

1. Name: Markku Sippola
Gender: Male
Date: 30 September, 2015

2. Date and Place of Birth: 5 Jan. 1972, Juankoski, Finland
Citizenship: Finland
Current residence: Joensuu, Finland

3. Education and Degrees

Dr. Soc. Sc., University of Jyväskylä, Department of Social Sciences and Philosophy, 17 December, 2009. Major: Social and Public Policy. Title: A low road to investment and labour management? The labour process at Nordic subsidiaries in the Baltic States. Supervisors: Risto Heiskala, Jouko Nätti, Raija Julkunen, Charles Woolfson and Nathan Lillie.

Lic. Soc. Sc., University of Jyväskylä, Department of Social Sciences and Philosophy, 6 July, 2006. Major: Social and Public Policy.

MA Sc. Sc., University of Jyväskylä, Department of Social Sciences and Philosophy, 13 November, 2003. Major: Social and Public Policy.

MA Ed. Sc. University of Oulu, Kajaani Teachers' College, 11 June, 1996. Major: Educational Science.

Docent, Social Policy, especially Labour Policy, University of Eastern Finland, Faculty of Social Sciences and Business Studies, 22 January, 2014.

4. Current position

1/2014-12/2016 University Researcher, Department of Social Sciences and Philosophy, University of Jyväskylä.

5. Previous work experience

1/2011-12/2013 Postdoctoral Researcher, Karelian Institute, University of Eastern Finland.

10/2010-1/2011 Visiting Research Fellow, Pufendorf Institute, Lund University, Sweden.

6/2010-9/2010 Project Manager, Developing economic co-operation between Kainuu region and Arkhangelsk region in co-operation with the Kostamuksha administration (KARKO), Joint authority of Kainuu Region.

8/2009-5/2010 Researcher for the "Quality of Work Life and Quality Assessment" project (PI Timo Anttila), Department of Social Sciences and Philosophy, University of Jyväskylä.

Autumn 2007-Spring 2008 Instructor, *General History, Societal and Cultural Studies*, School of Eastern Finland, Joensuu.

1/2007-12/2008 Researcher for the "Transnational Unionism and Democracy in Global Governance" project, supervised by Nathan Lillie, Helsinki Collegium for Advanced Studies (part-time from 8/2007). In the beginning of 2007, I was based in the Bradford University School of Management to carry out fieldwork in the UK.

7-12/2006 Researcher, Department of Social Sciences and Philosophy, University of Jyväskylä, supporting my doctoral studies (incl. 4-months student exchange at the University of Essex).

6. Research funding

2011-2013 Academy of Finland, 288,500€, postdoctoral research project (PI Markku Sippola) "The labour process at Nordic factories in Russia"

2008-2009 Finnish Work Environment Fund (Työsuojelurahasto), 9000€, for the writing of dissertation manuscript.

2006-2007 Finnish Work Environment Fund (Työsuojelurahasto), 14,400€, for the research "Social Dialogue in Nordic manufacturing companies in the Baltic States".

2005-2006 Finnish People's Education Foundation (Kansan Sivistysrahasto), 4000€, for the same purpose.

2004-2005 Four Nordic industry workers' federations, Nordic Metal, NIF (chemicals, paper and textile), NFBWW (building and wood) and NU (food), 16,000€, for starting the research project "Social Dialogue in Nordic manufacturing companies in the Baltic States".

7. Merits in teaching and pedagogical competence

Pedagogical training:

- MA Ed. Sc. University of Oulu, Kajaani Teachers' College, 11 June, 1996. Major: Educational Science

Courses taught at universities:

Labour markets in the post-Soviet space (8h), Kaunas University of Technology, May 2015.

Työmarkkinat ja –prosessit (5 ECTS), Department of Social Sciences and Philosophy, University of Jyväskylä, Jan-Feb 2015 (together with Timo Anttila).

Suomalainen nyky-yhteiskunta ja Suomi EU:n jäsenenä (Contemporary Finnish society and Finland as a member of the EU), 20h intensive special course for students of Finnish language, University of Latvia, November 2014.

The Social Consequences of Worker Mobility (3 credit units), University of Latvia (through Erasmus Teacher Exchange Programme), March 2014.

The Social Consequences of Worker Mobility (12 h), Yanka Kupala State University of Grodno, Belarus (through BASERCAN Teacher Exchange Programme), May 2013.

Hyvinvointia edistävät rakenteet (Well-being promoting structures) (5 ECTS), Department of Social Sciences, Kuopio campus, UEF, March-April 2013.

Strategic Business and Human Resource Management in Russia (6 ECTS), Department of Business, University of Eastern Finland, Autumn 2012 and Autumn 2013.

Investment and Administration of Business in Russia (3 ECTS) Department of Business, University of Eastern Finland, Autumn 2011.

The Baltic Labour Market Regime and Work-Related Values in the Post-Socialist Context (2 ECTS) Finnish Master's Programme in Russian and East European Studies, Univ. of Helsinki, Spring 2011.

Other courses:

General History, Societal and Cultural Studies, School of Eastern Finland, Joensuu, School Semester 2007-08.

8. Awards, prices and honours

I was granted the best paper award (1000€) at the National Baltic Sea Forum, Turku, Finland, 24 October 2013.

In October 2010 – January 2011 I was awarded a 4-month visiting professorship at the Pufendorf Institute, Lund University in Sweden.

9. Other academic merits

Member of a network of researchers on multinational companies' (MNCs) strategies, coordinated by Senior Researcher Jan Drahoukupil at the European Trade Union Institute (ETUI), since April, 2014.

Board member of the Finnish Association for Russian and East European Studies (FAREES), since 24 March, 2014.

Committee member of the LabourNet doctoral programme coordinated by the School of Social Sciences and Humanities, University of Tampere, since November 2011.

Reviewer for a Master's thesis, Department of Social Sciences and Philosophy, University of Jyväskylä, May 2015.

Reviewer for a Master's thesis, Department of Geographical and Historical Studies, University of Eastern Finland, October 2011.

Journal Referee: *Työelämän tutkimus* (Finnish labour research journal) (2010, 2011, 2014), *European Societies* (2014), *Journal of Social Policy Studies* (2015)

Invited keynote lectures abroad:

Sippola, M. 2013. "Nordic management styles in the post-Soviet context," Plenary Session, *5th Youth Economic Forum*, Petrozavodsk, 14-15 November, 2013.

Sippola M. 2011. "Черты скандинавской корпоративной культуры встречающиеся в рабочем процессе на российских заводах," (Traits of Scandinavian corporate culture in the labour process of Russian factories) Plenary Session, *Международная научно-практическая конференция РОЛЬ НАУКИ В РАЗВИТИИ РЕГИОНА*, Karelian Scientific Centre for the Russian Academy of Sciences, Petrozavodsk, 10-11 November 2011.

Woolfson, C. & Sippola, M. 2006. "Labour Migration and Industrial Conflict in the Enlarged Europe: Post-communist legacies and perspectives," Plenary Session, *British Universities Industrial Relations Association, 56th Annual Conference*, National University of Ireland, Galway, 30 June 2006. Times cited: 2 (Google Scholar).

10. Scientific and societal impact of research

Total number of publications: 30. Of these, 15 are peer-reviewed (two of which under review), 10 not or barely reviewed academic articles or book chapters, 1 scientific monograph, and 4 academic theses. Ten most important publications, ranked by Social Science Citation Index (SSCI) and Google Scholar citations, are:

1. Sippola, Markku. 2009. A low road to investment and labour management? The labour process at Nordic subsidiaries in the Baltic States. *Jyväskylä studies in education, psychology and social research* 377. University of Jyväskylä Publication Unit. 48 (Google Scholar)

2. Sippola, Markku. 2009. "The two faces of Nordic management? Nordic firms and their employee relations in the Baltic States," *International Journal of Human Resource Management* 20(9): 1929-1944. 4 (SSCI), 14 (Google Scholar)
3. Sippola, Markku. 2012. "Local Bargaining and Codetermination: Finnish Experience in Comparative Perspective," *European Journal of Industrial Relations* 18(1): 53-69. 4 (SSCI), 11 (Google Scholar)
4. Lillie, Nathan and Sippola, Markku 2011. "National Unions and Transnational Workers: The Case of Olkiluoto 3, Finland," *Work, Employment and Society* 25(2): 292-308. 3 (SSCI), 19 (Google Scholar)
5. Sippola, Markku. 2013. "The awkward choices facing the Baltic worker: Exit or Loyalty," *Journal of Baltic Studies* 44(4): 451-473. 1 (SSCI), 6 (Google Scholar)
6. Lillie, Nathan and Sippola, Markku. 2010. "Edunvalvonnan ongelmat Olkiluoto 3 - rakennustyömaalla," (The problems of interest defense at the Olkiluoto 3 construction site) *Sosiologia* 2/2010, 97-111. 4 (Google Scholar)
7. Sippola, Markku. 2011. "Nordic subsidiaries in the Baltic States: Is model transfer possible?" *Employee Relations* 33(4): 356-374. 3 (Google Scholar)
8. Sippola, Markku 2012. "The restructuring of the Nordic labour process and the variegated status of workers in the labour market," *Competition & Change* 16(3): 243-60. 3 (Google Scholar)
9. Sippola, Markku 2011. "Työelämän laadun käsitteen muutos - sisällönanalyysi kansainvälisistä liiketaloustieteen artikkeleista vuosina 1984-2009," (Content analysis of articles concerned with quality of work life in international business administration journals) *Hallinnon tutkimus* 1/2011: 20-36. 3 (Google Scholar)
10. Sippola, Markku. 2010. "Cut from a different cloth: Employee relations, job design and control of the labour process in Nordic-owned garment factories in the Baltic States," *Work Organisation, Labour and Globalisation* 4(1): 71-83. 1 (Google Scholar)

11. Positions of trust in society and other societal merits

I have been invited to give a presentation for the Commission for working life and equality (Työelämä- ja tasa-arvovaliokunta) of the Finnish Parliament on the working conditions at a TVO construction site, on 10 October 2012.

I wrote a statement concerning the directive proposal by the European Parliament and of the Council COM(2012) 131 final (on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services) requested by the Commission for working life and equality at the Finnish Parliament, May 2012.

In 2004-2005 Expert for an EU-funded project *Promoting Information, Consultation and Participation in the Estonian, Latvian and Lithuanian Industry and Construction Sectors*.