
LICENSE TO PUBLISH

Please read the terms of this agreement.

With the submission of a manuscript to the *Journal of Organizational Sociology* ("Journal"), Walter de Gruyter GmbH ("Journal Owner"), Walter de Gruyter GmbH ("Publisher"), all authors indicate that they agree to the submission of the manuscript and the correctness of the content and that they understand and will abide the following License to Publish.

1. License

The use of the article will be governed by the Creative Commons Attribution license as currently displayed on <https://creativecommons.org/licenses/by/4.0/>; except that sections 2 through 6 below will apply in this respect and prevail over all conflicting provisions of such license mode, effective upon acceptance for publication.

2. Author's Obligations

The Author/ Editor warrants that a) Author is the Author of the Article or, if Editor, Editor has properly and irrevocably acquired without restriction any and all rights in and to the Article b) Author/ Editor is entitled without restriction to grant publication rights to the Journal Owner and Publisher; c) the Article is not libelous and does not infringe on any copyrights, performing rights, trademark rights, personal rights or any other third party rights or is not otherwise unlawful; and d) the Article or substantial parts thereof have not been published elsewhere. The Author will indemnify the Journal Owner and the Publisher against any costs, expenses, or damages, including reasonable attorneys' fees, which the Journal Owner and/or the Publisher may incur or for which the Journal Owner and/or the Publisher may become liable as a result of a breach of the warranties in clause 2 a-d. These representations and warranties will survive the termination of this Agreement and may be extended to third parties by the Journal Owner and the Publisher.

3. Rights of Authors

Authors retain the following rights:

- copyright, and other proprietary rights relating to the article, such as patent rights,
- the right to use the substance of the article in future own works, including lectures and books,
- the right to reproduce the article for own purposes,
- the right to self-archive the article.

4. Co-Authorship

If the article was prepared jointly with other authors, the signatory of this form warrants that he/she has been authorized by all co-authors to sign this agreement on their behalf, and agrees to inform his/her co-authors of the terms of this agreement.

5. Royalties

This agreement entitles the author to no royalties or other fees. To such extent as legally permissible, the author waives his or her right to collect royalties relative to the article in respect of any use of the article by the Journal Owner or its sublicensee.

6. Miscellaneous

The Journal Owner will publish the article (or have it published) in the Journal, if the article's editorial process is successfully completed and the Journal Owner or its sublicensee has become obligated to have the article published. Where such obligation depends on the payment of a fee, it shall not be deemed to exist until such time as that fee is paid. The Journal Owner may conform the article to a style of punctuation, spelling, capitalization and usage that it deems appropriate. The author acknowledges that the article may be published so that it will be publicly accessible and such access will be free of charge for the readers. The Journal Owner will be allowed to sublicense the rights that are licensed to it under this agreement.

The Journal Owner and the Publisher will be entitled to enforce in respect of third parties, to such extent as permitted by law, the rights licensed to it under this agreement.