



UNIVERSITY OF GOTHENBURG
SCHOOL OF BUSINESS, ECONOMICS AND LAW

Curriculum Vitae Ola Bergström

Department of Business Administration
Management and Organisation
+46 31 786 1544
ola.bergstrom@handels.gu.se

Academic degrees

1998 Ph.D., Business Administration, University of Gothenburg
1991 Bachelor, Business Administration, University of Gothenburg

Positions within academia:

2020 - 2024 Director of Post Graduate Studies, PhD program, 2009-2010, Business Administration, School of Business, Economics and Law
2020 - 2024 Vice-Dean with responsibility for Education, School of Business, Economics and Law, Gothenburg University
2018 - 2020 Member of Faculty Board, School of Business, Economics and Law, Gothenburg University
2012 - 2020 Head of Section, Management and Organisation, 2012-2016, Business Administration, School of Business, Economics and Law
2007 - 2009 Guest, Guest Professor, Institute D'Administration Des Entreprises, Université Paris 1, Pantheon-Sorbonne, Paris, France

Main research fields:

Strategy, Strategic Human Resource Management, Change Management, International Human Resource Management, European Labour markets

Main teaching fields:

Strategy, Human Resource Management, Change Management, Organization studies, Research Methods

Academic experience

Head of research project:

2018 - 2019	Digitalization, Restructuring and Social Dialogue
2016 - 2017	LAS: reformering av anställningsskyddet
2015 - 2017	Establishment of Young and foreign born in the retail sector
2013 - 2015	MOLIERE: Monitoring Learning and Innovation in European Restructuring
2012 - 2014	Restructuring in Retail
2010 - 2014	Competence and Restructuring
2010 - 2014	The Financial Crisis and the internationalization of restructuring
2009 - 2010	Tracing Sustainable Supply Chains
2007 - 2010	Social responsibility in Practice

International research projects:

- 2018 - 2019 DIRESOC: Digitalization, Restructuring and Social Dialogue, Gernot Mühge, Helix, Germany Frederic Naedenoen, Lentic, Belgium. Vassil Kirov - ISSK - BAS, Bulgaria Fernando Rocha Sanchez - Fundacion 1º de Mayo, Spain Salvo Leonardi, IRES, Italy Raquel Rego, Instituto de Ciências Sociais da Universidade de Lisboa, Portugal. Christophe TEISSIER, ASTREES, France.
- 2013 - 2015 MOLIERE: Monitoring LEarning and Innovation in European Restructuring, Belgium, Bulgaria, Czech Republic, Germany, France, Netherlands, Portugal, Slovenia, Spain, United Kingdom Partner # Country Partner Abbreviation Team Member 1 Belgium Laboratoire d'Etudes sur les Nouvelles Technologies l'Innovation et le Changement LENTIC Frédéric NAEDENOEN 2 Bulgaria Fondatzia 'Institut za finansovi prouchvania i inovazii' IFPI Vassil Kirov 3 Czech Republic RPIC – ViP s.r.o RPIC – ViP Zdeněk KARASEK 4 France Association Travail Emploi Europe Société ASTREES Claude Emmanuel Triomphe 5 Germany Institut für Arbeitsforschung & Transfert e.V IAT Johannes KIRSCH Gernot MUEGHE 6 Netherlands OPUS 8 OPUS 8 Wim SPRENGER 7 Portugal Instituto Ruben Rolo IRR Reinhard NAUMANN 8 Slovenia Clinical institute of Occupational, Traffic and Sports Medicine KIMDPS Metoda DODIC FIKFAK 9 Spain Gothenburg University UGOT Ricardo RODRIGUEZ 10 Sweden Gothenburg University UGOT Ola Bergström, Vedran Omanovic 11 United Kingdom Working Lives Research Institute, London Metropolitan Univeristy WLRI Steve Jefferys, Leroi Henry
- 2009 - 2010 ARENAS 27 National seminars on restructuring, Coordinated by ITCILO, TURIN, participating researchers from all 27 European Member States. Ola Bergström was the author of the final report. Bergström, O., Broughton, A. & Triomphe, C.E. (2010) EU Synthesis Report, 27 National Seminars, Anticipating and Managing Restructuring, European Commission, Brussels.
- 2007 - 2007 Anticipating Restructuring in the European Defence Industries, Elisabeth Waelbroeck-Rocha, Vice President, BIPE, Paris Institute for Management of Innovation and Technology (Sweden) Mr. Frédéric Bruggeman, Syndex, Paris, France Mr. Jerzy Ganczewski, ZT Konsulting (Poland) Professor Keith Hartley, The Centre for Defence Economics, York University (UK), Dr Peter Wilke, Professor Dr. Herbert Wulf, Wilke, Maack & Partners - Wmp Consult (Germany)
- 2005 - 2006 MIRE, Monitoring Innovative Restructuring in Europe, Frederic Bruggeman, Syndex, Paris, France Claude Emmanuel Triomphe, Astrees, France Brigitte Rorive, Lentic, Universite Liege, Belgium Geraldine Schmidt, IAE, Sorbonne Phanteon, Universite 1, Paris, France Rachel Beaujolin-Bellet, Reims Management School, France Mathias Knuth, Institut für Arbeit und Technik, Germany Gernot Mühge, IAT, Germany Thomas Kieselbach, Universität Bremen, germany Steve Jefferys, London Metropolitan University, UK
- 1999 - 2003 NUEWO – New Understanding of European Work Organization, Professor John Purcell, Kate Purcell, University of Bath, UK Professor Jaap Paauwe, and Bas Koene, Erasmus University, Netherlands Professor Manuel Perez Perez, University of Seville, Spain Glasgow Kay M. California Polytechnic State University, USA and 15 more researchers from the above countries

Supervision of PhD students:

- 2012 - 2018 Jonas Fasth, School of Business, Economics and Law, Department of Business Administration (Head supervisor)
- 2013 - 2016 Christian Eliasson, School of Business, Economics and Law, Department of Business Administration (Head supervisor)

Opponent and/or examiner of PhD and licentiate theses:

2015	Susel Yudit Arzuaga Palomino, Manchester Business School (Opponent)
2012	Joacim Waara, School of Business, Economics and Law, Department of Economic History (Member of examining committee)
2010	Ulrich Brix, Copenhagen Business School, Denmark (Opponent)
2006	Helena Buhr, Uppsala University (Opponent)

Reviewer assignments:

Human Resource Management, International Journal of Human Resource Management, Organization Studies, International Journal of Human Resource Management, Human Relations

Academic assignments:

2015 - 2021	Organization Studies (Member of editorial board)
2020	Expert in the Government Public Investigation on Modernization of the Swedish labour law

Arranging conference, symposium, seminar or workshop:

2011	European Group of Organization studies, EGOS Colloquium, reframing organizations, Gothenburg, 2011-0705
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Pedagogical training:

2006	Scientific Supervision
1996	Högskolepedagogik

International academic experience:

2015 - 2015

Other experience

Experience outside of academia within field:

2015 - 2021	Member (one of four) serving as economic advisor and labour market analyst for social partners, Economic Council of Swedish Manufacturing Industry (Industrins ekonomiska råd)
2019 - 2020	Expert, Swedish government public investigation on the modernization of employment protection legislation
2000 - 2002	Research Manager, Göteborg & Co

Participation in public seminars:

- 2018 10 år med forskning om arbete och förändring i detaljhandeln, Center for retail 10 år, University of Gothenburg
- 2018 The future of restructuring in Sweden, Omställningsworkshop, University of Gothenburg
- 2018 Omställning och Konkurrenskraft, Industri under omvandlingstryck, Regional närvaro, klimatförändringar och globaliseringskritik, Industrins ekonomiska råd, Industriavtalet, Stockholm
- 2018 Global HRM and Transnational Restructuring in MNCs, Expert Meeting: Multilevel forms of social dialogue and HR policies in Multinational companies
- 2017 Översikt av forskningsfältet, Dig and Gig, University of Gothenburg
- 2017 Arbetsmarknad i förändring, Trygghetsfonden TSL Kick off, Stockholm
- 2017 Omställning i Europa, Strategidag Omställningsfondens styrelse, Stockholm
- 2017 Omställning i Europa, Ökad förmåga till förändring med omställningsorganisationerna, Almedalen
- 2017 The swedish Job security councils, Seminar with Danish LO, Copenhagen
- 2017 HR trends and Challenges, HR kick off, SKF, Gothenburg
- 2017 Industrins Kompetensförsörjning och hållbar konkurrenskraft, Inför 2018 års avalsrörelse, Industrins ekonomiska råd, Industriavtalet, Stockholm
- 2017 Organizational Design, Volvo Group, HR strategy, culture and talent management
- 2016 The swedish Job Security Councils, Back to work in Denmark, OECD, Copenhagen

Writing in journal for practitioners:

- 2011 - Management of Technology #1 January 2011, Effects of future financial crises, how should they be managed?
- 2008 - Management of Technology #4 November 2008, Challenges for the European Defence Industry
- 2005 - Management of Technology, # 1 March 2005, From Employment Security to Employment Risk

Professional training:

- 2007 UGL, Utveckling, Grupp, Ledarskap, (Development, Group, Leadership), Alpha Competence AB

Publications

Journal article (peer-reviewed)

Bergström, Ola (2019) Changing restructuring regimes in eleven European Countries during and after the financial crisis. *European journal of industrial relations*, 25:2, p. 95-111.

Styhre, Alexander, Bergström, Ola (2019) The benefit of market-based governance devices: Reflections on the issue of growing economic inequality as a corporate concern. *European Management Journal*, 37:4, p. 413-420.

Bergström, Ola (2018) Workforce reduction across borders: The role of legal frameworks. *Journal of Industrial Relations*, 60:2, p. 224-245.

Bergström, Ola, Arman, Rebecka (2016) Increasing commitment after downsizing: the role of involvement and voluntary redundancies. *Journal of Change Management*, 17:4.

Bergström, Ola, Styhre, Alexander, Thilander, Per (2014) Paradoxifying Organizational Change: Cynicism and Resistance in the Swedish Armed Forces. *Journal of Change Management*, 14:3, p. 384-404.

Bergström, Ola, Diedrich, Andreas (2011) Exercising social responsibility in downsizing: enrolling and mobilizing actors at a Swedish high-tech company. *Organization Studies*, 32:7, p. 897-919.

Bergström, Ola, Styhre, Alexander (2010) Irish Butchers Rather than Irish Meat: Trade Union Responses to Agency Work in Sweden. *Journal of Industrial Relations*, 52:4, p. 477-490.

Hasselbladh, Hans, Bergstrom, Ola, Karreman, Dan, Kärreman, Dan, Bergström, Ola (2009) Organizing disciplinary power in a knowledge organization. *Scandinavian Journal of Management*, 25:2, p. 178-190.

Bergström, Ola (2007) Translating socially responsible workforce reduction - a longitudinal study of workforce reduction in a Swedish company. *Scandinavian Journal of Management*, 23:4, p. 384-405.

Bergström, Ola, Knights, David (2006) Organizational discourse and subjective: Subjectification during processes of recruitment. *Human Relations*, 59:3, p. 351-377.

Bergström, Ola (2001) Externalization of Employees, Thinking about going somewhere else. *International Journal of Human Resource Management*, 12:3, p. 373-388.

Bergström, Ola, Dobers, Peter (2001) Organizing Sustainable Development. From Diffusion to Translation. *Sustainable Development*, 8:4, p. 167-179.

Book

Bergström, Ola, Håkansson, Kristina, Isidorsson, Tommy, Walter, Lars (2007) *Den nya arbetsmarknaden - Bemanningsbranschens etablering i Sverige*. Lund: Academia Adacta.

Book chapter

Bergström, Ola, Diedrich, Andreas (2008) Innovative Restructuring - Learning from experience. In *Restructuring work and employment in Europe*, Cheltenham : Edward Elgar.

Bergström, Ola, Diedrich, Andreas (2008) The Swedish model of Restructuring. In *Restructuring work and employment in Europe*, Cheltenham : Edward Elgar.

Bergström, Ola, Garsten, Christina (2007) Det nya arbetets tid och rum. In *Organisation : Teorier om ordning och oordning*, p. 45-64. Liber, Malmö.

Bergström, Ola (2006) Outplacement and workforce adjustment: the Swedish experience of the 1990s. In *Social convoy in enterprise restructuring : concepts, instruments and views of social actors in Europe / Kieselbach, Thomas (ed.)*, München : Hampp.

Bergström, Ola (2006) The Role of Limited Duration Contracts in labour Market transitions . In *Unemployment and Health - International and Interdisciplinary Perspectives*, p. 219-232. Bowen Hills : Australian Academic Press.

Bergström, Ola (2005) Temporary Work Agencies and Labour Market Policy. In *Employment policy from different angles*, p. 365-389. Köpenhamn : DJOf Publishing.

Bergström, Ola, Strannegård, Lars (2004) Temporary Stars - The rise and fall of a talent agency. In *Elgaard Jensen, T. & Westenholz, A. (eds.) Identity in the Age of the New Economy- Life in Temporary and Scattered Work Practices*, Cheltenham : Edward Elgar ltd

Bergström, Ola (2003) Min röst men med andra ord. In *Avhandlingar*, Lund : Studentlitteratur.

Bergström, Ola (2003) Introduction. In *Contingent Employment in Europe and the United States*, Cheltenham : Edward Elgar.

Bergström, Ola (2003) Beyond Atypicality. In *Contingent Employment in Europe and the United States*, Cheltenham : Edward Elgar.

Bergström, Ola (2003) Staden som varumärke: fallet Barcelona. In *Svensk turismforskning: en tvärvetenskaplig antologi om turister, turistdestinationer och turistorganisationer*, Östersund : ETOUR.

Bergström, Ola (2000) Från arbetstagare till marknadsaktör. In *Handla med människor, Perspektiv på Human Resource Management*, Lund : Academica Adacta.

Doctoral thesis

Bergström, Ola (1998) *Att passa in – Rekryteringsarbete i ett kunskapsintensivt företag*. Doct. thesis, Göteborg: BAS Bokförlag.

Conference paper

Omanović, Vedran, Bergström, Ola (2015) Legitimizing inequality in the workplace: A case study of Bosnian and Herzegovina's company. *EGOS, Athena Greece, July 2st to 4th 2015*.

Bergström, Ola, Ström, Patrik (2015) Regional reconfiguration of the multinational companies in the knowledge economy. *The European Association for Research on Services, Annual conference 2015, proceedings. September 10-12 2015, Köpenhamn. Organiserat av Roskilde Universitet*.

- Lavén, Fredrik, Bergström, Ola (2014) Dismantling SAAB: The role of transition agencies in deinstitutionalization. *Proceedings of the 30th EGOS Colloquium, July 3-5 2014, Amsterdam.*
- Arman, Rebecka, Bergström, Ola (2014) Time to close. *EGOS Colloquium in Rotterdam, Sub-theme 58: Reshaping Firms: Downsizing, Reorganizing, Intervening.*
- Bergström, Ola, Arman, Rebecka (2013) High-Involvement Workforce Reduction: Productivity and commitment in downsizing. *22nd Nordic Academy of Management Conference in Reykjavik, 21st - 23rd August 2013.*
- Bergström, Ola, Berglund, Johan (2012) Human Resource Management, Identifying the key questions. *the 4th Swedish HRM Workshop, August 22-23, 2012.*
- Bergström, Ola, Diedrich, Andreas (2008) Responsible Restructuring Practices in Europe – The role of Multinationals. *the European Academy of Management Conference in Ljubljana, 15-17th May 2008.*
- Bergström, Ola, Diedrich, Andreas (2007) Regional Collaboration and Restructuring in Knowledge Intensive Industries. *the European Academy of Management Conference in Paris, 16-19 May 2007.*
- Bergström, Ola, Diedrich, Andreas (2007) Towards a European practice of responsible restructuring – Innovation and learning from experience. *the HRM-network conference, Tilburg, 9th-10th November.*
- Koene, B, van Driel, H, Bergström, Ola, Walter, Lars (2007) Institutional entrepreneurship: comparing Dutch and Swedish temporary work agencies. *the EHBA conference in Geneva, 13-15 September 2007.*
- Lindberg, Kajsa, Bergström, Ola (2005) Transforming buyer-supplier relationships. B2B system as a boundary actant. *Presented at "Shaping exchange/Building markets" at the 18th Scandinavian Academy of Management (NFF), Aarhus, Denmark, August 17-20, 2005.*
- Bergström, Ola, Strannegård, Lars, Aronescu, Dana, Larsson, P. (2004) The voice of temporary doctors, contingent employment as an act of resistance. *Paper presented at the Egos Colloquium 2004, Ljubljana.*
- Bergström, Ola, Knights, David (2004) Organizational Discourse and Subjectivity, Subjectification during processes of recruitment. *Paper presented at the 6th International Conference on Organizational Discourses: Artefacts, Archetypes and Architexts, Amsterdam 28th - 30th July 2004.*
- Bergström, Ola, Kärreman, Dan, Hasselbladh, Hans (2004) Discipline and Reward, Organizing disciplinary power in a knowledge organization. *Paper presented at the Egos Colloquium 2004, Ljubljana.*
- Bergström, Ola (2004) Contingent employment and the organisation of work. *Paper presented at the SAM/IFSAM Vllth World Congress, Göteborg, Sweden, July 2004.*
- Walter, Lars, Bergström, Ola (2003) Temporary Work Agencies as Market Makers. *EGOS colloquium 2003, Copenhagen.*
- Bergström, Ola, Storrie, Donald W (2003) Restructuring in Sweden since the recession of the early 1990s. *the conference on "Responsible Restructuring in Europe. Dublin, Ireland 19-20 June.*
- Bergström, Ola (2003) Organizing outplacement - a comparative study of workforce reduction practices in Sweden. *International commission on occupational health, Scientific Committee Unemployment and Health, the 27th International Congress on Occupational*

Health, Iguassu, Brazil, 23-28 February.

Bergström, Ola (2002) Why does the use of contingent employment differ between industries? Investigating institutional processes in the European Food Industry. *the EGOS colloquium 2002, Barcelona.*

Walter, Lars, Bergström, Ola, Stjernberg, Torbjörn (2002) Temporary Work Agencies in Sweden – Legitimacy Through Adaptation. *the Academy of Management Meeting in Denver, August 2002.*

Bergström, Ola (2001) Contingent employment in Europe and the US. *the 17th EGOS Colloquium July 5-7, Lyon, France.*

Bergström, Ola (2001) The regulation of contingent employment. *the Global HRM Conference Barcelona, 20-22 June.*

Report

Bergström, Ola, Breman, Anna, Gozzo, Mauro, Vartiainen, Juhana (2018) *Industriunder omvandlingstryck: Regional närvaro, klimatutmaningar och globaliseringskritik.* Stockholm: Industrirådet.

Bergström, Ola, Omanović, Vedran (2017) *Integrationsstrategier för utlandsfödda i detaljhandeln.* Stockholm: Handelsrådet.

Cecilia Hermansson, Bergström, Ola, Mauro Gozzo, Juhana Virtiainen (2017) *Inför 2016 års avtalsrörelse, Industrins Ekonomiska Råd, Industrirådet, Stockholm..*

Bergström, Ola, Mauro Gozzo, Cecilia Hermansson, Juhana Virtiainen (2017) *Den Svenska industrin, industriavtalet och framtida utmaningar, Industrins Ekonomiska Råd, Industrirådet, Stockholm..*

Bergström, Ola, Hermansson, Cecilia, Gozzo, Mauro, Virtiainen, Juhana (2017) *Den svenska industrin, industriavtalet och framtida utmaningar.* Stockholm: Industrirådet.

Bergström, Ola, Mauro Gozzo, Cecilia Hermansson, Juhana Virtiainen (2016) *Den Svenska industrins förutsättningar – I tider av lågräntemiljö, globalisering och digitalisering, Industrins Ekonomiska Råd, Industrirådet, Stockholm..*

Hermansson, Cecilia, Gozzo, Mauro, Vartiainen, Juhana, Bergström, Ola (2016) *Industrins förutsättningar – i tider av lågräntemiljö, globalisering och digitalisering.*

Arman, Rebecka, Bergström, Ola, Gillberg, Nanna (2015) *Omställning i detaljhandeln.* Stockholm: Handels Utvecklingsråd.

Arman, Rebecka, Bergström, Ola (2014) *Omställningskompetens i detaljhandeln - Företagens erfarenheter av uppsägningar.* Göteborg: University of Gothenburg.

Lavén, Fredrik, Bergström, Ola (2014) *Effects of restructuring at regional level and approaches to dealing with the consequences: Saab Automobile, Sweden.* Brussels: European Foundation for the Improvement of Living and Working Conditions.

Bergström, Ola (2011) *Regler vid driftsinskränkningar i viktiga konkurrentländer.*

Bergström, Ola (2010) *Beredskap för omställning? De kvarvarande verksamheternas omställningsförmåga efter försvarsmaktens omstrukturering.*

Bergström, Ola (2010) *Att förutse, förbereda och leda omställning i Sverige.*

Bergström, Ola, Triomphe, Andrea, Triomphe, Claude Emmanuel (2010) *The EU Synthesis Report for the ARENAS project on Anticipating and Managing Restructuring in EU27.*

Bergström, Ola (2009) *Anticipating and Managing Restructuring in Sweden*.

Bergström, Ola (2008) *Från invasionsförsvar till insatsförsvar: Omstruktureringsåtgärder inom försvarsmakten*.

Diedrich, Andreas, Bergström, Ola (2006) *The Job Security Councils in Sweden*. Göteborg: Göteborg University.

Bergström, Ola (2006) *Innovative restructuring in Sweden: An overview of existing research*. IMIT.

Bergström, Ola, Diedrich, Andreas (2006) *Constructing Corporate Social Responsibility: A study of workforce reduction in a Swedish high-tech company*.

Bergström, Ola, Diedrich, Andreas (2006) *Regions, Restructuring and Knowledge Intensive Industries: The Case of the VINNVINN Project in Göteborg, Sweden*. Göteborg: Göteborg University.

Bergström, Ola (2003) *New Understanding of European Work Organization – Final report*.

Bergström, Ola, Dobers, Peter (2001) *Lokala Investeringsprogram – Trollhättans kommun 1998–2000*. Göteborg: University of Gothenburg.

Bergström, Ola (2001) *Does Contingent Employment Affect the Organization of Work? Approaches to the study of contingent employment*.

Bergström, Ola (1999) *Kompetensväxling - från kampanj till process*.

Editorial collection

Bergström, Ola, Storrie, Donald W (ed.) (2003) *Contingent Employment in Europe and the United States*. Cheltenham: Edward Elgar.

Bergström, Ola, Sandoff, Mette (ed.) (2000) *Handla med människor*. Lund: Academica Adacta.