

# ***CURRICULUM VITAE: CAROLA FREGE***

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## **PRESENT AND PREVIOUS EMPLOYMENT**

- 2008 — Professor, London School of Economics and Political Science, Management Department
- 2003 — 2008 Reader, LSE, Management Department
- 2001 — 2003 Assistant and Associate Professor (tenured in 2003), Rutgers University, School of Management and Labor Relations
- 1996 — 2001 Lecturer, 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, FU Berlin
- 2008 Visiting Professor, Wissenschaftszentrum Berlin (WZB) (fall term)
- 2008 Visiting Professor, Anderson Business School, UCLA (spring term)
- 1999 — 2000 Visiting Professor, ILR School, Cornell University
- 2000 Visiting Scholar at the Wissenschaftszentrum Berlin (spring term)
- 1999 Post-doc Fellowship (Max-Planck Institute for Social Sciences, Germany) (autumn term)

## **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, 1985-87

## **HONOURS**

- 2002 IRRA "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

## **PROFESSIONAL ACTIVITIES**

### ***EDITORSHIPS***

- 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 – 2009 Member of the International Advisory Board, The Journal of Industrial Relations (Australia)

### ***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**

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

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

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

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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, formerly IRRA)
- 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:

- Comparative and International Employment Relations
- Globalization and Human Resource Management
- Selected Topics in Industrial Relations and Human Resource Management

Rutgers University:

- International/ Comparative Labor and Employment Relations
- Comparative Labor Movements
- Perspectives of Labor Studies

## **CITIZENSHIP/ ADMINISTRATION LSE**

MSc DIRECTOR (MSc comparative and international employment relations) and responsible for MSc admissions (2003-2011)

Member of Department of Management Research Committee (2010)

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

## **LANGUAGES**

German, English, (French)

## **CURRENT WORK PROJECTS**

“Migration, Racism and Worker Perceptions in Europe: Germany, Italy & Britain compared”

together with Leonardo Felli (LSE) and Yona Rubinstein (LSE)

## **GENERAL RESEARCH INTERESTS**

### **International Employment Relations**

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

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

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

(iv) Racism at work in Europe and the US

### **Employment Theory**

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

(ii) intellectual history of employment research in Europe and the US

## **PUBLICATIONS**

(parental leave 2007-2008)

## **BOOKS**

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

Forthcoming (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)**

(forthcoming) Worker Perceptions of Representation and Rights in Germany and the USA, *European Journal of Industrial Relations* (with John Godard)

(forthcoming) “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* (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 Journal*, 32(4):295-312

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

2000 “Gewerkschaftsreformen in den USA. Eine kritische Analyse des Organisationsmodells”, *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 Gewerkschaftsmitgliedern 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**

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 avançado”, 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 (55<sup>th</sup> 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**

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 Illinois 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", IIRA, 50<sup>th</sup> 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, September 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 a 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 June 2012