign United States
Ravi S. GAJENDRAN Florida International University United States

Working Time Flexibility in an Entrepreneurial Firm: An Comparative study of Women’s Perspective from a Matrilineal and a non-matrilineal Society in India
Dimasa Kumar BRAHMA* North Eastern Hill University India
### CS082 Global HRM

**July 25 16:00-17:40**

**GLOBAL STRATEGIC TALENT ASSEMBLY: A CO-EVOLUTIONARY PERSPECTIVE**

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Elaine FARDNALE*</td>
<td>The Pennsylvania State University</td>
<td>United States</td>
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<tr>
<td>Mohan THITE</td>
<td>Griffith University</td>
<td>Australia</td>
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<tr>
<td>Akram Al ARISS</td>
<td>Toulouse Business School</td>
<td>France</td>
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<tr>
<td>Bora KWON</td>
<td>The Pennsylvania State University</td>
<td>United States</td>
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</table>

Research on human resource management of localization staff in overseas enterprises in China: A case study of Huawei

- Hui DU* Beijing Union University
- Qin HE Beijing Union University

**The Changing Face of Global Staffing Policy in Taiwanese Multinational Companies**

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<th>Name</th>
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<tr>
<td>Nien-Chi LIU</td>
<td>National Central University</td>
<td>Taiwan</td>
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<tr>
<td>Hung-Mei CHANG*</td>
<td>National Central University</td>
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**The evolution and transformation of HRM in MNCS in the political and emerging market economy context**

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<tr>
<th>Name</th>
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<tr>
<td>Joey SOEHARDJOJO*</td>
<td>University of Warwick</td>
<td>United Kingdom</td>
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<tr>
<td>Guglielmo MEARDI</td>
<td>Warwick Business School</td>
<td>United Kingdom</td>
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<tr>
<td>Nigel DRIFFIELD</td>
<td>Warwick Business School</td>
<td>United Kingdom</td>
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</table>

**The moderating effect/role of perceived organizational support on the relationship between cultural intelligence and cross-cultural adjustment for self-initiative Indian expatriates in South Korea**

- Bidhanchandra NAHAKPAM* Sejong University
- Haejin KIM Sejong University

### CS002 Comparison of non-regular workers between Japan and Korea: Diverse types, workers’ behaviors, and corresponding policies

**July 25 16:00-17:40**

**Session Organizer**

<table>
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<tr>
<th>Name</th>
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<tr>
<td>Jong-Won WOO</td>
<td>Saitama University</td>
<td>Japan</td>
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**Discussant**

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<tr>
<td>Teiichi SEKIGUCHI</td>
<td>Chuo University</td>
<td>Japan</td>
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</table>

**Comparing Minimum Wage-Setting Mechanisms in Japan and Korea: Searching for the Sources of Difference**

- Michio NITTA* University of Tokyo
- Jong-Won WOO* Saitama University

**The Changing Face of Inequality: Emergence and Reproduction of Dependent Self-Employed Professionals in the Media Industry in South Korea**

- Sung-Chul NOH* Saitama University

**The Comparison of Subcontract Work between Electrical and Steel Industry in Japan**

- Hiroyuki AOKI* Kagawa University

**The Unionization and Union Activities of Non-regular Supermarket Workers: A Comparison of South Korea and Japan**

- Wakana SHUTO* Rikkyo University
### CS049  Social Protection Extension in Developing World Context: Informal Economy and Non-Standard Workers

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<tr>
<td><strong>Session Organizer</strong></td>
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<tr>
<td>Marius OLIVIER*</td>
<td>Northwest University</td>
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<tr>
<td>Avinash GOVINDJEE</td>
<td>Nelson Mandela University</td>
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<td><strong>Discussant</strong></td>
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<tr>
<td>Evance KALULA</td>
<td>University of Cape Town</td>
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</table>

**Expanding the boundaries of social security protection for informal economy workers in developing countries**
Marius OLIVIER* | Northwest University | South Africa |

**Informality and social protection in Latin America: Critical analysis of the current situation**
Pablo Arellano ORTIZ | Pontificia Universidad Católica de Valparaíso | Chile |

**Social protection extension to non-standard workers in South Africa**
Avinash GOVINDJEE* | Nelson Mandela University | South Africa |

### CS063  International Issues

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<tr>
<td><strong>How can taxes help ensure a fair globalization?</strong></td>
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<tr>
<td>François LANGOT</td>
<td>Le Mans University (Gains-TEPP), Paris School of Economics &amp; Cepremap</td>
</tr>
<tr>
<td>Rossana MEROLA*</td>
<td>ILO (International Labour Office)</td>
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<tr>
<td>Samil OH</td>
<td>University of Cergy-Pontoise &amp; Cepremap</td>
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</table>

**Social dimension of Sustainability Practices and their Determinants: A Global Study in the Context of International Trades.**
Santanu Kumar GHOSH* | The University of Burdwan | India |
Sova GHOSH | | India |

**The institutional construction of unfree labor regimes in Canada. The case of migrant workers in Quebec.**
Loic MALHAIRE* | Universidad del Valle de Guatemala (UVG) | Guatemala |

### CS203  Labor Law Reform

<table>
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<tr>
<td><strong>Evaluate the effect of China’s “Law on Mediation and Arbitration of Labor Disputes”</strong></td>
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<tr>
<td>Yueting JI</td>
<td>Renmin University of China</td>
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<tr>
<td>Jing CHAI*</td>
<td>Renmin University of China</td>
</tr>
<tr>
<td>Kuang TANG</td>
<td>Renmin University of China</td>
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</table>

**Greasing the Wheels of Cross-Strait Integration? Labor Law Reform and the Politics of Emancipation in Taiwan**
Andi KAO* | Cornell | United States |

**The Brazilian Labour Law Reform: can this path lead to development?**
Ana Virginia Moreira GOMES* | University of Fortaleza - UNIFOR | Brazil |
Anil VERMA | University of Toronto | Canada |

**Too bad to be true The Impact of the EPL Reform on the Private Firm Performance in China**
Dawei JIANG* | RUC | China |
Zhong ZHAO | RUC | China |
ILERA World Congress 2018 Scientific Program

Presenters are marked with an asterisk (*).

**CS205  Flexibility versus Rigidity**

July 25  16:00-17:40

“From ‘flexible rigidity’ in the Workers’ Statute (1970) to ‘rigid flexibility’ in the Jobs Act (2014): a long-term perspective on the design of employment protection legislation in Italy”

Anthony C. MASI*  McGill University  Canada

Korean trade union responses to contingent workers

Hyemin HAN*  Seoul National University  Korea, South
Heejoon PARK  Seoul National University  Korea, South

Lessons from European flexicurity policies

Lei DELSEN*  Radboud University  Netherlands

The Bifurcated Nature of Flexible Working Across the Occupational Structure: The Case of Zero-Hour Contracts in the United Kingdom

Mark WILLIAMS*  University of Surrey  United Kingdom
Maria KOUMENTA  Queen Mary University London  United Kingdom

**CS022  Workforce Diversity and Its Impact**

July 25  16:00-17:40

A Glimpse of Unorganised Female Labour Force of 21st Century in India

Monika DUBEY*  Rajasthan Technical University  India

Diversified Cultures, Diversified Workforce and Social Integration: The Nepalese Experience

Bojindra Prasad TULACHAN*  Ajou University  Korea, South
Yung-Ho CHO

Gender Diversity and Organizational Financial Performance: Implemented Flexible Work Practices and Collective Incentives as Coping Resources

Min-Kyu JOO*  University of Houston  United States
Dejun Tony KONG  University of Houston  United States
Leanne ATWATER  University of Houston  United States

THE IMPACT OF IN-HOUSE TRAINING ON THE DIVERSITY DIMENSIONS OF EMPLOYEE PRODUCTIVITY IN A LOW PRODUCTIVITY COUNTRY: THE SOUTH AFRICAN WORKPLACE AS A CASE STUDY

Gerhardus Van ZYL*  University of Johannesburg  South Africa
ILERA World Congress 2018 Scientific Program

CS047  
Labour relations in Latin America: similarities and differences in the region

July 25  
16:00-17:40

Session Organizer
Cecilia Senen GONZALEZ  
UNIVERSIDAD DE BUENOS AIRES  
Argentina

Discussant
Carolina MERA  
University of Buenos Aires (UBA)  
Argentina

Viviana VEGA  
University of Buenos Aires  
Argentina

Bridging Divides, Building Networks. Organizational Experiences of Paid Domestic Workers in Uruguay and Paraguay

Raquel Rojas SCHEFFER*  
Freie University Berlin  
Germany

Colombia, labor relations and challenges of peacebuilding in the 21st century

Laura Carla Moisá ELICABIDE  
National University of Colombia  
Colombia

Nicolás Alberto Moreno REYES  
State University of Campinas  
Brazil

María PIÑÓN*  
Center for Unionism and Labor Economic Studies (CESIT) - Economic Institute - State University of Campinas (UNICAMP)  
Brazil

Labor Relations and Unions in Argentina in the 21st century: a balance of the last decade and some questions about future horizons

Cecilia Senén GONZÁLEZ*  
University of Buenos Aires (UBA)  
Argentina

The flexibilization of labour relations in Brazil and in the Republic of Korea: a Methodological Approach

María PIÑÓN*  
Center for Unionism and Labor Economic Studies (CESIT) - Economic Institute - State University of Campinas (UNICAMP)  
Brazil

CS051  
Current challenges for South East Asian Employment relations

July 25  
16:00-17:40

Session Organizer
Ngan COLLINS  
RMIT UNIVERSITY  
Australia

Discussant
Russell LANSBURY  
University of Sydney  
Australia

Ngan COLLINS  
RMIT University  
Australia

Chair
Bradon ELLEM  
University of Sydney Business School  
Australia

Casualisation and Irregular Work in South Korea

Michael O’DONNELL*  
UNSW Canberra  
Australia

Seung-Ho KWON  
UNSW  
Australia

Current challenges for South East Asian Employment Relations: A View from Thailand’s Initiation of the ASEAN Labour Standards

Chokchai SUTTAWET*  
Mahidol University  
Thailand

Human resource management in Vietnam’s SOEs: Examining relationships between compensation and perception of pay equity

Ngan COLLINS  
RMIT University  
Australia

Anh NGO*  
Institution of Economics  
Viet Nam

Women leaders in Indonesia: paving the road to the top

Sari SITALAKSMI*  
Gadjah Mada University  
Indonesia

Work-Life Balance and The Meaning of Work: The Perspective of Doctors and Nurses in East Malaysia

Oscar DOUSIN*  
Universiti Malaysia Sabah  
Malaysia

Ngan COLLINS  
RMIT University  
Australia
A Cross-Level Research on the Influence of Managerial Coaching on Job Crafting: The Role of Perceiving Goals as Invariable and Risk Aversion
Zhisong CUI* Jilin University China
Hongyu WANG Jilin University China

SKILL DEVELOPMENT AS AN ENABLER OF MANUFACTURING SECTOR GROWTH IN INDIA: PERSPECTIVES AND PROPOSITIONS
Amir JAFAR* ALIGARH MUSLIM UNIVERSITY CENTRE MURSHIDABAD India
Partha SARKAR THE UNIVERSITY OF BURDWAN India

GLOBAL ECONOMIC CHALLENGES AND COLLECTIVE INTERESTS OF WORKERS: EMPIRICAL EVIDENCE FROM NIGERIA
Kabiru Ishola GENTY Lagos State University Nigeria

Managing the Dynamics of Global Employment Relations: Government, Employer and Trade Union Strategies in Nigeria
Yunus Adeleke DAUDA* Lagos State University Nigeria

Managing work-related stress in the ’uniformed’ special services in Nigeria: a continuing challenge of the future of work
Ehi IDUBOR University of Benin Nigeria

The Decline and Renewal of the Power Labour Movement in Nigeria
Ibukun Olorunisola KOLAWOLE* Lagos State University Nigeria

Flexible Employment based on Network Platforms in China: From HRM to HRG?
Liping LI* Sichuan University China
Dan LI Sichuan University China

The Fairwork Foundation: assessing and responding to the online gig economy
Jamie WOODCOCK* University of Oxford United Kingdom
Mark GRAHAM University of Oxford United Kingdom
### CS053 Issues on Future of Work

**July 25**  
16:00-17:40

**Individualization of the Labor Market and the Future of Work -- How should unemployment and atypical employment be dealt with?**
- Kazuo TAKADA*  
  Hitotsubashi University  
  Japan

**Japan’s Industrial and Labor Policies Against the Changes by the 4th Industrial Revolution**
- Byeongsik KIM*  
  Korea University Business School  
  Korea, South

**The Future of Work in the Fourth Industrial Revolution**
- Hyo-Soo LEE*  
  Yeungnam University  
  Korea, South

**Work ‘or’ Employment in the 21st Century?**
- Peter HOLLAND  
  Monash University  
  Australia
- Chris BREWSTER*  
  University of Reading  
  United Kingdom

### CS060 Future of Work from Diverse Fields

**July 25**  
16:00-17:40

**FUTURE OF LABOR LAW**
- Nelson MANNRICH*  
  University of São Paulo (USP)  
  Brazil

**Integrating Work and Life: A Case of the Urban Shared Spaces in Hong Kong and Taiwan**
- Teresa Shuk-Ching POON*  
  the Open University of Hong Kong  
  Hong Kong
- Anthony Yuk-Sun WONG  
  the Hong Kong Polytechnic University  
  Hong Kong

**THRIVING IN THE FUTURE OF WORK: EMPLOYERS’ RECOMMENDATIONS FOR ACTION**
- Alessandra ASSENZA*  
  International Organisation of Employers  
  Switzerland
- Roberto Suarez SANTOS  
  International Organisation of Employers  
  Switzerland

### CS084 Labor-Management Partnership

**July 26**  
09:00-10:40

**A Comparison of Labor Management Partnerships in the Health Care Industries of Scotland and the United States**
- Paul F. CLARK  
  Penn State University  
  United States
- Darlene A. CLARK*  
  Penn State University  
  United States

**Employees’ Perceived Effectiveness on Labor Union and Works Council in Korea**
- Jun Ha CHOI  
  Ministry of Employment and Labor  
  Korea, South
- Young-Myon LEE*  
  Donguk University  
  Korea, South

**From participation to collaboration?: Challenges to sustaining institutional change in enterprise level management and employment relations**
- Catherine CASEY*  
  University of Leicester  
  United Kingdom
- Helen DELANEY  
  The University of Auckland  
  New Zealand

**PARTNERSHIP AGREEMENT BETWEEN MANAGEMENT AND UNION — A NEW ERA DIRECTION**
- Balakrishnan PARASURAMAN*  
  University of Malaysia Kelantan (UMK)  
  Malaysia
- Attridge Mwelwa MWAPE  
  Binary University Malaysia & University of Zambia  
  Zambia
# CS101 Structure of Collective Bargaining

**July 26 09:00-10:40**

Decentralization without fragmentation? Institutional and socio-economic dynamics in French company-level collective bargaining

- **Arnaud MIAS***
  - Paris-Dauphine University
  - France

- **Elodie BÉTHOUX**
  - Ecole Normale Supérieure Paris-Saclay
  - France

Four phases of institutional change to wage and condition-setting in Australia 1983-2013: An Historical Institutionalist analysis and explanation

- **Kurt WALPOLE***
  - University of Sydney
  - Australia

National Reforms of Collective Bargaining in South Asia from a Comparative Perspective in Pakistan- A Meta Analysis

- **Nida RAHIM**
  - Allama Iqbal Open University Pakistan
  - Pakistan

- **Muhammad Asif COMBOH***
  - Allama Iqbal Open University Pakistan
  - Pakistan

Representation and collective voice: Examining industrial relations actors’ collective action of employer and employee associations

- **Joey SOEHARJOJO***
  - University of Warwick
  - United Kingdom

- **Lauren SCHROCK**
  - Warwick Business School
  - United Kingdom

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# CS200 Worker Voice and Participation

**July 26 09:00-10:40**

EMPLOYEE PARTICIPATION AND ORGANIZATIONAL CULTURE: DOES IT REALLY MATTERS IN THE CASE OF PUBLIC UNIVERSITIES IN MALAYSIA?

- **Badariah Ab RAHMAN***
  - Universiti Malaysia Sabah
  - Malaysia

- **Dzurizah IBRAHIM**
  - Universiti Malaysia Sabah
  - Malaysia

- **Rosazman HUSIN**
  - Universiti Malaysia Sabah
  - Malaysia

Promoting Constructive Approaches to Labour Relations in the Public Service: Examples from Collective Agreements

- **Carlos R. CARRIÓN-CRESPO***
  - International Labour Office
  - Switzerland

Reconfiguration of collective and individual voices; comparison France-Japan: Changing level of negotiations and Individualisation of employment relations

- **A. JOBERT**
  - IDHE-ENS-Paris-Saclay
  - France

- **H. SUZUKI***
  - Waseda university
  - France

Workers participation: History, Challenges and Possibilities for the Future in Russia

- **Elena GERASIMOVA***
  - National Research University “Higher School of Economics”
  - Russia

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# CS075 Pay System

**July 26 09:00-10:40**

Adoption and Abandonment of Employee Stock Incentives in Taiwanese Enterprises – The Impacts of the Expensing Employee Stock-based Compensation

- **Nien-Chi LIU***
  - National Central University
  - Taiwan

- **Shao-Hang HUANG**
  - National Central University
  - Taiwan

Employee Value Proposition and Total Rewards: Tools of the Trade in Today’s Competitive Market

- **Virgel C. BINGHAY***
  - University of the Philippines
  - Philippines

Variable Pay and/or Collective Wage Bargaining? Are They Like Cats and Dogs?

- **Barbara BECHTER**
  - University of Durham
  - United Kingdom

- **Nils BRAAKMANN**
  - Newcastle University
  - United Kingdom

- **Bernd BRANDL***
  - University of Durham
  - United Kingdom
### CS076  Pay Structures and Their Outcomes

**July 26  09:00-10:40**

<table>
<thead>
<tr>
<th>Title</th>
<th>Presenters</th>
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</table>
| Pay Structure and Workers’ Satisfaction in Japan: Revisit for the Effects of Seniority Pay System | Hideki SHIMIZU-TANAKA* (Kyoto Gakuen University, Japan)  
Itaru NISHIMURA* (The Japan Institute of Labor Policy and Training, Japan) |
| Situational Factors Affecting the Relationship Between Horizontal Pay Dispersion and Organizational Performance | B. NAMGUNG (Hanyang University, Korea, South)  
H.J. LEE (Hanyang University, Korea, South)  
G.C. YU* (Hanyang University, Korea, South) |
| The effect of Seniority-based Pay on Firm Performance               | Heejoon PARK* (Seoul National University, Korea, South)                     |

### CS078  Job Attitudes

**July 26  09:00-10:40**

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<thead>
<tr>
<th>Title</th>
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</table>
| Conceptualization, Development, and Validation of a Change-Based Work Adjustment Scale | Chen TANG* (University of Illinois at Urbana-Champaign, United States)  
Hui MENG (East China Normal University, China) |
| Exploring the nature of the Psychological contract of academics in a new managerialist context: A Qualitative study | Shaun RUGGUNAN* (University of KwaZulu-Natal, South Africa)  
Romona SEWPERSAD (University of KwaZulu-Natal, South Africa) |
| Linking Work Meaningfulness with Job Crafting: Modifying Role of Social Identification | Sang-Hoon LEE* (University of Illinois at Urbana-Champaign, United States)  
Yuhuyung SHIN (Hanyang University, Korea, South)  
Mihee KIM (Korea University, Korea, South) |
| Research on Job Satisfaction of Traditional Industrial Workers under Internet Background | Hui DU* (Beijing Union University, China)  
He QIN (Beijing Union University, China) |

### CS105  Innovation and HRM

**July 26  09:00-10:40**

<table>
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<tbody>
<tr>
<td>COGNITIVE DIVERSITY AND SUSTAINABLE COMPETITIVE ADVANTAGE: THE ROLE OF ORGANIZATIONAL CREATIVITY AND INNOVATION, ORGANIZATIONAL CULTURE, AND HR SYSTEM</td>
<td>Yin LEE* (University of Illinois at Urbana-Champaign, United States)</td>
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</tbody>
</table>
| COMPETITIVE INTELLIGENCE AND SMALL BUSINESS SUSTAINABILITY IN A PRECARIOUS WORKING ENVIRONMENT: EVIDENCE FROM SELECTED CLEANING SERVICE COMPANIES IN LAGOS STATE. | Emmanuel, I. UWEM (Babcock University, Nigeria)  
Joy O. EKWOABA* (University of Lagos, Nigeria) |
| Managing Technological Innovation for Sustainable Development in ECOWAS Region: Employment Relations Perspective. | Yunus Adeleke DAUDA* (Lagos State University, Nigeria) |
| Role of workers and trade unions on the adoption of innovation in an organization: Multiple case studies of eco-friendly vehicle production system | Hongseok LEE* (Korea University, Korea, South) |
CS202 Employee Attitude  
July 26  09:00-10:40

**HRM Systems and Attribution: Consequences for Work Engagement and Burnout**

Elaine FARNDALE*  The Pennsylvania State University  United States
Rikki NOURI  The Pennsylvania State University  United States

**Managing the Hearts and Minds of Front Line Service Employees in Sri Lankan Hotels**

Shalini Dananja Kumari  The University of New South Wales  Australia
WANNINAYAKE*  United States

**Organisational commitment through participation in decision-making: Case study municipality Hengelo**

Saraï SAPULETE  Ecorys  Netherlands
Bob VERMAAK*  e-Democracy  Netherlands

**Voice or Exit: path choice of Chinese state-owned enterprises employee in the labor dispute**

Zhenzhen YI*  ECNU  China

CS083 Industrial Relations Reforms and Changes  
July 26  09:00-10:40

**Actor legitimacy and industrial relations reform in New Zealand, Australia, the United Kingdom and Ireland**

Chris F. WRIGHT*  University of Sydney  Australia
Colm MCLAUGHLIN*  University College Dublin  Ireland

**Legitimation, Autonomy and Institutional Change – Sectoral-Level Collective Bargaining in Israel’s Private Sector**

Assaf S BONDY*  Tel-Aviv University  Israel

**State, Labour and Capital in Industrial Relations in the Era of Globalization in India – Story of Tensions, Contradictions and Complexities**

K.R. Shyam SUNDAR*  XLRI  India

**Structural Changes in the labor market, generation-units and unions’ internal dynamics: The case of the Israeli Social Workers Union**

Gadi NISSIM*  Ruppin Academic Center  Israel

CS088 Labor Unions and Labor Markets  
July 26  09:00-10:40

**Does Labor Union Improve Labor Share? Theoretical Analysis and Evidence from Private Firms in China**

Zhiqiang DONG  South China Normal University  China
Jiuli HUANG  Xihaizh WEI  Huaqiao University  China

**Improving Labour Rights through Trade: A Study on Pakistan**

Iftikhar AHMAD*  WageIndicator Foundation  Pakistan

**IS THE ROLE OF TRADE UNIONS IN EMPLOYMENT CREATION AND SUSTENANCE EFFECTIVE? A CASE STUDY OF BOTSWANA AND SOUTHERN AFRICA**

Ogufi Matildah MASAME  Institute of Labour and Employment Studies  Botswana

**Learning to bargain in the workplace: the case of bargaining for skills in the UK.**

Jo CUTTER*  University of Leeds  United Kingdom

**The Effects of Organizational Shocks on Workplace Conflicts: Evidence from Employment Arbitration Outcomes at Financial Firms**

Weihao LI*  University of Illinois at Urbana-Champaign  United States
J. Ryan LAMARE  University of Illinois at Urbana-Champaign  United States
CS089 Minimum Wages and Work Hours

July 26 09:00-10:40

Assessing the Role of the Statutory Minimum Wage in Different Institutional Contexts: Comparing France and South Korea
Jerome GAUTIE* University Paris 1 Panthéon-Sorbonne France
Eunjong SHIN Dankook University Korea, South

Private regulation as a response to low pay: the impact of the voluntary Living Wage in the United Kingdom
Edmund HEERY* Cardiff University United Kingdom
Deborah HANN Cardiff University United Kingdom
David NASH Cardiff University United Kingdom

The Impact of Minimum Wage on Low Skill Workers and Management in Selected Electrical and Electronics Companies in Malaysia
Vally SENASI* University Utara Malaysia (UUM) Malaysia
Samihah KHALIL University Utara Malaysia (UUM) Malaysia
Balakrishnan PARASURAMAN Universiti Malaysia Kelantan (UMK) Malaysia

CS091 Labor Law Issues

July 26 09:00-10:40

Emotional Labour: How Can it Develop the Concept of Good Administration?
Robert SIUCIŃSKI* Institute of Comparative Administrative Procedure Poland

Mapping the role of labour law in the achievement of decent work in China
Weidong ZHANG* Leiden University Netherlands

SEXUAL HARASSMENT AND MOBBING: RECENT AMENDMENTS IN THE PORTUGUESE LAW
Teresa Coelho MOREIRA University of Minho Law School Portugal
David Carvalho MARTINS* University of Lisbon Law School Portugal

The Continuing Evolution of “Ordinary Wage”
Robert FLEMER Kim & Chang Korea, South
Deok-Il SEO* Kim & Chang Korea, South

CS071 Pension Reforms and Participation

July 26 09:00-10:40

Session Organizer
Pablo Arellano ORTIZ Pontificia Universidad Católica de Valparaíso Chile
Lilach LURIE Tel-Aviv University Israel

Discussant
Marius OLIVIER Faculty of Law, Northwest University (South Africa) Australia

Chair
Lilach LURIE* Tel-Aviv University Israel

Pension reform and participation in Chile
Pablo ARELLANO Pontificia Universidad Católica de Valparaíso Chile

Pension Reform and Participation in Spain
Eusebi COLÁS-NEILA* Univ. Pompeu Fabra Spain

Pension Reforms and Participation in Israel
Lilach LURIE* Tel-Aviv University Israel
CS085  Work Life of Women and Elderly People

July 26  09:00-10:40

Anti-discrimination legislation and work placement for disabled. A comparison between Italy and Japan.
Pierluigi DIGENNARO*  MEIJI University  Japan

Job Insecurity and Sleep Quality: The Role of Spillover, Gender, and Family
Yun-Kyoung KIM*  University of Illinois at Urbana-Champaign  United States
Amit KRAMER  University of Illinois at Urbana-Champaign  United States
Sunjin PAK  University of Illinois at Urbana-Champaign  United States

MATERNITY AND WORK
Mayra Mora OLMOS*  University of Guadalajara  Mexico

Parental leave system and women labor rights: Application of international leave policies and practices to China
Xing ZHAN*  University of Illinois at Urbana-Champaign  United States
Yanling LIN  China Institute of Industrial Relations  China

Quality of Work Life of Elderly Worker at Small Medium Enterprise (A Case Study in Tofu Industry)
Kristiana Asih DAMAYANTI*  Parahyangan Catholic University  Indonesia
Fabian WIJAYA  Parahyangan Catholic University  Indonesia

CS087  Carework and Workers’ Outcomes

July 26  09:00-10:40

“If I look at the paycheck, I won’t do it. It’s just that you have to give the services”: Cash-for-care home care support workers talk about their job.
Laurence HAMEL-ROY*  Université de Montréal  Canada

A job is a job: Contesting the vocational view of carework
Katherine RAVENSWOOD*  Auckland University of Technology  New Zealand
Marcus HO  Auckland University of Technology  New Zealand

Day Labor, Domestic Work and Social Security Rights: U.S. and Turkey Comparisons
Zeynep SISLI*  Izmir University of Economics  Turkey
Abel VALENZUELA  University of California, Los Angeles(UCLA)  United States

Exploring the impact of tax measures on the (informal) domestic work
Leila ADIM*  University of Barcelona  Spain
ILERA World Congress 2018 Scientific Program

Presenters are marked with an asterisk (*).

### CS074  Labour Market Flexibility, Non-standard Employment and Decent Work in China

<table>
<thead>
<tr>
<th>Session Organizer</th>
<th>Xiangquan ZENG</th>
<th>Renmin University of China</th>
<th>China</th>
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<td>Discussant</td>
<td>Russell LANSBURY</td>
<td>University of Sydney</td>
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<td>Jiyeun CHANG</td>
<td>Korea Labor Institute</td>
<td>Korea, South</td>
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</table>

#### China

**Digital Platform-based Employment and Decent Work in the Chinese ‘Sharing Economy’**
- Wei HUANG - Renmin University of China - China
- Torsten GEELAN* - University of Cambridge - United Kingdom

**Non-standard Employment around the World**
- Janine BERG - ILO - Switzerland

**Non-standard employment of university graduates and decent work in China**
- Fang Lee COOKE* - Monash University - Australia

**Research on the job quality of non-standard forms of employment in China**
- Xiangquan ZENG - Renmin University of China - China
- Yufei MAO* - Renmin University of China - China
- Xiaoman LI - Capital University of Economics and Business - China

### CS114  The Emerging Industrial Relations System in Vietnam

<table>
<thead>
<tr>
<th>Session Organizer</th>
<th>Chang Hee LEE</th>
<th>International Labour Organisation</th>
<th>Viet Nam</th>
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<tr>
<td>Discussant</td>
<td>Van Binh NGUYEN</td>
<td>MOLISA</td>
<td>Viet Nam</td>
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<td>Changhee LEE</td>
<td>ILO Country Office for Viet Nam</td>
<td>Viet Nam</td>
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#### Vietnam

**‘Human resource management in Vietnam’s SOEs: Examining relationships between compensation and perception of pay equity’**
- Ngan COLLINS* - RMIT University - Australia
- Anh NGO - Ho Chi Minh National Academy of politics - Viet Nam

**Evolution of collective labour law in China and Vietnam since the mid-2000s**
- Sean COONEY - University of Melbourne - Australia
- Hai Ha DO* - University of Economics and Finance - Viet Nam

**Evolution of industrial relations legislation in the context of Vietnam’s transition towards market economy and global integration and the future of industrial relations**
- Van Binh NGUYEN - MOLISA - Viet Nam
- Changhee LEE - ILO Country Office for Viet Nam - Viet Nam

**Global Supply Chains in Garment, Footwear and Electronics in Vietnam: Between the monopsony power of brands and the domination of foreign-invested companies**
- Do Quynh CHI* - Research Center for Employment Relations - Viet Nam

**Special book launch: Industrial Relations in Emerging Economies (Elgar)**
- Susan HAYTER* - ILO - Switzerland
- Changhee LEE - ILO Country Office for Viet Nam - Viet Nam
ILERA World Congress 2018 Scientific Program

**CS123 Roles and Effects of Labor Union**

*Present in Absentia: Rethinking the Role of Labour Formations in Higher Education Institutions*

- **Elias CEBEKHULU**
  - University of KwaZulu Natal
  - South Africa

- **Ibukun Olorunisola KOLAWOLE***
  - University of KwaZulu Natal
  - South Africa

*State led informal disputes settlement in China*

- **Bill W K TAYLOR***
  - City University of Hong Kong
  - Hong Kong

- **Qi LI**
  - Capital University of Business and Economics
  - Australia

*Two Faces of China Unions: Worker Institution or Employer Paper Union*

- **Xiaoying LI***
  - Sun Yat-sen University
  - China

- **Richard FREEMAN**
  - NBER and Harvard
  - United States

*Unions and Overtime Work Revisited: Mitigating Estimation Bias Using Matched Employer-Employee Data from China*

- **Liqiu ZHAO***
  - Renmin University of China
  - China

---

**CS070 Social Protection in a Brave New World**

*Session Organizer*

- **Helmut ELISCHER**
  - Zambia

*Discussant*

- **Vince CHIPATUKA**
  - Friedrich-Ebert-Stiftung Lusaka, Zambia Office
  - Zambia

- **Luis FROTA**
  - International Labour Organisation (ILO)
  - South Africa

- **Helmut ELISCHER**
  - Zambia

- **Isobel FRYE**
  - Studies in Poverty and Inequalities Institute (SPII)/Southern African Social Protection Experts Network (SASPEN) South Africa
  - Zambia

*Chair*

- **Helmut ELISCHER**
  - Zambia

*Preparedness of Social Protection for the Gig Economy in Africa.*

- **Luis FROTA***
  - International Labour Organisation (ILO)
  - South Africa

*Rights-Based Social Protection in a Brave New World*

- **Vince CHIPATUKA***
  - Friedrich-Ebert-Stiftung Lusaka, Zambia Office
  - Zambia

*Social security as part of a system of comprehensive social protection in a Brave New World. Early thoughts on a crucial conversation*

- **Isobel FRYE***
  - Studies in Poverty and Inequalities Institute (SPII)/Southern African Social Protection Experts Network (SASPEN) South Africa
  - Zambia

*Welcome remarks/background information of the session*

- **Helmut ELISCHER***
  - Zambia
### CS073  Shared Capitalism: The Ancient Future of Work

<table>
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<td>July 26</td>
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**Session Organizer**
Saehee KANG  
Rutgers, The State University of New Jersey  
United States

**Discussant**
Dong-One KIM  
Korea University Business School  
Korea, South

Joseph BLASI  
Rutgers, The State University of New Jersey  
United States

**Chair**
Saehee KANG  
Rutgers, The State University of New Jersey  
United States

**Presentations**

- **A cross-cultural comparison of shared capitalism influences in the United States and South Korea**
  Andrea KIM*  
  Sungkyunkwan University  
  Korea, South
  Kyongji HAN  
  Baylor University  
  United States
  David Jinwoo CHUNG  
  Sungkyunkwan University  
  Korea, South

- **Does participation in a workplace spill over into political participation? A perspective on the role of shared capitalism**
  Jung Ook KIM*  
  Rutgers University  
  United States

- **Extending Ownership to Leverage Racially Diverse Workforce: The Effects of Racial Diversity on Firm Performance Outcomes under the Use of Broad-Based Stock Options**
  Joo Hun HAN*  
  Rutgers, The State University of New Jersey  
  United States
  William G. CASTELLANO

### CS092  Workers’ Strategies for Future of Work

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**Crowdworking and platform economy in Germany - The trade unions and employers’ associations perspective on the future of work, regulations, and new forms of governance**
Samuel GREEF*  
University of Kassel  
Germany
Benedikt SCHREITER*  
University of Kassel  
Germany

**Emerging Skills and Occupations in the Industry 4.0: How to Respond to Changing Work Demands?**
Aneta TYC*  
University of Lodz  
Poland

**How social media transforms the relationship between activists and union**
Pauline De BECDELEIVRE  
IGS RH  
France
Jack FIORITO  
Florida State University  
United States
François GRIMA*  
UPEC  
France

**Organizing On-Demand: Representation, Voice, and Collective Bargaining in the Gig Economy**
Hannah JOHNSTON  
Queens University  
Canada
Chris LAND-KAZLAUSKAS*  
ILO  
Switzerland
CS128  Worker Groups and Future of Work

July 26  09:00-10:40

Gaps and traps for women: now and in the future of work
Rae COOPER* University of Sydney Business School Australia
Marian BAIRD University of Sydney Australia
Elizabeth HILL University of Sydney Australia
Ariadne VROMEN University of Sydney Australia
Elspeth PROBYN University of Sydney Australia

Gender in the long–term future of work and inequality
David PEETZ* Griffith University Australia
Georgina MURRAY* Griffith University Australia

In Search of the Direction and Nature of Work Change in the Information Technology Sector: A Cross-country Perspective
Partha SARKAR* THE UNIVERSITY OF BURDWAN India
Ranjan SARKAR* Eptisa India Private Limited India
Abhishek MISHRA* Mahatma Gandhi Kashi Vidyapith India
Hasan Taiab IMAM Novartis (Bangladesh) Limited Bangladesh

Work, identity and coping with precarity: the changing boundaries of employment in young people’s lives in Germany and Poland
Adam MROZOWICKI University of Wrocław Poland
Vera TRAPPMANN Leeds University Business School United Kingdom
Jule-Marie LORENZEN Freie Universitaet Berlin Germany
Mateusz KAROLAK University of Wrocław Poland
Agata KRASOWSKA University of Wrocław Poland
Alexandra SEEHAUS* Freie Universitaet Berlin Germany

PL005  Plenary Session V : Work and Employment Relations in Emerging Market Economies

July 26  11:00-12:30

Rapporteur
Sarosh KURUVILLA Cornell University United States

Between Representation and Regulation: Union Strategies on Non-Standard Employment in Selected Industries in the Philippines
Melisa R. SERRANO* University of the Philippines Philippines

Conflict and mobilization under China’s ‘one country, two systems’: the 2013 dock strikes in Yantian and Hong Kong
Xuebing CAO* Keele University United Kingdom
Chris K C CHAN City University of Hong Kong Hong Kong

Mark ANNER* The Pennsylvania State University United States

Trade union renewal and the modernization of employment relations in Chile: an illustrative case of a Chilean drinks manufacturing company.
Daina Bellido De Luna MAYEA* The University of Manchester United Kingdom
### Plenary Session VI: The Future of Work

**Rapporteur**

<table>
<thead>
<tr>
<th>Presenter</th>
<th>Affiliation</th>
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<tr>
<td>Susan Michelle HAYTER KUCERA</td>
<td>International Labour Organization</td>
<td>Switzerland</td>
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</table>

#### An Empirical Study on the Employment Relationship via Internet—take ELE as the research object

- **Jie QIU***
  - East China Normal University
  - China

#### Defending Meaningful Work with More Income and Less Exploitation - Perspectives from Freelance Workers

- **Yiluyi ZENG***
  - Warwick Business School, University of Warwick
  - United Kingdom

**How traditional trade unions recruit and defend nonstandard workers: The case of Uber and Deliveroo in France**

- **Pauline De BECDELIEN**
  - IGS RH
  - France
- **François GRIMA***
  - UPEC
  - France

**Industry 4.0, Work and Works Councils in the German Manufacturing Sector**

- **Thomas HAIPETER***
  - University of Duisburg-Essen
  - Germany

### Representations for Workers

**Employee representation within multinational corporations: the problem of articulation**

- **Sophie ROSENBOHM***
  - University of Duisburg-Essen
  - Germany
- **Thomas HAIPETER**
  - University of Duisburg-Essen
  - Germany

**Internal Marketing as an Alternative Form of Employee Voice: Perspectives from the Indian Banking Sector**

- **Partha SARKAR***
  - THE UNIVERSITY OF BURDWAN
  - India
- **Indranil DEBGUPTA**
  - CYBER RESEARCH AND TRAINING INSTITUTE
  - India

**Is Joint Consultation Committee Compatible with Collective Bargaining**

- **Aryana SATRYA**
  - Universitas Indonesia
  - Indonesia
- **Riani RACHMAWATI**
  - Universitas Indonesia
  - Indonesia
- **George Martin SIRAIT**
  - Atma Jaya Catholic University
  - Indonesia
- **Balakrishnan PARASURAMAN***
  - Universiti Malaysia Kelantan
  - Malaysia

**PAST, PRESENT AND FUTURE OF NON-UNION EMPLOYEE REPRESENTATION IN POLAND**

- **Katarzyna SKORUPIŃSKA-CIEŚ**
  - University of Lodz
  - Poland
- **LAK***

**WORKERS’ REPRESENTATIVES IN TURKISH LABOUR LAW**

- **Gaye Burcu YILDIZ***
  - Ankara University
  - Turkey

### Collective Actions

**A Pacified Labour? The Transformation of Labour Conflict**

- **Lorenzo FRANGI***
  - University of Quebec in Montreal
  - Canada
- **Sung-Chul NOH**
  - Saitama University
  - Japan
- **Robert HEBDON**
  - McGill University
  - Canada

**More Than Just Words: Credible Strike Threats in the US, 2012-2016**

- **Robert OVETZ***
  - San Jose State University
  - United States

**The effects of media coverage on strikes activity**

- **Minju SHIN***
  - Korea University
  - Korea, South
- **Dong-One KIM**
  - Korea University
  - Korea, South

**TRADE UNION AND COLLECTIVE ACTION IN MALAYSIA: CASE STUDY OF RUM**

- **Mahadirin Hj. AHMAD***
  - Universiti Malaysia Sabah (UMS)
  - Malaysia

**When do non-standard and dirty worker take part in strike?**

- **Jeong-Hun KIM***
  - Korea University Business School
  - Korea, South
**ILERA World Congress 2018 Scientific Program**  
As of June 21, 2018

Presenters are marked with an asterisk (*).

### CS098  Labour Dispute Resolution in Cambodia: the Role of the Arbitration Council

<table>
<thead>
<tr>
<th>Session Organizer</th>
<th>Phallack KONG</th>
<th>Arbitration Council of Cambodia</th>
<th>Cambodia</th>
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<tr>
<td>Discussant</td>
<td>Olle HAMMARSTROM</td>
<td>Swedish Arbitration Authority</td>
<td>Sweden</td>
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<td>Russell LANSBURY</td>
<td>University of Sydney</td>
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**Labour Dispute Resolution in Cambodia: the Role of the Arbitration Council**  
Phallack KONG  
TBA  
Michael GAY*  
Michael GAY*  

### CS112  Challenges of European Collective Labour Law (discussion session)

<table>
<thead>
<tr>
<th>Session Organizer</th>
<th>Attila KUN</th>
<th>Károli Gáspár University of the Reformed Church in Hungary, Faculty of Law (KRE ÁJK)</th>
<th>Hungary</th>
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<td>Beryl Ter HAAR</td>
<td>Leiden Law School</td>
<td>Netherlands</td>
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**Collective bargaining as a fundamental right**  
Vincenzo PIETROGIOVANNI*  
Elena SYCHENKO  
Elena GERASIMOVA*  

**European Sectoral Social Dialogue**  
Antonio Garcia-Muñoz ALHAMBRA*  

**Information and consultation rights**  
Elisabeth BRAMESHUBER*  

**Social dialogue and corporate social responsibility**  
Attila KUN*  

**The role of employees (representatives) in restructuring of companies**  
David Carvalho MARTINS*  
Teresa Coelho MOREIRA  

**Transnational Company Agreements**  
Beryl Ter HAAR*
## CS069  High Performance Work System

### July 26  15:40-17:20

**High-performance work practices and organizational innovativeness: The mediating effect of relational coordination competencies and the moderating effect of market turbulence**

Seung-Yoon RHEE*  Hongik University  Korea, South
Ju-Yeon PARK  Hongik University  Korea, South
Hyung Duk SHIN  Hongik University  Korea, South

**High-Performance Work System and Organizational Citizenship Behavior: The Moderating Role of Employment Relations Ideology**

Ki-Jung KIM*  University of Illinois at Urbana Champaign  United States
Yoon-Ho KIM  Korea University of Technology and Education  Korea, South

**High-Performance Work Systems with Internal and External Contingencies: The Moderating Roles of Organizational Slack and Industry Instability**

Chih0 OK*  Jeonju University  Korea, South
Kwanghyun KIM  Korea University  Korea, South
Kiwook KWON  Konkuk University  Korea, South
Sungchoon KANG  Seoul National University  Korea, South
Johngseok BAE  Korea University  Korea, South

**Revisiting the Causality between High Performance Work System and Firm Performance: The Moderating Roles of Unionized and Female Workforce Ratio**

Youngsang KIM  The Chinese University of Hong Kong  Hong Kong
Andrea KIM  Sungkyunkwan University  Korea, South
David Jinwoo CHUNG*  Sungkyunkwan University  Korea, South
Kyoungji HAN  Baylor University  United States

**Why Do Organizations Implement HR Practices?: A Focus on the Role of Female Middle Managers**

Min-Kyu JOO*  University of Houston  United States
Gyu-Chang YU  Hanyang University  Korea, South

## CS086  Work-Life Balance

### July 26  15:40-17:20

**Family-friendly policies and corporate performance: Focusing on the characteristics of HR department**

Se-Rin BANG  Ewha womans university  Korea, South
Bu Kyung CHOI  Ewha womans university  Korea, South
Ji-Young AHN*  Ewha womans university  Korea, South

**WORK-LIFE BALANCE AS A PANACEA FOR STRESS MANAGEMENT: A STUDY OF THE BANKING SECTOR IN NIGERIA**

Eniola. A. SOKEFUN*  Mountain Top University  Nigeria
James. O. AKINBODE  Federal Polytechnic Offa  Nigeria

**Work-Life Balance Practices in the Healthcare Industry: The Case of East Malaysia**

Oscar DOUSIN*  College of Business, RMIT University  Australia
Ngan COLLINS  College of Business, RMIT University  Australia

**WORK-LIFE INTEGRATION IN MALAYSIAN WORKPLACES: ACCOMMODATING OR CONSTRAINING?**

Dzurizah IBRAHIM*  Universiti Malaysia Sabah  Malaysia
### CS097  Flexible Work Arrangements for a Sustainable Society

**July 26**  
**15:40-17:20**

<table>
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<th>Session Organizer</th>
<th>University of Illinois at Urbana-Champaign</th>
<th>United States</th>
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<td>Anoop JAVALAGI</td>
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<tr>
<td>Yun-Kyoung KIM</td>
<td>University of Illinois at Urbana-Champaign</td>
<td>United States</td>
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<td>Anoop JAVALAGI</td>
<td>University of Illinois at Urbana-Champaign</td>
<td>United States</td>
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**Presenters**
- Anoop JAVALAGI
- Yun-Kyoung KIM

**Presentations**
- Can Leader-Member Exchange Backfire? LMX and Organizational Justice: The Moderating Role of Group Faultline  
  - Seung Whan RYU*
  - University of Illinois at Urbana-Champaign, United States
- Exploring Mediating Effects of Role Ambiguity between Job Crafting and Work Engagement  
  - Sanghoon LEE*
  - University of Illinois at Urbana-Champaign, United States
- Flexible Work Arrangements: A Discussion of Theory and Empirical Findings  
  - Anoop JAVALAGI*
  - University of Illinois at Urbana-Champaign, United States
- Skills Complementary to Technological Change: Evidence from U.S. Job Posting Data  
  - Sanghoon LEE*
  - University of Illinois at Urbana-Champaign, United States
- Flexible Work Arrangements: A Discussion of Theory and Empirical Findings  
  - Anoop JAVALAGI*
  - University of Illinois at Urbana-Champaign, United States
- The Gender Gap in Leadership: How Does Gender Identity Influence Women’s Decisions to Assume Leadership Roles?  
  - Yun-Kyoung KIM*
  - University of Illinois at Urbana-Champaign, United States

### CS099  New Technology and HRM

**July 26**  
**15:40-17:20**

| Horizontal and Vertical Partnership HRM Model (in the context of advancement of AI and the Internet of Things)  
| Ken YAMAZAKI*  
| Japan Institute for Labour Policy and Training, Japan |
| IMPACT OF TECHNOLOGICAL ADVANCEMENT ON DIFFERENT ORGANIZATIONAL VALUES IN TEXTILE SECTOR OF PAKISTAN  
| Summiya ZAHIDI*  
| International Islamic University, Pakistan |
| International Comparison and Improvement proposals of Relationship Governance between Ride-sharing Service Platforms and Drivers in Sharing Economy  
| Jing REN*  
| Southwest University of Political Science&Law, China |
| Internet in the Workspace: An Impediment or a Catalyst for Vulnerable Employment?  
| Joelle NWABUEZE*  
| UNISA, South Africa |
| Technological Innovation and Global Banking Industry Performance: Challenge to Employment Relations in Nigeria  
| Yunus Adeleke DAUDA*  
| Lagos State University, Nigeria |
### CS103 Employee Turnover

**July 26 15:40-17:20**

**Downsizing Effect on Survivors’ Turnover Intention through Relationship with Employer: The Moderating Role of High Performance Work Systems**

Mijeong KIM*  
Korea University Business School  
Korea, South

Jihe KIM  
Korea University Business School  
Korea, South

Johngseok BAE  
Korea University Business School  
Korea, South

**Perceptions of HR practices and employee turnover: Evidence from South Korea**

Jinuk OH*  
University of Guelph  
Canada

**The effect of personality, job characteristics, and job satisfaction on turnover intention**

Tun-Chun HUANG  
National Changhua University of Education  
Taiwan

Chih-Yun WU*  
Tunghai University  
Taiwan

Pi-Yuan YEH  
SGS(Société Générale de Surveillance)  
Taiwan


### CS111 Training and Its Outcomes

**July 26 15:40-17:20**


Ming FAN*  
Henan University  
China

**Industry-led Technical Vocational Education and Training: Life Skills Learning as the Game Changer**

Ivan SANTAMARIA*  
Aboitiz Construction  
Philippines

**New direction in career management of Japanese companies**

Makoto FUJIMOTO*  
The Japan Institute for Labour Policy and Training  
Japan

**The Effect of Training and Education on Human Resource Performance and Corporate Performance of Workers - Focusing on the Moderating Effect of BSC Use**

Young-Chan AHN*  
Dongguk University Graduate School  
Korea, South

Young-Myon LEE  
Dongguk University Business School  
Korea, South

**Why does employee training investment pay off? Test of a missing link between training investment and employee attitudes**

Yuhee JUNG*  
Gakushuin University  
Japan

Norihiro TAKEUCHI  
Waseda University  
Japan


### CS036 Franchising and Subcontracting Relations

**July 26 15:40-17:20**


Yoo Bin KIM*  
Korea Labor Institute  
Korea, South

Seung-Yeol YEE  
Korea Labor Institute  
Korea, South

**Do Multi-unit Franchisees Meet Franchisor Expectations? : Insights from Labor Standards Compliance**

Minwoong JI*  
Korea Institute for Industrial Economics and Trade (KIET)  
Korea, South

**Franchise Businesses and the Challenge of Applying the Act for Protection of Dispatch Workers**

John LEE*  
Hankuk University of Foreign Studies  
Korea, South

Sookyung PARK*  
Independent Researcher  
Korea, South

**Outsourcing of Labor in Korea and Policy Alternatives**

Heungjun JUNG*  
Korea Labor Institute  
Korea, South

Joohee KIM  
TEC de Monterrey  
Mexico

**The Latest Concerning “Illegal Dispatch” and Other Issues Surrounding Irregular Workers**

Robert FLEMER  
Kim & Chang  
Korea, South

Weon-Jung KIM*  
Kim & Chang  
Korea, South
### CS095  
**Labor migration and dualism in foreign and local labor market policy in ASEAN and other countries**  

**July 26  
15:40-17:20**

#### Session Organizer  
Maragtas S.V. AMANTE  
School of Labor & Industrial Relations / UP Open University  
Philippines

#### Panel Chair  
Maragtas Sv AMANTE  
School of Labor & Industrial Relations / UP Open University  
Philippines

#### Labor Competencies of Overseas Filipino Workers: Opportunities for Online Education  
Jean A. SALUDADEZ*  
UP Open University  
Philippines

Donalyn PIAMONTE  
UP Open University  
Philippines

#### Labor migration and dualism in foreign and local labor market policy in Thailand and Laos  
Manoon TOYAMA*  
Sukhothai Thammathirat Open University  
Thailand

Vasu SUVANNIHOK  
Sukhothai Thammathirat Open University  
Thailand

#### Labor migration and protection policy in Indonesia  
Made Yudhi SETIANI*  
Universitas Terbuka  
Indonesia

Ari JULIANA*  
Universitas Terbuka  
Indonesia

### CS096  
**The Employment Standards Enforcement Gap in Ontario, Canada**  

**July 26  
15:40-17:20**

#### Session Organizer  
Leah VOSKO  
York University  
Canada

Alice HOE*  
York University  
Canada

#### Explaining the Deterrence Gap in Employment Standards Enforcement  
Eric TUCKER*  
York University  
Canada

#### Recovering Unpaid Wages: A Weak Link in the Enforcement Proc  
Alice HOE*  
York University  
Canada

#### Strengthening Participatory Approaches to the Enforcement of Employment Standards  
Guliz AKKAYMAK*  
York University  
Canada
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<th>Session</th>
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<tr>
<td>CS125</td>
<td>Migration and its social outcomes</td>
<td>Xinyu WANG*</td>
<td>Beijing Union University, China</td>
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<td>Xiongying CHEN</td>
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<td>Qimin REN</td>
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<td>A study of Chinese rural migrant workers returning home to start a business: characters, problems, contributing factors and promoting ways — Based on 3 typical cases analysis</td>
<td>Xinyu WANG*</td>
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<td>Does Internet Use Reduce the Income Gap between Urban Residents and Migrants? Evidence from CGSS Data</td>
<td>Yufei MAO*</td>
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<td>Relationship between Treatment in Employment of Migrant Workers and Their Behavior Anomie--- Empirical Analysis Based on Investigation of Migrant Workers in Beijing, China</td>
<td>Xiongying CHEN*</td>
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<td>Xinyu WANG*</td>
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<td>The determinants of intra-household decision making in China’s migrant families: Are men responsible for external affairs and women only for internal matters?</td>
<td>Yi ZHOU*</td>
<td>Jinan University, China</td>
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<td>CS127</td>
<td>Vulnerability of Migrant Workers I</td>
<td>Izabela FLORCZAK*</td>
<td>University of Lodz, Poland</td>
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<td>Marcin WUJCZYK*</td>
<td>Jagiellonian University, Poland</td>
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<td>Precarious work of migrant workers - the example of Ukrainians in Poland in the light of regulations of (R)ESC</td>
<td>Izabela FLORCZAK*</td>
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<td>Race, Masculinity, and Market: Nepali men in the Indian Unarmed Security Sector</td>
<td>Sandhya A.S*</td>
<td>Institute for Human Development, India</td>
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<td>The continuity of precarious status and intensive labour: Migrant domestic workers trapped between the Temporary Foreign Worker Program and permanent residency in Canada</td>
<td>Jah-Hon KOO*</td>
<td>McGill University, Canada</td>
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<td>THE PRECARIOUS LIVES OF ZIMBABWEAN MIGRANT WORKERS IN JOHANNESBURG</td>
<td>Chipo HUNGWE*</td>
<td>Midlands State University, Zimbabwe</td>
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CS093  Third Party Neutrals in Dispute Resolution

July 26  15:40-17:20

Session Organizer
Christopher ALBERTYN  Albertyn Arbitration Inc.  Canada
Johanna MACNEIL  The University of Newcastle  Australia

Discussant
Christopher ALBERTYN  Albertyn Arbitration Inc.  Canada
Manfred WEISS  Goethe University  Germany
Jules BLOCH  Mediation/Arbitration Inc  Canada

Chair
Johanna MACNEIL  The University of Newcastle  Australia
Christopher ALBERTYN  Albertyn Arbitration Inc  Canada

Advancing Dispute Resolution by Unpacking the Sources of Conflict: Toward an integrated framework
John W. BUDD*  University of Minnesota  United States
Alexander J.S. COLVIN  Cornell University  United States
Dionne POHLER  University of Toronto  Canada

Damages Awards for Psychological Harm in Canadian Labour & Employment Awards
Patrick KELLY  Ontario Labour Relations Board  Canada
Voy STELMASZYNSKI  Ontario Labour Relations Board  Canada
Tracey HENRY  Cavalluzzo  Canada
Christopher ALBERTYN*  Albertyn Arbitration Inc.  Canada

Decision-Maker and Context Effects in Employment Arbitration
Mark GOUGH  Penn State University  United States
Alexander J.S. COLVIN*  ILR School, Cornell University  United States

Expediting Dispute Resolution in Unionized Correctional Facilities – A Model
Susan STEWART*  Ontario Labour-Management Arbitrators’ Association  Canada

Globalization: Reverse or Reform?
Brian BURKETT*  Fasken Martineau  Canada

Interest Arbitration: Achieving Independence
Jeffrey SACK  Canada
Jasbir PARMAR*  Parmar Arbitration & Mediation Services  Canada

Models of Dispute Resolution and Voice Substitution: Variation in Organizational Responses to Union Decline
Ariel C. AVGAR*  Cornell University  United States

The Role of Independent Third Parties in the Transition from Adversarialism to Cooperation
Mark BRAY*  The University of Newcastle  Australia
Johanna MACNEIL  The University of Newcastle  Australia
## CS024 The Future of Labour Policy: Walking the tightrope of job creation AND better regulation

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<td>15:40-17:20</td>
<td>Anil VERMA</td>
<td>Serafino NEGRELLI</td>
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<td>University of Toronto</td>
<td>Università di Milano-Bicocca</td>
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**Beyond U.S. Collective Bargaining:** The Search for New Employee Voice Options at Work

Thomas A. KOCHAN* | Sloan School of Management, M.I.T. | United States

**Challenged Labour Regulation in Northern Europe**

Søren Kaj ANDERSEN* | FAOS – Employment Relations Research Centre | Denmark

K.R. Shyam SUNDAR* | Xavier School of Management | India

**The quality of labour regulation**

Tiziano TREU* | University of Milano | Italy

**The Regulation of Inequality**

Simon DEAKIN* | Cambridge University | United Kingdom

**Unlikely ‘Pro-Labor’ Policies by the Conservative Government in Japan**

Michio NITTA* | University of Tokyo | Japan

## CS120 Policy Implications for Future of Work

| Date | Time | Labour market policy as a learning system: policy responses to the emerging world of "Work 4.0"
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<td>July 26</td>
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<td>Sven RAHNER</td>
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<td>German Federal Ministry of Labour and Social Affairs</td>
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|       |       | Germany | Germany

**National Social Dialogue Institutions: A relevant governance tool to shape the future of work?**

Angelika MULLER* | International Labour Office (ILO) | Switzerland

**THE AUTOMATIZATION ERA: A CHALLENGE FOR WORK, EMPLOYMENT, AND SOCIAL SECURITY STABILITY**

Jd. Angel Edoardo RUIZ* | UNIVERSIDAD DE GUADALAJARA | Mexico

**THE PORTABILITY OF RIGHTS AS A GUARANTEE FOR EFFECTIVE ACCESS TO THE HUMAN RIGHTS OF SOCIAL SECURITY IN THE WORLD**

Stephanie Calvillo BARRAGÁN* | Universidad de Guadalajara | Mexico

## CS208 Voice Effect

| Date | Time | Employee silence, bullying and retribution: truck driver voice on safety
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<td>Louise THORNTHWAITIE*</td>
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<td>Macquarie University</td>
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|       |       | Australia | Australia

**Sustainable job performance in the Philippine police disciplining body: People’s law enforcement through citizens’ desk**

Celeste Felice CAPOTE* | Department of Interior and Local Government | Philippines

**The Effect of Direct and Representative Employee Voice on Job Satisfaction in China: Evidence from Employer-Employee Matched Data**

Kritkorn NAWAKITPHAITOON* | Renmin University of China | Wei ZHANG |
|                       | Tsinghua University | China | China

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### CS108 Work Family Conflict

**July 26** 17:30-18:40

**Exploring the dark side of Citizenship Pressure on WFC: The role of work connectivity behavior after hours and Psychological Detachment**

- **Tao QING**
  - Southwestern University of Finance and Economics
  - China

- **Youxin ZHANG**
  - Southwestern University of Finance and Economics
  - China

- **Jun ZHAO**
  - Southwestern University of Finance and Economics
  - China

**Impacts of National Cultures on Work-Family Conflicts and Work/Life Satisfaction are Different across Countries.**

- **Chun Hsien LEE**
  - National Kaohsiung Normal University
  - Taiwan

- **Mei Ling WANG**
  - Tamkang University
  - Taiwan

- **Yi Hsuan LI**
  - National Kaohsiung Normal University
  - Taiwan

- **Pi So CHEN**
  - National Kaohsiung University of Applied Science
  - Taiwan

**MECHANISMS OF POSITIVE AND NEGATIVE ASSESSMENTS OF WORKING HOURS: A META-ANALYTIC INVESTIGATION OF THE RELATIONSHIP BETWEEN WORKING HOURS AND WORK-TO-FAMILY INTERFACE**

- **Sunjin PAK**
  - University of Illinois at Urbana & Champaign
  - United States

- **Amit KRAMER**
  - University of Illinois at Urbana & Champaign
  - United States

- **Ki-Jung KIM**
  - University of Illinois at Urbana-Champaign
  - United States

### CS209 Labor Unions and Social Responsibility

**July 26** 17:30-18:40

**Codes of Conduct: Are Three Generations Sufficient to Ensure the Effective Enforcement of Labour Rights?**

- **Aneta TYC**
  - University of Lodz in Poland
  - Poland

**Do unions make firms more charitable? A dialectical stakeholder perspective**

- **Sang-Bum PARK**
  - Korea University
  - Korea, South

**Whether and When Does It Pay to Be Good in China? Financial Returns on Corporate Social Performance and the Moderating Role of Industry**

- **Yao YAO**
  - University of Toronto
  - Canada

### CS204 Social Security

**July 26** 17:30-18:40

**Analysis of the appropriation mechanisms of savings fund for workers' retirement in Mexico**

- **Teresa Lizeth Alanis GUTIÉRREZ**
  - Autonomous University of Zacatecas
  - Mexico

**Social security for skilled professionals from the perspective of GATS**

- **Mp OLIVIER**
  - Northwest University
  - South Africa

- **A GOVINDJEE**
  - Nelson Mandela University
  - South Africa

**What Affects Corporates’ Pensions Payment Decisions?**

- **Zirui CHEN**
  - South China Normal University
  - China

### CS206 Digitalization and Labor

**July 26** 17:30-18:40

**Decent Work in the Gig Economy under European Union Law: Utopia or Dystopia?**

- **Bartłomiej BEDNAROWICZ**
  - Government and Law Research Group
  - Belgium

**Digitalization and new forms of inequality**

- **Robert HELMRICH**
  - Federal Institute for Vocational Education and Training (BIBB)
  - Germany

- **Michael TIEMANN**
  - Federal Institute for Vocational Education and Training (BIBB)
  - Germany

**New Employment Concept: digital unions, the right to employment, an absolute social welfare relation**

- **Svetlana I. KOTOVA**
  - "KINPLAST" LLC
  - Russia
ILERA World Congress 2018 Scientific Program

CS207  Innovation of Education and Skills
July 26  17:30-18:40
Apprentice to Artisan: Trials and tribulations of apprentices in a dual system apprenticeship programme in South Africa
Darryn Von MALTITZ*  Swiss South African Cooperation Initiative (SSACI)  South Africa

Effectiveness of Labor Integration of Students in Latin America: Present and Future Tools
Álvaro Javier San Martín  Harvard University  Spain
Cesar Álvarez ALONSO  Harvard Law School  United States

Patrick LEHNERT*  University of Zurich  Switzerland
Curdirn PFISTER  University of Zurich  Switzerland
Uschi BACKES-HELLNER  University of Zurich  Switzerland

CS118  Migration of Skilled Labor
July 26  17:30-18:40
Migrant labour and prairie capitalism: Foreign workers in the resource based economy
Andrew Stevens*  University of Regina  Canada

Ready for job search? An integration of the planned behavior theory (TPB) and the social cognitive model of career self-management (CSM) on job search self-efficacy and intention
Nam Tien DUONG*  Yuan Ze University  Taiwan
Yuhsuan CHANG  Yuan Ze University  Taiwan

When East meets West: Experience of Indians working in the Netherlands
Ernesto NORONHA  Indian Institute of Management Ahmedabad  India
Premilla D’CRUZ*  Indian Institute of Management Ahmedabad  India

CS079  Labor Relations in the Emerging Markets
July 26  17:30-18:40
Evolutionary Industrial Relations System (e-IRS): A framework for the analysis of employment relations
Rodrigo Morem Da COSTA*  Fundação de Economia e Estatística (FEE)  Brazil
Carlos Henrique V. HORN  Universidade Federal do Rio Grande do Sul –UFRGS  Brazil

Labour relations in South America: challenges and differences in the region in the 21st century
Cecilia Senén GONZÁLEZ*  Gino Germani Institute  Argentina

The Impact of Wage System Design and Implementation on the Aggregation of Wage Demands at the Plant Level: a Case of the Chinese Auto Part Industry
Patricia Fuk Ying TSE*  University of Warwick  United Kingdom
CS081 Gender Issues in the Emerging Markets

July 26 17:30-18:40

Dynamics of gender pay gap and its implications for industrial relations: A comparative study of India, Pakistan and Sri Lanka

Rupa KORDE FLAME University India
Devansh PARIKH* University of Sydney Australia
Biju VARKKEY Indian Institute of Management Ahmedabad India

Labour rights for women in the Philippines, Indonesia, Myanmar and Vietnam: Protection, Equality or Disruption?

Marian BAIRD* The University of Sydney Australia
Elizabeth HILL University of Sydney Australia
Sophie JOHNSON University of Sydney Australia

The Effect of Social Position and Institutions on Motherhood Effects in Self-Employment

Janna BESAMUSCA* University of Amsterdam Netherlands
### CS093_2 Third Party Neutrals in Dispute Resolution II

**July 26 17:30-18:40**

<table>
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<th>Christopher ALBERTYN</th>
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<td>Johanna MACNEIL</td>
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**Discussant**

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**Chair**

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**Advancing Dispute Resolution by Unpacking the Sources of Conflict: Toward an integrated framework**

- **John W. BUDD*** | University of Minnesota | United States |
- **Alexander J.S. COLVIN** | Cornell University | United States |
- **Dionne POHLER** | University of Toronto | Canada |

**Damages Awards for Psychological Harm in Canadian Labour & Employment Awards**

- **Patrick KELLY** | Ontario Labour Relations Board | Canada |
- **Voy STELMASZYNSKI** | Ontario Labour Relations Board | Canada |
- **Tracey HENRY** | Cavalluzzo | Canada |
- **Christopher ALBERTYN*** | Albertyn Arbitration Inc | Canada |

**Decision-Maker and Context Effects in Employment Arbitration**

- **Mark GOUGH** | Penn State University | United States |
- **Alexander J.S. COLVIN*** | ILR School, Cornell University | United States |

**Expediting Dispute Resolution in Unionized Correctional Facilities – A Mode**

- **Ariel C. AVGAR*** | Cornell University | United States |

**Globalization: Reverse or Reform?**

- **Brian BURKETT*** | Fasken Martineau | Canada |

**Interest Arbitration: Achieving Independence**

- **Jeffrey SACK** | | Canada |
- **Jasbir PARMAR*** | Parmar Arbitration & Mediation Services | Canada |

**The Role of Independent Third Parties in the Transition from Adversarialism to Cooperation**

- **Mark BRAY*** | The University of Newcastle | Australia |
- **Johanna MACNEIL** | The University of Newcastle | Australia |
- **Susan STEWART*** | Ontario Labour-Management Arbitrators’ Association | Canada |

### CS121 Reforms of Employment and Labor Relations in the Emerging Markets

**July 26 17:30-18:40**

**A toothless tiger or a mighty hero? The International Labour Organization’s engagement in Myanmar**

- **Jinyoung PARK*** | Cornell University | United States |

**Decent Jobs are critical to the Future of Developing Countries – The Case of India**

- **Pravin SINHA*** | Indian Industrial Relations Association | India |

**Labor Reform and Strategic Choices in Brazil**

- **Hélio ZYLBERSTAJN*** | University of São Paulo | Brazil |
### CS119 Other Topics on Future of Work

**July 26**  
17:30-18:40

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<td>Chun-Wook HYUN*</td>
<td>Kim &amp; Chang</td>
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<td><strong>THE FUTURE OF WORK AND THE FIGHT AGAINST CORRUPTION</strong></td>
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<td>Why are Koreans working themselves to death? - Some thoughts on the future of work</td>
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### CS130 The ILO at 100 Years: Social Justice and Human Rights at work (discussion session)

**July 27**  
08:30-10:10

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<td>Janice BELLACE</td>
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<td>Beryl Ter HAAR</td>
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<td>Janice BELLACE*</td>
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<td><strong>Fundamental Rights and German Labour Law</strong></td>
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<td>Manfred WEISS*</td>
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<td><strong>Labour and Human Rights from a Swedish and Nordic Perspective</strong></td>
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<td>Mia RÖNNMAR*</td>
<td>Lund University</td>
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<td><strong>The CSR-policy of the EU in a global context with specific regard to its uneven regional implementation across Europe</strong></td>
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<td>Beryl Ter HAAR*</td>
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### CS134 Skills formation and development in Korea (Korean Session)

**July 27**  
08:30-10:10

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<td>Me Rhan KIM</td>
<td>Korea Research Institute for Vocational Education &amp; Training</td>
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<td>An Gook KIM</td>
<td>Korea Research Institute for Vocational Education &amp; Training</td>
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<td>Hong-Geun CHANG</td>
<td>Korea Labor Institute</td>
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<td>Hangu RYU</td>
<td>Korea Research Institute for Vocational Education and Training(KRIVET)</td>
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## Psychological Perspectives for HRM

### July 27 08:30-10:10

**A Person-Environment Fit Approach to Human Resource Systems: The Moderating Role of Performance Orientation and Psychological Collectivism**

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<thead>
<tr>
<th>Presenter</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>Saehee KANG*</td>
<td>Rutgers University</td>
<td>United States</td>
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<tr>
<td>Min-Kyu JOO</td>
<td>University of Houston</td>
<td>United States</td>
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**DOES SEEING “EYE TO EYE” MATTER? THE EFFECTS OF CONGRUENCE BETWEEN MANAGERS’ AND EMPLOYEES’ PERCEPTIONS OF HR PRACTICES ON EMPLOYEES’ PSYCHOLOGICAL WELL-BEING**

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<tr>
<th>Presenter</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>Ying WANG*</td>
<td>University of New South Wales</td>
<td>Australia</td>
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<tr>
<td>Sunghoon KIM</td>
<td>University of New South Wales</td>
<td>Australia</td>
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<tr>
<td>Alannah RAFFERTY</td>
<td>Griffith University</td>
<td>Australia</td>
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**Exploring the Concept and Nomological Net of Micro-Breaks from a Cross-Level Perspective**

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<tr>
<td>Sooyeol KIM*</td>
<td>University of Illinois at Urbana-Champaign</td>
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<tr>
<td>Seung Whan RYU</td>
<td>University of Illinois at Urbana-Champaign</td>
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### July 27 08:30-10:10

**Overview of Recent Trends in Inequality in China: Latest Findings from the China Household Income Project (CHIP)**

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<tr>
<th>Presenter</th>
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<tbody>
<tr>
<td>Chuliang LUO*</td>
<td>Beijing Normal University</td>
<td>China</td>
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<tr>
<td>Qin GAO*</td>
<td>Columbia University, USA</td>
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**Social Policy and Economic Distances in China:2002-2013**

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<tr>
<td>Jin SONG</td>
<td>Chinese Academy of Social Science</td>
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**Urban China’s Gender Wage Gap: New Directions?**

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<td>Haiyuan WAN*</td>
<td>Beijing Normal University</td>
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<td>Bjorn GUSTAFSSON</td>
<td>University of Gothenburg</td>
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<td>Ludmila NIVOROZHKINA</td>
<td>Rostov State Economic University</td>
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<tr>
<td>CS132</td>
<td>Diversification of Women’s Work in Japan</td>
<td>Yanfei ZHOU</td>
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<td>Satoshi NAKANO</td>
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<td>Yanfei ZHOU</td>
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<td>Yanfei ZHOU</td>
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<td>Empowerment of Women and the Japanese Employment System</td>
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<td>Japan’s Married Stay-at-home Mothers in Poverty</td>
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<td>The Problem of Gender Segregation at Work in Japanese Companies</td>
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<tr>
<td>CS135</td>
<td>Vulnerability of Migrant Workers II</td>
<td>Rupa BANERJEE*</td>
<td>Canada</td>
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<td>Danielle LAMB</td>
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<td>Anil VERMA</td>
<td>Canada</td>
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<td>Employment Vulnerability and Discouragement among Recent Canadian Immigrants</td>
<td>Farha AKHTAR</td>
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<td>Andrew STEVENS*</td>
<td>Canada</td>
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<td>Sean TUCKER</td>
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<td>Health Wanted: Social determinants of health among migrant workers in Saskatchewan</td>
<td>Jill RUBERY</td>
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<td>Some Aspects of Misprotection of Migrant Workers in Russia</td>
<td>Maria KRASOVA*</td>
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<td>Their Lives in the Shadow — Fearful, often Abused, Exploited</td>
<td>Heerak PARK*</td>
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</table>
### CS072  Work and Employment Relations vis-à-vis the 'Make in India' Paradigm: Perspective and Prospect

**July 27 08:30-10:10**

**Session Organizer**  
Partha SARKAR  
The University of Burdwan  
India

**Discussant**  
Abhishek MISHRA  
Mahatma Gandhi Kashi Vidyapith  
India

**Chair**  
Pravin SINHA  
Indian Industrial Relations Association  
India

#### ‘MAKE IN INDIA’: AN OVERTURE
Partha SARKAR*  
THE UNIVERSITY OF BURDWAN  
India

#### ‘MAKE IN INDIA’: THE INDUSTRY PERSPECTIVE
Ranjan SARKAR*  
Eptisa India Private Limited  
India

#### "Make in India" and its Impact on Employment Relations in the Indian SMEs
Amir JAFAR*  
Aligarh Muslim University Centre Murshidabad  
India

#### Jobs Creation versus Condition of Jobs Created in India
Pravin SINHA*  
Indian Industrial Relations Association  
India

#### Make in India and Labour Regulation Reforms in India – Towards Greater Informality!
K.R. Shyam SUNDAR*  
XLRI  
India

### CS136 한국의 고용관계2(Korean Session)

**July 27 08:30-10:10**

#### 공공부문 노조의 집단교섭 사례연구- 부분적인 성과와 노조의 전략 부재 -
Byung Hong YOO*  
Korea Labor & Society Institute  
Korea, South

#### 독일 인더스트리 4.0과 노동의 변화
Jun Hwa KWON*  
Industrial Bank of Korea  
Korea, South