

## Organization Team

### Prof. Dr. Stefan Berger

(Institute for Social Movements, Ruhr-University Bochum)  
Professor of Social History, Director of the Institute for Social Movements and Executive Chair of the Foundation Library of the Ruhr. He has worked widely on the comparative history of labour movements, nationalism and national identity and the history of historiography and historical theory.

### Prof. Dr. Ludger Pries

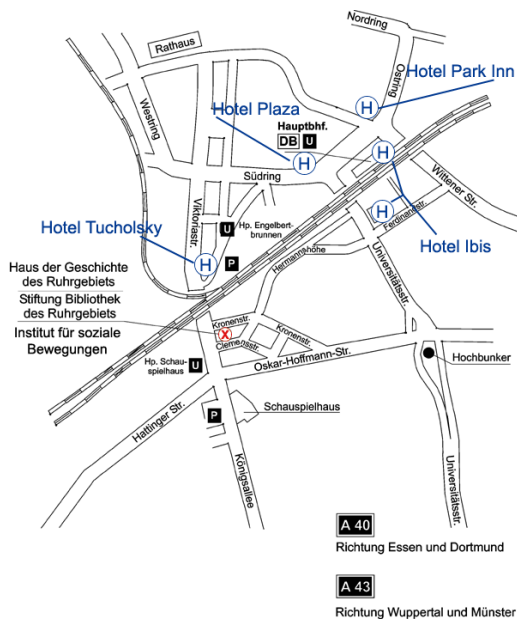
(Chair of Sociology/Organization, Migration, Participation, Ruhr-University Bochum)

Within a framework of comparative social sciences, the Chair comprises research and teaching in sociology of work, industrial sociology, sociology of organization and sociology of migration.

### Dr. Manfred Wannöfel

(Office of Cooperation RUB/IMU)

The Office of Cooperation is a permanent point of contact between the Ruhr-University Bochum and the Industrial Metal Union. It acts as a central institution in the subject area of work- and labor oriented research, further education, and teaching.



Institute for Social Movements  
<http://www.isb.rub.de/isb/index.html.en>

## Workers' Participation at Plant Level - An International Comparison

### Historical Development, Contemporary Structures, Actor Constellations, Future Options

Knowledge about work relations and labour regulation in general has increased considerably during the process of the globalization of value chains, companies and work over the last two decades. Recent research on national systems of collective bargaining and union structures has provided some useful insights and produced valuable works of reference.

However, little research has been done on workers' participation on the workplace and company level from an international comparative perspective, despite the fact that this level is of great importance to international cooperation between employee representatives.

The objective of the conference is to draw attention to this issue and to provide a forum for researchers to exchange their experiences and knowledge on national policies in this area. All contributions should take into account a historical perspective and talk about the evolution of the IR system and traditions of corporatism/ social partnership often ranging back to the late nineteenth and early twentieth century. In particular the historical evolution of workers' participation at workplace and company-level should be considered.

### Organization Office/Contact

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RUHR  
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International Conference



## Workers' Participation at Plant Level

### An International Comparison

Sponsored by:

FRIEDRICH  
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Hans **Böckler**  
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## Wednesday, 21st of August 2013

### Section 1: Workers' Participation at Plant Level – A Comparative Outline

Institute for Social Movements, Bochum

- **09.00-09.45:** Historical Development and Debates in a Comparative Perspective (Stefan Berger)

#### 09.45-10.15: Coffee Break

- **10.15-11.00:** Workers' Collective Participation and Human Resources – Contradiction or Synergy? (Russel Lansbury, University of Sidney)
- **11.00-11.45:** Current Structures and Actor Constellation of Workers' Participation at Plant Level in a Comparative Perspective (Ludger Pries)

#### 11.45-13.15: Lunch Break

- **13.15-14.00:** Setting the Rules - Limiting or Creating Policy Space for Collective Representation at Plant Level (Frank Hoffer, ILO)
- **14.00-14.45:** Workers' Participation at Plant Level: Political Debates, Social Movements and Future Options in a Comparative Perspective (Manfred Wannöffel)

#### 14.45-15.15: Coffee Break

### Section 2: Workers' Participation at Plant Level – National Experiences

Institute for Social Movements, Bochum

- **15.15-16.00:** History, Present and Future of Workers' Participation at Plant Level in the **UK** (Peter Ackers, University of Loughborough)
- **16.00-16.45:** History, Present and Future of Workers' Participation at Plant Level in **Germany** (Rainer Trinczek, University of Erlangen-Nuremberg)
- **16.45-17.30:** History, Present and Future of Workers' Participation in **Italy** (Adolfo Pepe, Fondazione Giuseppe Di Vittorio)

## Thursday, 22nd of August 2013

- **09.00-09.45:** Workers' Participation at local level in **Russia:** history, problems and developments (Elena Gerasimova, Higher School of Economics Moscow, Center for Social and Labor Rights)
- **09.45-10.30:** Workers' participation in the **U.S.** Auto Manufacturing Industry (Art Wheaton, Cornell University)

#### 10.30-11.00: Coffee Break

- **11.00-11.45:** Workers' participation at Plant Level in **Mexico** (Graciela Bensusán, Autonomous Metropolitan University Xochimilco, Mexico)
- **11.45-12.30:** Workers' participation at Plant Level and Trade Unions in **Brazil:** economic crisis and new strategies of political action (José Ricardo Ramalho, Federal University of Rio de Janeiro)

#### 12.30-14.00: Lunch Break

- **14.00-14.45:** Labour Management Council in **Korea:** A look at the Past, Contemporary trends and Challenges for the Future (Jungwoo Kim and Minsu Song, Korea Labour Institute)
- **14.45-15.30:** The rise of shop floor industrial relations in **China** (Bill Taylor, City University Hong Kong)

#### 15.30-16.00: Coffee Break

- **16.00-16.45:** Workers' participation at Plant Level in **India** (Pravin Sinha, Indian Industrial Relations Association)
- **16.45-17.15:** The limits and possibilities of participation at plant level: the case of the auto and component sector in **South Africa** (Eddy Webster, University of the Witwatersrand)

### Venue for 21st and 22nd of August

Institute for Social Movements  
Clemensstr. 17-19  
44789 Bochum

## Friday, 23rd of August 2013

### Section 3: Challenges and Perspectives for the 21st Century

Volkswagen AutoUni Wolfsburg

- **10.00-11.15:** Session with Volkswagen Management and Works Council
  - „Co-Determination – a success factor of Volkswagen Group” (Dr. Horst Neumann, Member of the Board of Management of Volkswagen AG, Human Resources and Organization)
  - “The Culture of Co-Determination in Volkswagen – History, Present and Future” (Bernd Osterloh, Chairman of the Central Works Council and of the Group Works Council)
- **11.15-11.45:** Coffee Break
- **11.45-13.00:** “No Taxation Without Representation”? The Place of Workers' Participation in Economy and Society in a Comparative Perspective (Stefan Berger/Ludger Pries/Manfred Wannöffel; Final discussion with Volkswagen representatives and shop stewards (amongst others: Frank Patta and Wolfgang Fueter)
- **13.00-14.00:** Lunch at AutoUni
- **14.30-16.30:** Visit of the Volkswagen plant

### Venue for 23rd of August:

Volkswagen AutoUni  
MobileLifeCampus  
Hermann-Münch-Str. 1  
38440 Wolfsburg