

Sophia Merit Friedel

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🏠 Clemensstraße 17-19, 44789 Bochum

Current Position

08/2024 – today

Research Associate

Joint Working Centre Ruhr University Bochum / IG Metall; Institute for Social Movements

- Project: Workplace Democracy – the contradiction between practices and discourses

07/2024 – today

Academic Staff Councillor

Ruhr University Bochum

10/2021 – today

PhD Candidate

Institute for Social Movements, Ruhr University Bochum

- PhD Thesis (working title): Co-Determination – a German model for Europe? 1945 – mid 1990s.

Employment History

12/2021 – 01/2025

Equal Opportunities Officer

Institute for Social Movements, Ruhr University Bochum

08/2021 – 07/2024

Research Associate

Institute for Social Movements, Ruhr University Bochum

Project: EuroDem: Workplace democracy: a European ideal?: discourses and practices about the democratization of work after 1945. (funded by: ANR, DFG)

10/2019 – 11/2019

Museological Freelancer

Hölderlinturm Tübingen, Universitätsstadt Tübingen, Stadtmuseum Tübingen

08/2018

DaF (German as foreign language) -Teacher

Ruprecht-Karls University Heidelberg

09/2017 – 05/2018

Foreign Language Assistant Skarnes vgs, Norway

PAD of the Kultusministerkonferenz / Senter for internasjonalisering av Utdanning

11/2014 – 08/2017

Seminar Supervisor

Fachbereich Geschichtswissenschaft, Eberhard Karls University Tübingen

Education

01/2020 – 07/2021

Second State Examination: Assessor of the teaching profession (Ø 1,7)

Karls-Gymnasium Stuttgart / Seminar für Ausbildung und Fortbildung der Lehrkräfte Stuttgart (Gymnasium und Sonderpädagogik) – Department Gymnasium, Germany

Qualification Paper: *Das Motiv der Hautfarbe im literarischen und gesellschaftlichen Diskurs mit besonderem Fokus auf Heinrich von Kleists „Die Verlobung in St. Domingo“*

10/2017 – 09/2018

Master of Arts: Historical Sciences (Ø 1,7)

Eberhard Karls University Tübingen, Germany

Focal points: Modern and Contemporary German History, Remembrance Culture, Historical-Political Education

- 01/2014 – 06/2014 **Erasmus scholarship**
Queen Mary University of London, UK
School of Language, Linguistics and Film
- 09/2011 – 08/2017 **First State Examination: History and German language, linguistics and literature (Ø 2,4)**
Eberhard Karls University Tübingen, Germany
Focal points: Modern German Literary Studies, Modern and Contemporary History
Master Thesis: „Der Film „Holocaust“ (1978/79). Eine Untersuchung zeitgenössischer Kontroversen über die filmische Verarbeitung der Ermordung der europäischen Juden in Öffentlichkeit und Fachwissenschaft“ (1,0)

Publications

- 2025 Friedel, Sophia: „Mitbestimmung“ as the ultimate means to democratize the workplace in Western Europe?, in: Andry, Aurélie / Berger, Stefan / Friedel, Sophia / Georgi, Frank (Eds.): A Transnational History of Workplace Democracy since the Second World War, Palgrave Macmillan, 20 Manuskriptseiten, voraussichtliche Erscheinung Sommer 2025.
- 2024 Friedel, Sophia: Das deutsche Mitbestimmungsmodell als transnationales Modell?, in: Berger, Stefan / Hohmeyer, Andrea (Eds.): Betriebsräte in deutschen Unternehmen von der Weimarer Republik bis heute, Böhlau Verlag, 2024, pp. 205-224.
- Friedel, Sophia / Reick, Philipp: Participation at Work: The History of Economic and Industrial Democracy (Conference Report), in: H-Soz-Kult, 30.10.2024, <https://www.hsozkult.de/conferencereport/id/fdkn-146353>.
- Friedel, Sophia: An Unlikely Alley? Advocating for Board Representation, in: History & Policy, Institute of Historical research, Senate House, University of London, June 2024, <http://historyandpolicy.org/opinion-articles/articles/an-unlikely-ally-advocating-for-board-representation/>
- 2023 Friedel, Sophia / Jünger, Jana Lena: „Der Funke von der Ruhr“. Die Septemberstreiks von 1969, in: Cafaro, Nuria / Hüttner, Bernd / Tekin, Caner (Eds.): Gelingende und misslingende Solidarisierungen. Spontane Streiks in Westdeutschland um 1973, luxemburg beiträge Nr. 18, Juli 2023, pp. 19-31.
- Friedel, Sophia: Betriebsräte in deutschen Unternehmen – Geschichte, Gegenwart (*Tagungsbericht*), Zukunft, in: H-Soz-Kult, 02.02.2023, <https://www.hsozkult.de/conferencereport/id/fdkn-133352>.

Fellowships & Grants Awarded

- 2024 – 2026 **“Democracy at Work: Historical Perspectives and Future Challenges for Employee Representation in Europe”** (DemWo-Research Group), Constructive Advanced Thinking (CAT) Grant, Network of European Institutes for Advanced Studies

09/2024 – 03/2025

Research Fellowship at the Leibniz Institute for European History, Mainz

**Conference
Organisation**

28-29/09/2023

Co-Organizer of the International Conference *The circulation of ideas and practices regarding workplace democracy in Europe and beyond, from WWII to the present* held at Université d'Évry Paris-Saclay – ANR-DFG Euro-Dem/Université Paris-Saclay/Ruhr University Bochum

**Participation in
Conferences**

12-13/02/2025

ETUI Conference Helsinki: Worker representation on boards in Finland and the Nordic countries: challenges, prospects and transnationalism, co-organised by the European Trade Union Institute (ETUI), the Finnish Industrial Employees TP, and Finnish Union of Professional Engineers
Chair: Panel 1: Revisiting worker representation on boards: the forgotten EU countries in codetermination studies

16/01/2025

ETUI Conference Barcelona: Towards a progressive agenda to democratise firms: revisiting worker representation in company boards, co-organised by the European Trade Union Institute (ETUI), Economic Democracy Platform (PxDE) and CEHI University of Barcelona
Paper Presentation: *Workplace Democracy in Western Europe*

25/11/2024

Fachgespräch zur wirtschaftlichen Mitbestimmung der Gruppe Die Linke im Bundestag

11-13/06/2024

5th European Labour History Network (ELHN) Conference, Uppsala
Paper Presentation: Industrial Democracy in Western Europe: Fantasy, Fiction or Fact?
Organizer / Chair: WG “Economic and Industrial Democracy”-Stream, Panel 1: “Participation at Work: A History of Economic and Industrial Democracy” and Panel 2: “Democracy at Shopfloor”

07/06/2024

18. Kolloquium Geschichte der Arbeitswelten und der Gewerkschaften, co-organized amongst others by the Friedrich-Ebert-Stiftung and Hans-Böckler-Stiftung
Paper Presentation: Zwischen Ablehnung und Annäherung – das deutsche Mitbestimmungsmodell auf dem westeuropäischen Staatenparkett

19/01/2024

Kolloquium des Historischen Doktorand*innenkollegs Ruhr Ruhr University Bochum, University Duisburg-Essen, Heinrich-Heine University Düsseldorf, Bergische Universität Wuppertal
Discussant / Comment: *Völkerrecht im Fluss. Die Genese der Supranationalität in Flussschiffahrtskommissionen 1804 – 1831* (Lennart Schmidt, Heinrich-Heine Universität Düsseldorf)

14/11/2023

BMBF / Kommunales Integrationszentrum / Kinder- und Jugendring Bochum Demokratiekonferenz 2023

Paper Presentation: Herrschaft des Volkes? Zivilgesellschaft und Demokratiesierungsprozesse in der BRD

09/11/2023 **Friedrich Ebert Stiftung Brazil Workshop** *Deindustrialização e Reindustrialização: movimento sindical e sociedade civil na Alemanha e no Brasil*

Paper Presentation: Shaping the transformation: Co-determination as model of change and continuity.

07/11/2023 **Instituto de Filosofia e Ciências Sociais, Universidade Federal do Rio de Janeiro Workshop** *Deindustrialização e história social: a experiência alemã*

Paper Presentation: German Co-determination – a model of change and continuity

28-29/09/2023 **Université d'Évry Paris Saclay International Conference** *The circulation of ideas and practices regarding workplace democracy in Europe and beyond, from WWII to the present,*

Paper Presentation: German “Mitbestimmung” as the ultimate means to democratize the workplace in Western Europe?

Chair: Panel 3: *Alternative models of workplace democracy? The British and 'Nordic' cases in transnational perspective*

07-09/06/2023 **Centre Marc Bloch / Humboldt University Berlin Workshop** *Varieties of Workplace Democracy: from specific models to a political economy*

Chair / discussant: Panel 1: Controlling and owning the workplace

12-15/04/2023 **European Social Science History Conference** University of Gothenburg
Paper Presentation: *The German Co-determination model from a Transnational Perspective – between Demarcation and Rapprochement*

03/02/2023 **Kolloquium des Historischen Doktorand*innenkollegs Ruhr**
Ruhr University Bochum, University Duisburg-Essen, Heinrich-Heine University Düsseldorf, Bergische Universität Wuppertal
Discussant / Comment: *Die Genese des europäischen Mehrebenensystems, Die deutschen Länder und die europäische Integration (1950-1992). Ein Blick auf die Agrarpolitik der Länder* (Jonas Becker, Heinrich-Heine Universität Düsseldorf)

01-02/12/2022 **Symposium Betriebsräte in deutschen Unternehmen – Geschichte, Gegenwart, Zukunft**, Evonik Industries AG, Institut für Soziale Bewegungen
Paper: Das Modell der Mitbestimmung als transnationales Modell?

Working and Research Groups
since 20224

Member of the RG *Democracy at Work: Historical Perspectives and Future Challenges for Employee Representation in Europe*

since 2023

Co-Initiator / Spokesperson for the WG *Economic and Industrial Democracy*
of the European Labour History Network, together with Aurélie Andry (Université d'Évry Paris-Saclay)

Archival Research

- Archiv der sozialen Demokratie, Friedrich-Ebert-Stiftung, Bonn (GER)
- IRBE Archiv, Bochum (GER)
- The National Archives, Kew, London (UK)
- Modern Records Centre, University of Warwick, Coventry (UK)
- Labour History Archive & Study Centre, Manchester (UK)
- Churchill Archives Centre, Churchill College, Cambridge (UK)
- Arbetarrörelsens arkiv, Stockholm (SWE)

Engagement and Memberships

Since 2022	Gegen Vergessen – Für Demokratie e.V.
01/2020-08/2021	APR – Ausbildungspersonalrat des Referendariatsjahrgangs 20/21
Since 2020	GEW – Die Bildungsgewerkschaft
Since 2018	Sozialdemokratische Partei Deutschlands

Languages

German: Mother tongue
English: Excellent oral and written expression and comprehension
Norwegian: Good oral and written expression and comprehension
Swedish: Basic oral and written expression and comprehension
French: Basic oral and written expression and comprehension
Spanish: Basic oral and written expression and comprehension



Bochum, 01.02.2025