IAFEP CONFERENCE
July 6-9 2016
Copenhagen Business School
http://www.tilmeld.dk/IAFEP2016

PRELIMINARY PROGRAM

Session chairs and discussants will be assigned shortly.
If you have particular interest in being a discussant for a certain paper, please send an email
to Niels Mygind (nm.int@cbs.dk) by June 30, 2016.

Wednesday July 6, 2016

17.00-20.00 (Augustinus Room, CBS, Solbjerg Plads 3, Frederiksberg)

WELCOME RECEPTION

and

(optional) viewing of the documentary

“Can We Do It Ourselves?”

with the participation of the director Patrik Witkowsky
Thursday July 7, 2016

8.00-9.00 (common area in front of SP201): Registration and coffee

9.00-10.00 (SP201)
Opening of the Conference

Keynote Address by Takao Kato, Colgate University:
Does Employee Stock Ownership Work? Evidence from Publicly-Traded Firms in Japan

10.00-10.30 (common space in front of SP201, CBS): Coffee

10.30-12.30 (SP212, SP213):

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| Financial aspects | Domadenik P., Koman M.  
Microeconomic determinants of non-performing loans and resilience of employee-owned firms during crisis | Employee ownership | Burdin G., Dean A., Gorga R.  
Human capital specificity and worker-managed firm entry |
|        | Windawi A J., Blasi J. R.  
Addressing Stagnating Wages with Dividend Funds: Is the Alaska Permanent Fund a Viable Model? |        | Fakhfakh F., Tall A.  
Financial Participation, Collective Conflicts and Performance: Evidence from French Firms |
|        | Klinedinst M.  
Bank Transfer could be Everyday |        | Mygind N.  
Drivers and barriers of employee ownership. A theoretical framework and illustrative cases |
|        | Cornee S., Kalmi P., Szafarz A.  
Are social banks really different? Evidence from Europe |        | Gagliardi F.  
Why Institutional Complementarities matter in the Economic Theory of Cooperative Firms |

12.30-13.30 (Rotunden, CBS): Lunch
### 13.30-15.30 (SP212, SP213): Sessions 1.3 and 1.4

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| Magne N., Perotin V.  
Employment, wages, hours: what is flexible in French worker cooperatives? | Pendleton A., Robinson A.  
Lack of diversification among employee stock owners: An empirical evaluation of behavioral explanations |
| Akinfemisoye T., Perotin V.  
The Effects of Employees’ Empowerment on Job Satisfaction | Kruse D., Blasi J., Weltmann D.  
Are employee owners properly diversified? |
| Han J. H., Weltmann D.  
Getting from Profit-Sharing through Job Satisfaction to Citizenship Behaviors: The Moderating Roles of Leadership and Employee Empowerment | Schur L., Kruse, D.,  
Workplace democracy and political participation |
| Fakhfakh F., Sacchetti S., Tortia E.  
A cluster analysis of worker motivations and satisfaction in Italian social enterprises | Burdin G., Perotin V.  
Employee representation and flexible working time: identification through a size-contingent EU directive |

### 15.30-16.00 (in front of SP212 AND SP213): Coffee

### 16.00-18.00 (SP212, SP213): Sessions 1.5 and 1.6

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| Dean A.  
Membership heterogeneity and Worker Managed Firm survival | Dumas N.  
The trade-off between selling shares and giving bonuses to stimulate employee suggestions: a theoretical model based on contract theory |
| Kang S., Kruse D.  
Employee Ownership and Job Attitudes: Investigating the Moderating Effect of Occupational Characteristics | Prod’hamme H.  
Comparative analysis of the Labor-Managed Firm an two capitalist counterparts, the Owner-Managed Firm and the Shareholder-Managed Firm |
| Young-Hyman T.  
Cooperating without co-laboring: How Formal Organizational Power Moderates Cross-functional Interaction in Project teams | Kaswan M. J.  
Property, Ownership, and Employee-ownership |
| Gregorič A., Poulsen T.  
The antecedents of employee board representation: Empirical analysis using Danish matched employer-employee data | Albanese M., Navarra C., Tortia E.  
Equilibrium unemployment and wage setting in worker owned enterprises |

### 18.15 - (Faculty Club, CBS): Dinner
Friday July 8, 2016

8.30-9.00 (in front of SP201, SP202): Coffee

9.00-11.00 (SP201 and SP202): Sessions 2.1 and 2.2

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<td>Nandhi M. A. &lt;br&gt;Innovative use of micro credit groups to food security in employment generation: a case study of Amma Unavagams from the State of Tamil Nadu, India</td>
<td>Gago M., Legarra M., Arregi A. &lt;br&gt;Qualitative and quantitative analysis of the factors that influence the participation on decision making in a cooperative of Mondragon</td>
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<td>Novkovic S. &lt;br&gt;Cuban socialist transformation: The role for worker cooperatives</td>
<td>Bretos I., Errasti A., Marcuello C. &lt;br&gt;Dynamics of degeneration/regeneration in multinational worker cooperatives: a case study of Fagor Ederlan (Mondragon Corporation)</td>
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<td>Jongick J. &lt;br&gt;The Emergence of Freelancer Cooperatives in South Korea</td>
<td>Mugarra-Elorriaga A. and EDISPe2: Job sharing initiatives in participatory organizations: analysis of experiences in Basque Country</td>
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11.00-11.30 (common area in front of SP201): Coffee

11.30-12.30 (SP201) 

**Keynote address by Derek Jones, Hamilton College**

The evolution of research in labor management and employee ownership during the last 50 years: An insider's perspective

12.30-13.30 (common area in front of SP201): Lunch
13.30-15.30 (SP201 and SP202): Sessions 2.3 and 2.4

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<td>Complementarities between employee involvement and financial participation: do differing measures, empirical methods, and institutional context matter?</td>
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<td>The Importance of Vertical Communication in High-Performance Work System: Evidence from Japanese Linked Employer-Employee data</td>
<td>Workers’ participation in Polish companies- incidence and importance of works councils</td>
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<td>Are more fully democratic firms more productive?</td>
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15.30-16.00 (common area in front of SP201): Coffee

16.00-17.30 (SP201): Round table

**Employee Ownership in Denmark: Recent trends and cases**

Participants: Susanne Westhousen, CEO, Kooperationen; Frederik Petersen, CEO, KnowledgeWorker, Klaus Andersen, CEO, Hustørerne (Housescarpenters)

**Moderator: Niels Mygind,** Copenhagen Business School and IAFEP

17.30-18.30 (SP201)

General Assembly IAFEP and closing remarks

19.30 - : Conference Dinner at Josty restaurant, Frederiksberg

[http://josty.dk/](http://josty.dk/)

Saturday, July 9, 2016

13.00-15.00

Copenhagen Boat Trip

16.00 –

Visit of co-housing with dinner (host and chef: Niels Mygind)