

CV

Name: Niklas Egels Zandén

Date of Birth: 1978-01-01

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Marital status: Married with Johanna, daughter Hilda (born 2010), daughter Ellen (born 2013) and son Alve (born 2017)

Languages: Swedish (mother tongue), English (fluent), French (satisfactory)

Academic education and degrees

- 2017 Professor in Business Administration (Management & Organisation), *School of Business, Economics and Law, University of Gothenburg*
- 2015 Biträdande Professor in Textile Management, *University of Borås*.
- 2012 Associate Professor in Business Administration, *School of Business, Economics and Law, University of Gothenburg*
- 2010 Ph.D. in Business Administration, *School of Business, Economics and Law, University of Gothenburg*
- 2004 M.Sc. with major in management, *Stockholm School of Economics*
- 2002 MBA-concentration in Sustainable Enterprise, *Kenan-Flagler Business School (University of North Carolina)*
- 1998-1999 *University of Gothenburg*
- Moral philosophy: 52,5 credits
 - Psychology: 30 credits

Professional experience

- 2020 - *School of Business, Economics and Law, University of Gothenburg*: Head of Section Management & Organisation
- 2017 - *School of Business, Economics and Law, University of Gothenburg*: Professor at Department of Business Administration
- 2015 - *School of Business, Economics and Law, University of Gothenburg*: Director Centre for Business in Society

- 2019 *Sorbonne Business School*, Visiting Professor.
- 2011 - 2016 *School of Business, Economics and Law, University of Gothenburg*: Lecturer (universitetslektor) at Department of Business Administration
- 2015 *University of Borås*. Biträdande Professor
- A one year 20% position: Supporting the development of a higher quality research projects, research applications and publications.
- 2004 - 2010 *School of Business, Economics and Law, University of Gothenburg*: PhD student at Department of Business Administration
- PhD thesis: Managing responsibilities: The formation of a Swedish MNC's firm-society policies and practices
- 2003-2004 *Chalmers University of Technology (Sustainable Business Studies)*: Research assistant
- Involved in a project with assistant professor Olof Zaring aimed at understanding what factors that drive a firm's ethical performance.
- 2002 - 2004 *The Foundation Academy for Ethics at Work*: Research assistant
- Involved in a project with associate professor Tomas Brytting. The project was aimed at charting and analyzing all research within the area of business ethics in Sweden between 1995 and 2001.
- 2000 - 2003 *Volvo Group Sweden*: Project Manager
- Developed and marketed the Volvo Group's new and unique sustainable business strategy model (the health index) concerning employee health.
 - The project's positive results led to that approx. 15,000 Volvo employees used the health-index, that the Volvo Group CEO decided to use the health-index as a Group standard in Sweden and that Volvo decided to purchase the rights to the health-index from my consultancy.
- 2002 - 2003 *Stockholm School of Economics (Management and Organization)*: Research assistant
- Research assistant to associate professor Filip Wijkström in projects aimed at describing the Swedish civil society sector and the interaction between firms and civil society organizations.
- 2002 - 2003 *RespectEurope*: Associated management consultant
- Associated consultant in projects concerning international sustainability issues for Swedish multinational corporations.

Other assignments

- 2015 - 2020 Associate Editor *Business Ethics: A European Review*
- 2012 - Supervision of eight PhD students (at University of Gothenburg, Chalmers University of Technology, Stockholm School of Economics and KTH Royal Institute of Technology).
- 2013 – 2016 Member of *KRAV*'s academic board.
- 2014 – 2017 Board member of *CSR Västsverige*
- 2013 – 2015 Chairman of the board of *Inclusive Business Sweden*

Publications

Books

1. Egels-Zandén, N. (2010) *Managing responsibilities. The formation of Swedish MNC's firm-society policies and practices*. Göteborg: Bokförlaget BAS. Doctoral thesis.
2. Brytting, T. & N. Egels (2004) *Svensk företagsetisk forskning 1995-2001*. Göteborg: BAS.

Scientific articles

1. Oka, C., N. Egels-Zandén and R. Alexander (2020) "The Accord and Beyond: Approaches of Buyer Engagement Aimed at Improving Labour Conditions in Global Supply Chains", *Development & Change* 51(5), 1306-1330.
2. Fontana, E. and N. Egels-Zandén (2019) "Non Sibi, Sed Omnibus: Influence of Supplier Collective Behaviour on Corporate Social Responsibility in the Bangladeshi Apparel Supply Chain", *Journal of Business Ethics* 159(4), 1047-1064.
3. Egels-Zandén, N. (2017) "The Role of SMEs in Global Production Networks: A Swedish SME's Payment of Living Wages at its Indian Supplier", *Business & Society* 56(1), 92-129.
4. Egels-Zandén, N. (2017) "Responsibility Boundaries in Global Value Chains: Supplier Audit Prioritizations and Moral Disengagement among Swedish Firms", *Journal of Business Ethics* 146(3), 515-528.
5. Zajak, S., Egels-Zandén, N. and N. Piper (2017) "Networks of Labour Activism: Collective Action across Asia and Beyond. An Introduction to the Debate", *Development & Change* 48(5), 899-921.
6. Hagberg, J., Jonsson, A. and N. Egels-Zandén (2017) "Retail digitalization: Implications for physical stores", *Journal of Retailing and Consumer Services* 39, 264-269.
7. Egels-Zandén, N. (2016) "Not Made in China: Integration of Social Sustainability into Strategy at Nudie Jeans Co", *Scandinavian Journal of Management*, 32(1), 45-51.
8. Bartley, T. and N. Egels-Zandén (2016) "Beyond Decoupling: Unions and the Leveraging of Corporate Social Responsibility in Indonesia", *Socio-Economic Review* 14(2), 231-255.
9. Egels-Zandén, N. and N. Hansson (2016) "Supply chain transparency as a consumer or corporate tool: The case of Nudie Jeans Co", *Journal of Consumer Policy* 39(4), 377-395.
10. Bailey, M. and N. Egels-Zandén (2016) "Transparency for just seafood systems", *Solutions* 7(6), 66-73.
11. Hagberg, J., Sundström, M. and N. Egels-Zandén (2016) "The digitalization of retailing: an exploratory framework", *International Journal of Retail & Distribution Management* 44(7), 694-712.
12. Lindholm, H., Egels-Zandén, N. and C. Rudén (2016) "Do Code of Conduct audits improve chemical safety in garment factories: Lessons on Corporate Social Responsibility in the supply chain from Fair Wear Foundation", *International Journal of Occupational and Environmental Health* 22(4), 283-291.
13. Egels-Zandén, N. and H. Lindholm (2015) "Do Codes of Conduct Improve Worker Rights in Supply Chains? A Study of Fair Wear Foundation", *Journal of Cleaner Production*, 107, 31-40.
14. Egels-Zandén, N., Hulthén, K. and G. Wulff (2015) "Trade-offs in supply chain transparency: the case of Nudie Jeans Co", *Journal of Cleaner Production* 107, 95-104.

15. Bartley, T. and N. Egels-Zandén (2015) “Responsibility and Neglect in Global Production Networks: The Uneven Significance of Codes of Conduct in Indonesian Factories”, *Global Networks* 15, 21-44.
16. Egels-Zandén, N., Lindberg, K. and P. Hyllman (2015) “Multiple institutional logics in union–NGO relations: Private labour regulation in the Swedish Clean Clothes Campaign”, *Business Ethics: A European Review* 24(4), 347-360.
17. Egels-Zandén, N. and M. Rosén (2015) “Sustainable strategy formation at a Swedish industrial company: bridging the strategy-as-practice and sustainability gap”, *Journal of Cleaner Production* 96(1), 139-147.
18. Egels-Zandén, N. and J. Merk (2014) “Private Regulation and Trade Union Rights: Why Codes of Conduct Have Limited Impact on Trade Union Rights”, *Journal of Business Ethics* 123(3), 461-473.
19. Egels-Zandén, N. (2014) “Revisiting Supplier Compliance with MNC Codes of Conduct: Recoupling Policy and Practice at Chinese Toy Suppliers”, *Journal of Business Ethics* 119(1), 59-75.
20. Bergqvist, R. and Egels-Zandén, N. (2012) “Green port dues: The case of hinterland transport”, *Research in Transportation Business & Management* 5, 85-91.
21. Egels-Zandén, N. and P. Hyllman (2011) Differences in Organizing between Unions and NGOs: Conflict and Cooperation among Swedish Unions and NGOs, *Journal of Business Ethics* 101(2), 249-261.
22. Egels-Zandén, N. and J. Sandberg (2010) Distinctions in Descriptive and Instrumental Stakeholder Theory: A Challenge for Empirical Research, *Business Ethics: A European Review* 19(1) 35-49.
23. Egels-Zandén, N. (2009) Transnational Governance of Workers' Rights: Outlining a Research Agenda, *Journal of Business Ethics*, 87(2) 169-188.
24. Egels-Zandén, N. (2009) TNC Motives for Signing International Framework Agreements: A Continuous Bargaining Model of Stakeholder Pressure, *Journal of Business Ethics* 84(4), 529-547.
25. Egels-Zandén, N. and M. Kallifatides (2009) The UN Global Compact and the Enlightenment tradition: A rural electrification project under the aegis of the UN Global Compact, *Corporate Social Responsibility and Environmental Management* 16(5) 264-277.
26. Ählström, J. and N. Egels-Zandén (2008) The Processes of Defining Corporate Responsibility: A Study of Swedish Garment Retailers' Responsibility, *Business Strategy and the Environment* 17(4), 230-244.
27. Egels-Zandén, N. (2008) Shifting Locus of Influence in the Labor Union Movement: Negotiations in International Framework Agreements, *Journal of Current Issues in Globalization*, 1(3-4). Reprinted in A. R. Timpere (ed.) (2008) *Corporate Social Responsibility*. Nova Publishers; 85-109.
28. Egels-Zandén, N. and U. Ågerup (2008) Misery as Corporate Mission: User Imagery at the Nightclub The Spy Bar, *Journal of Current Issues in Finance, Business, and Economics*, 2(1). Reprinted in L.A. Parrish (ed.) (2007) *Business Ethics in Focus*. Nova Publishers; 275-288, and M. W. Wilcox and T. O. Mohan (eds.) (2007) *Contemporary Issues in Business Ethics*. Nova Publishers; 163-176.
29. Egels-Zandén, N. (2007) Suppliers' Compliance with MNCs' Codes of Conduct: Behind the Scenes at Chinese Toy Suppliers, *Journal of Business Ethics* 75(1), 45-62.

30. Egels-Zandén, N. (2007) Politics Is Not the Business of Business: Corporate Social Responsibility in Leading Firms in China, *Democracy & Society* 5(1).
31. Egels-Zandén, N. and P. Hyllman (2007) Evaluating Strategies for Negotiating Workers' Rights in Transnational Corporations: The Effects of Codes of Conduct and Global Agreements on Workplace Democracy, *Journal of Business Ethics* 76(2), 207-223.
32. Egels-Zandén N. and E. Wahlqvist (2007) Post-Partnership Strategies for Defining Corporate Responsibility: The Business Social Compliance Initiative, *Journal of Business Ethics* 70(2), 175-189.
33. Egels-Zandén, N. and P. Hyllman (2006) Exploring the Effects of Union-NGO Relationships on Corporate Responsibility: The Case of the Swedish Clean Clothes Campaign, *Journal of Business Ethics* 64(3): 303-316.
34. Egels, N. (2005) CSR in Electrification of Rural Africa, *Journal of Corporate Citizenship*, 18, 75-85.

Book chapters

1. Egels-Zandén, N. (2013) From Global Consumer Power to Local Worker Power. In M. Reuter, F. Wijkström and B.K. Uggla (Eds.) *Trust and Organization: Confidence Across Borders*, Palgrave Macmillan (in press).
2. Egels-Zandén, N. (2013) Learning to Improve or Deceive? Chinese Suppliers' Responses to MNCs' Codes of Conduct. In A. Lindgreen, S. Sen, F. Maon and J. Vanhamme (Eds.) *Sustainable Value Chain Management: Analyzing, Designing, Implementing, and Monitoring for Social and Environmental Responsibility*, Gower Publishing; 309-328.
3. Kallifatides, M. and N. Egels-Zandén (2013) CSR as Practice: Opposing Principles a Practical Dilemma. In M. Jutterström and P. Nordberg (Eds.) *CSR as a Management Idea: Organizing Business Responsibility*, Edward Elgar; 141-161.
4. Egels-Zandén, N. (2012) Från global konsumentmakt till lokal arbetstagarakt. In B.K. Uggla, M. Reuter and F. Wijkström (Eds.) *Vem i hela världen kan man lita på?* Studentlitteratur; 73-101.
5. Egels-Zandén, N. (2012) Från global självreglering till lokal lagstiftning: Arbetares rättigheter i globala leverantörskedjor. In I. Lindberg and A. Neergaard (Eds.) *Bortom horisonten - fackens vägval i globaliseringens tid*, Premiss förlag; 285-312.
6. Egels-Zandén, N. (2011) The Swedish Clean Clothes Campaign. In T. Hale and D. Held (Eds.) *Handbook of Innovations in Transnational Governance*, Polity Press; 259-265.
7. Egels-Zandén, N. and P. Hyllman (2011) Competing Models in Transnational Industrial Relations: Local Bargaining and Global Rules in the Swedish Clean Clothes Campaign. In F. Wijkström and A. Zimmer (Eds.) *Nordic Civil Society at a Cross-Roads*, Baden-Baden: Nomos; 281-299.
8. Kallifatides, M. och N. Egels-Zandén (2011) CSR som praktik: Motstridiga principer, ett praktiskt dilemma. I M. Jutterström och P. Norberg (Red.) *Företagsansvar: CSR som managementidé*, Lund: Studentlitteratur; 147-166.
9. Egels-Zandén, N. and M. Kallifatides (2010) Multiparadigm Inquiry into Corporate Responsibility: An ABB Corporate Aid Project under the Global Compact Banner. In P. Dobers (Ed.) *Corporate Social Responsibility: Challenges and Practices*, Santérus Academic Press Sweden; 163-196.

10. Egels-Zandén, N. (2007) Yunus Janusansikte: En kritisk granskning av försäljning till världens fattiga. I I-L Söderberg (Red.) *Mikrofinans: Ger fler småskaliga initiativ ökat globalt välstånd?* Stockholm: SparbanksAkademien; 82-89.
11. Egels-Zandén, N. (2007) Relevance Lost in Corporate Responsibility Research: Getting Behind the Smokescreens through Academia-NGO Collaboration. In L.A. Parrish (ed.) (2007) *Business Ethics in Focus*. Nova Publishers; 227-245.
12. Egels-Zandén, N. (2006) Förtroendefulla kläder: Omdefinitionen av svenska klädföretags leverantörsansvar (1995-2005). In I-L Johansson, R. Solli and S. Jönsson (Red.) *Värdet av Förtroende*. Lund: Studentlitteratur; 221-244.
13. Egels-Zandén, N. and M. Kallifatides (2006) The Corporate Social Performance Dilemma: Organising for Goal Duality in Low-Income African Markets. In W. Visser, M. McIntosh and C. Middleton (Eds.) *Corporate Citizenship in Africa: Lessons from the Past, Paths to the Future*. Sheffield: Greenleaf Publishing; 82-92.