

# WORK2023

Wednesday, 23rd August, 2023

## 1. CLIMATE CHANGE AND WORK

11:45 - 13:15 Wednesday, 23rd August, 2023

Lecture hall: Kievi 245

Stream 1

Chair(s) Tero Kuusi, Etna, FI

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### 1.01 THE COMPRESSED FOUR DAY WORKWEEK: A GOOD CALL FOR THE ENVIRONMENT?

Damaris Castro, Brent Bleys, Kristen du Bois, Stijn Baert

Ghent University, Ghent, Belgium

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### 1.02 TOWARDS A POST-FOSSIL WORKING LIFE: ECOLOGICALLY AND SOCIALLY SUSTAINABLE WORK IN AN ERA OF SUSTAINABILITY DISRUPTION

Eeva Houtbeckers, Suvi Salmenniemi, Hanna Yllöstalo

University of Turku, Turku, Finland

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### 1.03 CLIMATE CHANGE AND FUTURE JOB CONCERNS AND OPPORTUNITIES: A SURVEY STUDY AMONG FINNISH EMPLOYEES

Jarno Turunen, Tuomo Alasoini, Fanni Moilanen, Arja Ala-Laurinaho

Finnish Institute of Occupational Health, Helsinki, Finland

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## **1.04 EMPLOYEES' VIEWS ON THE DEVELOPMENT OF CLIMATE CHANGE-RELATED SKILLS: FINDINGS FROM THE FINNISH CLIMATE CHANGE AND WORK SURVEY**

Arja Ala-Laurinaho, Jarno Turunen, Fanni Moilanen, Tuomo Alasoini

Finnish Institute of Occupational Health, Helsinki, Finland

# **2. DIGITALISATION AND ROBOTICS IN WORKING LIFE**

11:45 - 13:15 Wednesday, 23rd August, 2023

Lecture hall: Kievi 248

Stream 2

Chair(s) Tuomas Mäkilä, University of Turku, FI

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## **2.01 TECHNOLOGICAL INNOVATIONS AND THE AGING WORKFORCE**

Peter Nielsen, Per H. Jensen

Aalborg University, Aalborg, Denmark

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## **2.02 THE INFLUENCE OF DIGITAL TOOLS ON WORK AND THE EMPLOYEES**

Sascha Stowasser, Amelia Gahmann, Veit Hartmann, Catharina Stahn

ifaa - Institut für angewandte Arbeitswissenschaft, Düsseldorf, Germany

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## **2.03 EASY INDUSTRIAL WORK: HUMAN-CENTRIC DIGITAL TRANSITIONS (Poster)**

Bastian Tammentie<sup>1</sup>, Mikael Wahlström<sup>2</sup>

<sup>1</sup>VTT Technical Research Centre of Finland, Jyväskylä, Finland. <sup>2</sup>VTT Technical Research Centre of Finland, Espoo, Finland

# **15. TECHNOLOGY AND EVERY DAY LIFE**

11:45 - 13:15 Wednesday, 23rd August, 2023

Lecture hall: Agora 110AB

Stream 15

Chair(s) Farhan Ahmad, University of Turku, FI, Gunilla Widén, Åbo Akademi University, FI, Isto Huvila, Uppsala University, SE

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### **15.01 INFORMATION BEHAVIOURS OF INTERNATIONAL STUDENTS IN THE AUSTRALIAN GIG ECONOMY**

Chau Dang<sup>1</sup>, Paul Scifleet<sup>1</sup>, Jason Sargent<sup>1</sup>, Lisa M. Given<sup>2</sup>

<sup>1</sup>Swinburne University of Technology, Melbourne, Australia. <sup>2</sup>RMIT University, Melbourne, Australia

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### **15.02 EVERYDAY CONVERSATION: THE EFFECT OF ASYNCHRONOUS COMMUNICATION AND HYPERCOMMUNICATION ON DAILY INTERACTION AND SOCIOTECHNICAL SYSTEMS**

Caitlin Begg

Authentic Social, New York, USA. Harvard University, Cambridge, USA

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### **15.03 TO BREAK RULES OR NOT? -WHEN SOCIAL ACCELERATION CHALLENGE THE MORAL ORDER OF PROFESSIONALS**

Carola Aili, Lars-Erik Nilsson

Kristianstad University, KRISTIANSTAD, Sweden

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## **1. CLIMATE CHANGE AND WORK**

16:30 - 18:00 Wednesday, 23rd August, 2023

Lecture hall: Kievi 245

Stream 1

Chair(s) Tero Kuusi, Etna, FI

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### **1.05 PREFERENCES FOR COLLECTIVE WORKING-TIME REDUCTION POLICIES: A FACTORIAL SURVEY EXPERIMENT**

Damaris Castro, Brent Bleys

Ghent University, Ghent, Belgium

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## **1.06 MAKING AS CARE: REPAIR, CARE, AND THE CULTURAL VALUE OF CRAFT SKILLS**

Susan Luckman

University of South Australia, Adelaide, Australia

## **2. DIGITALISATION AND ROBOTICS IN WORKING LIFE**

16:30 - 18:00 Wednesday, 23rd August, 2023

Lecture hall: Kievi 248

Stream 2

Chair(s) Tuomas Mäkilä, University of Turku, FI

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## **2.04 AI AND ROBOTICS IN KNOWLEDGE WORK: TOWARDS SUSTAINABLE VALUE CO-CREATION**

Eija Kärnä, Iris Humala, Anna Lahtinen, Martti Asikainen

Haaga-Helia university of applied sciences, Helsinki, Finland

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## **2.05 MUNICIPAL SOCIAL WORKERS NEGOTIATING WORK AND PROFESSIONALISM FACED WITH EMERGING AUTOMATION AND AI TECHNOLOGIES**

Amalie Bonde Jørgensen

Roskilde University, Roskilde, Denmark

## **5. FUTURE WORK BEYOND PLATFORMS**

16:30 - 18:00 Wednesday, 23rd August, 2023

Lecture hall: Kievi 249

Stream 5

Chair(s) Seppo Poutanen, University of Turku, FI

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## **5.01 THE POLITICS OF ALGORITHMIC MANAGEMENT: MANAGERIAL STRATEGIES, DATA PRODUCTION AND SENSE MAKING**

Martin Krzywdzinski<sup>1,2,3</sup>, Daniel Schneiss<sup>2</sup>, Andrea Sperling<sup>1</sup>

<sup>1</sup>WZB, Berlin, Germany. <sup>2</sup>Weizenbaum Institute, Berlin, Germany. <sup>3</sup>Helmut Schmidt University, Hamburg, Germany

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## **5.02 BREAKING BOUNDARIES, BUILDING EXPERTISE: HOW BOUNDARY WORK BOOSTS THE CREDIBILITY WITH CLIENTS**

Bahar Aldanmaz Fidan, Elif Birced

Boston University, Boston, USA

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## **5.03 MAYBE ALL THOSE PLATFORMS HAVE ALREADY BEEN TRANSCENDED? SOME REFLECTIONS ON THE (WANING?) ANALYTICAL POWER OF “PLATFORMIZATION”**

Seppo Poutanen

University of Turku, Turku, Finland

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## **5.04 EXPLORING VISIBILITY MANAGEMENT APPROACH WITH PLATFORM WORK**

Laura Seppänen

Finnish Institute of Occupational Health, Helsinki, Finland

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# **7. HYBRID WORKING – A PATHWAY TO BETTER WORKING LIFE?**

16:30 - 18:00 Wednesday, 23rd August, 2023

Lecture hall: Säästöpankki

Stream 7

Chair(s) Tuomo Alasoini, Finnish Institute of Occupational Health, FI

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## **7.01 RE-IMAGINING LEADERSHIP: A LONGITUDINAL EXPLORATION OF LEADERS' AND FOLLOWERS' PERCEPTIONS OF LEADERSHIP PRACTICES IN REMOTE AND HYBRID WORK**

Laura Urrila, Liisa Mäkelä, Aija Siiriäinen

University of Vaasa, Vaasa, Finland

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## **7.02 HYBRID WORK - DEVELOPMENT FOR THE BETTER OR FOR THE WORSE?**

Thomas Hardwig

Georg-August-University of Goettingen. Cooperation Office Trade Unions and Universities, Goettingen, Germany

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## **7.03 FLEXIBLE HYBRID WORK – A MODEL AND ITS BASES**

Matti Vartiainen

Department of Industrial Engineering and Management, Aalto University, Espoo, Finland

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## **7.04 FINNISH EMPLOYEES' EXPERIENCES OF REMOTE WORK IN THE COVID-19 PANDEMIC: EXAMINING ASSUMPTIONS DERIVED FROM RATIONAL AND NORMATIVE MANAGEMENT THINKING**

Tuomo Alasoini<sup>1</sup>, Kirsikka Selander<sup>2</sup>

<sup>1</sup>Finnish Institute of Occupational Health, Helsinki, Finland. <sup>2</sup>Finnish Institute of Occupational Health, Kuopio, Finland

# **13. SILENCES AND FRINGE AREAS: EMPLOYEES, WORK PLACES AND INSTITUTIONS IN ECOLOGICAL AND SOCIAL DISRUPTION**

16:30 - 18:00 Wednesday, 23rd August, 2023

Lecture hall: Kievi 250

Stream 13

Chair(s) Markku Sippola, University of Helsinki, FI, Hertta Vuorenmaa, Aalto University, FI and Tuija Koivunen, University of Tampere, FI

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### **13.01 EXPLORING HOW TECHNOLOGY SHAPED IDENTITY IN THE CASE OF FREELANCERS UNION**

Deepa Kylasam Iyer<sup>1</sup>, Francis Kuriakose<sup>2</sup>

<sup>1</sup>Cornell University, Ithaca, USA. <sup>2</sup>Cambridge Development Initiative, Cambridge, United Kingdom

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### **13.02 FULL-TIME REGIME, HIRING PRACTICES AND ATTITUDES TOWARDS PART-TIME WORK IN FINLAND.**

Elisabet Miheludaki

University of Helsinki, Helsinki, Finland

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### **13.03 INTERPERSONAL CONFLICTS AND SILENCE IN BUSINESS TRANSITION AND THEIR CONSEQUENCES FOR WORK PRODUCTIVITY AND WELL-BEING AT WORK**

Minna Mattila-Aalto<sup>1</sup>, Jaana Kuoppala<sup>2</sup>, Timo Pehrman<sup>3</sup>

<sup>1</sup>TTS Work Efficiency Association, Nurmijärvi, Finland. <sup>2</sup>University of Helsinki, Helsinki, Finland. <sup>3</sup>Innotimo Ltd, Vantaa, Finland

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### **13.04 ENTREPRENEURSHIP AS AN EMPLOYMENT STATUS AND CLASS POSITION: ESTONIAN MIGRANTS' PERSPECTIVES IN FINLAND**

Markku Sippola<sup>1</sup>, Jaanika Kingumets<sup>2</sup>

<sup>1</sup>University of Helsinki, Helsinki, Finland. <sup>2</sup>Tampere University, Tampere, Finland

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## **15. TECHNOLOGY AND EVERY DAY LIFE**

16:30 - 18:00 Wednesday, 23rd August, 2023

Lecture hall: Agora 110AB

Stream 15

Chair(s) Farhan Ahmad, University of Turku, FI, Gunilla Widén, Åbo Akademi University, FI, Isto Huvila, Uppsala University, SE

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## **15.04 BOOSTING THE IT IDENTITY OF PUBLIC SECTOR AUDITORS: THE CASE OF EUROSAI IT WG**

Tamara Volodina<sup>1</sup>, Giuseppe Grossi<sup>2</sup>, Toomas Haldma<sup>3</sup>

<sup>1</sup>Nord University, Bodø, Norway. <sup>2</sup>Kristianstad University, Kristianstad, Sweden. <sup>3</sup>Tartu University, Tartu, Estonia

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## **15.05 TIMED: DISCUSSING METHODOLOGIES FOR CONCEPTUALISING TEMPORALITIES OF DIGITAL TECHNOLOGY**

Vanda Černohorská<sup>1,2</sup>, Filip Vostal<sup>1</sup>

<sup>1</sup>Institute of Philosophy of the Czech Academy of Sciences, Prague, Czech Republic. <sup>2</sup>Institute of Sociology of the Czech Academy of Sciences, Prague, Czech Republic

# **17. WORK AND FAMILY**

16:30 - 18:00 Wednesday, 23rd August, 2023

Lecture hall: Agora XX

Stream 17

Chair(s) Jerry Jacobs, University of Pennsylvania, US

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## **17.01 THE CHANGE IN WORK–FAMILY RECONCILIATION DURING THE TRANSITION TO FIRST-TIME PARENTHOOD AND THE INTENTION OF HAVING A SECOND CHILD**

Sanna Moilanen<sup>1</sup>, Eija Räikkönen<sup>1</sup>, Kaisa Malinen<sup>2</sup>, Anna Rönkä<sup>1</sup>

<sup>1</sup>University of Jyväskylä, Jyväskylä, Finland. <sup>2</sup>Jamk University of Applied Sciences, Jyväskylä, Finland

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## **17.02 FLEXIBLE WORKING TIMES AND PLACES AND FATHERS' CHANGING PRACTICES OF CHILDCARE**

Johanna Närvi<sup>1</sup>, Anu Kinnunen<sup>2</sup>, Johanna Lammi-Taskula<sup>1</sup>, Anneli Miettinen<sup>2</sup>, Miia Saarikallio-Torp<sup>2</sup>

<sup>1</sup>Finnish Institute for Health and Welfare THL, Helsinki, Finland. <sup>2</sup>Social Insurance Institution Kela, Helsinki, Finland



# Thursday, 24th August, 2023

## 4. EDUCATION, WORK AND LEARNING

08:30 - 10:00 Thursday, 24th August, 2023

Lecture hall: Agora XX

Stream 4

Chair(s) Kaija Collin & Susanna Paloniemi, University of Jyväskylä, FI

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### 4.01 USE THE 'ARTISTIC LENS': EXPLORING YOUNG PEOPLE'S LEADERSHIP PERCEPTIONS

Matilda Mettälä

Faculty of Education and Society, Malmö, Sweden

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### 4.02 UNEQUAL PARTICIPATION IN TRAINING - THE IMPACT OF TECHNOLOGY AND COGNITIVE TASKS ON THE PARTICIPATION IN TRAINING OF DIFFERENT SKILL GROUPS

Myriam Baum

Federal Institute for Vocational Education and Training (BIBB), Bonn, Germany

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### 4.03 EMOTIONAL TERRAIN OF WORK-RELATED LEARNING: WHAT KINDS OF EMOTIONS EXIST AND HOW THEY MATTER IN GROUP-BASED LEARNING CONTEXT?

Katja Vähäsantanen<sup>1</sup>, Susanna Paloniemi<sup>2</sup>

<sup>1</sup>Häme University of Applied Sciences, Hämeenlinna, Finland. <sup>2</sup>University of Jyväskylä, Jyväskylä, Finland

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### 4.04 DISSERTATION RESEARCH PLAN: GETTING A JOB THROUGH NETWORKING? SOCIAL NETWORKS AS EMPLOYMENT PROMOTERS.

Emmi Lehtinen

## 6. GENDERING WORK

08:30 - 10:00 Thursday, 24th August, 2023

Lecture hall: Kievi 250

Stream 6

Chair(s) Hanna-Mari Ikonen, University of Jyväskylä, FI

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### 6.01 MIDDLE-AGED WOMEN'S MEANINGFUL WORKING LIFE IN FEELGOOD LITERATURE

Eva Lindell

Mälardalen University, Västerås, Sweden

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### 6.02 WAGE RECOVERY AFTER THE GREAT RECESSION: DIFFERENCE BY GENDER.

Katrin Olafsdottir

Reykjavik University, Reykjavik, Iceland

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### 6.03 THE CONSTRUCTION OF GENDER IN KNOWLEDGE-INTENSIVE ENTREPRENEURSHIP: EXPERIENCES OF WOMEN ENTREPRENEURS IN FINLAND AND TURKEY

Demet Demirez

Tampere University, Tampere, Finland

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### 6.04 FEMALE ENTREPRENEURIAL RESILIENCE IN A TIME OF CRISIS FROM BULGARIA TO FINLAND. PRIMARY RESULTS OF A EUROPEAN CROSS-COUNTRY RESEARCH

Orsolya Gergely<sup>1</sup>, Katalin Oborni<sup>2</sup>, Eszter Szónyi<sup>2</sup>

<sup>1</sup>Sapientia Hungarian University from Transylvania, Miercurea Ciuc, Romania. <sup>2</sup>HETFA Research Institute, Budapest, Hungary

# 7. HYBRID WORKING – A PATHWAY TO BETTER WORKING LIFE?

08:30 - 10:00 Thursday, 24th August, 2023

Lecture hall: Säästöpankki

Stream 7

Chair(s) Tuomo Alasoini, Finnish Institute of Occupational Health, FI

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## 7.05 HYBRID WORK - ACTUALLY NOT A SUSTAINABLE CONCEPT

Thomas Hardwig

Georg-August-University Goettingen, Cooperation Office Trade Unions and Universities, Goettingen, Germany

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## 7.06 THE ROLE OF ICT DEMANDS AND RESOURCES IN WORK-LIFE BALANCE OF HYBRID AND FULL-TIME TELEWORKERS

Kaire Piirsalu-Kivihall, Tiiu Paas, Anne Aidla

University of Tartu, Tartu, Estonia

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## 7.07 PERCEPTIONS OF THE OFFICE ENVIRONMENT IN HYBRID WORK – A COMPARISON OF TRADITIONAL AND MODERN OFFICE TYPES (Poster)

Annu Haapakangas, Suvi Hirvonen, Virpi Ruohomäki, Elina Tulenheimo-Eklund, Jaakko Airaksinen

Finnish Institute of Occupational Health, Helsinki, Finland

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## 7.08 SELF-CONTROL IN ORGANIZATIONS APPLYING REMOTE WORK ARRANGEMENTS – QUALITATIVE AND QUANTITATIVE EVIDENCE

Tomi Kallio<sup>1</sup>, Aki Lehtivuori<sup>2</sup>, Mari Harald<sup>1,3</sup>

<sup>1</sup>University of Vaasa, Vaasa, Finland. <sup>2</sup>University of Turku, Pori, Finland. <sup>3</sup>University of Jyväskylä, Kokkola, Finland

# 8. INDIVIDUAL AND ORGANIZATIONAL CHANGE IN WORK ORGANIZATIONS

08:30 - 10:00 Thursday, 24th August, 2023

Lecture hall: Kievi 248

Stream 8

Chair(s) Monika E. von Bonsdorff & Tuisku Takala,  
University of Jyväskylä, FI

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### **8.01 HOW TO BUILD ORGANISATIONAL TRUST IN FINNISH WORK COMMUNITIES? EVIDENCE FROM THE NEW EMPLOYER-EMPLOYEE DATA**

Kirsikka Selander<sup>1</sup>, [Ari-Matti Näätänen](#)<sup>2</sup>, Tuomo Alasoini<sup>1</sup>

<sup>1</sup>TTL, Helsinki, Finland. <sup>2</sup>SAK ry, Helsinki, Finland

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### **8.02 PSYCHOLOGICALLY SAFE DIALOGUE AS A VEHICLE TOWARDS INDIVIDUAL AND ORGANIZATIONAL GROWTH**

[Pia Lappalainen](#)

Aalto University, Espoo, Finland

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### **8.03 CAREER CAPABILITY AFTER CAREER SHOCK**

[Pia Heilmann](#)<sup>1</sup>, Marianne Ekonen<sup>2</sup>

<sup>1</sup>University of Eastern Finland, Joensuu, Finland. <sup>2</sup>JAMK University of Applied Sciences, Jyväskylä, Finland

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### **8.04 CHANGING SOCIAL PRACTICES AT WORK - NEWCOMERS' AND EXPERIENCED EMPLOYEES' WORK LONELINESS IN HYBRID WORK**

[Liisa Mäkelä](#), Samu Kemppinen, Jussi Tanskanen

University of Vaasa, Vaasa, Finland

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## **10. OPEN STREAM**

08:30 - 10:00 Thursday, 24th August, 2023

Lecture hall: Agora XXI

Stream 10

Chair(s) Anne Kovalainen, University of Turku, FI

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## **10.01 WHAT IS A LABOUR MARKET?**

Patrik Aspers

University of St. Gallen, St. Gallen, Switzerland

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## **10.02 ALGORITHMIC CONTROL OF ELECTRONIC PATIENT RECORDS: A CASE OF CO-DETERMINATION AND PROFESSIONAL AUTONOMY**

Vidar Bakkei, Anders Underthun

Work Research Institute, Oslo Metropolitan University, Oslo, Norway

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## **10.03 SOCIAL INNOVATION ON EMPLOYMENT SUPPORT FOR PEOPLE WITH PARTIAL WORK ABILITY IN JAPAN AND IN FINLAND**

Erja Kettunen<sup>1</sup>, Shiho Futagami<sup>2</sup>

<sup>1</sup>University of Turku, School of Economics, Turku, Finland. <sup>2</sup>Yokohama National University, Yokohama, Japan

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## **10.04 THE TECHNO-LOGICAL CONDITION OF THE MODERN WORK/LABOR PARADIGM**

JURGITA IMBRASAITE

INSTITUT FÜR GESCHICHTE UND ZUKUNFT DER ARBEIT, HAMBURG, Germany

# **11. PLATFORM WORK: THEORY, RESEARCH AND ACTION**

08:30 - 10:00 Thursday, 24th August, 2023

Lecture hall: Tauno Nurmela

Stream 11

Chair(s) Steven Vallas, Northeastern University, US &  
Seppo Poutanen, University of Turku, FI

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## **11.01 WORKPLACE PLATFORMS AND THE AFFORDANCES OF THE ALLELOPTIC VISION**

Asaf Darr, Gal Weber

University of Haifa, Haifa, Israel

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## **11.02 'I DON'T KNOW WHO EXACTLY I AM WHILE DELIVERING, BUT I'M NOT PART OF DELIVEROO': SOCIOMATERIAL (DIS)IDENTIFICATION AS RESISTANCE IN FOOD DELIVERY WORK**

Stella Kyratzi, Corentin Curchod, Michelle O'Toole

University of Edinburgh, Edinburgh, United Kingdom

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## **11.03 "JUST A JOB": INDIVIDUAL PERCEPTION OF AND RESPONSE TO CORE STIGMA IN THE GIG ECONOMY**

Sarah Bützler, Jan Goldenstein, Daniel Pastuh, Mike Geppert

Friedrich Schiller University, Jena, Germany

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## **11.16 'SELBSTSTÄNDIG? ABHÄNGIG!' - THE ROLE OF PLATFORM WORK IN GERMAN AND FINNISH E-NEWSPAPERS IN 2017-2021**

Marja Rautajoki

University of Turku, Turku, Finland

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# **18. WORK, HEALTH AND WELL-BEING**

08:30 - 10:00 Thursday, 24th August, 2023

Lecture hall: Agora 110AB

Stream 18

Chair(s) Reetta Mustonen University of Turku, FI

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## **18.01 DIGITAL TECHNOLOGIES IN THE WORK ABILITY RISK MANAGEMENT AND ANALYSIS REQUIRES COMPETENCE FROM OCCUPATIONAL HEALTH CARE PROFESSIONALS (Poster)**

Johanna Sirkka<sup>1</sup>, Riitta Suhonen<sup>1,2,3</sup>, Jouko Katajisto<sup>4</sup>, Leena Salminen<sup>1,3</sup>, Minna Stolt<sup>1,5</sup>

<sup>1</sup>University of Turku, Department of Nursing Science, Turku, Finland. <sup>2</sup>Welfare Services Division, City of Turku, Turku, Finland. <sup>3</sup>Turku University Hospital, Turku, Finland. <sup>4</sup>University of Turku, Department of Mathematics and Statistics, Turku, Finland. <sup>5</sup>University of Eastern Finland, Department of Nursing Science, Kuopio, Finland

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## **18.02 PATTERNS OF EMPLOYMENT AND USE OF SOCIAL BENEFITS AND SERVICES AMONG PERSONS WITH LIMITED CAPABILITY FOR WORK**

Sanna Kärkkäinen, Merita Mesiäislehto, Netta Tuominen

THL, Helsinki, Finland

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## **18.03 TECHNOLOGY AS A SOURCE OF STRESS OR INNOVATION FOR TEACHERS - THE ROLE OF SOCIAL ASPECTS OF WORK AND JOB AUTONOMY**

Sanna Nuutinen, Laura Bordi, Kirsi Heikkilä-Tammi

Tampere University, Tampere, Finland

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## **18.04 COACHING LEADERSHIP AS A LINKING PIN BETWEEN INDIVIDUAL AND TEAM LEVEL STRENGTH USE AT WORK**

Liisa Mäkelä<sup>1</sup>, Hilpi Kangas<sup>2</sup>, Eveliina Korkiakangas<sup>2</sup>, Jaana Laitinen<sup>2</sup>

<sup>1</sup>University of Vaasa, Vaasa, Finland. <sup>2</sup>Työterveyslaitos, Helsinki, Finland

# **3. ECOLOGICAL-TECHNICAL TRANSFORMATION AND SOCIAL IMPACT**

11:45 - 13:15 Thursday, 24th August, 2023

Lecture hall: Kievi 249

Stream 3

Chair(s) Michael Tiemann, Federal Institute for Vocational Education and Training (BIBB), DE

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## **3.01 FURTHER TRAINING INVESTMENTS IN THE LIGHT OF ECONOMIC, TECHNOLOGICAL AND TASK CHANGES**

Myriam Baum, Marion Thiele, Dominik Becker, Harald Pfeifer

Federal Institute for Vocational Education and Training (BIBB), Bonn, Germany

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### **3.02 IMPACT OF THE TURN TO SUSTAINABLE ENERGY SOURCES**

Michael Tiemann

Federal Institute for Vocational Education and Training (BIBB), Bonn, Germany

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### **3.03 PRO-ENVIRONMENTAL ACTIONS AT WORK – FINDINGS FROM THE FINNISH CLIMATE CHANGE AND WORK SURVEY**

Fanni Moilanen<sup>1,2</sup>, Jarno Turunen<sup>3</sup>, Tuomo Alasoini<sup>1</sup>, Arja Ala-Laurinaho<sup>1</sup>

<sup>1</sup>Finnish Institute of Occupational Health, Helsinki, Finland. <sup>2</sup>University of Helsinki, Helsinki, Finland. <sup>3</sup>Finnish Institute of Occupational Health, Oulu, Finland

## **4. EDUCATION, WORK AND LEARNING**

11:45 - 13:15 Thursday, 24th August, 2023

Lecture hall: Agora XX

Stream 4

Chair(s) Kaija Collin & Susanna Paloniemi, University of Jyväskylä, FI

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### **4.05 TRUE MEANINGS OF EDUCATION, WORK AND LEARNING: REFLECTIONS ON THE PAST, PRESENT, AND FUTURE OF EDUCATIONAL AND SOCIAL GOALS**

Mika Merviö

Kibi International University, Okayama, Japan

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### **4.06 SUSTAINABLE WORKPLACE LEARNING (SWPL) in Finnish POLICE, HOSPITAL, AND ICT-ORGANIZATION – A COMPARATIVE STUDY**

Kaija Collin

University of Jyväskylä, Jyväskylä, Finland

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### **4.07 PERCEPTIONS OF BUSINESS SCHOOL STUDENTS ON THEIR FUTURE, PROFESSIONAL ENGLISH IDENTITY: A K-MEANS CLUSTER ANALYSIS**



Marise Lehto

Turku University, Turku University, Finland

## **7. HYBRID WORKING – A PATHWAY TO BETTER WORKING LIFE?**

11:45 - 13:15 Thursday, 24th August, 2023

Lecture hall: Säästöpankki

Stream 7

Chair(s) Tuomo Alasoini, Finnish Institute of Occupational Health, FI

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### **7.09 WORKPLACE EXPERIENCE AND REMOTE WORK - IS THE WORKPLACE EXPERIENCE CONNECTED TO REMOTE WORKING PREFERENCES?**

Suvi Hirvonen, Annu Haapakangas, Virpi Ruohomäki, Elina Tulenheimo-Eklund

Finnish Institute of Occupational Health, Helsinki, Finland

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### **7.10 WHO MAINTAINS WELLBEING AT WORK IN MULTI-LOCATIONAL WORK? ANALYSIS ON MANAGERS' AND EMPLOYEES' AGENCY AND ROLES**

Riitta-Liisa Larjojuori, Kirsi Heikkilä-Tammi, Laura Bordi

Tampere University, Tampere, Finland

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### **7.11 REMOTE WORKING HOURS INCLUDE LOW PHYSICAL ACTIVITY (Poster)**

Tuija Leskinen, Kristin Suorsa, Sari Stenholm, Katja Pahkala

University of Turku, Turku, Finland

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### **7.12 MULTI-LOCATION WORK OF EXPERTS: HOW COLLABORATION IN DIFFERENT SETTINGS, FACE-TO-FACE, ONLINE, AND HYBRID, AFFECTS LEARNING AND WELL-BEING AT WORK (Poster)**

Eija Lehtonen, Ilmari Puhakka, Petri Nokelainen

## **7.17 FROM REMOTE TO HYBRID WORK - EXPERIENCES OF RDI PERSONNEL AT FINNISH UNIVERSITIES OF APPLIED SCIENCES**

Hyrkkänen Ursula<sup>1</sup>, Johanna Jansson<sup>2</sup>

<sup>1</sup>Turku University of Applied Sciences, Turku, Finland. <sup>2</sup>Centria University of Applied Sciences, Kokkola, Finland

# **8. INDIVIDUAL AND ORGANIZATIONAL CHANGE IN WORK ORGANIZATIONS**

11:45 - 13:15 Thursday, 24th August, 2023

Lecture hall: Kievi 248

Stream 8

Chair(s) Monika E. von Bonsdorff & Tuisku Takala,  
University of Jyväskylä, FI

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## **8.05 GOVERNING THE PRINCIPAL: THREE META-PRACTICES IN SWEDISH SCHOOL MANAGEMENT.**

Jan Löwstedt, Pär Larsson

Stockholm University, Stockholm, Sweden

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## **8.06 WHAT IS THE ROLE OF MEANINGFUL WORK FOR YOUNGER EMPLOYEES? ANALYSING ASSOCIATIONS WITH PSYCHOLOGICAL CONTRACTS AND ORGANIZATIONAL COMMITMENT**

Maria Eduarda Soares<sup>1</sup>, Jorge Gomes<sup>1</sup>, Sara Pereira<sup>2</sup>

<sup>1</sup>Advance/CSG, ISEG, Universidade de Lisboa, Lisboa, Portugal. <sup>2</sup>ISEG, Universidade de Lisboa, Lisboa, Portugal

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## **8.07 AUTHORITY IN THE PROCESSES OF LEADING COMMUNALITY IN COWORKING SPACE**

Mitra Raappana<sup>1</sup>, Tomi Laapotti<sup>2</sup>

<sup>1</sup>University of Jyväskylä, Jyväskylä, Finland. <sup>2</sup>University of Vaasa, Vaasa, Finland

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## 8.08 JOINT OPTIMIZATION OF SOCIAL AND TECHNICAL SYSTEMS TO EFFECT ORGANIZATIONAL CHANGE

Caitlin Begg

Authentic Social, New York, USA. Harvard University, Cambridge, USA

## 9. LEARNING AND WORK

11:45 - 13:15 Thursday, 24th August, 2023

Lecture hall: Kievi 245

Stream 9

Chair(s) Maija Vähämäki, University of Turku & Maarit Laiho, Turku University of Applied Sciences, FI

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### 9.01 TEMPORAL PRACTICES OF PROJECT'S TOP MANAGEMENT TEAM IN SHIPBUILDING PROJECT

Niina Koivunen

University of Vaasa, Vaasa, Finland

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### 9.02 FEATURES OF DIALOGUE DURING THE MOMENTS OF SHARED ENGAGEMENT VS. DISENGAGEMENT IN ONLINE WORK GROUP MEETINGS

Mikko Pohjola<sup>1</sup>, Risto Puutio<sup>2</sup>, Miiamaaria Kujala<sup>1</sup>, Miriam Nokia<sup>1</sup>, Joonas Muotka<sup>1</sup>, Xiaobai Li<sup>3</sup>, Aleksandr Vedernikov<sup>3</sup>, Zhaodong Sun<sup>3</sup>, Virpi-Liisa Kykyri<sup>1</sup>

<sup>1</sup>University of Jyväskylä, Department of Psychology, Jyväskylä, Finland. <sup>2</sup>Metanoia Institute, Finland, Jyväskylä, Finland. <sup>3</sup>University of Oulu, Center for Machine Vision and Signal Analysis, Oulu, Finland

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### 9.03 INFORMAL LEADERSHIP PRACTICES IN EXPERT WORK

Tiina Leino, Niina Koivunen

University of Vaasa, Vaasa, Finland

## 10. OPEN STREAM

11:45 - 13:15 Thursday, 24th August, 2023

Lecture hall: Agora XXI

Stream 10

Chair(s) Marja Rautajoki, University of Turku, FI

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### **10.05 SHIFTING BOUNDARIES FOR STREET-LEVEL BUREAUCRATS: SWEDEN'S PATIENT ACCESSIBLE ONLINE MEDICAL RECORD AND THE CONTEXTUAL NATURE OF INFORMATION**

Jesper Petersson, Christel Backman

Department of Sociology and Work Science, Gothenburg, Sweden

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### **10.06 SHIFTING BOUNDARIES OF ENGINEERING PROFESSION IN TECHNOLOGY-MEDIATED WORK ENVIRONMENT**

Arja Haapakorpi

Tampere University, Tampere, Finland

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### **10.07 DATAFIED PROFESSIONALISM – SURVEILLANCE WORK WITH ARTIFICIAL INTELLIGENCE IN A HOSPITAL WARD**

Agnete Meldgaard Hansen, Sidsel Lond Grosen, Annette Kamp

Roskilde University, Roskilde, Denmark

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## **11. PLATFORM WORK: THEORY, RESEARCH AND ACTION**

11:45 - 13:15 Thursday, 24th August, 2023

Lecture hall: Tauno Nurmela

Stream 11

Chair(s) Steven Vallas, Northeastern University, US & Seppo Poutanen, University of Turku, FI

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### **11.05 PLATFORMIZATION OF RECRUITMENT – CONSEQUENCES OF RECRUITERS (OVER)DEPENDENCE ON LINKEDIN**

Matti Laukkarinen

University of Jyväskylä, Jyväskylä, Finland

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## **11.06 DISCUSSING THE 'BLACK BOX': INFORMATION SHARING IN THE CONTEXT OF ON-DEMAND FOOD DELIVERY PLATFORMS**

Aarni Tuomi<sup>1,2</sup>, Brana Jianu<sup>2</sup>, Maartje Roelofsen<sup>3</sup>, Maizi Hua<sup>4</sup>, Mário Ascenção<sup>1</sup>

<sup>1</sup>Haaga-Helia University of Applied Sciences, Helsinki, Finland. <sup>2</sup>University of Surrey, Guildford, United Kingdom.

<sup>3</sup>Open University of Catalonia, Barcelona, Spain. <sup>4</sup>University of Oslo, Oslo, Norway

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## **11.07 JOB QUALITY GAPS BETWEEN MIGRANT AND NATIVE GIG WORKERS: EVIDENCE FROM POLAND**

Zuzanna Kowalik<sup>1</sup>, Piotr Lewandowski<sup>1</sup>, Paweł Kaczmarczyk<sup>2</sup>

<sup>1</sup>Institute for Structural Research, Warsaw, Poland. <sup>2</sup>Centre of Migration Research, Warsaw, Poland

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## **11.08 JUST KEEP ON SMILING! AFFECTIVE LABOR DIGITALLY EXPOSED – ON PLATFORMS AND DOMESTIC WORK.**

Katarzyna Gruszka

Malmö University, Malmö, Sweden

# **18. WORK, HEALTH AND WELL-BEING**

11:45 - 13:15 Thursday, 24th August, 2023

Lecture hall: Agora 110AB

Stream 18

Chair(s) Sanna Salanterä University of Turku, FI

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## **18.05 ADDRESSING TECHNOLOGY & WORKABLE WORK (AKA JOB QUALITY): A WORKSHOP FORMAT**

Milou Habraken<sup>1</sup>, Ezra Dessers<sup>1</sup>, Kristýna Kacafírková<sup>2</sup>, Shirley Elprama<sup>2</sup>, An Jacobs<sup>2</sup>, Geert Van Hootegem<sup>3</sup>

<sup>1</sup>HIVA-KU Leuven, Leuven, Belgium. <sup>2</sup>imec – SMIT, Vrije Universiteit Brussel, Brussel, Belgium. <sup>3</sup>CeSO - KU Leuven, Leuven, Belgium

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## **18.06 WORK WELL-BEING FROM NATURE**

Irina Katajisto-Korhonen

Turku University of Applied Sciences, Turku, Finland

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## **18.07 SELF-LEADERSHIP SKILLS OF REMOTE WORKERS BUFFER THE ADVERSE EFFECT OF LONELINESS AT WORK ON THE EMPLOYEE PERFORMANCE**

Jussi Tanskanen<sup>1</sup>, Samu Kemppinen<sup>1</sup>, Hilpi Kangas<sup>2</sup>, Toni Lehtimäki<sup>3</sup>, Sarah Wright<sup>4</sup>

<sup>1</sup>University of Vaasa, Vaasa, Finland. <sup>2</sup>Finnish Institute of Occupational Health, Helsinki, Finland. <sup>3</sup>Tampere University of Applied Sciences, Tampere, Finland. <sup>4</sup>University of Canterbury, Christchurch, New Zealand

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## **18.08 THE MEANING OF THE PSYCHOLOGICAL CONTRACT IN MANAGING THE VOCATIONAL TEACHERS WORK**

Outi Huvinen

University of Lapland, Rovaniemi, Finland

# **7. HYBRID WORKING – A PATHWAY TO BETTER WORKING LIFE?**

16:30 - 18:00 Thursday, 24th August, 2023

Lecture hall: Säästöpankki

Stream 7

Chair(s) Tuomo Alasoini, Finnish Institute of Occupational Health, FI

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## **7.13 DIFFERENCES IN EMOTIONAL STATES, BASIC PSYCHOLOGICAL NEED SATISFACTION, AND PHYSIOLOGICAL AROUSAL BETWEEN FACE-TO-FACE, HYBRID, AND ONLINE GROUP WORK**

Ilmari Puhakka, Petri Nokelainen, Eija Lehtonen

Tampere University, Tampere, Finland

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## **7.14 A MODEL FOR ASSESSING ORGANIZATIONAL CAPABILITIES OF MULTILOCATIONAL WORK**

Juha Eskelinen<sup>1</sup>, Laura Bordi<sup>2</sup>, Kirsi Heikkilä-Tammi<sup>2</sup>, Riitta-Liisa Larjovuori<sup>2</sup>, Susanne Mansner<sup>3</sup>, Minni Miettinen<sup>3</sup>, Markku Kuula<sup>1</sup>

<sup>1</sup>Aalto University, Espoo, Finland. <sup>2</sup>Tampere University, Tampere, Finland. <sup>3</sup>Workspace Oy, Helsinki, Finland

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## **7.15 A SOCIOTECHNICAL APPROACH TO DIGITAL COMMUNICATION DYSFUNCTION AVOIDANCE IN REMOTE AND HYBRID WORK SETTINGS**

Caitlin Begg

Authentic Social, New York, USA. Harvard University, Cambridge, USA

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## **7.16 DOES THE NEW TELEWORK GENERATION NEED A RIGHT TO DISCONNECT?**

Tina Weber, Dragos Adascalitei

Eurofound, Dublin, Ireland

# **8. INDIVIDUAL AND ORGANIZATIONAL CHANGE IN WORK ORGANIZATIONS**

16:30 - 18:00 Thursday, 24th August, 2023

Lecture hall: Kievi 248

Stream 8

Chair(s) Monika E. von Bonsdorff & Tuisku Takala,  
University of Jyväskylä, FI

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## **8.09 TRUST-BASED GOVERNANCE AND PROFESSIONS IN LOCAL WELFARE ORGANIZATIONS**

Sara Svedenmark

Mittuniversitetet, Sundsvall, Sweden

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## **8.10 THE ORGANIZATIONAL CONTEXT OF VULNERABLE GROUPS – RESULTS FROM A POPULATION STUDY OF LOCAL LABOR MARKET PROGRAMS IN SWEDEN**

Malin Bolin

Mid Sweden University, Sundsvall, Sweden

(cancelled)

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## **8.11 DIGITAL AGENCY AND ROLES IN TRANSITION: REFLEXIVE INQUIRY OF MANAGEMENT CONSULTANTS' EXPERIENCES OF DIGITALISATION**

Navneet Agnihotri

University of Leeds, Leeds, United Kingdom

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## **8.12 THE IMPACT OF PREVIOUS JOB SKILLS/EXPERIENCES AND UNLEARNING ORIENTATIONS ON THE INTENTION TO CHANGE JOBS AFTER JOINING A NEW ORGANISATION**

Hideki Shimizu-Tanaka

Doshisha University, Kyoto, Japan

# **9. LEARNING AND WORK**

16:30 - 18:00 Thursday, 24th August, 2023

Lecture hall: Kievi 245

Stream 9

Chair(s) Maija Vähämäki, University of Turku & Maarit Laiho, Turku University of Applied Sciences, FI

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## **9.04 LEARNING TOGETHER WITH THE CLIENT – VIRTUAL CHANGE DIALOGUE WORKSHOPS IN B2B SERVICES**

Anna-Leena Kurki<sup>1</sup>, Heli Clottes Heikkilä<sup>1</sup>, Krista Anttila<sup>2</sup>, Marianne Ekonen<sup>2</sup>

<sup>1</sup>Finnish Institute of Occupational Health, Helsinki, Finland. <sup>2</sup>Jamk University of Applied Sciences, Jyväskylä, Finland

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## **9.05 ADHERENCE IN A WEB-BASED WORKPLACE INTERVENTION TARGETING COGNITIVE ERGONOMICS**

Heidi Lahti<sup>1,2</sup>, Virpi Kalakoski<sup>1</sup>, Kia Gluschkoff<sup>1</sup>, Piia Kauhanen<sup>3</sup>, Tuula Oksanen<sup>3</sup>

<sup>1</sup>Finnish Institute of Occupational Health, Helsinki, Finland. <sup>2</sup>Tampere University, Tampere, Finland. <sup>3</sup>University of Eastern Finland, Kuopio, Finland

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## **9.06 FIRST TIME LEADERS' LEARNING CHALLENGES AND THE IMPORTANCE OF THE SOCIAL RELATIONSHIPS (WITHIN THE ORGANIZATION) ON THE TRANSITION PROCESS**



Maija Vähämäki

Turku School of Economics/University of Turku, Turku, Finland

## 10. OPEN STREAM

16:30 - 18:00 Thursday, 24th August, 2023

Lecture hall: Agora XXI

Stream 10

Chair(s) Anne Kovalainen, University of Turku, FI

### **10.08 IS THE ROLE AS TEACHER IMPOSSIBLE? A DISCUSSION PAPER. (Poster)**

Cornelia Wulff Hamrin

Kristianstad University, Kristianstad, Sweden

### **10.09 HOW CAN BASIC INCOME ACT AS A TRIGGER FOR SELF- ORGANISING A NEW RESILIENT SYSTEM OF DIGITAL HEALTH?**

Mu-Jeong Kho

University College London, London, United Kingdom

### **10.10 TECH WORKERS AND THE STRUGGLE FOR ETHICAL HARMONY**

Bryce Nishikawa, Di Di

Santa Clara University, Santa Clara, USA

### **10.14 EMOTIONAL AGENCY IN STRATEGY IMPLEMENTATION (Poster)**

Heini Ikävalko<sup>1</sup>, Päivi Hökkä<sup>2</sup>, Susanna Paloniemi<sup>3</sup>, Katja Vähäsantanen<sup>4</sup>

<sup>1</sup>Aalto University, Helsinki, Finland. <sup>2</sup>University of Tampere, Tampere, Finland. <sup>3</sup>University of Jyväskylä, Jyväskylä, Finland. <sup>4</sup>Häme University of Applied Sciences, Hämeenlinna, Finland

## 11. PLATFORM WORK: THEORY, RESEARCH AND ACTION

16:30 - 18:00 Thursday, 24th August, 2023

Lecture hall: Tauno Nurmela

Stream 11

Chair(s) Steven Vallas, Northeastern University, US &  
Seppo Poutanen, University of Turku, FI

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### **11.09 RELATIONAL POWER AND PLATFORM FEATURES: HOW DO PLATFORM FEATURES AFFECT GENDER-SPECIFIC EXITS FROM THE DIGITAL PLATFORM TWITCH?**

Anne-Kathrin Kronberg, Jeremy Lewis, Leah Bourque

UNC-Charlotte, Charlotte, USA

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### **11.10 BUILDING RELATIONSHIPS WITH AUDIENCES: CONTROL AND RESISTANCE IN THE PLATFORM ECONOMY**

Elif Birced

Boston University, Boston, USA

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### **11.11 EMPLOYMENT STATUS PREFERENCES AND SOCIAL SECURITY OF ONLINE PLATFORM WORKERS**

Dominik Klaus<sup>1</sup>, Marcel Bilger<sup>1</sup>, Maddalena Lamura<sup>1</sup>, Barbara Haas<sup>2</sup>

<sup>1</sup>Vienna University of Economics and Business, Institute for Health Economics and Policy, Vienna, Austria. <sup>2</sup>Vienna University of Economics and Business, Department of Socioeconomics, Vienna, Austria

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### **11.12 FREE RIDERS? MAPPING LABOUR RELATIONS IN THE EMERGING EU PLATFORM WORK DIRECTIVE REGIME**

Harry Parfitt

Albert-Ludwigs-Universität Freiburg, Freiburg im Breisgau, Germany

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## **16. TECHNOLOGY TRANSFORMING CARE WORK AND CARE PROFESSIONALS**

16:30 - 18:00 Thursday, 24th August, 2023

Lecture hall: Kievi 249

Stream 16

Chair(s) Mervi Hasu, University of Oslo, NO & Eveliina Saari, Finnish Institute of Occupational Health, FI

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### **16.01 POLARISATION OR APPROXIMATION? SOFTWARE EFFECTS ON TASKS AND WORKPLACE CHARACTERISTICS OF SKILLED VS. SPECIALISED SKILLED NURSES IN GERMANY**

Kathrin Ehmann<sup>1</sup>, Alice Melchior<sup>2</sup>

<sup>1</sup>BIBB - Federal Institute for Vocational Education and Training, Bonn, Germany. <sup>2</sup>GESIS – Leibniz Institute for the Social Sciences, Cologne, Germany

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### **16.02 BREAKING THE FRAMES FOR EMPATHY? INTERACTION BETWEEN CARE WORKERS AND CLIENTS IN HOMECARE VISITS**

Eveliina Saari, Inka Koskela, Marja Känsälä

Finnish Institute of Occupational Health, Helsinki, Finland

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### **16.03 DISCOURSES OF DIGITALIZATION AND SUBJECT POSITIONING IN PRIMARY HEALTH: HOW WORKERS' AGENCY IS ENABLED AND RESTRICTED DURING TECHNOLOGY INTEGRATION**

Monika Nerland<sup>1</sup>, Mervi Hasu<sup>1</sup>, Miria Grisot<sup>2</sup>

<sup>1</sup>University of Oslo, Department of Education, Oslo, Norway. <sup>2</sup>University of Oslo, Department of Informatics, Oslo, Norway

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### **16.04 FROM CARE PRACTITIONERS TO BACK OFFICE SERVICE INTEGRATORS: FRONTLINE CARE WORKERS' FORMATION IN DIGITAL PLATFORM-BASED CARE PRACTICE**

Mervi Hasu<sup>1</sup>, Eveliina Saari<sup>2</sup>

<sup>1</sup>University of Oslo, Department of Education, Oslo, Norway. <sup>2</sup>Finnish Institute of Occupational Health, Helsinki, Finland

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## **18. WORK, HEALTH AND WELL-BEING**

16:30 - 18:00 Thursday, 24th August, 2023

Lecture hall: Agora 110AB

Stream 18

Chair(s) Reetta Mustonen University of Turku, FI

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### **18.09 THE ASSOCIATION BETWEEN NURSE STAFFING LEVELS AND HEALTHCARE-ASSOCIATED INFECTIONS AMONG PATIENTS: A REGISTER LINKAGE STUDY**

Laura Peutere<sup>1</sup>, Kirsi Terho<sup>2</sup>, Annina Ropponen<sup>3</sup>, Mika Kivimäki<sup>4</sup>, [Marianna Virtanen](#)<sup>1</sup>

<sup>1</sup>Department of Educational Sciences and Psychology, University of Eastern Finland, Joensuu, Finland. <sup>2</sup>Department of Hospital Hygiene and Infection Control, Turku University Hospital, Turku, Finland. <sup>3</sup>Finnish Institute of Occupational Health, Helsinki, Finland. <sup>4</sup>University of Helsinki, Helsinki, Finland

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### **18.10 DIGITALIZATION, WORK AND WELLBEING: PROBLEMS AND PERSPECTIVES**

[Dr. Martin Kuhlmann](#), [Antonia Altendorf M.A.](#)

Sociological Research Institute Göttingen (SOFI) at the Georg-August-Universität, Göttingen, Germany

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### **18.11 DEVELOPMENTAL PROFILES OF LONELINESS AT WORK DURING AND AFTER THE COVID-19 PANDEMIC**

[Samu Kemppinen](#), Jussi Tanskanen, Liisa Mäkelä, Laura Urrila

University of Vaasa, Vaasa, Finland

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### **18.12 MENTAL HEALTH ACROSS LABOUR MARKET SEGMENTS DURING THE ONSET OF THE COVID-19 PANDEMIC: EVIDENCE FROM ESTONIA**

Aaro Hazak, Marit Rebane, Kadri Männasoo, [Vladislav Fjodorov](#)

Department of Economics and Finance, Tallinn University of Technology, Tallinn, Estonia

# Friday, 25th August, 2023

## 11. PLATFORM WORK: THEORY, RESEARCH AND ACTION

08:30 - 10:00 Friday, 25th August, 2023

Lecture hall: Tauno Nurmela

Stream 11

Chair(s) Steven Vallas, Northeastern University, US & Seppo Poutanen, University of Turku, FI

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### 11.13 VARIETIES OF PLATFORMIZATION: FINANCE, LABOR AND REGULATION IN TURKEY

Mehmet Cansoy<sup>1</sup>, Tayfun Mertan<sup>2</sup>

<sup>1</sup>Fairfield University, Fairfield, CT, USA. <sup>2</sup>Koc University, Istanbul, Turkey

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### 11.14 TOWARDS A COLLECTIVE AGREEMENT? GERMAN WORKS COUNCILS IN THE GIG ECONOMY

Jasmin Schreyer, Nelli Feist

Friedrich-Alexander University Erlangen-Nuremberg, Nuremberg, Germany

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### 11.15 ALGORITHMIC COMPETENCIES AS A SOURCE OF POWER? HOW PLATFORM WORKERS ACCUMULATE AND USE THEM TO GAIN CONTROL

Tereza Svobodová

Institute of Sociological Studies, Faculty of Social Sciences, Charles University, Prague, Czech Republic

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### 11.19 HUSTLE CULTURE AND THE SPIRIT OF PLATFORM CAPITALISM

Jasmine Hill

## **12. PRECARIOUS EMPLOYMENT AND DIGITAL WORLD**

08:30 - 10:00 Friday, 25th August, 2023

Lecture hall: Kievi 245

Stream 12

Chair(s) Merja Kauhanen, Labour Institute for Economic Research, FI

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### **12.01 THE FORMATION OF PRECARIOUS EMPLOYMENT IN THE DIGITAL WORLD: A QUALITATIVE STUDY BASED ON THE PANDEMIC LOCKDOWN IN CHINA**

Meng Jiayi

Central China Normal University, Wuhan, China

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### **12.02 PRECARIETY OF TECH WORKERS: IMPACT OF FUNDING MEASURES ON VIDEO GAME DEVELOPMENT IN GERMANY**

Jonas Ferdinand

WZB Berlin Social Science Center, Berlin, Germany

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### **12.03 INVOLUNTARY TEMPORARY AND PART-TIME WORK AND JOB QUALITY REVISITED**

Merja Kauhanen

Labour Institute for Economic research, Helsinki, Finland

## **18. WORK, HEALTH AND WELL-BEING**

08:30 - 10:00 Friday, 25th August, 2023

Lecture hall: Agora 110AB

Stream 18

Chair(s) Sanna Salanterä University of Turku, FI

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**18.13 REALISATION OF INDIVIDUALITY AND PEER SUPPORT IN VOCATIONAL TAITO REHABILITATION**

Outi Alakärppä, Sanni Tiitinen

Jamk University of Applied Sciences, Jyväskylä, Finland

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**18.14 MEETINGS AND WELLBEING IN DIGITAL AGE**

Esa Jokinen, Anne Mäkikangas

University of Tampere, Tampere, Finland

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**18.15 DEVELOPMENT PROFILES OF WELL-BEING IN EXPATRIATES:ITS ANTECEDENTS AND OUTCOMES**

Tania Biswas, Liisa Mäkelä, Samu Kempainen

University of Vaasa, Vaasa, Finland

**11. PLATFORM WORK: THEORY, RESEARCH AND ACTION**

11:45 - 13:15 Friday, 25th August, 2023

Lecture hall: Tauno Nurmela

Stream 11

Chair(s) Steven Vallas, Northeastern University, US & Seppo Poutanen, University of Turku, FI

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**11.04 THE PLATFORM IS NOT NEUTRAL: HOW ALGORITHMIC MANAGEMENT SHIFTS ACROSS BORDERS, A MULTI-NATIONAL COMPARATIVE ETHNOGRAPHY OF THE RIDE-HAILING INDUSTRY**

Lindsey Cameron<sup>1</sup>, Nicholas Occhiutto<sup>2</sup>, Bobbi Thomason<sup>3</sup>

<sup>1</sup>U Penn, Philadelphia, USA. <sup>2</sup>Emlyon, Lyon, France. <sup>3</sup>Pepperdine University, Malibu, USA

## **11.17 PLATFORM WORKERS' PERCEPTIONS OF FAIRNESS - THE IMPACT OF CONTROL ON EXPECTATIONS TOWARDS ONLINE LABOR PLATFORMS.**

Jere Immonen<sup>1,2</sup>, Laura Seppänen<sup>1</sup>, Marja Känsälä<sup>1</sup>

<sup>1</sup>Finnish Institute of Occupational Health, Helsinki, Finland. <sup>2</sup>University of Jyväskylä, Jyväskylä, Finland

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## **11.18 THE PLATFORMISATION OF DOMESTIC WORK: CLIENT PERCEPTIONS ON PLATFORM-MEDIATED CLEANING**

Stefanie Gerold<sup>1</sup>, Katarzyna Gruszka<sup>2</sup>, Hendrik Theine<sup>3</sup>, Anna Pillinger<sup>4</sup>, Karin Sardadvar<sup>3</sup>

<sup>1</sup>BTU Cottbus - Senftenberg, Cottbus, Germany. <sup>2</sup>Malmö University, Malmö, Sweden. <sup>3</sup>WU Vienna, Vienna, Austria. <sup>4</sup>JKU Linz, Linz, Austria

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## **11.20 GETTING FROM LAGOS TO CAPE TOWN VIA SAN FRANCISCO: HOW UBER DRIVERS EXPERIENCE GLOBAL CONNECTIONS AND GLOBAL BELONGING**

Bobbi Thomason<sup>1</sup>, Lindsey Cameron<sup>2</sup>

<sup>1</sup>Pepperdine University, Malibu, USA. <sup>2</sup>University of Pennsylvania, Philadelphia, USA

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# **12. PRECARIOUS EMPLOYMENT AND DIGITAL WORLD**

11:45 - 13:15 Friday, 25th August, 2023

Lecture hall: Kievi 245

Stream 12

Chair(s) Merja Kauhanen, Labour Institute for Economic Research, FI

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## **12.04 THE EXPERIENCE OF UNDEREMPLOYMENT IN THE UK: CONTRASTING SIMILARITIES AND DIFFERENCES BETWEEN GIG AND 'TRADITIONAL' FORMS OF PRECARIOUS EMPLOYMENT**

Vanessa Beck<sup>1</sup>, Vanesa Fuertes<sup>2</sup>, Daiga Kamerade<sup>3</sup>, Miguel Munoz<sup>4</sup>, Luis Torres<sup>4</sup>, Tracey Warren<sup>4</sup>, Levana Magnus<sup>1</sup>

<sup>1</sup>University of Bristol, Bristol, United Kingdom. <sup>2</sup>University of the West of Scotland, Paisley, United Kingdom.

<sup>3</sup>University of Salford, Salford, United Kingdom. <sup>4</sup>Nottingham University Business School, Nottingham, United Kingdom

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## **12.05 DOES NON-STANDARD EMPLOYMENT INCREASE UNPAID OVERTIME AMONG YOUNG WORKERS? A MULTILEVEL ANALYSIS OF EU-28 MEMBER STATES**

Guillermo Orfao, Alberto Del Rey, Miguel Ángel Malo

University of Salamanca, Salamanca, Spain