CURRICULUM VITAE
CAROLA FREGE

Professor Carola Frege
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PRESENT AND PREVIOUS EMPLOYMENT

2015 — 2017	Chair of LSE's *Equity, Diversity and Inclusion* Taskforce and member of LSE's Senior Management Committee, Directorate
2008 —	Professor, Management Department, LSE
2003 — 2008	Reader, LSE, Management Dept / Industrial Relations Dept.
2001 — 2003	Assistant and Associate Professor (tenured in 2003), Rutgers University, USA, School of Management and Labor Relations
1996 — 2001	Lecturer, London School of Economics and Political Science (LSE), Industrial Relations Dept. (tenured 2001)
1993 — 1995	Blackwell Teaching Fellow, LSE & Teaching Fellow, Imperial College London, Management School

VISITING APPOINTMENTS

2012 — 2013	Visiting Professor, Management Department, Free University Berlin
2008	Visiting Professor, Wissenschaftszentrum Berlin (WZB) (fall)
2008	Visiting Professor, Anderson Business School, UCLA (spring)
1999 — 2000	Visiting Professor, ILR School, Cornell University
2000	Visiting Scholar at the Wissenschaftszentrum Berlin (spring)

1999	Post-doc Fellowship (Max-Planck Institute for Social Sciences, Germany) (fall)

QUALIFICATIONS

PhD	LSE, Industrial Relations Dept, 1996
MSc	LSE, Industrial Relations Dept, 1992
Diploma	University of Basel, Business & Economics Dept, 1991
General Course	LSE, Sociology Dept, 1990
BA	University of Fribourg, Economics Dept, 1989
Bank Diploma	Deutsche Bank Germany, Apprenticeship, 1985-87

PROFESSIONAL ACTIVITIES

2014	Output Assessor for the British REF (Research Excellence Framework) 2014 , Subgroup C “Management”

HONOURS

2002	LERA "Outstanding Young Scholarship Award" (American Industrial Relations Research Assoc.)

FELLOWSHIPS

2002 — 2003	IRW Fellow, Institute for Research on Women, Rutgers University, year-long research seminar "Reconfiguring Class and Gender: Identities, Rights and Social Movements"
1999	Max-Planck Post-doc Fellowship
1992 — 1996	ESRC PhD Studentship

EDITORSHIPS

2012 —	Member of the International Advisory Board, *BJIR*

2008 — 2012 Chief Editor, *British Journal of Industrial Relations*

2001 — 2007 Editor, *British Journal of Industrial Relations*

1998 — 2000 Book Reviews Editor, *British Journal of Industrial Relations*

2006 – 2014 Member of the International Advisory Board, *The Journal of Industrial Relations* (Austrialia)

COMMITTEES

2003 — 2008 SASE Executive Council Member (Society for the Advancement of Socio-Economics)

1999 — 2000 Member of the ESRC-funded network on "Restructuring Employment and Work in Central Eastern Europe"

CONFERENCE ORGANIZER

Conference co-organizer, *BJIR 50th Anniversary conference* 2011 "Across Boundaries: An Interdisciplinary Conference on the Global Challenges Facing Workers and Employment Research"

Organizer of the Annual BJIR Lecture series: 2011 (Nancy Folbre, Amherst), 2010 (Mike Piore, MIT), 2009 (Andrew Oswald, Warwick), 2008 (Kathleen Thelen, MIT)

Conference co-organizer, BJIR conference in the honor of Richard Hyman, LSE, London, May 2009 (with Pat McGovern)

Conference co-organizer, BJIR workshop on "Comparative Workplace Relations", LSE, London, March 2008 (with Alex Bryson)

Conference co-organizer, BJIR workshop on "The Political Economy of Immigration", LSE, London, March 2006 (with Ed Heery)

Conference co-organizer, BJIR workshop on "New Actors in Industrial Relations", LSE, London, September 2005 (with Ed Heery)

Conference co-chair, SASE (Society for the Advancement of Socio-Economics), Aix en Provence, "Education, Knowledge, and Future Societies", June 2003

Conference organizer of an ESRC funded conference on “Central Europe a Decade Later: New Shopfloor Relations After Communism?”, LSE, December 2000

Session organizer “Transformations in union political action: Lessons from Europe”, IRRA World Congress Peru, September 2006 (with John Kelly)

Session organizer "Academic Discourses in European Industrial Relations", IIRA, European Congress, Lisbon, September 2004

Session organizer “Union Organizing” at the IRRA annual conference, Boston, December 1999

Session organizer “Industrial Relations Transformation in Eastern Europe”, SASE, 9th annual meeting, Vienna, June 1998

RESEARCH GRANTS

2008-11	Research Council of Canada, together with John Godard (University of Manitoba) 147,701 Can$
2003	Rutgers University Research Council Grant
2000	Hans-Böckler Foundation Germany
1999 - 00	Nuffield Foundation, Oxford, UK
1996 - 97	Nuffield Foundation, Oxford, UK
1996	Hans-Böckler Foundation Germany

ORGANIZATIONAL MEMBERSHIP

LERA (US Labor and Employment Relations Association)

SASE (Society for the Advancement of Socio-Economics)

BSA (British Sociological Association)

BUIRA (British Universities Industrial Relations Association)

GIRA (German Industrial Relations Association)

DGS (German Society of Sociology)

TEACHING

LSE:

- MG2 D4 International Employment Relations and Human Resource Management
- ID 432 Comparative and International Employment Relations
- ID 418 Globalization and Human Resource Management

ADMINISTRATION LSE

Chair of EDI Taskforce (2015-2017)

Member of LSE PhD Studentship Panel (2014- 2015)

MSc Director (MSc comparative and international employment relations) and responsible for MSc admissions (2003-2011; 2013-2016)

Member of Department of Management Research Committee (2010)

Member of LSE's Journal Subcommittee (JSC) (2006-2009)

LANGUAGES

German, English, (French)

CURRENT WORK PROJECTS

"The Immigrant American Dream" (joint with Gianpaolo Caramellino, Leonardo Felli and Yona Rubinstein, LSE)

The project aims at identifying the comparative performance of different generations of migrant in the US. The project focuses on the NLS US survey. These are individuals that were teenagers in 1979. We compare the performance of the migrants in this group, in terms of schooling, cognitive and non-cognitive skills, job performance, family life and wealth, to the performance of the comparable – in terms of ethnicity and religion – group of US individuals. We show that migrants pretty quickly fill the initial gap of performance in the economic related performance measures but lag behind in most of the self-confidence measures. However, this gap completely disappears when looking at these migrants' children. In particular, on average the second-generation migrants outperform their comparable US group in all economic, skill and self-confidence measures considered.

"Integration of Migrants and Marriage: a Comparative Analysis" (joint with Leonardo Felli and Yona Rubinstein, LSE)

There is a lively and heated debate about the integration of migrant communities in the US and different European countries. This project aims at adding a new insight in this debate by focussing on marriage. Using comparable data of the US and European countries (using the European Labor Force Survey) we aim at identifying the characteristics of the households where one of the partners is part of the local population while the other partner is a migrant. The aim is to understand how the characteristics of the migrant partner vary when compared to the characteristics of a comparable household where both partners are part of the local population. In particular, we want to identify the premium, in terms of personal characteristics (such as education, job placement, wealth, age etc.), that is associated with the migrant partner married to a partner in the local population. The idea is to compare this premium across different immigrant groups within the same country, so as to measure the level of integration of different migrant groups and assess whether this measure varies with race or religion. We also want to compare these measures across different countries once again focussing on how integration varies in terms of race, religion or flow of migration.

"Migrants and Racism in Germany and Britain", book project

RESEARCH INTERESTS

Migration, Integration and Discrimination

Migration labour market policies in Britain & Germany; Migrant integration and successes in Europe and the USA; Xenophobia and Racism in Britain & Germany

International Comparative Employment Relations

(i) Voice at work and the transformation of collective employment institutions in western democracies (union revitalization, works councils)

(ii) Quality of work, representation, workplace engagement in the US and Europe

(iii) Varieties of Capitalism: transformation of coordinated European political economies

Employment Theory

(i) Relationship between the political economy and civil society across nations

(ii) Intellectual history of employment research in Europe and the USA

PUBLICATIONS

(parental leave 2007-2008, on secondment 2015-2017)

BOOK PUBLICATIONS

Forthcoming (2018) Comparative Employment Relations in the Global Economy, London: Routledge (with John Kelly, eds.), second, completely revised edition with new chapters

2013 Comparative Employment Relations in the Global Economy, London: Routledge (with John Kelly, eds.)

2007 Employment Research and State Traditions: A Comparative History of Britain, Germany and the United States, Oxford: Oxford University Press.

2004 Varieties of Unionism: Comparative Strategies for Union Renewal, Oxford: Oxford University Press (with John Kelly, eds.)

1999 Social Partnership at Work: Workplace Relations in Post-Unification Germany, London: Routledge

BOOK CHAPTERS

Forthcoming (2018) “Migration and Employment Relations”, in Comparative Employment Relations in the Global Political Economy, London: Routledge

2013 “Introduction: Global Challenges at Work” in Comparative Employment Relations in the Global Political Economy, London: Routledge (with John Kelly)

2013 “Theoretical approaches to comparative employment relations” in Comparative Employment Relations in the Global Political Economy, London: Routledge (with John Kelly)

2010 ‘Cross-national Variation in Representation Rights and Governance at Work’, in A. Wilkinson, P. Gollan, M. Marchington and D. Lewin (eds.), The Oxford Handbook of Participation in Organizations, Oxford: Oxford University Press (with John Godard)

2008 ‘The History of Industrial Relations’, in N. Bacon, P. Blyton, J. Fiorito and E. Heery (eds.) Handbook of Industrial Relations, London: Sage

2007 ‘International Trends in Unionisation’, in M. J. Morley, P. Gunnigle and D. G. Collings (eds.) Global Industrial Relations, London: Routledge.

2007 ‘Trade Union Revitalization in Germany’, in Phelan, C. (ed.) Trade Union Revitalisation: Trends and Prospects in 34 Countries, Oxford: Peter Lang, pp. 173-187 (with Martin Behrens, Mike Fichter)

2004 ‘Union Strategies in Comparative Context’, in Frege, C. and J. Kelly, eds., Varieties of Unionism: Comparative Strategies for Union Renewal, Oxford: Oxford University Press (with John Kelly)

2004 ‘The New Solidarity? Trade Union Coalition Building in Five Countries’, in Frege, C. and J. Kelly, eds., Varieties of Unionism: Comparative Strategies for Union Renewal, Oxford: Oxford University Press (with Ed Heery and Lowell Turner)

2004 ‘Conclusions: Varieties of Unionism’, in Frege, C. and J. Kelly, eds., Varieties of Unionism: Comparative Strategies for Union Renewal, Oxford: Oxford University Press (with John Kelly)

2003 “Industrial Relations in Continental Europe: comparing its academic traditions”, in Peter Ackers and Adrian Wilkinson (eds.) Understanding Work and Employment: Industrial Relations in Transition, Oxford University Press

REFEREED ARTICLES (double blind peer reviewed)

2014 Varieties of Capitalism and Job Quality: The Attainment of Civic Principles at Work in the United States and Germany, *American Sociological Review, 79(5): 942-965 (with John Godard)*

2014 Worker Perceptions of Representation and Rights in Germany and the USA, *European Journal of Industrial Relations* (20:1): 73-89 (with John Godard)

2013 “Are ‘Company Unions’ Taking Over and Does it Matter? Union Decline, Alternative Forms of Representation and Authority Relations at Work”, *Industrial and Labor Relations Review*, vol 66 (1): 142-168 (with John Godard)

2011 “Richard Hyman: Marxism, Trade Unionism and Comparative Employment Relations”, *British Journal of Industrial Relations* (with Pat McGovern and John Kelly)

2005 “Varieties of Industrial Relations Research: Take-over, Convergence or Divergence?”, *British Journal of Industrial Relations*, vol 43 (2): 179-207

2005 “The Discourse of Industrial Democracy: Germany and the US revisited”, *Economic and Industrial Democracy*, vol 26(1): 153-177

2003 “Transforming German Workplace Relations: Quo Vadis Cooperation?”, *Economic and Industrial Democracy*, 24(3): 317-347.

2003 “Union Revitalization in Comparative Perspective”, *European Journal of Industrial Relations*, 9(1):7-24 (with John Kelly)

2003 “Unions in Germany: Regaining the Initiative?”, *European Journal of Industrial Relations*, 9(1): 25- 42 (with Martin Behrens and Mike Fichter)

2002 “Scientific Knowledge Production in the US and Germany: the case of Industrial Relations Research”, *Comparative Labor Law & Policy Journal*, 23(3):865-894

2002 “Theoretical and Empirical Research on German Works Councils:

A Critical Assessment", *British Journal of Industrial Relations*, 40(2):221-248

2002 "Understanding Union Effectiveness in East Central Europe: Hungary and Slovenia", *European Journal of Industrial Relations*, 8(1):53-76

2001 "Gewerkschaftliche Handlungsoptionen: Über die Notwendigkeit, die Initiative wiederzugewinnen", *Gewerkschaftliche Monatshefte*, 3:161-171 (with Martin Behrens, Michael Fichter)

2001 "Union Weakness and Post-communist Identities in East Central Europe: Evidence from the Hungarian Clothing Industry", *Industrial Relations Journa*l,32(4):295-312

2000 "Das Organisierungsmodell in den USA und seine Bedeutung für deutsche Gewerkschaften", *Gewerkschaftliche Monatshefte*, 51(3): 140-149

2000 "Gewerkschaftsreformen in den USA. Eine kritische Analyse des Organisierungsmodells, *Industrielle Beziehungen: German Journal of Industrial Relations*, 7 (3):260-280

2000 "The Illusion of Union Management Co-operation in Post-Communist Central Eastern Europe", *East European Politics and Society*, 14(3): 636-660

2000 "Post-communist Workplace Relations in Hungary: Case Studies from the Clothing Industry", *Work, Employment and Society*, 14 (4):743-757

1999 "Institutions matter: The case of union solidarity in Hungary and east Germany", *British Journal of Industrial Relations*, 37(1): 117-140 (with András Tóth)

1999 "Managing Transitions: The reorganization of two clothing manufacturing firms in Hungary", *Organization Studies*, 5:721-740 (with Ian Taplin)

1999 “Transferring Labor Institutions to Emerging Economies: the Case of East Germany”, *Industrial Relations*, 38(4): 459-481

1998 “Workers’ commitment to new labour institutions: Comparing union members in East and West Germany”, *European Journal of Industrial Relations*, 4 (1):81-102

1998 “The case of mandatory works councils in post-communist East Germany: Different workplace relations in the East and West?”, *Economic and Industrial Democracy,* 19(3):475-504

1997 “Workplace relations in Eastern Germany after 1989: a critical analysis of the debate”, *German Politics & Society*, 15 (1/42): 65-93

1997 “Einstellungen und Verhaltensweisen von Gewerkschafts-mitgliedern in Ost und West: Eine Untersuchung in der deutschen Bekleidungs- und Textilindustrie”, *WSI-Mitteilungen*, 50(11):807-812

1997 "Co-operative workplace relations in East Germany? A study of works councils in the textile industry", *Industrielle Beziehungen: German Journal of Industrial Relations*, 4(1): 196-215

1997 "Does economic transformation undermine union collectivism? The case of East German textile workers”, *Industrial Relations Journal*, 28(3): 163-175

1996 "Union Membership in Post-socialist East Germany: Who Participates in Collective Action?", *British Journal of Industrial Relations*, 34(3): 387-414

NON REFEREED ARTICLES

2013 “Across Boundaries: Global Challenges Facing Workers & Employment Research”, Special 50th Anniversary issue, *British Journal of Industrial Relations* 2013 (with Gregory Jackson and Sarosh Kuruvilla)

2010 “Comparative Workplace Relations”, Editorial, Special Issue, *British Journal of Industrial Relations*, (with Alex Bryson)

2006 “New Actors in Industrial Relations”, Editorial, Special Issue, *British Journal of Industrial Relations, vol 44(4): 601-604* (with Ed Heery)

2005 Review Symposium Editor’s introduction to “The Embedded Corporation: Corporate Governance and Employment Relations in Japan and the United States, by Sanford M. Jacoby”, *British Journal of Industrial Relations* (with John Logan)

2005 “Variedades do Sindicalismo no Mundo capitalista advancado”, in *Democracia e Mundo do Trabalho*, 1(1):48-54 (with John Kelly)

2004 "Industrial Democracy Revisited: Europe and the US compared", IRRA Proceedings (56th Meeting)

2003 “Unions, social movements and coalitions”, IRRA Proceedings (55th Meeting) (with Ed Heery and Lowell Turner)

2002 “Unions in Germany: Searching to Regain the Initiative”, WSI Discussion paper (Wirtschafts- und Sozialwissenschaftliches Institut in der Hans-Böckler-Stiftung, Düsseldorf, no 97 (with Martin Behrens and Michael Fichter)

2002 “Unions in Germany: Groping to regain the initiative”, Discussion Paper DP/131/2002, International Institute for Labour Studies, ILO, Geneva (with Martin Behrens and Michael Fichter)

2002 “Editorial to the Special Issue ‘Labour Weakness in Central Eastern Europe”, *European Journal of Industrial Relations*, 8(1):5-9 (with Richard Hyman)

1999 “The Cultural Embeddedness of Labor Institutions: Lessons from two Post-communist Economies”, selected as competitive paper, IRRA Proceedings of 51st Meeting, vol 1:110-121

1997 “East and West Germany Compared: A Survey of Union Member

Attitudes in the Clothing and Textile Industry", in Brady, J. (ed.) "Central and Eastern Europe - Industrial Relations and the Market Economy": Proceedings of the IIRA 5th European Regional Congress, Dublin August 1997, Oak Tree Press: Dublin, 8: 177-194.

1995 "Gewerkschaftsmitglieder in Ostdeutschland: Eine Studie zur Individualisierungsthese", BISS public Berlin, 17:75-83

CONFERENCE PAPERS AND INVITED TALKS

2013 PhD workshop panel discussion on getting published, FU Berlin, March 2013.

2012 'Forms of Representation and Workplace Authority Relations in the United States and Germany', Voices at Work – North American Workshop, March 2012, Osgoode, Canada (with John Godard)

2011 'Work, Institutions, and Society: Some Socio-economic Implications of Representation Systems, Work and Employment Practices, and Job Characteristics in the USA and Germany', SASE Annual Meetings, Madrid. (with John Godard)

2011 'Union Decline, Alternative Forms of Representation, and Authority Relations at Work in the United States, LERA Annual Meetings, Denver. (with John Godard)

2010 'Representation Systems in Germany and the USA – Some preliminary findings from a cross-national survey, CIRA Annual Meetings, Canada. (with John Godard)

2008 "The Future of Employment Research: what has Politics got to do with it?" Institute of Labor and Industrial Relations, University of llinois at Urbana-Champaign, March 26th 2008

2008 "A Comparative History of Industrial Democracy: US, Britain and Germany", Anderson Business School / UCLA Center for Labor

Research and Education, April 18th 2008

2007 ‘Academic policy-making in continental Europe: the case of IR scholars’, ESRC seminar series ‘British Industrial Relations History’, Warwick, September 2007

2006 “Transformations in union political action: Lessons from Europe”, IRRA World Congress Peru, September 2006

2006 “From Transformation to Revitalization: A New Research Agenda for a New Era”, Panel participant, LERA 58th Annual Meeting, Boston, January 2006 (with John Kelly)

2005 “Varieties of Industrial Relations Research: Take-over, Convergence or Divergence?”, SASE (Society for the Advancement of Socio-Economics), Budapest, June 2005

2004 "Politics of Work: IR discourses in Germany, Britain and the US", IIRA, European Congress, Lisbon, September 2004

2004 "Revisiting Union Revitalization", IIRA European Congress, Lisbon, Sept 2004 (with John Kelly)

2004 "Industrial Democracy Revisited: Europe and the US compared", IRRA 56th Annual Meeting, San Diego, January 2004

2004 "Varieties of Industrial Democracy: the political nature of industrial democracy", IRRA, 56th Annual Meeting, San Diego, January 2004

2003 "Coalition building in comparative perspective" IIRA world congress, Berlin, September 2003 (with Ed Heery and Lowell Turner)

2003 "Unions, Social Movements and Coalitions", IRRA 55th Meeting, Washington, January 2003 (with Ed Heery and Lowell Turner)

2003 "Scientific knowledge production in Germany, Britain and the US: the case of industrial relations research", DGS conference “Wissenschaft als Arbeit, als Profession und als Wissensproduktion”, Munich, May 2003

2002 "Union revitalization: International Project on Union Revitalization", IRRA 54th Annual Meeting, Atlanta, January 2002

2002 "Is class still relevant for industrial relations?", IRRA 54th Annual Meeting, Atlanta, January 2002

2002 "Unions, international solidarity and revitalization", Workshop on 'the future of trade unions in Germany', IG Metall, Bochum, March 2002

2002 "National Styles in Social Science Scholarship", Journal Editors' Club Conference on "National Styles in Labor Law Scholarship", Philadelphia, May 2002

2002 "Coalition Building: Unions and New Social Movements in Britain, Germany and the US", Workshop, Center for Economic Performance, London School of Economics and TUC, September 2002 (with Ed Heery and Lowell Turner)

2001 "Unions in Germany: Regaining the Initiative?", ILO/IILS (The International Institute of Labour Studies) workshop on union revitalization, Geneva, April 2001 (with Michael Fichter and Martin Behrens)

2001 "Does Union Organising Matter? Resources and recruitment in German unions", IIRA 6th European Congress, Oslo, June 2001

2000 "Explaining union effectiveness in post-communist Europe: Hungary and Slovenia", 7th Collective Bargaining Group Annual Conference, Michigan State University, East Lansing, March 2000

2000 "Union Weakness and Collective Interests in Eastern Europe: Recent Evidence from Poland and Hungary", IIRA, 12th World Congress, Tokyo, May 2000

2000 "Findings of Works Council Survey: Are Works Councils Committed to Organizing?" DPG (German Postal/Telecom Trade Union), Annual Organizing Conference, Frankfurt, Dec 2000

1999 "Union organizing in a comparative perspective: the case of Germany", APSA (American Political Science Association) Convention, Atlanta, September 1999

1999 "The Cultural Embeddedness of Labor Institutions: Lessons from two Postcommunist Economies", 51st Annual Meeting of the Industrial Relations Research Association, New York City, January 1999

1999 “Institutions Matter: explaining union weakness in Hungary and east Germany”, University of Warwick, IRRU, Feb 1999

1999 “Unions Dismissed? Explaining Labour Quiescence in Post-Communist Transformations”, University of Oxford (Magdalen College, Pembroke College and Ruskin College seminar), March 1999

1999 “Union Weakness in Post-Communist Central Eastern Europe: Recent Evidence from Hungary”, Cornell University, School of Industrial and Labor Relations, Sept 1999

1998 "Workplace Diversity in Emerging Market Economies: Comparing Workplace Relations in Hungary and East Germany", IRRA, 50th Conference, Chicago, January 1998

1998 "Modernisation in transforming economies: A challenge to Worker Solidarity?", International conference, Catholic University of Leuven, Belgium: “Does Class Still Unite? Socio-Economic Differentiation as a Challenge for the Trade Unions”, January 1998

1998 "Institutional transition and the transformation of the firm in Central Europe" (with Ian M. Taplin and András Tóth), 11th International Conference of Europeanists, Council for European Studies, Baltimore, February 1998

1998 "Comparing workplace relations in two transitional countries: the cases of east Germany and Hungary" (with András Tóth), Workshop on “Economic and Social Developments in Central Eastern Europe and the Enlargement of the European Union”, Duesseldorf, March 1998, European Trade Union Institute, Friedrich Ebert Foundation, Hans-Boeckler Foundation

1998 "Institutional transfer and effectiveness of employee representation: comparing works councils in east and west Germany", 5th Collective Bargaining Group Annual Conference 1998, University of Illinois,Champaign

1998 "Re-interpreting Workplace Co-operation in Post-Communism: Evidence from the Hungarian Clothing Industry", 10th International Conference on Socio- Economics, SASE, Vienna July 1998

1998 "Institutions, actors and path dependency: comparing transforming workplace relations in Eastern Germany and Hungary", IIRA 11th World Conference, Bologna, Sept 1998

1998 “Why works councils do not work in Hungary: comparing works councils in post-communist east Germany and Hungary, Centre for Economic Performance, LSE, Jan 1998

1997 "The case of statutory works councils in post-communist East Germany: Different workplace relations in the East and West?", BUIRA Annual Conference, Bath, July 1997

1997 "East and West Germany Compared: A Survey of Union Member Attitudes in the Clothing and Textile Industry", IIRA 5th European Regional Congress, Dublin, August 1997

1997 “Individualism and Collectivism in Transforming Economies: The Case of Union Members in the East German Garment Sector”, University of California- Irvine, Graduate School of Management, Research Colloquia in Organizational Behaviour, April 1997

1997 “Workplace relations after privatization: the limited role of the clothing workers’ union in Hungary”, ETUI Annual Workshop (Research Institute of the European Trade Union Confederation), Brussels September 1997 (with András Tóth)

1997 “Stabilising the Rhine model: comparing works councils’ functioning in East and West Germany”, Social Studies Research Seminar, Wake Forest University, North Carolina, Sept 1997

1997 “The German model revisited: workplace relations in an unified Germany”, Kingston Business School, Kingston University, December 1997

1996 “Union members in East Germany: individualism and collectivism reexamined”, London European Research Centre Seminar on East Germany, North London University, November 1996

1995 "Workers Relationship toward Interest Representation in Post-socialist East Germany ", IIRA, 10th World Congress, Washington, May 1995

1995 "Union membership relations in post-socialist East Germany: who participates in collective action?", BUIRA, Annual Conference, Durham, July 1995

1994 "Gewerkschaftsmitglieder in Ostdeutschland: Eine Studie zur Individualisierungsthese", KSPW and Berlin Institute for Social Science, Annual Conference “Social change and actors in East Germany”, Berlin, December 1994

Updated 05/ 2017