

CURRICULUM VITAE

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 Address (work): Fafo Institute for Applied Social Science, Center for Labour and Social Research, P.o.box 2943 Tøyen, 0608 Oslo, Norway, Phone 22 088 600/608.
 Title: Researcher-I, Coordinator of comparative labour research
 Degree: Dr. Philos

1.Exams & degrees

1979 Economics, intermediary level ('økonomiavsnittet'), University of Oslo (UiO)
 1980 Public Law, basic level, UiO.
 1985 Mag.art Sociology, UiO.
 1998 Dr. Philos, Dissertation: Redrawing boundaries of solidarity?, UiO.
 2000 Judged Researcher-1 (professor status).

2. Work experience

1980-82 Advisor Dept of Labour, Ministry of Municipalities & Labour (KAD)
 1983-15 Fafo, various research and leadership positions*
 1985-86 Visiting scholar Wissenschaftszentrum Berlin, Institut für Arbeitspolitik (6 months)
 1992-93 Visiting scholar European Trade Union Institute, Brussels
 1995-97 Research fellow ARENA (Advanced Research on Europeanisation of the Nation-State, UiO)
 1999-00 Visiting scholar University of California at Berkeley, Institute for Industrial Relations
 2007-08 Visiting scholar Minda de Guinsberg Center for European Studies, Harvard University
 * Positions at Fafo: Research assistant (83-85), Research director (86-87, 90-91, 93-95), Head of research (2003-10), Senior researcher (2010-14), Coordinator of comparative labour research (2015-)

3. Leadership of larger projects – selection

1986-89 *Sports, leisure and living conditions*, funded by Ministry of Culture and the Norwegian Sports Confederation (NIF).
 1989-91 *Trade Unions and Europe*, Fafo Strategic program funded by LO and the Norwegian Council of Applied Social Research (NAVF).
 1992-96 *Internationalisation and European regulation - towards a transnationalisation of industrial relations and trade union policies?*, Doctoral project funded by Research Council of Norway (RCN).
 1994-96 *Norwegian Labour Market Policies in an International Perspective*, international project funded by RCN.
 1998-01 *Comparative studie of European service employment & labour relations*, funded by RCN, Saltsa/National Institute for Working Life.
 1999-03 *Globalization, regionalization & Nordic working life*, RCN, NOS-S, Saltsa.
 2004-08 *Labour market implications of EU enlargement*, Fafo strategic program funded by RCN Working Life Program.

- 2004-09 *Comparative study of variable pay & collective bargaining*, funded by RCN & European Social Science Foundation.
- 2006-12 *Emerging patterns of migration in Europe*, IMER-program of RCN.
- 2009-13 *Nordic models facing crisis: a comparative study*, VAM-program of RCN.
- 2008-12 *Comparative study of multilevel governance of free movement of services in Europe*, FORMULA (with UiO & Univ of Uppsala), RCN: Europe in Transition.
- 2008-14 *Comparative project on European social models in crisis*, CES, FES, WZB, Fafo.
- 2010-15 *Strategic program for developing knowledge about labour migration* (with Frisch Center, UiO) funded by Ministry of Labour.
- 2012-14 *NordMod-2030: Withering or Renewal 2014-2030?* Funded by SAMAK (Cooperation Committee of the Nordic Social Democratic Labour Movements).
- 2013- Module on 'multilevel governance of European labour markets' in 'European Strains' ESOP, UiO, funded by RCN, Europe in Transition-program.
- 2014-18 *Temporary Employment: Springboard or Dead-End? Comparative study of Norway and Sweden*, with University of Gothenburg, VAM-program of RCN and Vinnova, Sweden.
- 2016-19 *Moving trades: Skill formation and the role of national VET-systems in transnational Labour Markets*, Comparative study of Denmark, Germany, Norway, Poland & Switzerland, Funded by FINNUT/VAM program RCN.

4. Other professional activities

- 1987-90 Member of Program Committee for "Technology and Society", Norwegian Research Council of Technology and Natural Science, NTNF
- 1993-96 Board of Norwegian Branch, International Industrial Relations Association (IIRA)
- 1995- Editorial Panel of *European Journal of Industrial Relations*, Sage.
- 1994- Editorial Board *Transfer - European Review of Labour and Research* (Sage).
- 2002- Advisory Board of the European Trade Union Institute
- 1994- Refereeing in journals, e.g. *Economic and Industrial Democracy*, *Industrial Relations Journal*, *Labour History*, *European Union Politics*, *Journal of Common Market Studies*, *Nordic Journal of Working Life Research*, *Tidsskrift for Arbejdsliv*, *Søkelys på arbeidslivet*, *Tidsskrift for samfunnsforskning*, *Tidsskrift for velferdsforskning*.
- 2013-15 Member of Phd-commissions, Institute of Sociology and Work Science, University of Gothenburg, and at Institute for Political Science, Aalborg University.

5. Governmental commissions

- 1998-99 Member of governmental commission assigned to assess the need for adjustment in working life policies (Arbeidslivsutvalget, NOU 1999:34 *New Millennium, New Working Life*).
- 2010-12 Member of governmental commission assigned to assess Norway's relationship with the EU ("Europautredningen", NOU 2012: 2 *Outside and Inside: Norway's agreements with the EU*)

6. Invited lectures in international academic and selected public contexts (past decade)¹

- (2015) University of Copenhagen, 22-23 October, International conference, Transnational trade union cooperation in Europe, paper/introduction, 'Norwegian trade unions and ETUC'.
- (2015) CEVEA/RENNER/FEPS Conference, Copenhagen 19 October, Panel introduction and discussion on "Future of the welfare state in Europe".
- (2015) University of Oslo, ESOP, 6 October, International seminar on work motivation in the Nordic countries, keynote, "The Nordic productivity puzzle: An institutional interpretation."
- (2015) Council for European Studies 22nd Annual Conference, *Contradictions: Envisioning European Futures*, 8-10 July, Science Po, Paris, workshop Post-crisis strategies for growth and social protection. Paper presentation: "Welfare as a productive factor: The Nordic approach to growth and welfare state renewal."
- _____ Council for European Studies, 8-10 July, Book symposium: "European Social Models from Crisis to Crisis: Employment and Inequality in the Era of Monetary Integration."
- (2015) Rokkan-sentret, University of Bergen, 10 April: "European Social Models from Crisis to Crisis: Employment and Inequality in the Era of Monetary Integration."
- (2015) Opponent in Phd-defense at Institute for Political Science, Aalborg University, 26 March, Phd title: Globalization and the Danish labour market model
- (2015) «Dialogkonferenz zur Zukunft die Europäischen Sozialmodellen. Das Nordische Modell – Erosion oder Neubeginn?», Friedrich Ebert Stiftung, Berlin, 2 February. Introduction and panel: "The Nordic Models Towards 2030: Another Chapter?"
- (2015) "The consolidation state", seminar with prof. Wolfgang Streeck, Litteraturhuset, Oslo, 15 January,: Invited comment and panel with Wolfgang Streeck and Lars Mjøset.
- (2014) Science Po, Paris 13-14 December, Project workshop *Post-crisis strategies for growth and social protection*, paper presentation "Welfare as a productive factor: The Nordic approach to growth and social protection."
- (2014) Conference *Nordic countries and the future of welfare in Europe*, European Federation of Progressive Studies, Norway House, Brussels, 9 December: "The Nordic Models Towards 2030: Another Chapter?" (with Fløtten, T & J.M. Hippe).
- (2014) Nordic Labour Congress (SAMAK), Sørmarka 11 November: *The Nordic Models towards 2030: Another Chapter?* (with Fløtten and Hippe) and numerous similar presentations in Reykjavik, Copenhagen, Helsinki, Stockholm, Brussels, Berlin, and around in Norway (NHO, NITO, HK, LO, Stortinget, etc), including also on "The Nordic Labour Market Model in Open Markets" (with S. K. Andersen & C.L. Ibsen)

¹ Through my work at Fafo I have annually held ca 20-30 lectures in audiences ranging from local unions, civil society associations and municipalities to Ministerial meetings and congresses of social partner associations in Norway and the Nordic countries. These have often been very valuable for my research. However, this list mainly includes presentations in academic audiences and only a tiny selection of public lectures that may be considered relevant. Also excluded are all the workshops in comparative, international projects that found basis for many of my publications.

- (2014) *Industrial Relations in the European Community Conference (IREC)*, Dublin, 10-12 September. Paper presentation: “European Social Models and Labor Markets in the Era of Monetary Integration: From Convergence to Divergence”.
- _____ "Transnational labour and national industrial relations: The case of Norway.”
- (2014) Conference *Mapping and Understanding the Internationalization of Industrial Relations*, IRRU, Warwick University 19-20 June. Paper presentation: “Nordic Employment Models From Crisis to Crisis.”
- (2014) *Nordic Work Life Conference*, 11-13 June 2014, University of Gothenburg. Presentation: ”The complexities of stability – how and why Nordic employers stay put” (paper with Søren Kaj Andersen & Christian Lyhne Ibsen)
- (2014) Conference *Stratégies nationales de croissance et protection sociale*, French Ministry of Social Affairs/Science Po/Cepremap, 26 June, Paris. Introduction and panel discussion: “Nordic models in turbulent times: Still able to adapt?”
- (2014) Main opponent Phd-defense, Institute for Sociology and Work Science, University of Gothenburg: Phd-theme: European collective bargaining and trade union cooperation.
- (2014) Workshop on OECD country study Norwegian labour migration policies, Ministry of Labour, Oslo, 7 May: Invited comment on draft report.
- (2014) Conference *10 years after Eastward Enlargement*, Fafo Østforum jubileums-konferanse, Oslo, 29 April, “Hva har skjedd?” (Opening speech with L. Eldring)
- (2013) End conference Nordic RCN-project *Nordic models facing crisis: Implications for labour market adjustment and inclusion*, 13 November, Oslo. Convenor, chair, opening speech: «Finanskrisen: Endringer i de nordiske arbeidslivsmodellene?»
- (2013) «De nordiske modellene: Har de noen framtid?» Introduction, seminar CAS, UiO, 5.November.
- (2013) CES 20th conference *Crisis and Contingency: States of (In)stability*, Amsterdam, June 25-27, Symposium on the Nordic Models with Jon Kvist, Syd-Jydske. Paper presentation: “Nordic Models Facing European Crisis: Still flexible adaptors?”
- (2013) Holden-III-utvalget, Finansdepartementet, 30 April: «Regulering av lønns- og arbeidsvilkår blant arbeidsinnvandrere: Inkludering eller marginalisering?»
- (2013) NHO Arbeidslivsforum, 7 May, Oslo: «Europa i krise – utfordringer for arbeidslivet i Norden.»
- (2012) Conference on *Globalization and National Labour Market Institutions*, Conference staged by Nordic Economic Policy Review & Danish Ministry of Finance, Copenhagen 6 November: Invited comment on Richard B Freeman’s “One Ring that Rules them all?”
- (2012) Opening conference Nord-Mod-2030 *Europeiske velferdsmodeller i krise – hva skjer i de nordiske landene?*, Oslo, 25 September. Introduction: «Europeiske sosialmodeller i krise.»
- (2012) European Sociological Association, Conference, RC 18, *Welfare states Facing Global Turbulence, Ageing and Migration* 23-25 Aug, Oslo: Panel and presentation “Nordic models in turbulent times: Consolidation and Flexible Adaptation.”

- (2012) NHO Course on EU-law, Lysebu, November: “Norway and the EU labour regime.”
- (2012) International seminar *Moving for work - temporary and permanent labour migration*, staged by Frisch Center UiO & Fafo, Oslo 23-24 April: Convenor/chair.
- (2012) EEA Consultative Committee Annual Meeting, Akureyri, Iceland 3-4 May. Invited lectures: “Review of the Norwegian relationship to the EU: Working life issues.”
- _____ Panel on “Wealth, inequality and social justice – lessons from the Northern Europe”, background paper: “Nordic Models in Turbulent Times. Developments in social and labour market governance since the crisis in the 1990s.”
- (2012) Conference *Regulating Transnational Labour in Europe: The quandaries of multilevel governance*, Formula 3rd conference, Oslo, 22-23 March. Co-convenor, chair, paper presentation: “Multilevel governance of transnational labour in practice: Actors, dynamics, constraints and consequences.”
- (2012) Expert witness for the State in the court case over extension of collective agreements in the shipyard industry, Borgarting 23 May, written assessment to the Supreme Court, December.
- (2012) VAM conference, RCN, Oslo, 15 January. Presentation: ”Når markedet går i stå”: Krisehåndtering og arbeidskraftstilpasning i nordisk arbeidsliv»
- (2012) Numerous presentations of “Europautredningen» (NOU 2012: 2) in e.g. Ministry of Labour, The Prime Minister Office, Ministry of Foreign Affairs, LO, NHO, UNIO, YS, KS, and a range of civil society associations.
- (2011) International conference on *Globalization, crisis and prospects for decent capitalism*, Friedrich Ebert Stiftung/Agenda, Stockholm, 27-28 October: Chair.
- (2011) CES 19th Conference, Barcelona, 20-21 June, *The Causes, Consequences and Meaning of Transnationalization*. Convenor and chair of Symposium European Social Models in the Face of Global Economic Crisis. Presentation: “Social model change and labour market outcomes: Comparative Overview.”
- (2011) Conference on Progressive Governance, Policy Network, 2-3 May, Oslo, presentation: “State and markets beyond the crises: The Nordic example.” Published in *Priorities for a new political economy: Memos to the left*, London: Policy Network.
- (2011) Lecture at Institute of Sociology and Human Geography (ISS, UiO), 29 March: «Globalisering, europeisk integrasjon, og arbeidsmigrasjon: Utfordringer for de nordiske modellene?» [Also held in 2010, and at ISF -Institute for Social Research and STAMI, Oslo].
- (2011) Fafo biannual conference, *Ny kamp om migrasjon, arbeidsliv og velferd – høyredreining i Europa?*, Oslo 2 March. Keynote: «Europa i endring – konsekvenser for den nordiske modellen»
- (2010) Governmental commission on Welfare and Migration, Oslo, 2 December, invited lecture and background paper: “Den nye arbeidsinnvandringen - velferdspolitiske utfordringer”.
- (2010) Industrial Relations in Europe Conference (IREC), *Industrial Relations and Labour Market Governance during Crisis*, Oslo, 8-10 September: Organizer, chair and presenter.

- _____ Post-Conference Symposium *Nordic models: Weathering the Storm?* (Introduction & chair)
- (2010) International Industrial Relations Associations Regional Congress (ILERA), Copenhagen 29 June-2 July. Chairing final plenary panel on “Europe 2020 Agenda” with leaders of Business-Europe, ETUC, and the EU Commission.
- (2010) Conference on *Free movement of services - EU law and member states' responses: convergence or conflict?*, Formula 2nd conference, Oslo, Sep 2-3. Co-convenor, chair, and introduction on “Political repercussions of the Laval Quartet at European level.”
- (2010) “The strife over the services directive,” ARENA-seminar, UiO, 9 February.
- (2009) Conference on *Multilevel governance in the EU*, Europe in transition program of RCN, Oslo 15 October. Presentation: “Governing cross-border mobility of labour and services: Industrial relations and social science perspectives.”
- (2009) Conference on Trade Unionism in Europe, Wissenschaftszentrum Berlin, 4-5 September: Invited panel discussant.
- (2009) Industrial Relations in the European Community (IREC) Conference in Istanbul 22-24 July, Keynote: “Free movement, Equal Treatment and Workers Rights: Can the EU solve its trilemma of fundamental principles?”
- (2009) Conference on *Mobility of Services, Posting of Workers and Labour Market Governance*, First Formula conference, May 28-29, Oslo. Presentation: “The Services Directive Strife: A Turning Point in EU decision making?”
- (2009) *From Financial Crisis towards a Coherent Agenda for Decent Work and Sustainable Globalization*, High Level Forum on Coherence and Accountability, ILO, Geneva, 11 June, introduction: “Obstacles to coherence: One Agenda - Fragmented world.”
- (2009) IDEA-conference *Trends in the old and new immigration countries*, Jagellonskiego University, Krakow, 3-4 June: Chair of plenary session, invited commentator.
- (2009) Institute of Sociology and Work Science, University of Gothenburg, 23 September. Invited lecture: “Fagbevegelsen og europeisk integrasjon: Fra nasjonale til transnasjonale strategier?”
- (2009) Intercultural Dialogue Conference, Havana, Cuba 19-20 January 2009, Invited participant in panel discussions with Cuban scholars, Claus Offe and Joachim Palme. Presentation: “Equity and Efficiency: Experience from the Nordic Models.”
- (2008) ETUC Summer School for top level leaders, London, 26-27 Sept. Invited lecture: “Towards a European System of Industrial Relations?”
- (2008) Conference *Nordic Model and Chinese Experience*, CASS Academic Division of Law, Social and Political studies, Institute of Sociology, UiO, Beijing 4-5 November. Lecture: “The Nordic regimes of labour market governance: From crisis to success-story?”
- (2008) Conference on *Nordic Models – lessons to be learnt for Europe?*, Center for European Studies at Harvard 8-9 May, Co-organizer, chair and paper giver: “The Negotiated Nordic Labor Markets: From Bust to Boom.”
- (2007) Center for European Studies at Harvard visiting scholar seminar. Introduction: “Mobility of Labor and Services across the Baltic Sea after EU Enlargement: Trends and Consequences.”

- (2007) Fafo 25 years' anniversary conference *Equality, diversity and inclusion: Challenges to the Nordic models in the global economy*, Oslo, February 15-16. Chair of final panel with G. Soros & Jonas G. Støre. Introduction: "The Nordic labour market models: from crisis to success-story."
- (2006) Annual Nordic Labour Minister Meeting, Nordic Council, Reykjavik, September 12, Presentation and discussion of the report "The Nordic labour markets two years after EU enlargement: Mobility, effects and challenges."
- (2005) Conference *Tio år med EU - effekter på arbeidsrett, partsrelasjoner, arbeidsmarknad och social trygghet*, National Institute of Working Life, Stockholm, March. Invited lecture: «De nordiske arbeidslivspartene i EU: Europeisering, påvirkning og forsvar av de nasjonale avtalesystem.»
- (2005-8) Numerous lectures on the drivers and implications of East-West labour migration after EU enlargement at international conferences e.g. at Warzaw University (Center for Migration Research), University of Copenhagen, European Sociological Association Conference in Torun, in Riga, Stockholm, Arbeidslivspolitisk Råd, NHO, LO, YS, Spekter, and numerous Fafo Østforum conferences etc.

Brief selection of international and public lectures (1990-2005):

- (2003) "Global and European challenges to the Nordic systems of wage formation," Stockholm, Arbetslivsinstitutet; NHO international conference, Keynote: "Who determines Norwegian working life policies?"; Convenor/speaker conference on National Regimes of Collective Bargaining in Transformation: Nordic trends in a comparative perspective, The Norwegian Power and Democracy Study/Fafo; "Globalization, regionalization and European trade unions," ETUC/ETUI conference, Brussels; "Nordic trade unions and European Integration," conference IRRU, University of Warwick; (2002) "Globalisation, Work and Labour Standards," ILO conference, Oslo; (2001) IIRA Conference, Oslo, speaker Symposium on Norwegian Industrial relations; paper on Monetary Integration and collective bargaining; (2000) CES conference Chicago, "EMU and Europeanization of collective bargaining"; same IIRA world congress in Tokyo; several lectures at UC Berkeley; (1999) "ØMU: Europeisering av kollektivforhandlinger?" Nordiska Metalls årsmøte; "Farvel Solidaritet? Internasjonale utfordringer til den norske arbeidslivsmodellen," LO 100 Years Anniversary Congress, Oslo; (1998) "Germany: Social Partnership in Transition", Conference on "Germany, Norway and Europe", Ministry of Foreign Affairs, Oslo; "The Single Currency: Europeanization and re-nationalization – two sides of the same coin?", Conference on EMU and the European Model of Society, Brandeis University, Boston; (1997) "Redrawing boundaries of solidarity? ETUC, social dialogue and the Europeanisation of trade unions in the 1990s," European IIRA Congress, Dublin (and ARENA Annual Conference, UiO, Oslo); "The globalisation challenge: Convergence or divergence of national labour market institutions?," doctoral trial lecture; "The Norwegian labour market in transition," conference Making solidarity work, Oslo/RCN; "External and internal challenges to the European welfare states," Hans-Böckler-Stiftung Conference "Europäisches Gespräch 1997" Bonn; (1996) "The Europeanisation of Interest Representation: Trade Unions, Maastricht and Beyond," Center for European Studies at Harvard; "The Divergent Fates of Social Pacts in Sweden and Norway", Conference Towards a European Social Pact, Brussels; "Europeanization of trade unions – dynamics and constraints," IREC-conference on Industrial

Relations in Europe: Convergence or Diverzification?, Copenhagen; (1995) "The Trade Unions, Citizens and the European Union: The democratic Challenge", ETUC Treaty conference Madrid; (1994) "Norwegian Trade Unionism at a Crossroad?", IIRA Conference, Helsinki; (1993) "Nordic Trade Unions and the Social Dimension of European Integration", Conference on Europeanization of Industrial Relations, Freudenberg, Germany; (1992) lectures at Vrije Universiteit Brussels ("Industrial relations in Norway") and Université Libre de Bruxelles ("Europeanisation of trade unions"); "Norge og europeisk integrasjon", Statens topplederkonferanse 1992; "Nordic Trade Unions and the Dilemmas of European Integration", conference on European Economic Integration. A Nordic Perspective, Stockholm; (1987) "Den organiserte idretten på terskelen til 90-åra", keynote: Idrettstinget 1987 (NIF).