

# IAFEP

INTERNATIONAL ASSOCIATION  
FOR THE ECONOMICS  
OF PARTICIPATION

July 6-8 2022

## 21<sup>st</sup> conference

Université Paul-Valéry  
Montpellier 3

Site de Saint-Charles  
rue du professeur Henri Serre

Montpellier

Tuesday, July 5	Wednesday, July 6	Thursday, July 7	Friday, July 8
	8.30am <b>Welcome Coffee</b>		
	9.15am <b>Introduction</b> <i>Colloque 1</i>	9 – 10.30am <b>Session 4</b> <i>Rooms 004 - 005</i>	9 – 10.30am <b>Session 8</b> <i>Rooms 004 - Colloque 1</i>
	9.30 – 11am <b>Opening keynote conference</b> <i>Colloque 1</i>	10.30 – 11am <b>Coffee break</b>	10.30 – 11am <b>Coffee break</b>
	Francesca Petrella <i>Professor, Aix-Marseille University</i>		
	11.15 – 12.30am <b>Session 1</b> <i>Rooms 004 - 005</i>	11 – 12.30am <b>Session 5</b> <i>Rooms 004 - 005</i>	11 – 12.30am <b>Closing keynote conference</b> <i>Colloque 1</i>
			Virginie Pérotin <i>Professor Emerita, Leeds University</i>
	12.30 <b>Lunch</b>	12.30 <b>Lunch</b>	12.30 <b>Lunch</b>
	1.30 – 3pm <b>Session 2</b> <i>Rooms 004 - 005</i>	1.30 – 3pm <b>Session 6</b> <i>Rooms 004 - 005</i>	
	3 – 3.30pm <b>Coffee break</b>	3pm – 3.30pm <b>Coffee break</b>	
	3.30 – 5.30pm <b>Session 3</b> <i>Rooms 004 - 005</i>	3.30 – 5pm <b>Session 7</b> <i>Rooms 004 - 005</i>	
6 – 8pm <b>Reception drinks</b> <i>Gazette Café</i>		5.30 – 18.30pm <b>IAFEP General Assembly</b>	
		8pm <b>Gala Dinner</b>	



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## July 6

11.00 – 12.30am

### Session 1: Management practices and job experiences Room: Colloque 1 - Chair: Pliskin Jeffrey

**“Career Effects of Employee Ownership for Young Workers”**  
*Burdin Gabriel, Garcia-Louzao Jose*

**“Political Spillovers of Workplace Democracy in Germany”**  
*Jirjahn Uwe, Le Thi Xuan Thu*

**“Management Practices and Productivity: Does Employee Representation Play a Moderating Role?”**  
*Jirjahn Uwe, Laible Marie-Christine, Mohrenweiser Jens*

1.30 – 3pm

### Session 2A: Diversity (1) Room: 004 - Chair: Kato Takao

### Session 2B: Local development Room: 005 - Chair: Jirjahn Uwe

**“Will Shared Capitalism Help Improve the Well-Being of Workers with Disabilities?”**  
*Kruse Doug, Schur Lisa, Kato Takao*

**“Community Development and Local Economic Development by a Regional Consumer Cooperative”**  
*Spear Roger*

**“Shared Capitalism, Employee Wealth, and Gender: New Evidence”**  
*Kato Takao, Sorresso Gabrielle*

**“Increasing scale and impact of participatory organisations”**  
*Gomez Georgina*

**“Disability and Organizational Citizenship Behavior: Exploratory Study of the Legal Professional”**  
*Kruse Doug, Hyseni Fitore, Schur Lisa, Blank Peter*

**“Cuban Non-agricultural Cooperatives and their Contribution to Local Development”**  
*Piñeiro Harnecker Camila*

3.30 – 5.30pm

### Session 3A: Diversity (2) Room: 004 - Chair: Jones derek

### Session 3B: Overcoming barriers for employee ownership in France, Italy, Spain, UK and US Room: 005 - Chair: Mygind Niels

**“Is membership heterogeneity a problem for Worker-managed firms?”**  
*Dean Andres*

**“Overcoming barriers for employee ownership”**  
*Niels Mygind*

**“The Effects of Employee Involvement on Disparities in Equity Compensation”**  
*Woodley Vernon*

**“The French case”**  
*Fakhfakh Fathi, Magne Nathalie, Mirabel Thibault, Pérotin Virginie*

**“French women’s managerial advancement An S versus an I path”**  
*Belghiti-Mahut Sophia*

**“The UK case”**  
*Pendleton Andrew, Robinson Andrew*

**“Immigrants and Trade Union Membership: Does Integration into Society and Workplace Play a Moderating Role?”**  
*Bedaso Fenet, Jirjahn Uwe, Goerke Laszlo*

**“The Italian case”**  
*Tortia Ermanno, Lomuscio Marco*

## July 7

9 – 10.30am

### Session 4A: Multi-stakeholder cooperatives Room:004 - Chair: Freundlich Fred

### Session 4B: Worker participation and well-being Room: 005 - Chair: Gago Monica

**“Employment relationships in multi-stakeholder cooperatives”**  
*Magne Nathalie, Cartellier Jean, Ferraton Cyrille, Vallade Delphine*

**“The effects of participation on workers’ well-being and firms’ performance”**  
*Uribetxebarria Urtzi, Elorza Unai, Garmendia Alaine*

**“Basque-Navarre Regional Agrifood System: A case of cooperation between Eroski Cooperative Supermarket Chain, Local SME Food Suppliers and Public Institutions”**  
*Santos-Larrazabal Josu, Basterretxea Imanol*

**“The Effects of Employees’ Empowerment on Job Satisfaction: Empirical Analysis of the Demand-Control Model”**  
*Ibukun Tolupe*

**“Multi-stakeholder Cooperatives and their Governance: Preliminary Evidence from Mondragon”**  
*Freundlich Fred, Imaz Oier, Kanpandegi Aritz*

**“The link between the AMO model and well-being at work in a cooperative of Mondragon: the role of trust”**  
*Gago Monica, Arregui A, Legarra Maite*

## July 7

11 – 12.30am

### Session 5A: Productivity issues Room: 004 - Chair Mirabel Thibault

### Session 5B: New technologies Room: 005 - Chair: Fakhfakh Fathi

**“Profit Sharing, Employee Ownership, Productivity and Conflicts”**  
*Fakhfakh Fathi, FitzRoy Felix*

**“Robots, Digitalization, and Worker Voice”**  
*Belloc Filippo, Burdin Gabriel, Landini Fabio*

**“Productivity, ownership, and markups. A sectoral comparison of conventional and worker-owned firms”**  
*Mirabel Thibault*

**“Do small growers benefit from participating in farmer producer companies? Evidence from India”**  
*Ghosh Ranjan Kumar*

**“Finance, property rights and productivity in Italian cooperatives”**  
*Tortia Ermanno, George Donald, Fontanari Eddi, Grilli Gialuca*

1.30 – 3pm

### Session 6A: Ecological cooperatives? Room: 004 - Chair: Albanese Marina

### Session 6B: Theory Room: 005 - Chair: Smith Stephen

**“Are worker cooperatives green?”**  
*Albanese Marina*

**“Human dignity in organisations: the cooperative ideal”**  
*McMahon Cian*

**“Autonomy as a multi-scalar solidarity network: Alternative food networks in Turkey”**  
*Aykaç Betül*

**“The Cooperative Economy: Toward a Stakeholder-led Democracy”**  
*Warren Jerome*

**“The Difference Ownership Makes: Worker Ownership and Sustainability”**  
*Kaswan Mark*

**“Monopolistic Competition and Firm Ownership”**  
*Askoy Yunus*

3.30 – 5pm

### Session 7A: Non-profit Organizations Room: 004 - Chair: Ben Ner Avner

### Session 7B: Institutional background and networks Room: 005 - Chair: Robinson Andrew

**“Nonprofit organizations, diversity and political polarization”**  
*Ben Ner Avner*

**“The role of power between managers and workers within employee stock ownership plans”**  
*Trinh Gerald*

**“The [Organizational] Politics of Poverty: Indirect Governance and Americorps\*VISTA”**  
*Kallman Meghan*

**“Employee Ownership Trusts: taking employee ownership to the mainstream”**  
*Robinson Andrew, Pendleton Andrew*

**“Group violence, ethnic diversity and citizen participation: evidence from Indonesia”**  
*Muller Christophe*

**“The role of Networking and Federations in sustaining cooperative success: the case of Producer Cooperatives”**  
*Jones Derek*

## July 8

9 – 10.30am

### Session 8A: Political stakes of worker participation Room: 004 - Chair: Muller Christophe

### Session 8B: Historical perspective Room: Colloque 1 - Chair: Kaswan Mark

**“Rationale, scope and design of Faculty Shared Governance: what can be learned from the economics of participation?”**  
*Smith Stephen*

**“Kibbutzim, Economic, Ideology and Politics”**  
*Pessah Reuben*

**“Representing the workers in a privatisation context”**  
*Michel Sandrine, Vallade Delphine*

**“Popular Sovereignty, Republic and Cooperative: the working class forgotten alternatives. A case study of the working-class newspaper L’Atelier (1840-1850)”**  
*Ferraton Cyrille, Lauricella Marie*