

**THOMAS PASTER**

Associate Professor in Business and Public Policy  
Department of Social Sciences and Business  
Roskilde University, Denmark  
paster at ruc.dk  
<http://thomaspaster.wordpress.com>

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**ACADEMIC POSITIONS**

- 05/2022- today      **Roskilde University**  
Roskilde, Denmark  
Department of Social Sciences and Business  
Associate Professor in Business and Public Policy
- 12/2019 – 04/2022      **Roskilde University**  
Roskilde, Denmark  
Department of Social Sciences and Business  
Assistant Professor in Social Studies (without tenure track)
- 10/2019 – 03/2020      **University of Bielefeld**  
Bielefeld, Germany  
Faculty of Sociology  
External Lecturer in Transnational Social Policy (temporary)
- 10/2018 – 11/2019      **University of Southern Denmark**  
Danish Center for Welfare Studies  
Odense, Denmark  
Visiting Fellow at the Danish Center for Welfare Studies and  
External Lecturer at the Department of History
- 10/2016 – 09/2018      **University of Southern Denmark**  
Department of Political Science and Public Management  
Odense, Denmark  
Marie Sklodowska-Curie Individual Fellowship  
Member of the Danish Center for Welfare Studies
- 10/2015-09/2016      **Collegio Carlo Alberto**  
Turin, Italy  
Postdoctoral Research Fellow  
Member of the research group *Politics & Society*
- 10/2014-09/2015      **Central European University**  
Institute for Advanced Study  
Budapest, Hungary  
Research Fellow  
Member of the Political Economy Research Group
- 01/2011-09/2014      **Max Planck Institute for the Study of Societies**  
Cologne, Germany  
Senior Research Fellow  
Research group *Institutional Change in Contemporary Capitalism* headed by Prof.  
Wolfgang Streeck
- 09/2009-12/2010      **Max Planck Institute for the Study of Societies**  
Cologne, Germany  
Postdoctoral Research Fellow

## ACADEMIC PUBLICATIONS

### Research monograph

Paster, Thomas, *The Role of Business in the Development of the Welfare State and Labor Markets in Germany: Containing Social Reforms* London et al, Routledge. Series: Routledge/EUI Studies in the Political Economy of Welfare. 2012 [paperback published in 2015]

Reviews:

*British Journal of Industrial Relations* (2013, Vol. 51, no. 4, 826-829), by Markus Helfen

*Zeitschrift für Unternehmensgeschichte* [Journal of Business History] (2014, Vol. 59, no.1, 112-113), by Werner Bühner

*German Studies Review* (2015, Vo.38, no.1, February, 222-224) by Michel Goyer

*German Politics* (2016, Vol.25, no.,1, 160-61), by Jörg Mathias, DOI:

10.1080/09644008.2015.1064272

*Management Revue* (2016, Vol. 27, no.4, 321-323), by Stefanie John. ISSN: 0935-9915

### Refereed journal articles

Paster T., The international governance of corporate tax avoidance: A paradigm shift from tax competition to international cooperation? *Samfundsoekonomen* 2023(4): 78-89. 2023.

doi: 10.7146/samfundsoekonomen.v2023i4.141649

Impact factor: not available

Bender, Bender & Thomas Paster, What type of social policies does business want? Examining German Employer Associations' Positions towards Labor-Protective and Labor-Activating Social Policies, *Business and Politics*. Vol 25(4), 409-428, 2023.

doi: 10.1017/bap.2023.18

Impact factor for 2022: 1.8

Paster, Thomas, Dennie Oude Nijhuis & Maximilian Kiecker; Arbeitgeberhaltungen zur Allgemeinverbindlichkeit von Tarifverträgen in Deutschland und den Niederlanden; *WSI-Mitteilungen*, 02/2021 (April), 98-105.

doi: 10.5771/0342-300X-2021-2-98

Impact factor: not available

Klitgaard, Michael Baggesen, & Thomas Paster; How Governments Respond to Business Demands for Tax Cuts: A Study of Corporate and Inheritance Tax Reforms in Austria and Sweden. *Scandinavian Political Studies*. Vol 44(1), 91-111, 2021.

doi: 10.1111/1467-9477.12189

Impact factor for 2022: 1.3

Paster, Thomas, Dennie Oude Nijhuis, & Maximilian Kiecker, To Extend or Not to Extend: Explaining the Divergent Use of Statutory Bargaining Extensions in the Netherlands and Germany. *British Journal of Industrial Relations*, Vol 58(3, September 2020), 532-557.

Online version published on 10 December 2019.

doi: 10.1111/bjir.12514

Impact factor for 2022: 2.6

Nevers, Jeppe & Thomas Paster, Business and the Nordic Welfare States, 1890-1970, *Scandinavian Journal of History*, peer-reviewed introduction to a special issue, Vol 44(5), 535-551, 2019.

doi: 10.1080/03468755.2019.1658621

Impact factor for 2022: 0.5

Paster, Thomas, Wie beeinflussen Arbeitsanreizerwartungen die sozialpolitischen Positionen der deutschen Arbeitgeberverbände? *Zeitschrift für Sozialreform*, Vol. 65(3, October), 305-322, 2019.

doi: 10.1515/zsr-2019-0012  
Impact factor: not available

Paster, Thomas, How Do Business Interest Groups Respond to Political Challenges? A Study of the Politics of German Employers. *New Political Economy*, 23(6), 674-689, 2018.  
doi: 10.1080/13563467.2018.1384453  
Impact factor for 2022: 4.2

Paster, Thomas, Why did Austrian Business Oppose Welfare Cuts? How the Organization of Interests Shapes Business Attitudes Toward Social Partnership. *Comparative Political Studies* 47(7, June), 966-992, 2014.  
doi: 10.1177/0010414013488556  
Impact factor for 2022: 5.0

Paster, Thomas, Business and Welfare State Development: Why Did Employers Accept Social Reforms? *World Politics* 65(3, July), 416-51, 2013.  
doi: 10.1017/S0043887113000117.  
Impact factor for 2022: 5.0

Paster, Thomas, Do German Employers Support Board-Level Codetermination? The Paradox of Individual Support and Collective Opposition *Socio-Economic Review*. 10(3, June), 471-95, 2012.  
doi:10.1093/ser/mwr017.  
Impact factor for 2022: 3.7

Paster, Thomas, The New Modes of EU Governance – Combining Rationalism and Constructivism in Explaining Voluntarist Policy Coordination in the EU. *Österreichische Zeitschrift für Politikwissenschaft* [Austrian Journal of Political Science]. 34(2), 147-161, 2005.  
doi: 10.15203/ozp.874.vol34iss2  
Impact factor for 2022: 0.9

### **Refereed Working Papers**

Baggesen Klitgaard, M. and Thomas Paster 'How Do Governments Respond to Business Demands for Tax Cuts: An analysis of Corporate and Inheritance Tax Reforms in Austria and Sweden.' *Open Forum Working Paper Series* 33, Harvard: Minda de Gunzburg Center for European Studies, 2019, 30 pages.

Paster, Thomas, 'Bringing Power Back In: A review of the literature on business and the welfare state' *MPIfG Discussion Paper* 15/03, Cologne: Max Planck Institute for the Study of Societies, March 2015, 38 pages.  
ISSN:0944-2073

Paster, Thomas, 'German Employers and the Origins of Unemployment Insurance: Skills Interest or Strategic Accommodation?' *MPIfG Discussion Paper* 11/05. Cologne: Max Planck Institute for the Study of Societies, April 2011, 32 pages.  
ISSN: 0944-2073

### **Non-refereed Working Papers**

Paster, Thomas 2020. Sozialpartnerschaft und Arbeitgeber\*innenverbände in Österreich. In: Pernicka, S. (ed.) *Kontinuität und Wandel der Sozialpartnerschaft in Österreich. Aktuelle Befunde*. Linz: Johannes Kepler University, Department of Sociology, Working Paper 01/2020.

Paster, Thomas, 'Influence and Adaptation: The Schumpeterian Perspective on Business-Politics Relations' *Carlo Alberto Notebooks*, No.444, Turin: Collegio Carlo Alberto, 21 pages, January 2016. ISSN: 2279-9362.

### **Contributions to edited volumes**

Paster, Thomas, Wandel der Arbeitsgesellschaft durch Automatisierung und demographischen Wandel: Herausforderungen und Aufgaben für die Sozialpolitik, In: Seeliger, Martin (ed.) *Strukturwandel der Arbeitsgesellschaft*, 119-132, 2023. Weinheim: Beltz Juventa. ISBN: 9783779969501.

Paster, Thomas, Sozialpartnerschaft und Arbeitgeber\*innenverbände in Österreich, In: Pernicka, Susanne (ed.) *Sozialpartnerschaftliche Handlungsfelder: Kontinuitäten, Brüche und Perspektiven: Aktuelle Befunde*. Wiesbaden: Springer VS, 29-34, 2022. ISBN: 9783658369132  
doi: 10.1007/978-3-658-36913-2\_2

Greve, Bent and Thomas Paster, Social Policy Research in Times of Crisis, In: Nelson, Kenneth et al (eds.) *Social Policy in Changing European Societies*. Cheltenham: Edward Elgar, 279–293, 2022. ISBN: 9781802201703  
doi: 10.4337/9781802201710.00027

Paster, Thomas, Facilitating Labour Shedding or Enhancing Labour Supply?: An Analysis of German Employers' Organizations' Views on Work Incentive Effects of Social Programmes. In: Gooberman, Leon & Marco Hauptmeier (eds.) *Contemporary Employers' Organizations: Adaptation and Resilience*. Abingdon: Routledge, 61-80, 2022. ISBN: 9781003104575  
doi: 10.4324/9781003104575-5

Paster, Thomas, Business Interests and the Development of the German Welfare State. In: Oude Nijhuis, D (ed.) *Business Interests and the Development of the Modern Welfare State*, Abingdon: Routledge, 31-56, 2020. ISBN: 9781351002394  
doi: 10.4324/9781351002394-2

Paster, Thomas, Varieties of Capitalism und Sozialpolitik: Thesen und empirische Befunde. In: *Handbuch Sozialpolitik*. H. Obinger and M. G. Schmidt. Wiesbaden, Springer, 255-273, 2019. ISBN: 978365822802-6  
doi: 10.1007/978-3-658-22803-3\_14

Paster, Thomas, Die Rolle der Arbeitgeber in der Sozialpolitik In: Schroeder, Wolfgang & Bernhard Wessels (eds.) *Handbuch Arbeitgeber- und Wirtschaftsverbände in Deutschland*. Wiesbaden: Springer. 487-514, 2017. ISBN: 9783658081751  
doi: 10.1007/978-3-658-08176-8\_19

Paster, Thomas, Die Rolle der Wirtschaft in der Sozialpolitik: Bremser oder Förderer? In: *MPIfG Jahrbuch 2013-2014*. Cologne: Max Planck Institute for the Study of Societies, 75-80, 2013.

Paster, Thomas, Die Rolle der Arbeitgeber in der Sozialpolitik In: Schroeder, Wolfgang & Bernhard Wessels (eds.) *Handbuch Arbeitgeber- und Wirtschaftsverbände in Deutschland*. Wiesbaden: VS Verlag für Sozialwissenschaften. 342-362, 2010.  
doi: 10.1007/978-3-531-92452-6\_18

### **Policy Papers**

Paster, Thomas, Steuervermeidung durch multinationale Konzerne: Methoden und Gegenmaßnahmen. *Politik aktuell* 03/19. Vienna: Karl Renner Institute, August 2019.

Fontana, Silvia, Stephen Minas & Thomas Paster (2019) How Can the EU Contribute to Better Transnational Economic Governance? Brussels: Foundation of European Progressive Studies.

### **Book reviews**

Paster, Thomas, Review of Behrens, Martin (2011) 'Das Paradox der Arbeitgeberverbände: Von der Schwierigkeit, durchsetzungsstarke Unternehmensinteressen kollektiv zu vertreten.' *German Politics*, 21(4), 532-3, DOI: 10.1080/09644008.2012.742661. 2012

Paster, Thomas, Review of Addison, John (2009) 'The Economics of Codetermination: Lessons from the German Experience' *Comparative Labor Law & Policy Journal* 33 (Fall), 193-4. 2011

Paster, Thomas, 'The Renewability of Social Democracy.' *European Political Science*, 7(4), 507-12.  
[A review of Merkel, Wolfgang, Alexander Petring, Christian Henkes and Christoph Egle (2008) *Social Democracy in Power: The Capacity to Reform*. London et al: Routledge], 2008

Paster, Thomas, Review of Pelinka, Anton/Hummer, Waldemar, 'Österreich unter 'EU-Quarantäne'.  
*Österreichische Zeitschrift für Politikwissenschaft* [Austrian Journal of Political Science], 32(4), 490-92.

### Op-ed articles (selection)

Paster, Thomas, Die EU-Mindestlohnrichtlinie: Ein Paradigmenwechsel in der EU-Arbeitsmarktpolitik?  
*Kurswechsel*, 02/2023, 81-85. Vienna: Beigewum.

Google Scholar profile:

<http://scholar.google.de/citations?user=7EYTLhUAAAAJ>

### AWARDS

- |         |   |
|---------|---|
| 11/2021 | <b>Outstanding Supervisor Award</b> by the students of the Department of Social Sciences and Business, Roskilde University, Denmark   |
| 05/2014 | <b>Honorable Mention</b> for the MPIfG Best Article Award for the article 'Business and Welfare State Development: Why Did Employers Accept Social Reforms?' ( <i>World Politics</i> , 2013)<br>Awarded by the Advisory Board of the Max Planck Institute for the Study of Societies, Cologne, Germany. |
| 11/2010 | <b>Erwin Wenzl Award of 2010</b><br>Awarded by the Erwin Wenzl Foundation, Linz, Austria, for an outstanding PhD thesis.  |

### FUNDING AND GRANTS

- |                   |  |
|-------------------|--|
| 12/2016           | Grant from the University of Southern Denmark's Research Fund for organizing a workshop, 45,000 DKK  |
| 10/2016-09/2018   | Marie-Sklodowska-Curie Action Individual Fellowship<br>European Commission<br>Call: H2020-MSCA-IF-2015 /Proposal no.: 705677<br>200,194 EUR            |
| 10/2015-09/2017   | Postdoctoral Research Fellowship (two years)<br>Collegio Carlo Alberto, Turin, funded by Compagnia di Sanpaolo<br>Ca. 85,000 EUR                       |
| 10/2014-06/2015   | Research fellowship<br>Central European University's Institute for Advanced Study (CEU-IAS),<br>Budapest<br>ca. 18,000 EUR                             |
| 04/2013           | Offer of a two-year Postdoctoral Position at the University of Southern Denmark, Odense (declined)   |
| 03/2012           | Travel grant for presentation of a paper at the Conference of Europeanists/Council for European Studies, in Boston<br>German Academic Exchange Service |
| 09/2009 – 12/2010 | Postdoctoral research fellowship (15 months)   |

- Max Planck Institute for the Study of Societies, Cologne, Germany  
30,000 EUR
- 09/2007 – 08/2008 PhD thesis finishing grant (one year)  
European University Institute  
ca. 15,000 EUR
- 09/2007 mobility grant for presentation of a paper at a conference  
Austrian Political Science Association
- 12/2006 Travel grant to carry out field work in Germany and Austria  
European University Institute
- 09/2004 – 08/2007 Fellowship for doctoral studies at the EUI (three years)  
Austrian Ministry for Science and Research  
Ca. 46,000 EUR
- 09/2002 – 08/2004 graduate student fellowship (two years)  
Institute for Advanced Studies (IHS), Vienna
- 08/1999 – 07/2000 Erasmus/Socrates study exchange grant (one year)  
Austrian Academic Exchange Service (ÖAD)
- 11/1991 Study grant for school students by the Julius Raab Foundation (*Stipendienfonds Julius Raab Stiftung*), Linz, Austria, 1991/1992

## EDUCATION

- 06/2009 **PhD in Political and Social Sciences**  
European University Institute (EUI), Florence, Italy  
Department of Political and Social Sciences
- Thesis Title: *Choosing Lesser Evils – The Role of Business in the Development of the German Welfare State from the 1880s to the 1990s*
- Examination Committee:  
Prof. Colin Crouch (Warwick Business School), chair  
Prof. Sven Steinmo (EUI), main supervisor  
Prof. Martin Rhodes (Univ. of Denver), external co-supervisor  
Prof. Anke Hassel (Hertie School of Governance, Berlin), external member
- 10/2005 **Master of Research**  
European University Institute (EUI), Florence  
Department of Political and Social Sciences
- 08/2004 **Diploma in European Integration Studies**  
Institute for Advanced Studies (IHS), Vienna  
Department of Political Science  
Based on participation in a two-year graduate program  
Thesis title: 'A Europeanization of Labour Market Policies?'  
Supervisor: Prof. Gerda Falkner
- 12/2002 **Mag.phil. in Political Science (equivalent to M.A.)**  
University of Vienna  
Minors: History and Sociology  
Thesis title: The Politics of Pension Reform in Sweden  
Supervisor: Prof. Dr. Emmerich Talos, Department of Government

08/1999 – 07/2000      **Erasmus/Socrates exchange student**  
University of Gothenburg, Sweden  
Department of Political Science

## **TEACHING EXPERIENCE**

### **Courses taught**

1. **International Policy Analysis**  
MA International Politics and Governance, Roskilde University, Department of Social Science and Business, 10 class hours, Spring 2023.
2. **EU Institutions and Governance**  
BA International Bachelor in the Social Sciences, University of Roskilde, Department of Social Science and Business, 10 class hours, spring terms 2021, 2022 and 2023, with Prof. Sevasti Chatzopoulou (2021) Prof. Angela Bourne and Prof. Kennet Lynggaard (2022).
3. **Basic Course Political Science**  
BA International Bachelor in the Social Sciences, University of Roskilde, Department of Social Science and Business, 16 class hours, autumn terms 2020, 2021 and 2022, with Prof. Gorm Rye Olsen and Prof. Kim Sass Mikkelsen
4. **International Civil Servants**  
MA International Public Administration and Politics, University of Roskilde, Department of Social Sciences and Business, 6 class hours, autumn term 2020, together with Prof. Kennet Lynggaard
5. **Comparative Public Policy Analysis in an Internationalized World**  
MA International Public Administration and Politics, University of Roskilde, Department of Social Sciences and Business, 24 class hours, spring terms 2020, 2021 and 2022, together with Prof. Sevasti Chatzopoulou
6. **Einführung in die Sozialpolitik Deutschlands [Introduction to Social Policy in Germany]**  
BA Seminar, University of Bielefeld, Germany, Faculty of Sociology, winter term 2019/2020, 30 class hours
7. **The Welfare Society in an International Perspective**  
Course in English at the University of Southern Denmark, M.Sc. in International Business, Language and Culture, Department of History, spring 2019, 36 class hours
8. **Sozialer Wandel in Europa [Social Change in Europe]**  
Course in German for undergraduate students at the University of Cologne, Chair of International Comparative Political Economy and Economic Sociology (Prof. Christine Trampusch), Spring 2014.
9. **Welfare States and Labour Markets in Comparative Perspective: Challenges, Policies, and Politics**  
Course for Master and PhD students taught in English at the University of Cologne, Chair of International Comparative Political Economy and Economic Sociology (Prof. Christine Trampusch), winter 2012/2013.
10. **Globalisation, Europeanisation & The Transformation of National Capitalisms in Western Europe**  
Course for Master and PhD students in English taught in English at the University of Cologne, Chair of International Comparative Political Economy and Economic Sociology (Prof. Christine Trampusch). Spring 2012.

11. **Das Politische System der BRD in Vergleichender Perspektive [The Political System of Germany in Comparative Perspective]**

Under-graduate course in German taught at the University of Cologne, Chair of Comparative Politics (Prof. André Kaiser). Spring 2011.

**Guest lectures**

Guest lecture on political responses to corporate tax avoidance, course: Globalization, Organization, and the State, by Prof. Peter Starke, University of Southern Denmark, 28 September 2018

Guest lecture on the impact of demographic change on labor markets in the course The Politics of Labour Market Change, 15<sup>th</sup> May 2018, University of Southern Denmark, course by Prof. Peter Starke

Guest lecture on welfare state retrenchment in the course The Welfare Society in International Perspective, 12<sup>th</sup> March 2018, University of Southern Denmark, course by Prof. Klaus Petersen

Guest lecture on corporate tax avoidance in the course Globalization, Organizations, and the State, 7<sup>th</sup> November 2017, University of Southern Denmark, course by Prof. Peter Starke

Guest lecture on welfare state retrenchment in the course The Welfare Society in International Perspective, 6<sup>th</sup> April 2017, University of Southern Denmark, course by Prof. Romana Careja

Guest lecture on tax competition in the course Comparative Welfare State Politics, 5<sup>th</sup> December 2016, University of Southern Denmark, course by Prof. Peter Starke

Guest lecture on youth unemployment in Europe in the course 'Sociologia d'Europa', University of Florence, Italy, 29<sup>th</sup> May 2008, course by Prof. Laura Leonardi.

**TEACHING SKILLS TRAINING**

**Aligning Expectations in Project Supervision**

Workshop by Eva Bendix Petersen  
Roskilde University  
September 2021, 3 hours

**Making group-work work: How can supervisors support problem-oriented project-based collaborative learning?**

Workshop by Eva Bendix Petersen  
Roskilde University  
November 12<sup>th</sup>, 2020, 5 hours

**Working with international students in problem-oriented project groups**

Workshop by Simon Warren  
Roskilde University  
October 9<sup>th</sup>, 2020, 4 hours

**Digital tools for group supervision**

Workshop by Thomas Køjer Jakobsen  
Roskilde University  
February 24<sup>th</sup>, 2020, 4 hours

**Active lectures using digital tools**

Workshop by Thomas Køjer Jakobsen  
Roskilde University  
30 January 2020, 3 hours



**Introduction to project supervision**

Workshop by Eva Bendix Petersen and Simon Warren  
Roskilde University  
January 6th, 2020, 3 hours

**Introduction to RUC's pedagogical approach**

Workshop by Eva Bendix Petersen and Simon Warren  
Roskilde University  
January 6th, 2020, 3 hours

**Oral examinations in higher education in Denmark**

One-day workshop by Donne Hurford  
University of Southern Denmark  
12 June 2019, Odense  
½ ECTS

**Unlimited teaching and learning: Insights and resources on bias-aware teaching and learning**

One-day workshop by Donna Hurford  
University of Southern Denmark  
20 February 2019, Odense  
½ ECTS

**Engage your students with discussion forums, blogs and wikis**

One-day workshop by Pernille Stenkil Hansen  
University of Southern Denmark  
30 January 2019, Odense  
½ ECTS

**Questioning – how it can support learning, teaching and assessment**

One-day workshop by Donna Hurford  
University of Southern Denmark  
2 March 2018, Odense

**Introduction to teaching at SDU**

One-day workshop by Cita Nørgård  
University of Southern Denmark  
29 January 2018, Odense

**Interactive lecturing**

One-day workshop by Prof. Rie Troelsen  
University of Southern Denmark  
22 January 2018, Odense

**Teaching and Learning**

Two-day training workshop about methods of learning and teaching ('Lehren und Lernen')  
University of Cologne, Germany  
9.-10. September 2014

**EUI Teaching Skills Certificate**

European University Institute, Florence  
September 2008

based on participation in a one-week workshop on teaching skills and submission of a course outline.

**METHODS TRAINING****ECPR Summer School in Methods and Techniques**

Central European University, Budapest, July 2018  
Course: Introduction to STATA, held by Prof. Andrew X. Li

### **Oslo Summer School in Comparative Social Science Studies**

University of Oslo, June 2006  
Course: 'Methodological Problems in Comparative Political Economy', held by Dr. Michael Shalev

### **Essex Summer School in Social Science Data Analysis and Collection**

University of Essex, Colchester, July 2005  
Course: 'Theory of Regression' held by Dr. Jeremy Myles

### **Essex Summer School in Social Science Data Analysis and Collection**

University of Essex, Colchester, July 2004  
Courses: 'Introduction to Time Series Analysis' held by Dr. Marco Ercolani and 'Introduction to Mathematics for Social Scientists' held by Dr. David Branson

## **PROFESSIONAL SKILLS TRAINING**

### **Krop og stemme i mundtlig formidling**

Roskilde University, March 2023  
Course leader: Dorte Koch (voice coach)

### **Manage the people in your projects**

University of Southern Denmark, January 2018, 3 ECTS  
Course leader: Christian Berg Larsen (module+ consulting)

### **Public speaking and presentation skills training**

University of Southern Denmark, November-December 2017  
Course leader: Mette Lund Franck (Voice coach)

### **Design and manage your projects: Project management for researchers**

University of Southern Denmark, March 2017, 3 ECTS  
Course leader: Christian Berg Larsen (module+ consulting)

### **Writing research grant proposals**

University of Southern Denmark, February 2017, 2 ECTS  
Course leader: Olaf Svenningsen and Susanne Kjelstrup (both SDU)

## **RESEARCH ASSISTANCE**

Assistance to Prof. Sven **Steinmo** (European University Institute) for a book project on the evolution of modern states, 01 – 05/2009

Assistance to Prof. Cathie Jo **Martin** (Boston University) for a book project on the political construction of business interests, 11-12/2007

## **LANGUAGES**

German	mother tongue (C2)
English	fluent (C1, TOEFL CBT: 280 of 300 points)
Danish	intermediate knowledge (B2, certificate: Prøve i Dansk 3, grade:12)
Swedish	basic knowledge (A2)
Italian	basic knowledge (A2)
French	basic knowledge (A2)
Hungarian	basic knowledge (A2)

Codes based on self-assessment in line with the Common European Framework for the Assessment of Languages (CEFR).

## SOFTWARE SKILLS

EndNote, SPSS, STATA, WordPress, SiteCore, MS Office, HTML Editing

## MEDIA PRESENCE AND SOCIETAL OUTREACH (SELECTION)

1. *Der Eisenbahnerstreik in Österreich*, radio interview, FM4 (Austrian Broadcasting Corporation), November 28<sup>th</sup>, 2022.
2. *Business Interests in European Politics and Society*, Co-editing of a special feature of EuropeNow, the blog of the Council for European Studies, issue no. 49 (Nov 2022), together with Daniel Kinderman and Dennie Oude Nijhuis. Available at <https://www.europenowjournal.org/2022/11/02/businessinpoliticsandsociety>
3. *Sozialpartnerschaft als Modell für die Zukunft?* Presentation on social partnership in Austria to policy practitioners at the Vienna Chamber of Labor (AK Wien), September 7<sup>th</sup>, 2022.
4. *Denmark: The Entrepreneurial State*, podcast for the series Global Bridges: Changing Flows of People and Trade, hosted by Prof. Beverly Barrett (Houston). February 21<sup>st</sup>, 2022.
5. Video abstract *Sozialpartnerschaft und Wirtschaftskammer in Österreich*, March 2021, available at <https://www.youtube.com/watch?v=WBCU6zt6gYY>.
6. *Steuervermeidung durch multinationale Konzerne*. Politik aktuell no. 3/2019. Policy brief for the Karl Renner Institute, Vienna, on policy measures against corporate tax avoidance, August 2019, available at [renner-institut.at](http://renner-institut.at)
7. *How Can the EU Contribute to Better Transnational Economic Governance?* Policy paper for the Foundation of European Progressive Studies (FEPS), Brussels, together with Stephen Minas and Silvia Fontana, available on [feps-europe.eu](http://feps-europe.eu), July 2019.
8. Video abstract about my research project on corporate tax avoidance, available on my website and on Youtube (May 2018): <https://youtu.be/0xJlOXec3ik>
9. Presentation on political responses to corporate tax avoidance at the Wiener Bildungsakademie, an adult education programme, Vienna, February 26<sup>th</sup>, 2019.
10. *Employers' organizations in changing economies and societies*. Lecture at a training workshop for executives of employers' associations organized by the International Training Center of the International Labour Organization (ITC-ILO). Title of the event: Employers' Young Professionals Academy, Haus der Industrie, Vienna, February 2<sup>nd</sup>, 2017.

## CONFERENCE AND WORKSHOP ORGANISATION

- Member of the programme committee for the 29<sup>th</sup> International Conference of Europeanists, June 27-29, 2023, Reykjavik, Council for European Studies
- Member of the programme committee for the 27<sup>th</sup> International Conference of Europeanists, June 21-25, 2021, Council for European Studies
- As a member of the board of the Danish Chapter of the Marie Curie Alumni Association, I co-organized two workshops for members, one on the European Union's forthcoming Horizon Europe funding programme (February 2019, Copenhagen) and one on grant application writing (August 2019, Copenhagen).
- I co-organized the 3<sup>rd</sup> Doctoral Workshop of the German Section of the *European Network of Social Policy Analysis*. Title of the workshop: *Privatization and Marketization of Social Services and Social Programs*, held at the Max Planck Institute for the Study of Societies, Cologne, Germany, November 14-15, 2013.  
Website of the workshop: [http://www.mpifg.de/projects/espanet/index\\_en.asp](http://www.mpifg.de/projects/espanet/index_en.asp)
- I co-organized the 'Powi04 graduate conference' of the *Austrian Political Science Association*, May 2004, Vienna

## RESEARCH MANAGEMENT

- I co-chair the research network 'Business and Society' at the Council for European Studies, together with Prof. Dennie Oude Nijhuis and Daniel Kinderman.
- I participated in two training workshops on research project management at the University of Southern Denmark, 2017-2018 (see section professional skills training).
- I co-ordinated the weekly research seminar series 'Seminars in Politics and Society' at the Collegio Carlo Alberto in Turin, October 2015-September 2016.
- I chaired the Library Committee at the Max Planck Institute for the Study of Societies, Cologne, Germany, 01/2011 – 09/2014
- I was a member of the Occupational Health Committee at the Max Planck Institute for the Study of Societies, Cologne, Germany, 01/2013 – 09/2014
- I was a member of the Intranet Committee at the Max Planck Institute for the Study of Societies, Cologne, Germany, 01/2013 – 09/2014

## **VOLUNTEERING**

- Danish Chapter of the Marie Curie Alumni Association, member of the executive board, responsible for co-organizing meetings and for editing the electronic chapter newsletter, since 10/2017.
- Young Academics Network of the Foundation of European Progressive Studies, member of the working group on transnational governance, responsible for co-ordinating the work of the group and co-authoring policy papers, since 08/2017
- Chat in Danish Odense (a group of Danes and non-Danes that meets weekly to practice speaking Danish together), active member, since 05/2017

## **PEER REVIEWING FOR JOURNALS**

Archives Europeenes de Sociologie  
 British Journal of Industrial Relations  
 British Journal of Political Science  
 Business History  
 Comparative Political Studies  
 Contemporary Politics  
 Economic and Industrial Democracy  
 European Journal of Industrial Relations  
 European Journal for Law and Economics  
 European Policy Analysis  
 German Politics  
 Governance  
 Human Resource Management Journal  
 ILR Review  
 Industrielle Beziehungen  
 Journal of European Public Policy  
 Journal of European Social Policy  
 Journal of Policy History  
 Journal of Politics  
 Journal of Social Policy  
 MPIfG Discussion Papers  
 Social Policy and Society  
 Socio-Economic Review  
 Zeitschrift für Sozialreform  
 Zeitschrift für Politikwissenschaft  
 World Politics

## **CONFERENCE PRESENTATIONS AND INVITED TALKS (Selection)**

1. What type of social policies does business want? Examining German Employer Associations' Positions towards Labor-Protective and Labor-Activating Social Policies, paper presentation at the Annual Meeting of the National Network for Welfare Studies Denmark (VELNET), University of Southern Denmark, Odense, April 20<sup>th</sup>, 2022 (with Benedikt Bender).
2. Unions Divided: Labor Union Attitudes towards the European Unions' Adequate Minimum Wage Directive, invited talk at the *max ope* online research seminar, Max Planck Institute for the Study of Societies, February 22<sup>nd</sup>, 2023 (with Eriks Ozols and Stefan Ivanov Hristov)
3. Labor Divided: Trade Union Attitudes towards the EU's Adequate Minimum Wage Directive. Invited Talk at the ReNEW/Small States Work in Progress Seminar at Copenhagen Business School, November 22<sup>nd</sup>, 2022 (with Eriks Ozols and Stefan Ivanov Hristov).
4. United or divided? Examining Employer Positions towards Labor-Protective and Labor-Activating Social Policies in Germany from 2002 to 2017, paper presentation at the Annual Meeting of the Danish Political Science Association (Dansk Selskab for Statskundskab), Nyborg, October 27<sup>th</sup>, 2022 (with Benedikt Bender).
5. Inheritance tax reform in international comparison, with Michael Baggesen Klitgaard, Council for European Studies, Lisbon, June 30<sup>th</sup>, 2022.
6. Social Policy Research in Times of Crisis, with Bent Greve, paper presented at the Annual Meeting of the National Network for Welfare Studies Denmark (VELNET), August 23<sup>rd</sup>, 2021.
7. Enhancing Labor Supply or Facilitating Labor Shedding? German Employers' Perceptions of Work Incentives, 27<sup>th</sup> International Conference of Europeanists, online, June 21<sup>st</sup>, 2021
8. Employer attitudes toward the statutory extension of multi-employer bargaining coverage in Germany and the Netherlands: Creating a wage cartel or ensuring a level playing field? Invited talk at Tel Aviv University, Department of Labor Studies, online, December 23<sup>rd</sup>, 2020
9. 'State Support for Multi-Employer Collective Bargaining: Why Do Some Countries Use Statutory Coverage Extensions More Frequently than Others?' Presentation at the Mannheim Center for European Social Research, University of Mannheim, online, 17<sup>th</sup> November 2020
10. 'How do Expectations of Negative Work Incentives Influence Employers' Views of Social Policy Reforms?' Workshop Business Influence on Policy Formation in Historical Research, University of Helsinki, Finland, 16-17 January 2020
11. 'How Governments Respond to the Rising Power of Business: Corporate and Inheritance Tax Reforms in Austria and Sweden.' Paper co-authored with Michael Klitgaard Baggesen, presented at the Annual Meeting of the Danish Political Science Association, Vejle, 1st November 2018.
12. 'Inheritance tax and Corporate Tax Reform in Austria and Sweden' co-authored with Michael Klitgaard Baggesen, presented at the workshop *Redistributive Politics: Comparative and Experimental Perspectives* at Copenhagen Business School, 30th April 2018, Copenhagen
13. 'Business Interests and the Development of the German Welfare State' Paper presented at the European Social Science History Conference 2018, Belfast, 7<sup>th</sup> April 2018.
14. 'Small States in World Markets without Inheritance Tax' Paper presented at the 25<sup>th</sup> *International Conference of Europeanists*, Chicago, co-authored with Michael Baggesen Klitgaard, 29<sup>th</sup> March 2018.
15. 'Why are Wealth-Related Taxes so Low in Austria?' Paper presented at the *XVIII Nordic Political Science Congress*, Odense, August 8-11, 2017
16. 'How Do Business Interest Groups Deal with Political Constraints? a Case Study of Germany' Paper presented at the 24<sup>th</sup> *International Conference of Europeanists*, Glasgow, July 12<sup>th</sup>-14<sup>th</sup>, 2017
17. 'Adaptation and Influence: The Schumpeterian Perspective on Business-Politics Relations' Paper presented at the Annual Conference of the *Society for the Advancement of Socio-Economics*, Lyon, June 30<sup>th</sup>, 2017.
18. 'Business and the German Welfare State', paper presented at the workshop *Business Interests and the Modern Welfare State*, University of Zurich, May 5th/6th, 2017
19. 'Business Interests and the Politics of Social Inequality', Paper presented at the *Forschungskonferenz Sozialpolitik*, ESPANET Austria Annual Conference, Vienna University of Economics and Business, Vienna, April 20th/21st, 2017
20. 'Schumpeterian Perspectives on Business and Politics', Interdisciplinary Workshop in Economic History, University of Southern Denmark, Odense, January 30<sup>th</sup>, 2017
21. 'Business and Politics: A Relationship of Dominance or of Adaptation? Seminars in Politics and Society, Collegio Carlo Alberto, Turin, March 31<sup>st</sup>, 2016

22. 'The Politics of Containment: How Business Interests Shaped the German Welfare State' Public Lecture at the Central European University, Institute for Advanced Study, January 28, 2015
23. 'Business Interests and the Welfare State: Bringing Power Back in' Presentation at the Central European University, Political Economy Research Group, Budapest, October 21, 2014
24. 'Business and the Welfare State: A Benign or Adversarial Relationship' Invited Talk, University of Southampton, UK, September 3, 2014.
25. 'Business Support for the Welfare State: What Does the Historical Evidence Show?' Annual Congress 2014 of the European Business History Association, Utrecht, Netherlands, August 21, 2014.
26. 'Business Power and the Welfare State: An Adversarial or Benign Relationship?' Invited Talk, King's College London, Department of Political Economy, July 30, 2014.
27. 'Business Power and Democracy: An Adversarial or Benign Relationship?' Invited Talk, University of Edinburgh, March 24, 2010.
28. 'Do Business Interests Sustain the Welfare State? The Case of Austria' Invited talk at the European Center for Social Welfare Policy and Research, Vienna, Austria. March 20, 2014.
29. 'Business and the Welfare State: Bringing Power Back In' Paper presented at the 2014 Annual Meeting of the Business History Conference, Frankfurt am Main, Germany. March 14, 2014.
30. 'Business Interests and the Adoption of Unemployment Insurance in the Weimar Republic' 11<sup>th</sup> annual conference of the European Network for Social Policy Analysis (ESPANet), Poznan University of Economics. Poznan, Poland, September 6, 2013.
31. 'Why Did Austrian Business Oppose Welfare Cuts? How Organizational Structures Shape the Attitudes of Economic Interest Groups towards Social Policy Retrenchment' 20th International Conference of Europeanists, organised by the Council for European Studies, Amsterdam, Netherlands, June 26, 2013.
32. 'Economic Interests and Political Constraints: Employers and Social Policy.' Postdoc Conference 'The Future of Welfare State Studies' University of Umeå, Department of Sociology, Umeå, Sweden, May 17, 2013.
33. 'Business and Welfare State Development: Why Did Employers Accept Social Reforms?' Conference 'Cross-disciplinary Perspectives at Welfare State Development' organised by the NordWel network, University of Southern Denmark, Odense, Denmark, June 15, 2012.
34. 'Why did German Employers Accept Social Reforms?' 19th International Conference of Europeanists, organised by the Council for European Studies, Panel 'The Origins of Educational and Social Policies', Boston, US, March 23, 2012.
35. 'Will die Wirtschaft Sozialpolitik? Die Rolle der Arbeitgeber in der Entstehung des deutschen Sozialstaats' [Does Business want Social Policy? The Role of Employers in the Development of the German Welfare State] Invited Talk at the University of Bamberg, Graduate College 'Markets and Social Systems in Europe', Bamberg, Germany, 19 July 2011.
36. 'Do German Employers Support Board-level Codetermination?' Annual conference of the Society for the Advancement of Socio-Economics (SASE), Madrid, June 24, 2011.
37. 'The Politics of Containment: The Role of Employers in the Development of the German Welfare State' 18<sup>th</sup> Conference of Europeanists, organised by the Council for European Studies, Barcelona, Spain, June 21, 2011.
38. 'Economic Interests or Political Constraints: Why Did German Employers Accept Social Reforms?' Annual Conference of the International Association for the Study of German Politics (IASGP), London, 17 May 2011.
39. 'Protagonists or Opponents of Social Protection? Employers and Institutional Change in the German Political Economy' Presentation at the 'Workshop on Institutional Change' organised by the Equalsoc/Traleg research network, held at the University of Mannheim/Mannheim Centre for European Social Research, 25-27 November 2010.
40. 'Reformmotoren oder Bremsen? – Arbeitgeberinteressen und Reformen der sozialen Sicherung', Annual conference of the Comparative Politics Section of the German Political Science Association (DVPW), University of Duisburg-Essen, Duisburg, September 22, 2010.
41. 'Eigeninteressen oder politische Zwänge? Warum deutsche Arbeitgeber sozialpolitische Reformen akzeptierten,' Annual Conference of the Political Economy Section of the German Political Science Association (DVPW), ETH Zurich, Switzerland, September 11, 2010.
42. 'Die Sozialpolitik der Arbeitgeberverbände', Conference on 'Associations and Social Policy' organised by the German Political Science Association (DVPW), University of Kassel, Germany, June 25, 2010.

43. 'Does Business Want Social Policy?' Max Planck Institute for the Study of Societies, Cologne, Research Seminar, 2 June 2010.
44. 'The Politics of Containment' Invited Talk, Anglo-German 'State of the State' Programme, University of Bremen. 8 May 2010.
45. 'Business and Coordinated Capitalism: Defenders or Challengers of the German Model?' 17th Conference of Europeanists, organised by the Council for European Studies (CES), Montreal, Canada, April 17, 2010.
46. 'German Business and the Welfare State' Invited Talk, University of Salzburg, Department of Political Science, Austria. January 11, 2010.
47. 'Employers and Social Compromise: Defenders or Challengers of the German Model?' Annual Conference of the Society for the Advancement of Socio-Economics, Paris, July 18, 2009.

#### **OTHER PROFESSIONAL ACTIVITIES**

- Indexing work for the EUI library, 04-08/2009
- Research software assistance for the EUI Computing Service, 2005-2009  
And assisted users of the reference software package EndNote
- Active member of the Social Policy Working Group at the European University Institute, 2005-2009

#### **MEMBERSHIPS IN PROFESSIONAL ASSOCIATIONS**

Society for the Advancement of Socio-Economics (SASE)

International Sociological Association (ISA)

Council for European Studies (CES)

Deutsche Vereinigung für Politikwissenschaft/German Political Science Association (DVPW)

Österreichische Gesellschaft für Politikwissenschaft/Austrian Political Science Association (ÖGPW)

International Association for the Study of German Politics (IASGP)

International Labour and Employment Relations Associations (ILERA)

German Industrial Relations Association (GIRA)

Marie Curie Alumni Association (MCAA), Danish Chapter

National Network for Welfare Studies Denmark (VELNET)

#### **IDs**

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