



8th International Conference

social boundaries of work

The
Meanings
of Work in
Organizational
Contexts

CONFERENCE PROGRAMME

21-23.10.2026 - University of Łódź,
Faculty of Economics and Sociology, Buildings C and T,
3/5 P.O.W. St. / 41/43 Rewolucji 1905 r. St.



→ **Wednesday** - 21.10.2026

University of Lodz, Faculty of Economics and Sociology, Łódź, 41/43 Rewolucji 1905 Street

10.30-12.30 Urban Safari: Manufaktura Square - Rewolucji

12.30-17.30 Registration

13.00-13.15 Opening of the conference

13.15-14.45 Opening session: „Life and experiencing of work in the city of Lodz

Moderator: **Beata Pawłowska** (University of Lodz)

Panellists:

- **Artur Parys** (University of Lodz): *The Everyday Work and Lives of Women Textile Workers.*
- **Mariusz Sokołowicz** (University of Lodz)
- **Krzysztof Konecki and team** (University of Lodz): *I Live at Work. Contemplative Research on Work in a Contemporary Academic Institution in Poland* (Waldemar Dymarczyk, Krzysztof Konecki, Hanna Krocak, Łukasz Marciniak, Jakub Niedbalski, Beata Pawłowska, Aleksandra Płaczek, Piotr Statucki, Izabela Ślęzak, Dagmara Tarasiuk).

14.45-15.15 Light lunch

15.15-17.00 Parallel thematic groups

G-I: Theorising the Social Boundaries of Work: Structures, Institutions, Practices and Meanings in the World of Work

Room C-101

Chair: **Agata Krasowska** (University of Wrocław)

- **Adam Mrozowicki** (University of Wrocław): *Biographical perspectives on the social boundaries of work*
- **Katarzyna Zajda** (University of Lodz), **Wojciech Knieć** (Nicolaus Copernicus University): *When Work Conditions Matter: Social Boundaries and the Innovation Capacity of Rural NGOs*
- **Atanas Kotov** (University of Manchester): *Reconceptualising informality in employment relations – the case of Bulgaria*
- **Michelle Mielly** (EMLYON Business School): *Bureaucratic Violence and the Constrained Entrepreneur: Ethnographic Evidence from Nicaragua*
- **Miłosz Miszczyński** (Kozminski University), **Aneta Pieczka** (Kozminski University): *Competing Values of Labour: Infrastructures of waged work in warehousing industry in Poland*

G-II: Work and Professional Identities

Room C-140

Chair: **Ewelina Ciaputa** (Jagiellonian University)

- **Robert Rogowski** (University of Applied Sciences in Nowy Sącz): *"I'm Always at Work": Entrepreneurs' Accounts of Working Time and Work–Life Boundary Work*
- **Karolina Sikora** (Jagiellonian University): *Work-Life Balance Initiatives in Gender Equality Plans at Polish Universities and in Polish Research Institutes*
- **Kaja Zapędowska-Kling, Krystyna Dzwonkowska-Godula, Aleksandra Różalska, Marta Kucharska-Hauk** (University of Lodz): *Navigating Work–Life Boundaries in Academia: Insights from the University of Lodz Work–Life Balance Team*

- **Joanna Sztobryn-Giercuskiewicz** (University of Lodz): *Psychological Safety in Higher Education Institutions in Poland – Pilot Study*
- **Sylwia Męcal** (University of Lodz), **Beata Bielska** (Nicolaus Copernicus University) and **Adrianna Surmiak** (University of Warsaw): *Collective support strategies for researchers - based on cases of research projects conducted in the context of social crises*

G-III: The Fragmented Boundary: Solo Self-Employment and the Governance of Employment Status

Room T-301

Chair: **Lisa Waldenburger** (University of Innsbruck)

- **Stefan Bieńkowski** (Polish Academy of Sciences): *Heterogeneity and Persistence: The Scale and Structure of Non-standard Forms of Employment in Poland*
- **Siënna Hernandez** (University of Amsterdam): *Precarity or Autonomy? Solo Self-Employment and Emerging Labour Market Boundaries in the Netherlands*
- **Charline Bohm** (University of Innsbruck): *Solo Self-Employment in Live-in Care: Conceptual Reflections on the Role of Family Members in Austria and Germany*
- **Fabian Beckmann** (University of Duisburg-Essen), **Fabian Hoose** (Ruhr University Bochum), **Sophie Rosenbohm** (University of Duisburg-Essen): *The blind spot of platform work: Blurred boundaries in social media content creation and regulatory gaps*
- **Karol Muszyński** (University of Warsaw): *Organising a fragmented landscape - the Polish video game union and non-standard forms of employment*

G-IV: The Experiences of Migrantized Workers in Changing Labour Markets

Room T-401

Chair: **Katarzyna Rakowska** (University of Warsaw)

- **Guglielmo Meardi** (Scuola Normale Superiore), **Marco Betti**, **Marcello Pedaci** (University of Teramo): *Worker representation in segregated labour markets: how to bridge ethnic fragmentation?*
- **Jan Czarzasty**, **Horacy Dębowski**, **Ewa Gałęcka-Burdziak**, **Marta Pachocka**, **Olga Pankiv**, **Wojciech Stęchły** (SGH Warsaw School of Economics): *Whatever will be will be. Reconstructing actual labour market policies towards migrants*
- **Olga Wanicka** (University of Warsaw): *'Help was the key': Negotiating mutual aid and commercial logics in OFWs migration to Poland beyond the state and linearity*
- **Mateusz Karolak** (University of Wrocław): *Mapping Migrants' Labour-Market Position in Poland through the Power Resources Approach*
- **Lisa YM LEUNG** (Lingnan University): *Liminal Solidarities: Tactical Resistances of Migrant Gig Workers in Hong Kong*

17.00-17.30 Coffee Break

17.30-19.00 PLENARY SESSION 1: "Work, Emotions and Politics in the Late Capitalism"

ROOM: C101

Chair: **Beata Pawłowska** (University of Lodz)

- **Arlie Hochschild** (University of California, Berkeley): *Politics as Emotional Capture: What We Can Learn [online]*
- **Krzysztof Konecki** (University of Lodz): *Emotions and the mood in the neoliberal society.*

→ **Thursday** – 22.10.2026

University of Lodz

9.00–11.00 PLENARY SESSION 2: The Meanings of Work and Technological Change

ROOM: C101

Chair: **Adam Mrozowicki** (University of Wrocław)

- **Dominika Polkowska** (Maria Curie-Skłodowska University), **Bartosz Mika** (University of Gdańsk): *What Happens When Platforms Mature? Worker Trajectories in Algorithmically Managed Labour*
- **Edoardo Mollona** (University of Bologna): *The Struggle Over the Meaning of Work in the Platform Economy*
- **Charles Umney** (Leeds University Business School): *Technological frames of reference and the development of the logistics industry in Northern England*

11.00–11.30 Coffee Break

11.30–13.15 Parallel thematic groups

G-V: Work and Professional Identities: Between Organisations, Professions and Social Change

Room C-101

Chair: **Dominika Byczkowska-Owczarek** (University of Lodz)

- **Sławomir Banaszak** (Adam Mickiewicz University, Poznań): *Managers' identity. Between organisation and social structure*
- **Ece Bengi Sağlamer Tüfekçioğlu** (Istanbul Medeniyet University): *Trust, Delegation of Authority, and Performance Tension: The Definition of Managerial Work in Türkiye*
- **Iwona Wilkowska** (University of Westminster): *Learning to Be "Realistic": Managerialist Signals, Unitarist HRM Education and Pre-Professional Identity Formation in the UK Business Schools*
- **Antonina Michalska-Sabal** (AGH University of Krakow): *Who is and who is not a professional musician? Framing of union identity. Case of Musicians' Union of the Republic of Poland (ZZM RP)*
- **Mina K. Kostova, Vassil Kirov** (Bulgarian Academy of Sciences), **Zuzanna Kowalik, Aleksandra Prusak** (Institute for Structural Research): *Divergent Responses, Convergent Outcomes: Quality of Work, Professional Identity and the Nursing Shortage in Post-Socialist Healthcare Systems*

G-VI: Working in the Academic Field: Between Structural Conditions and Individual Experiences

Room C-140

Chair: **Olga Czeranowska** (SWPS University)

- **Frerk Blome** (TU Dortmund University): *Mechanisms of Upward Social Mobility. A qualitative analysis of class-specific careers in law and educational science*
- **Justyna Kajta** (SWPS University), **Katarzyna Bielecka** (University of Warsaw): *The meaning of class background in the academic field: experiences of first-generation and continuing generation academics in Poland*
- **Julia Kubisa** (University of Warsaw): *Fixing a „leaky pipeline” in academia - fixing people or fixing the system?*
- **Beata Pawłowska** (University of Lodz): *Consent to Critique: The Meaning of Emotions in the Multidimensional Evaluation of an Academic Teacher's Work*
- **Kamil Łuczaj** (University of Lodz): *Unified Habitus or Plural Dispositions? Career Trajectories and Trade-Offs in International Academic Mobility*

G-VII: Labour Movements, The Far Right and the Retreat from Democracy – How Unions and Labour Movements Can Successfully Fight Back

Room T-301

Chair: **Paul Stewart** (KU Leuven)

- **Assaf Bondy** (University of Bristol): *Strange Bedfellows: Union Dependency on Right-Wing Populist Parties*
- **Miguel Martinez Lucio, Holly Smith, Stefania Marino** (University of Manchester), **Heather Connolly** (Grenoble School of Management): *Traditions, memories and cultural practices: migrant action and organisational changes within established unions*
- **Mateusz Skoratko** (University of Warsaw): *The Ecological Frontline: How Labour Unions Resist the Far Right Through Environmental Struggles*
- **Jan Czarzasty** (Warsaw School of Economics): *What crisis? Ambivalent stance of the government and labour quiescence in the face of unfolding inflation in Poland*
- **Kurt Vandaele** (European Trade Union Institute): *Undermining workers' purchasing power and decommodification comes at a cost: conditions and mechanisms explaining Belgium's high strike activity (1991-2025)*

G-VIII: Decent Migrant Care Work: Blurred Boundaries, Tensions and Alliances

Room T-401

Chair: **Katarzyna Zajda** (University of Lodz)

- **Ewa Palenga-Möllenberg** (Goethe University Frankfurt), **Ivanna Kyliushyk** (Kozminski University), **Roxana Fiebig-Spindler** (Goethe University Frankfurt): *The Invisible Hand of Care: a Typology of Brokerage Actors in Migrant Care Labour*
- **Charline Bohm** (University of Innsbruck), **Lisa Waldenburger** (University of Innsbruck), **Bernhard Weicht** (University of Innsbruck): *Beyond the Care Triad: Boundary Work and the Role of Intermediaries in Transnational Live-in Care*
- **Manhal Ali, Zinovius Ciupijus, Christopher Forde, Andrew Kozhevnikov, Heila Sha, Vera Trappmann, Jonathan Winterton and Chunyu Xiu** (University of Leeds): *Skills shortages and migrant workers in the United Kingdom: A skill-matching perspective*
- **Oksana Dutchak** (Institute for Systemic Alternatives), **Olena Fedyuk** (CareOrg Project), **Anna Oksiutovych** (Goethe University Frankfurt): *Care Dreams and Care Inequalities: how Ukrainian Geriatric Caregivers in Italy Imagine Their Old Age*
- **Anna Sadowska** (Maria Curie-Skłodowska University): *Care Practices for Older People in Poland: Between Accessibility, Informality and Working Conditions*

13.15–14.15 Lunch

14.15–16.15 PLENARY SESSION 3: The Social and Political Boundaries of Productive and Reproductive Work

ROOM: C101

Chair: **Julia Kubisa** (University of Warsaw)

- **Oksana Dutchak** (Institute for Systemic Alternatives): *Building Hierarchies and Sustaining Disposability: Systemic Boundaries of Care (and Love)*
- **Anne Gravelle Antoni** (Grenoble School of Management): *Moral Meanings of Work and Life: The Place of Care in Work Organisations*
- **Devi Sacchetto** (University of Padua): *The Politics of Work: Producing Meaning, Producing Workers*

16.15–16.30 Coffee break

16.30–18.00 Parallel thematic groups

G-IX: Young Workers, Social Class and the Changing Experiences of Work

Room C-101

Chair: **Justyna Zielińska** (Maria Grzegorzewska University)

- **Piotr Borys** (University of Warsaw): *Class consciousness of young people employed in the food service industry*
- **Rafał Marchwacki, Katarzyna Gdesz, Wojciech Kijanowski** (University of Warsaw): *A New Generation in the Labour Market: Reconceptualising the Notion of the Working Class Based on New Strategies of Resistance*
- **Aniela Partyga** (University of Warsaw), **Julia Gorczowska** (University of Warsaw), **Wiktoria Karczewska** (University of Warsaw), **Mateusz Mojsiejuk** (University of Warsaw): *Autonomy despite necessity: narratives of popular class youth on entrepreneurship and democratic institutions*
- **Paulina Wrzesińska** (University of Lodz): *Emotions in the recruitment process. The perspective of young recruited persons*

G-X: Changing Experiences and Meanings of Work

Room C-140

Chair: **Łukasz Marciniak** (University of Lodz)

- **Elif Kaşık** (Siirt University): *From the Meaning Crisis of Work to Quiet Quitting: Why Do Engineers and Teachers Feel 'Stuck in Between'?*
- **Michał Pilc, Beata Woźniak-Jęchorek** (Poznań University of Economics and Business), **Yana van der Meulen Rodgers** (Rutgers University): *Remote Work and Job Attractiveness for Mothers with Care Responsibilities: A Survey-Based Experiment in Six EU Countries*
- **Mateusz Smoter** (Institute for Structural Research): *Flexible Work Arrangements and Career Penalties for Men and Women. Evidence from a Vignette Study in Poland*
- **Katarzyna Waniek** (University of Lodz): *The contemporary potential of the 'old' Chicago school categories with regard to work*

G-XI: Gender, Precarity and the Changing Experiences of Work

Room T-301

Chair: **Bartosz Mika** (University of Gdańsk)

- **Aniela Bocheńska** (University of Warsaw): *An Intersectional Perspective in Exclusion Studies: The Everyday Life of Professionally Active Women in a Partially Transport-Isolated Former State Agricultural Farm Area*
- **Aneta Pieczka, Miłosz Miszczyński** (Kozminski University): *Managing by Precarity: An Intersectional Analysis of Organisation of Work in Polish Warehousing Sector*
- **Ksawery Olczyk** (University of Lodz): *Precarious work as a lifestyle – between coping with labour market and experiencing unstable life*
- **Paulina Sekuła** (Jagiellonian University), **Aleksandra Migalska** (Jagiellonian University): *Lived experiences of precarity: the gendered paths of precariousness in Italian and Polish academia*

G-XII: Ombuds Insights on Changing Meanings of Work

Room T-401

Chair: **Dominika Polkowska** (Maria Curie-Skłodowska University)

- **Zuzana Andreska** (Charles University): *Managing Feelings, Managing Conflict: The Hidden Emotional Politics of Ombuds Practice*

- **Anna Cybulko** (University of Warsaw): *The institution of the academic ombudsman as a tool for diagnosing the changing needs and behaviours of university employees. A comparison of the Polish and Scandinavian contexts*
- **Jan Gałkowski** (University of Rzeszów): *Ombuds as Boundary Actors: Redefining the Meaning of Work in Czech and Polish Universities*
- **Martina Kolářová Veverková** (Charles University): *Work as anchor in Times of Crisis – Czech workers' subjectivity through the Covid-19 pandemic*

Book Panel:

Global Workers and Entangled Crises: Biographical and Relational Approaches to Resilience, ed. by Mihai Varga (Free University of Berlin), Mateusz Karolak (University of Wrocław), Adam Mrozowicki (University of Wrocław), Bristol University Press, 2026 (book series: Advances in Biographical Research)

Library, building E, room E 318

Chair: **Adam Mrozowicki** (University of Wrocław)

Panellists:

- **Mateusz Karolak** (University of Wrocław)
- **Jo Cutter** (University of Leeds)
- **Oksana Dutchak** (Institute for Systemic Alternatives, Kyiv)

19.00 Gala Dinner

Alfred Bidermann Palace, 1/5 Franciszkanska Street, Lodz

<https://www.palac.uni.Lodz.pl/>

9.00.-10.15 Parallel thematic groups

G-XIII: AI Literacy as Labour: Collective Struggle and Boundary Work in Semi-Peripheral Capitalisms

Room C-101

Chair: **Dominika Polkowska** (Maria Curie-Skłodowska University)

- **Iga Wermińska-Wiśnicka** (SWPS University), **Olga Czeranowska** (SWPS University): *Is society ready to survive the 'future without work'?*
- **Oana Mateescu** (Babeş-Bolyai University): *AI Literacy as Epistemic Labour: Academic Work, Semi-Peripherality, and Collective Boundary-Making in Central and Eastern Europe*
- **Renata Włoch** (University of Warsaw): *Digital Skills as a Managerial Technology: Responsibilisation in Early AI Adoption*
- **Piotr Binder** (Polish Academy of Sciences): *Reorganizing Academic Work in the Social Sciences: Generative AI and Research Workflows in the UK and Sweden*

G-XIV: Changing Work in Public and Cultural Institutions

Room C-140

Chair: **Krzysztof Gorlach** (Jagiellonian University)

- **Aneta Głowacka** (University of Silesia), **Małgorzata Marks-Krzyszkowska** (University of Lodz): *Employee Participation and the Boundaries of Agency in Public Theatres*
- **Beata Nessel-Lukasik** (Maria Grzegorzewska University), **Justyna Zielińska** (Maria Grzegorzewska University): *New Ideas, Further Challenges, and the Limits of Responsibility in Polish Museum Education*
- **Daria Skjoldager-Nielsen** (Stockholm University, University of Lodz), **Aneta Głowacka** (University of Silesia): *Theatre as an Empathetic Institution? When Management Meets Emotions*
- **Renata Putkowska-Smoter** (University of Warsaw): *Working in the Urban Public Sector: Navigating the Roles of Civil Servant, Service Provider, and Facilitator of Environmental Change*

G-XV: Boundaries of Work, Boundaries of Power: Gendered & Embodied Perspectives on the Work of Academic Women

Room T-301

Chair: **Dagmara Tarasiuk, Hanna Krocak** (University of Lodz)

- **Aneta Ostaszewska** (University of Lodz): *Experiencing the Loneliness of Academic Work: A Feminist Autoethnographic Reflection*
- **Anna Waligóra** (Poznań University of Economics and Business): *Women and Trade Unions. The Order-Creating Role of Union Women in (Co-) Creating the Academy*
- **Aleksandra Różalska** (University of Lodz): *Mainstreaming Women's Experiences in Academia: The Intersectional Gender Equality Plan at UniLodz*
- **Helena Marzec-Gołąb** (University of Warsaw), **Wiktoria Morawska** (Polish Academy of Sciences), **Sabina Wojtysiak** (University of Wrocław): *Academic Incest, Star Professors and Whisper Networks: A Proposed Framework for Analysing Gender-Based Violence in Academia*

G-XVI: Digital and Green Transition, Social Dialogue, and Labour Market. Perspectives from the EU Countries and Beyond (part 1)

Room T-401

Chair: **Veronica Collins** (Critical Labour Studies Collective) and **Paul Stewart** (KU Leuven)

- **Monika Martišková** (Central European Labour Studies Institute): *Eroding Cost Advantage and the EV Transition: Workers' strategies to survive in an Automotive Assembly Site in the Integrated Periphery*
- **Pablo Sanz de Miguel; David Pac; José David Moral-Martín** (University of Zaragoza): *Trade union's ideas and strategies towards the transition to electric vehicles (EVs) at plant level in Spain*
- **Szymon Pilch, Adam Mrozowski, Jacek Burski, Olga Gitkiewicz** (University of Wrocław): *Social dialogue dynamics and worker-employer bargaining tactics over twin transition in the automotive sector. The case of Stellantis Poland*
- **Louis Lines and Marco Hauptmeier** (Cardiff University): *Contested transition - social dialogue in the automotive sector at Stellantis UK*

10.15-10.30 Coffee break

10.30-11.45 Parallel thematic groups

G-XVII: Emotions in Organisations and Professional Work

Room C-101

Chair: **Beata Pawłowska** (University of Lodz)

- **Dominika Byczkowska-Owczarek** (University of Lodz): *Emotional expression in work of Polish Sign Language interpreters*
- **Łukasz Marciniak** (University of Lodz): *Lightworking, Bliss and Flow. The Concept of Work in the Altered Perceptions of the Society*
- **Aleksandra Pirek** (University of Lodz): *On the Commodification of Feelings and Emotional Capitalism in Digital Space and Social Media*
- **Patrycja Kowacka** (University of Lodz): *Emotion management in crisis situations among residential childcare workers*

G-XVIII: Superdiversity, Disability, Mental Health and Inclusion in the Social Worlds of Work

Room C-140

Chair: **Joanna Sztobryn-Giercuszkiwicz** (University of Lodz)

- **Zbigniew Głąb, Jakub Niedbalski, Hanna Krocak** (University of Lodz): *Individual boundaries or social barriers? Vocational Education, Social Expectations, and the Careers of Individuals with Intellectual Disabilities*
- **Weronika Ludek** (Adam Mickiewicz University, Poznań): *The double-edged sword of academia: the experience of autistic women in higher education*
- **Dorota Żuchowska-Skiba** (AGH University of Krakow): *Assistive Technologies as a Tool for Inclusion in Diverse Workplaces*
- **Agata Krasowska, Aneta Uss-Lik** (University of Wrocław): *Barriers to Disability for People Experiencing Mental Health Crises in the Open Labour Market*

G-XIX: The Transformation of Creative Work: AI, Platformisation, Precarisation and Workers' Experiences

Room T-301

Chair: **Piotr Binder** (Polish Academy of Sciences)

- **Katarzyna Gdesz** (University of Warsaw): *Blurring Labour Boundaries in Journalism. Precarisation, AI and Worker Resistance in the Polish Media Sector*
- **Paula González León** (Complutense University of Madrid): *Between dreams and nightmares: Impacts of platformisation on the experience and career path of workers in the film industry*
- **Wiktor Sokół** (University of Gdańsk): *Does Human Creativity Still Matter? Algorithms and the Transformation of Creative Work*
- **Aleksandra Drażczyk, Joanna Wygnańska** (University of Lodz): *Between the experience of suffering and making sense of overwhelming everyday life in the work of internet content creators*

G-XX Digital and Green Transition, Social Dialogue, and Labour Market. Perspectives from the EU Countries and Beyond (part 2):

Room T-401

Chair: **Jacek Burski** (University of Wrocław)

- **Angelo Moro** (University of Modena and Reggio Emilia), **Clelia Li Vigni** (Scuola Normale Superiore): *Permanent restructuring amid the uncertain transition to electric mobility: evidence from Stellantis factories in France and Italy*
- **Barbara Audycka** (University of Warsaw), **Marton Czirfusz** (Periferia Policy and Research Center): *The impact of the twin transition on housing and labour precariousness in urban agglomerations: a scoping review*
- **Patrik Gažo** (Slovak Academy of Sciences): *Classed Climate Orientations in Slovakia's Green Transition*

11.45–12.00 Coffee break

12.00–13.00 PLENARY SESSION 4: Critical Labour Studies: Traditions East and West.

ROOM: C101

Chair: **Paul Stewart** (KU Leuven)

- **Katarzyna Rakowska** (University of Warsaw): *Resistance, Mobilization, and Bargaining Power: Interest Representation in Contemporary Polish Capitalism*
- **Jo Cutter** (University of Leeds): *Critical Labour Studies and Worker Environmentalisms*

13.00–13.30 CONFERENCE FINAL DISCUSSION - ROOM: C101

13.30–14.00 Light Lunch

14.00–15.30 CLOSING SESSION: The Right to Strike or the Freedom to Strike? A Discussion on Industrial Democracy with Trade Union Representatives

SESSION HELD IN POLISH

ROOM: C101

Moderator: **Katarzyna Rakowska** (University of Warsaw)

Panellists:

- **Wojciech Jendrusiak** (Przewodniczący OPZZ Konfederacja Pracy w Handlu)
- **Urszula Łobodzińska** (Wiceprzewodnicząca związku zawodowego pracowników sądów KNSZZ "Ad Rem")

- **Mariusz Piotrowski** (Przewodniczący Komisji Zakładowej OZZ Inicjatywa Pracownicza przy Jeremias Sp. z o.o.)

15.30-15.45 CLOSING REMARKS