

## PROGRAMME IWPLMS CONFERENCE

'43rd Conference of the International Working Party on Labour Market Segmentation (IWPLMS)',  
8-9 September 2025, Utrecht University

Location: [Zalen van Zeven, Boothstraat 7, Utrecht, Netherlands](#) for a map [click here](#)

Sunday 7.9.2025		
19:00-21:00	Welcome reception (drinks and snacks for those who are already in Utrecht)	Location: Ubica, Ganzenmarkt 24, Utrecht. <a href="https://ubicautrecht.nl/">https://ubicautrecht.nl/</a>

Monday 8.9.2025	
<b>08:30-09:00</b>	<b>Registration and coffee</b>
<b>09:00-10:00</b>	<b>Welcome and opening conference</b> <ul style="list-style-type: none"><li>◦ Elaine Mak, Dean Faculty Law, Economics and Governance</li></ul> <b>Keynote and opening pop up interactive exposition</b> <ul style="list-style-type: none"><li>◦ Lilianne Ploumen – Former leader Dutch Labour Party and former minister Foreign Trade and Development</li></ul>
<b>10:15-11:45 First parallel paper session with individual papers</b>	
Stream 4 Work life balance <i>Session 1A: Equality and diversity</i> <i>Chair: Rae Cooper</i> <i>Room: Kerkzaal</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Marco Alberio & Rebecca Plachesi	Feeling stigmatized: emotional labor and working conditions of sex workers
Sara Charlesworth & Meg Smith	Interpretations of new gender pay equality provisions in Australia: (mis)understandings and missed opportunities?
Janine Leschke & Carolin Schütze	The Comparative Impact of Diversity Policies on Workplace Discrimination and Employee Well-Being in Sweden, Germany, the UK, and the US
Damien Sauze & Michaël Zemmour	How does labor market segmentation influence the ability of older workers to remain in employment?
Stream 2 Non-standard work <i>Session 1B: Digitalization, AI and work</i> <i>Chair: Golo Henseke</i> <i>Room: Grote zolder</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Daria Talakauskas	Introducing AI in organizations: what explains the variation in effects on labor?
Damian Grimshaw, Marcela Miozzo and Lourdes Sosa	Changing skills and creative workflow with new AI technologies: Investigating the UK online games industry
Karthika Nadarajah, Matthijs Punt, Sebastian Breuk, Andrea Herrmann	Beyond the stars: How Algorithmic-enabled Human Resource Management Activities Shape Worker Satisfaction on Online Gig Platforms
Agnieszka Piasna	Job quality in the digital economy: broadening the perspective on the impact of technology on the labour process and work organization for a progressive policy agenda

<i>Stream 3 Segmentation – social partner/firm perspective</i> <i>Chair: Simon Kuijpers</i> <i>Room: Spiegelzaal</i>		<i>Session 1C: Bargaining and trade unions</i>	
<b>Author(s) &amp; Presenters</b>		<b>Paper</b>	
Noélie Delahaie, Redha Fares, Héloïse Petit		Do signing collective agreements mean they have an influence on management practices? Considering the effectiveness of collective agreements	
Joern Janssen		The Global Dynamic of Social Labour Relations	
Julie Douglas		Transforming unions for the 21 <sup>st</sup> century: The case of New Zealand Tertiary Education Union	
Michelle O’Sullivan (co-authors: Caroline Murphy, Tish Gibbons, Sarah MacCurtain)		Employer antiunionism and the gendered treatment of professional union officials	
<i>Stream 6 Open stream</i> <i>Chair: Werner Eichhorst</i> <i>Room: Bovenkamer</i>		<i>Session 1D: (Un)employment, skills and occupations</i>	
<b>Author(s) &amp; Presenters</b>		<b>Paper</b>	
Daniel de Gracia Palomera		Personal Political Ideology to Labor Market Access: A Case Study of Visual Artists in Spain During Post-2008 Austerity	
Cordula Zabel, Katrin Hohmeyer, Katharina Grienberger		Employment take-up to occupational strain of basic income support recipients in Germany	
Fahd Mansouri, Jean-Marc Montaud		Unequal Gender Division of Labour and Care in Morocco: A General Equilibrium Model-Based Analysis	
Marlou Overheul, Kees van den Bos, Amarins Jansma		No-Fault Compensation for Exposure to Chromium-6 in The Netherlands: The Role of Perceived Justice on Trust and Pursuing Court Procedures.	
Living lab methods session Moderator: Ansfrida Vreeburg Room: Kleine zolder		Contemplative dialogue, practicing conversations from citizen-perspectives: the Exposition ‘gender equality’ as an example	
<b>11:45-13:00</b>		<b>Lunch Break and pop-up interactive exposition</b>	
<b>13:00-14:45 Second parallel paper session with individual papers</b>			
<i>Stream 1 Job quality</i> <i>Chair:</i> <i>Room: Kerkzaal</i>		<i>Session 2A: (Un)employment, skills and attitudes to work</i>	
<b>Author(s) &amp; Presenters</b>		<b>Paper</b>	
Marco Alberio & Rebecca Plachesi		The weight of emotional labor: segmentation and recognition among health professionals in the post-pandemic context	
Franco Benomi Bezzo, Camille Retsin, Nathalie Moncel		Work for what. Meaning, value, participation, a long-term analysis of TZCLD.	
Henri Cattel		Work, quality and ecology: three themes to be linked; A literature review	
Kirsten Sehnbruch		What does Capablity approach contribute Employment and Labour Markets	
<i>Stream 2 Non-standard work</i> <i>Chair:</i> <i>Room: Kleine zolder</i>		<i>Session 2B: Informal, domestic and voluntary work</i>	
<b>Author(s) &amp; Presenters</b>		<b>Paper</b>	
Anne Eydoux		Tackling the fragmentation and precarious formalization of domestic work in the post-pandemic context. Public policies and regulations in France.	
Maria Karamessini, Angeliki Anthanassopoulou, Marilena Kelantonaki, Voula Touri		Labour market segmentation, informal work and labour shortages in the elderly care sector in Greece	

Alan Roe (Kai Zhao, Hugh Cook, Zinovijus Ciupijus)	Helping Others or Helping Each Other? Reconsidering Volunteer Work as a Volunteer Labour Exchange Dynamic
<i>Stream 4 Work life balance</i>	
<i>Chair: Jill Rubery</i>	
<i>Room: Bovenkamer</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Sarah Carmichael & Jelena Arsenijevic	Childcare in The Netherlands
Alison Preston & Anu Rammohan	Caregiving and the Labour Market Outcomes of Older Australians
Suneha Seethahul & Bettina Stadler	Enabling women's labour force participation – a comparative analysis of institutional and societal factors in Austria and Australia
Rosita Zucaro	Work-Life Balance as a Social Right: Law, Bargaining and Organisational Change in the Italian Case
<i>Stream 5 Migration</i>	
<i>Chair: Dovelyn Rannveig Mendoza</i>	
<i>Room: Spiegelzaal</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
John Burgess, Subas Dhakal, Jonathon Sale, Arlene Sale, Al Rainnie	Labour Migration in the Asia Pacific: Labour Segmentation and Critical Skills
Krystyna Maria Citak	Inequalities faced by migrant women in the EU labour market: risk of double discrimination
Nikolai Broberg, Jérôme Gonnot, Friedrich Poeschel, Martin Ruhs	Essential Work, Migrant Labour: What Explains Migrant Employment in European Key Sectors?
Laura Peutere & Signe Jauhiainen	Regional differences in unemployment and participation in employment services among newly arrived immigrants in Finland
<i>Stream 6 Open stream</i>	
<i>Chair:</i>	
<i>Room: Grote zolder</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Jaakko Harrko, Niklas Mäkinen, L. Peutere, Satu Ojala	Unemployment Benefit Sanctions in Early Adulthood: Evidence from Finnish Register Data
Waddah Olabi and Brahim Boudarbat	Economic Integration of Canadian-Born Racialized Youth: A Major Public Policy Challenge
Joan-Miquel Verd & Oriol Barranco	The Marienthal effect of unemployment on young people in times of economical distress: A case study in Barcelona
Wendy Wesseling	The Capability Approach and Disadvantaged Youth Participating in a welfare-to-work Program
<b>14:45-15:15</b>	<b>Coffee Break</b>
<b>15:15-17:00 Round table 1: (Re-)Building institutions for social dialogue</b>	
<b>Room: Kerkzaal</b>	
<b>Moderator:</b> Lisa Berntsen, De Burcht – Scientific Research Institute for the Dutch Trade Union Movement	
<b>Experts:</b>	
<ul style="list-style-type: none"> <li>• Jan Pieter Daems, Stichting van de arbeid de voorzitter van de werkgroep Arbeidsmarkt, bestuurslid van het CNV;</li> <li>• Maurice Rojer, Head of Quality of Work, department People &amp; Transformation, Schiphol Group;</li> <li>• Laurens Hartevelde, Ministry Employment and Social Affairs, Head department cla-research and policy information</li> </ul>	
<b>18:30 Conference dinner at The Rechtbank, Korte Nieuwstraat 14, Utrecht. Link:</b>	
<a href="http://www.derechtbank.com/en">www.derechtbank.com/en</a>	

Tuesday 09.09.2025	
08:30-09:00	Registration and coffee
<b>9:00-10:30 Third parallel paper session with individual papers</b>	
<i>Stream 1 Job quality</i>	
<i>Chair:</i>	
<i>Room: Kerkzaal</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Linda Clarke & Fernando Duran-Palma	Contrasting social relations of production, vocational education and training, and use of technology in different European countries: the case of scaffolding
Werner Eichhorst & Gemma Scalise	Mechanical engineering in transition: Comparing regions in Germany and Italy
Malo Mofakhami, Davide Villani, Marta Fana, Luca Giangregorio	The Impact of Technological Changes on Task Content: An Empirical Analysis of Working Conditions in France (2013-2019)
Benjamin Schneider & Robin Philips	Job Quality and Technological Change: Evidence from Two Industrial Revolutions
<i>Stream 6 Open stream</i>	
<i>Chair: Héloïse Petit</i>	
<i>Room: Bovenkamer</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Frederic Hüttenhoff	Enforcement of the minimum wage in Germany: reorganization of labour inspection
Suneha Seetahul, Elizabeth Hill, Rae Cooper, Anya Bedi	Measuring Gender Equality in the Labour Market: The Australian Gender Equality @ Work Index
Guillemette de Larquier & Géraldine Rieucou	Local Authority Jobs Dedicated to the Environment: An Analysis of Job Advertisements
<i>Stream 4 Work-life balance</i>	
<i>Chair:</i>	
<i>Room: Spiegelzaal</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Angelika Kümmerling	The four-day workweek: An opportunity to improve women's labour market integration or a treat for the male worker? A critical appraisal of the current empirical research literature
Jill Rubery	Towards and egalitarian strategy for working time renewal
Eva Herman; Mathew Johnson; Ian Greer; Emilie Lessard-mercier; Isabelle Roberge-Maltais; Zanaya Sadiyay Hussain	The Puzzle of Early Childhood Education and Care politics: Comparing the implications of campaigns to address the Care Crisis Across Four Countries
<i>Stream 5 Migration</i>	
<i>Chair:</i>	
<i>Room: Grote zolder</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Anna Janicka, Agnieszka Fihel, Pawel Kaczmarczyk, Pascal Beckers	Employers' reliance on migrant labour in the Farm-2-Fork sector: an experimental study to assess the value of non-compliant employment
Maria Laura Frigotto, Sofia Manica, Marco Tonellato, Marco Zamarian, Enrico Zaininotto	Seasonal Work and Temporal Migration in Agriculture: Evidence and Policy Implications
Dovelyn Rannveig Mendoza	Recruitment of Migrant Workers in Segmented

Deyran Gulel	Geopolitical Segmentation in Academic Labour Markets: Visa Inequities and Their Impact on Global Knowledge Production
<b>10:30-10:45</b>	<b>Coffee Break</b>
<b>10:45-12:15 Fourth parallel paper session with individual papers</b>	
<i>Stream 1 Job quality</i>	
<i>Chair: Benjamin Mungo Schneider</i>	
<i>Room: Kerkzaal</i>	
<i>Session 4A: Job quality, wellbeing, changing nature work 1</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Alan Felstead	Putting the House in Order: Concepts, Measures and Spaces Used When Working at Home
Francis Green	Is there a Narrowing of the Gender Gap in Job Quality?
Niklas Mäkinen, Antti Halmetoja & Satu Ojala	(In)voluntarily quit from a low-quality job?
Ying Zhou	What Makes Work Meaningful?
<i>Stream 2 Non-standard work</i>	
<i>Chair: Kristin Jesnes</i>	
<i>Room: Spiegelzaal</i>	
<i>Session 4B: Non-standard work</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Marion Mauchaussee, Héloïse Petit, Hugo Rouzade	Why do firms use FTCs? A tale of two logics
Anas Zidane & Djamila Chekrouni	Inequalities in Access and Usage of Recruitment Platforms According to Qualification Level and Professional Experience: Evidence Based on Multi-Agent Simulation Approaches
Anne Joppe	Challenges raised by algorithmic management for platform workers'
<i>Stream 3 Segmentation – social partner/firm perspective</i>	
<i>Chair:</i>	
<i>Room: Bovenkamer</i>	
<i>Session 4C: Organizational decisions and workforce</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Simon Kuijpers, Marijn Zeijen & Karen Oud Hengel	Why do workers become a member of work councils?
Francois-Xavier Devetter, Celine Lozinguez, Julie Valentin	Outsourcing Cleaning and Catering Services in French secondary schools: does moving from the periphery of the core to the core of the periphery improve job quality?
Frederic Naedenoen	What is the role of local managers in managing contingent workers? Analysis of a company case study
<i>Stream 5 Migration</i>	
<i>Chair:</i>	
<i>Room: Grote zolder</i>	
<i>Session 4D: Migration, working conditions and voice</i>	
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Lisa Berntsen & Rosa Kösters	Migrant Labour in Dutch supermarket logistics form 1960-2025: transformations in jobs, autonomy, control and voice
Olga Gheorghiev	Subcontracting, migrant workers, and the gig economy: the organisation of work at the margins
Renée Frissen	Reframing Integration: The Impact of Legal Categorisation on Labour Market Opportunities for Migrants

Anne Janssen	Access to justice for labour migrants: A qualitative perspective
Living lab methods session Moderator: Ansfrida Vreeburg Room: Kleine zolder	Living Lab Method: Learning about the method and creative brainstorming about its use and purpose in (your?) research.
<b>12:15-13:15</b>	<b>Lunch Break &amp; exhibition</b>
<b>13:15-14:45 Round table 2: Digitalisation &amp; Work</b> <b>Room: Kerkzaal</b>	
<b>Moderator:</b> Agnieszka Piasna, European Trade Union Institute (ETUI) <b>Experts:</b>	
<ul style="list-style-type: none"> <li>★ Anna Gerbrandy, crown member Social and Economic Council and professor at Utrecht University ;</li> <li>★ Yvette Becker, Dutch Trade Union FNV;</li> <li>★ Hubert Koetsveld, Ministry Social Affairs and Employment, Department Labour Law .</li> </ul>	
<b>14:45-15:00 Coffee break</b>	
<b>15:00-16:30 Fifth parallel paper session with individual papers</b>	
<i>Stream 1 Job quality</i> Chair: Room: Kerkzaal	<i>Session 5A: Job quality, wellbeing, changing nature of work 2</i>
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Golo Henseke	The Impact of AI on the British Labour Market
Rhys Davies	Unmet Demand? The Trade Union Representation Gap in the UK
Aysha Siddika	Invisible Hands: Understanding the Working Conditions and Agency of Apparel Waste-Handling Workers in Bangladesh as Part of the Global Apparel Production Network
Mathis Bachelot & Mathilde Guergoat-Larivière	What is the quality of green jobs? An empirical investigation on French data
<i>Stream 2 Non-standard work</i> Chair: Room: Bovenkamer	<i>Session 5B: Platform work</i>
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Susanna Sten-Gahmberg & Aart-Jan Riekhoff	Labour supply of gig workers. A register-based study of employment and income of light entrepreneurs in Finland
Fabian Beckmann & Kristin Jesnes	The EU Directive on platform work. Institutional varieties, enforcement mechanisms and their impact on workers on the ground
Martijn Müller	Voices from the Road. Bridging the Gap Between Platform Work Policy and Worker Experience
Aart-Jan Riekhoff & Susanna Sten-Gahmberg	Testing their wings. Gig work as a step towards entrepreneurial entry in Finland
<i>Stream 6 Open stream</i> Chair: Room: Spiegelzaal	<i>Session 5C: European Economic integration at a crossroads’’: implications for working conditions and social protection</i>
<b>Author(s) &amp; Presenters</b>	<b>Paper</b>
Joseph Banyuls Llopis & Albert Recio Andreu	NGEU Funds in Spain. A First Step Towards a New Productive and Social Model?
Karen Jaehrling	Public procurement policies and practices under the interregnum
Roland Kulke & Steffen Lehndorff	Next Generation EU — a push towards a “Green and Just Transition”?
<b>16:30-17:30 Farewell drinks</b>	
<b>16:45 Steering committee meeting Room: Spiegelzaal</b>	

### Location rooms

All rooms for the paper sessions and the plenary meetings are in the same building.

- ★ Kerkzaal: ground floor
- ★ Spiegelzaal and Bovenkamer: 1st floor
- ★ Balcony with work space, reading room and game: 1st floor
- ★ Grote zolder and kleine zolder: 2nd floor.

### Expo, living lab methods, reading room and game

The conference hosts the exposition 'The circle redrawn: women at work' and may be visited in the Kerkzaal (ground floor) on both conference days. The expo is meant as a conversation piece – not perfect but thought-provoking and based on science. The exposition is interactive: some panels have QR codes, leading to interesting websites and/or ways to contribute. This results in a living expo: anonymous answers appear on the screen (use the QR-code). You can also add post-it's to the elast expo-panel.

The expo will serve as an example of using living lab methods as part of research methodology and/or co-creation of science with society. See the programme for these session times and location.

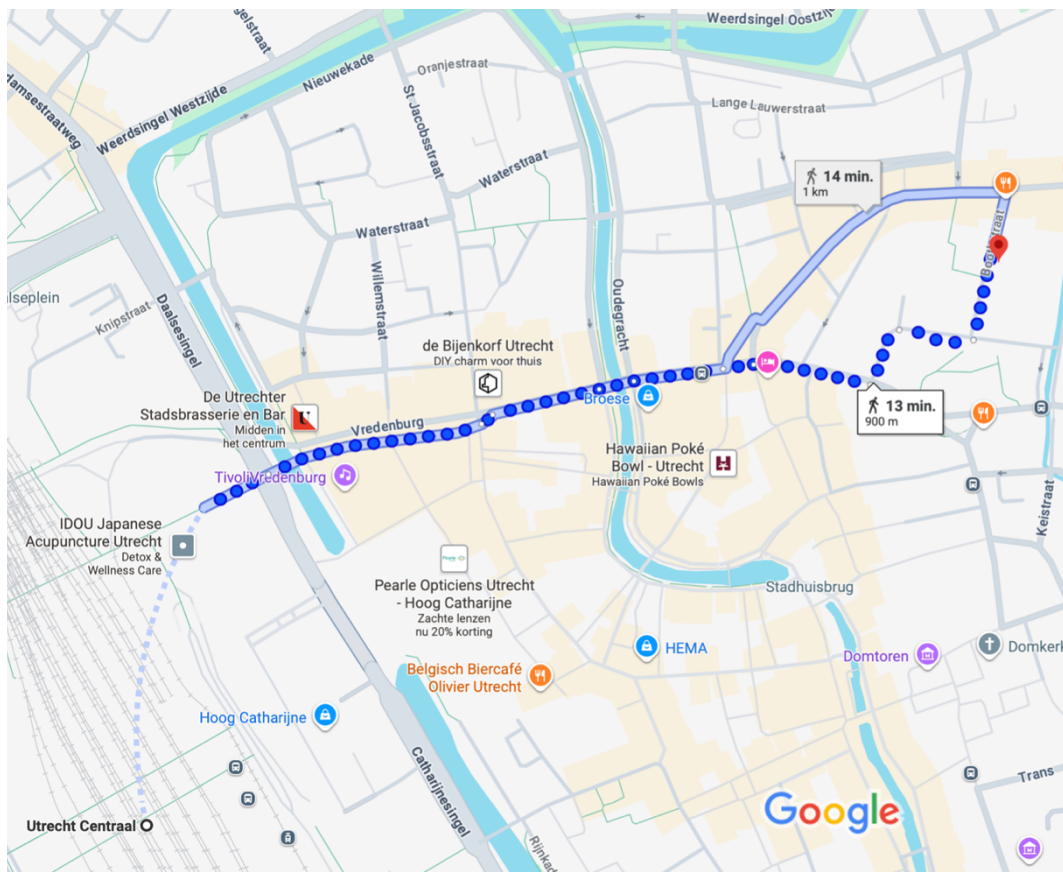
On the balcony (1st floor) there are several seating options. There is a book-table with some books on women, work and well-being. Also – there is a game Unequalopolis – a variant on monopoly that makes the economic inequality of women visible. Play the game or just look through the cards to get an idea of the barrier women still face today!

### Directions & Walking routes

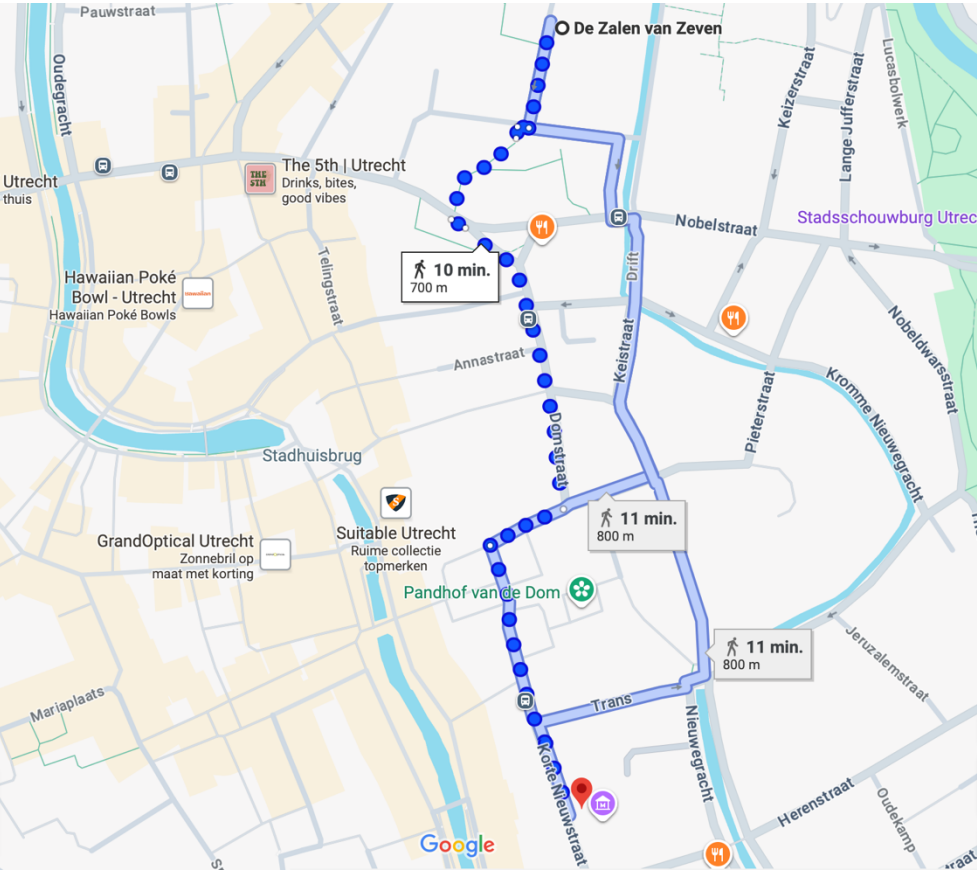
To help you find your way, we have included the addresses and walking routes:

- ★ Address location 'Zalen van Zeven': Boothstraat 7, 3512 BT, Utrecht
- ★ Address restaurant conference diner 'De Rechtbank': Korte Nieuwstraat 14, 3512 NM, Utrecht

From the train station to the conference venue:



From the venue to the restaurant for the conference dinner



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