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UNIVERSITÀ DEGLI STUDI DI
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Seminar organized by Ph.D Programme in Labour, Development and Innovation UNIMORE –
Marco Biagi Foundation

Why do employees cooperate with their employers?

Wednesday 15 March 2023, 14.00 – 16.00

Marco Biagi Foundation • L.go Marco Biagi 10, Modena

Introduction

Iacopo Senatori

Economics Department Marco Biagi, University of Modena and Reggio Emilia

Speakers

John Geary

University College Dublin, Ireland

Andrea Signoretti

University of Trento

Abstract

Why do employees cooperate with their employers? The answer seems obvious – they are contractually obliged to, and, in doing so, employees ensure they attain an income and retain their employment security. Employers, too, need employees' consent if they are to gain their active cooperation in the pursuit of organisational goals. It seems, then, that there is a mutual incentive for both employees and employers to cooperate with one another.

Despite this, we know that some employers are far better than others at attaining employees' consent. We know, too, that that levels of cooperation vary across different sectors of the economy, across regions and across countries. Drawing on the theoretical framework provided by Bélanger and Edwards (2007), we examine the conditions that explain workplace cooperation in small medium-sized firms in Northern Italy.

The seminar is open and the participation is free.

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