

Dr. Şerife Erol

Postdoctoral Researcher

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Profile

I am a postdoctoral researcher specializing in labor relations, vocational training, and institutional transformation, with extensive experience in both quantitative and qualitative social research, policy analysis, and project management. My work focuses on translating academic research into practical insights that inform labor market policies and strengthen industrial relations and improve the working lives of those who need it most.

Curriculum Vitae — June 29, 2026

Education

- Apr 2019 – Mar 2024 **Ph.D. in Social Sciences**, *Ruhr University Bochum*, Bochum, Germany.
Topic: *Lifelong Learning: The Role of Work Orientations for Employees' Training Behavior*
Final grade: *Magna cum laude*.
Supervisors: Prof. Dr. Ludger Pries and Prof. Dr. Martin Werding.
- Apr 2014 – Dec 2017 **M.A. in Social Sciences (Management and Regulation of Labor, Economy and Organization)**, *Ruhr University Bochum*.
Final grade: 1.4.
Master's thesis: "Work Contracts – The New Order of Work? A Study on the Example of the Meat Industry" Supervisor: Prof. Dr. Ludger Pries.
- Sep 2007 – Feb 2013 **Double Bachelor's Degree**, *Kocaeli University*, Kocaeli, Turkey.
B.A. in Political Science and Public Administration (Grade: 1.3)
B.A. in Press and Public Relations (Grade: 1.7)
- Sep 2010 – Feb 2011 **Erasmus Exchange**, *Hochschule Bochum*, Bochum, Germany.
B.A. in International Business and Management
- Sep 2003 – Jun 2007 **Anatolian Gymnasium**, *Samsun*, Turkey.

Relevant Work Experience

- Jun 2026 – Present **Postdoctoral Researcher & Co-Director of Research Project**, *Friedrich Schiller University Jena, Department of Labor and Industrial Sociology*, Jena, Germany.
Project: Die Entwicklung betrieblicher Arbeitsbeziehungen am Beispiel der Tesla Gigafactory Berlin-Brandenburg
- May 2022 – Jun 2026 **Postdoctoral Researcher**, *The Institute of Economic and Social Research (WSI), Hans Böckler Foundation*.
Project Management & Coordination:
 - Transformation of Industrial Relations in the German Meat Industry(<https://www.wsi.de/de/neuordnung-der-arbeitsbeziehungen-in-der-fleischindustrie-43035.htm>)
 - Works Councils as Drivers of Workplace Training**Research and quantitative data analysis:**
 - Strengthening collective bargaining coverage in Germany**Further research topics:**
 - Transformation of Industrial Relations Institutions
 - Trade union strategies against precarious employment
 - Continuous vocational training
 - (Self-)Organising the Workforce
- May 2018 – Apr 2022 **Doctoral Researcher – Ph.D. Candidate**, *WSI, Hans Böckler Foundation*.
Research projects: Lifelong Learning (PhD project); Role of Works Councils in further training
- Apr 2020 – Sep 2021 **Lecturer**, *Chair of Sociology, Ruhr University Bochum*.
SS2021 Master Seminar: “Institutions and Organizations”
WS2020/21 Master Seminar: “Neo-Institutional Organizational Theory”
SS2020 Bachelor Seminar: “Sociological Neo-Institutionalism”
- Sep 2017 – Jan 2018 **Intern**, *German Trade Union Confederation (DGB)*, Berlin, Germany.
Worked with the project team “Fair Mobility”.
- Jun 2016 – Jun 2017 **Research Assistant**, *Intercultural Consultancy and Studies (INCCAS)*, Bochum, Germany.
Supported project management for a qualitative case study in a transnational meat company in Germany.
Prepared and analyzed descriptive statistics of quantitative company demographic data using SPSS.
Conducted qualitative interviews and analysis.
- Jan 2016 – Sep 2016 **Research Assistant**, *Center for Turkish Studies and Integration Research Foundation (ZfTI)*, Essen, Germany.
Designed qualitative and quantitative questionnaires.
Designed, conducted, and analyzed a CATI survey.
Conducted and analyzed qualitative interviews.
Contributions to publications.
- Apr 2015 – Jan 2016 **Interviewer**, *ZfTI*, Essen, Germany.
Conducted quantitative CATI surveys on different research topics.
- Feb 2015 – Apr 2015 **Intern**, *Institute for Work and Technology (IAT)*, Gelsenkirchen, Germany.
Data maintenance and enhancement of the LohnSpiegel database.
Creation and preparation of descriptive statistics.
Multivariate analysis of the LohnSpiegel database.
- Aug 2012 – Oct 2012 **Assistant Manager**, *Fapric Engineering and Technical Consulting*, Istanbul, Turkey.
Organized the founding process and conducted job interviews.

Selected Publications

Peer-Reviewed Articles

- Erol, S. (in preparation): Empowering workplace learning: An Empirical analysis of Works Councils' Role in continuing Education

- Erol, S. & Schulten, T. (forthcoming): Arbeitsbeziehungen in der Fleischindustrie Betriebsräte und Tarifverträge nach dem Arbeitsschutzkontrollgesetz. [*Industrial Relations in the Meat Industry: Works Councils and Collective Agreements after the Occupational Health and Safety Control Act.*], in: *WSI-Mitteilungen*.
- Erol, S. & Thünken, O. (forthcoming): Wilde Streiks damals und heute: Migrantische Arbeitskämpfe und Machtressourcen in der Fleischindustrie [*Wildcat Strikes Then and Now: Migrant Labor Struggles and Power Resources in the Meat Industry*]. Under review at: *German Journal of Industrial Relations*.
- Hünefeld, L., Meyer, S. C., Erol, S. & Ahlers, E. (2025): Work intensity: identification and analysis of key determinants., in: *International Journal of Workplace Health Management*, 18(2): 238–258.
- Erol, S. (2024): Wie Betriebsräte die betriebliche Weiterbildung fördern. Handlungsoptionen und ihre Determinanten. [*How works councils promote workplace continuing education. Options for action and their determinants*], in: *WSI-Mitteilungen* 77(6): 429–440.
- Hünefeld, L., Meyer, S., Ahlers, E. & Erol, S. (2020): Arbeitsintensität als Gegenstand empirischer Erhebungen. Das Potenzial repräsentativer Erwerbstätigenbefragungen für die Forschung. [*Work Intensity as a Subject of Empirical Surveys. The Potential of Representative Surveys of Employees for Research*], in: *WSI-Mitteilungen*.

Books

- Erol, S. (in preparation): *Precarity in Transition: Work, Transformation, and Regulation*.
- Erol, S. (2025): Lebenslanges Lernen verstehen. Arbeitsorientierungen als Schlüssel zur beruflichen Weiterbildung. [*Understanding lifelong learning. Work orientations as the key to continuing vocational training*], in: L. Pries & R. Trincek, Series: Arbeit-Interessen-Partizipation, Campus Verlag.

Book Chapters

- Erol, S. (forthcoming): Migration, Machtressourcen und Gewerkschaften im Wandel der Arbeitsbeziehungen. [*Migration, Power Resources, and Trade Unions in the Transformation of Industrial Relations*], in: K. Dörre, T. Schulten & F. Zeise (Eds.), *Renaissance der Arbeiter:innen-Macht [Revival of Workers' Power]*, Campus Verlag.
- Bosch, G., Erol, S., Kallina, T. & Lübker, M. (forthcoming): Mehr Lohn durch Tarifvertrag? Evidenz aus Querschnittsanalysen mit IAB-BP, SOEP, Verdiensterhebungen. [*Do Collective Bargaining Agreements Lead to Higher Wages? Evidence from cross-sectional analyses with IAB-BP, SOEP, Verdiensterhebungen.*], in: G. Bosch, T. Schulten & F. Hüttenhof, *Stärkung der Tarifbindung in Deutschland. [Strengthening Collective Bargaining Coverage in Germany]*, Springer.
- Erol, S. (forthcoming): Die Entwicklung der Tarifbindung in Deutschland. [*The development of collective bargaining coverage in Germany.*], in: G. Bosch, T. Schulten & F. Hüttenhof, *Stärkung der Tarifbindung in Deutschland. [Strengthening Collective Bargaining Coverage in Germany]*, Springer.
- Erol, S. (2024): Mitbestimmung wirkt – Der positive Einfluss von Betriebsräten auf betriebliche Weiterbildung. [*Codetermination Matters: The Positive Impact of Works Councils on Firm-Level Training*], in: R. Chmelik, K. Dörre, J. Hünninger, T. Rehfeldt & S. Seitz (Eds.), *Die Zukunft des Automobils. Innovation, Industriepolitik und Qualifizierung für das 21. Jahrhundert*, Campus Verlag.
- Pries, L. & Erol, S. (2017): *Social Change and Economic Development through Transnational Companies in Turkey*. In M. H. Bilgin & H. Danis (Eds.), *Eurasian Studies in Business and Economics*. Berlin: Springer.

Working Papers & Studies

- Erol, S. & Schulten, T. (2025): Neue Arbeitswelt in der Fleischindustrie? Eine Bilanz der Veränderungen nach dem Arbeitsschutzkontrollgesetz [*New world of work in the meat industry? A review of the changes under the Occupational Health and Safety Control Act*], WSI-Study Nr. 41.
- Schulten, T., Bispinck, R., Lübker, M. & Erol, S. (2024): Tarifverträge und Tarifflicht in Brandenburg [Collective agreements and collective bargaining evasion in Brandenburg]. WSI-Study Nr. 38.
- Erol, S. & Ahlers, E. (2023): Betriebliche Weiterbildung als Handlungsfeld der Betriebsräte in Zeiten der Transformation [*Workplace Training and the Role of Works Councils – Findings from the WSI Works Council Survey 2021*], WSI-Report.
- Erol, S., Ahlers, A. & Schleicher, S. (2021): Betriebliche Weiterbildung als Handlungsfeld der Betriebsräte [*Workplace Training as a Field of Action for Works Councils*], WSI Policy Brief Nr. 48.
- Erol, S. & Schulten, T. (2021): Renewing labour relations in the German meat industry. An end to organized irresponsibility?, WSI Report 61e.
- Erol, S. & Schulten, T. (2020): Das Ende der organisierten Verantwortungslosigkeit? Neuordnung der Arbeitsbeziehungen in der Fleischindustrie [*The end of “organized irresponsibility”? Restructuring of employment relations in the meat industry*], WSI Report Nr. 61.
- Ahlers, E., Erol, S. & Schleicher, S. (2020): Fachkräftemangel oder schlechte Personalplanung? Stellenbesetzungsprobleme in den Betrieben aus Sicht der Betriebsräte [*Skills Shortage or Poor Workforce Planning? Job Vacancy Challenges in Companies from the Perspective of Works Councils*], WSI Policy Brief Nr. 41.
- Ahlers, E. & Erol, S. (2019): Arbeitsverdichtung in den Betrieben? Empirische Befunde aus der WSI-Betriebsrätebefragung [*Work Intensification in Companies? Empirical Findings from the WSI Works Council Survey*], WSI Policy Brief Nr. 33.

Blog Articles

- Erol, S. et al. (2025): Germany's Subcontracting Ban in the Meat Industry, in: Social Europe, 11 July 2025.
- Erol, S. (2025): Brauchen wir ein Verbot von Werkverträgen für die Paketzustellung? [*Do We Need a Ban on Contract Work in Parcel Delivery?*], in: Magazin der Mitbestimmung, 04/2025.
- Erol, S. & Schulten, T. (2021): An end to wage-dumping in the German meat industry?, in: Social Europe, 26 Jan 2021.

Presentations (selected)

Political Presentations / Union events

- Oct 2025 **17th Annual TURI Conference, Copenhagen, Denmark**
Experimenting with law: Enforcing better industrial relations?
- Apr 2024 **EFFAT Meat Project, Final Conference, Berlin, Germany**
Linking the research with the workplace
- Oct 2023 **Ver.di, Deutscher Weiterbildungstag [*German Continuing Education Day*] 2023, Berlin, Germany**
How Works Councils Shape the Future of Work
- Sep 2023 **IG Metall Works Councils Seminar, Esslingen, Germany**
Works Councils' Role in Continuing Education
- Nov 2023 **IG BAU Works Councils Seminar, Region Weser-Ems und Niedersachsen, Germany**
Works Councils and Continuing Education in Times of Transformation

- Sep 2023 **IG Metall Works Councils Seminar, Bad Gögging, Germany**
Strengthening Resilience in Times of Crisis through Employee Training and Workforce Planning
- Sep 2022 **NGG-Works Councils Seminar, Osnabrück, Germany**
Labor Relations in the German Meat Industry

Academic Presentations

- Jan 2026 **Institut Arbeit und Wirtschaft (IAW) Colloquium, Universität Bremen, Germany**
Wildcat Strikes Then and Now: Migrant Labor Struggles and Power Resources in the Meat Industry
- Jul 2025 **SASE 2025, Montréal, Québec:**
(1) Transforming Labor Relations Through the Regulation of Contingent Labor?
(2) How works councils promote workplace continuing education
- Jun 2024 **LERA 76th Annual Meeting / ILERA 20th World Congress, New York, USA**
A new era for the German meat industry?
- Apr 2024 **42nd Labour Process Conference, Göttingen, Germany**
Co-determination structures and wage policy in the German meat industry
- Nov 2023 **German Industrial Relations Association Congress, Berlin, Germany**
Die Auswirkungen des Arbeitsschutzkontrollgesetzes in der deutschen Fleischindustrie [*The Effects of the Occupational Health and Safety Control Act on the German Meat Industry*]
- Sep 2022 **13th ILERA European Congress, Barcelona, Spain**
New Regulation in the German Meat Industry: Towards better Working Conditions and a new Labour Relations?

Scholarships / Funding

- Apr 2020 – Apr 2021 Teaching Assistantships for International Doctoral Researchers at Ruhr-University Bochum
- Apr 2017 – Oct 2017 DAAD Scholarship for excellent academic achievements
- Sep 2010 – Feb 2011 ERASMUS Scholarship

Teaching

- SS 2021 Institutions and Organizations, Master's Level Course, Ruhr University Bochum
- WS 2020/2021 Neo-Institutionalist Organization Theory, Master's Level Course, Ruhr University Bochum
- SS 2020 Sociological Neo-Institutionalism, Bachelor's Level Course, Ruhr University Bochum

Professional Memberships

- Since Oct 2023 German Industrial Relations Association (GIRA)
- Since Mar 2022 Section of Labor and Industrial Sociology (DGS)
- Since Mar 2022 German Sociological Association (DGS)
- Since 2019 European Society for Research on the Education of Adults

Additional Skills

- Data analysis MaxQDA – highly experienced
Stata – highly experienced
- Software L^AT_EX – experienced

Languages Turkish – Native
German – Fluent
English – Fluent

Further Training

- 2020 – 2024 **Teaching Qualification**, *Netzwerk Hochschuldidaktik NRW*.
Certificate programme “Professionelle Lehrkompetenz für die Hochschule”, accredited by the Deutsche Gesellschaft für Hochschuldidaktik (dghd). Covering teaching and learning, assessment, student advising, feedback and evaluation, and innovations in higher education.
Certificate pending submission of final report.
- 2024 – 2025 **Coaching Training**, *Lehrinstitut für Coaching, Systemisch-Humanistische Beratungsmethoden & Systemaufstellungen (LCS-Forum)*.
2-year training in Systemic Coaching and Systemic-Humanistic Individual, Couples and Family Counselling (Basis-Module I & II).
Certificate: *Systemisch-Humanistischer Coach (DGSW)*