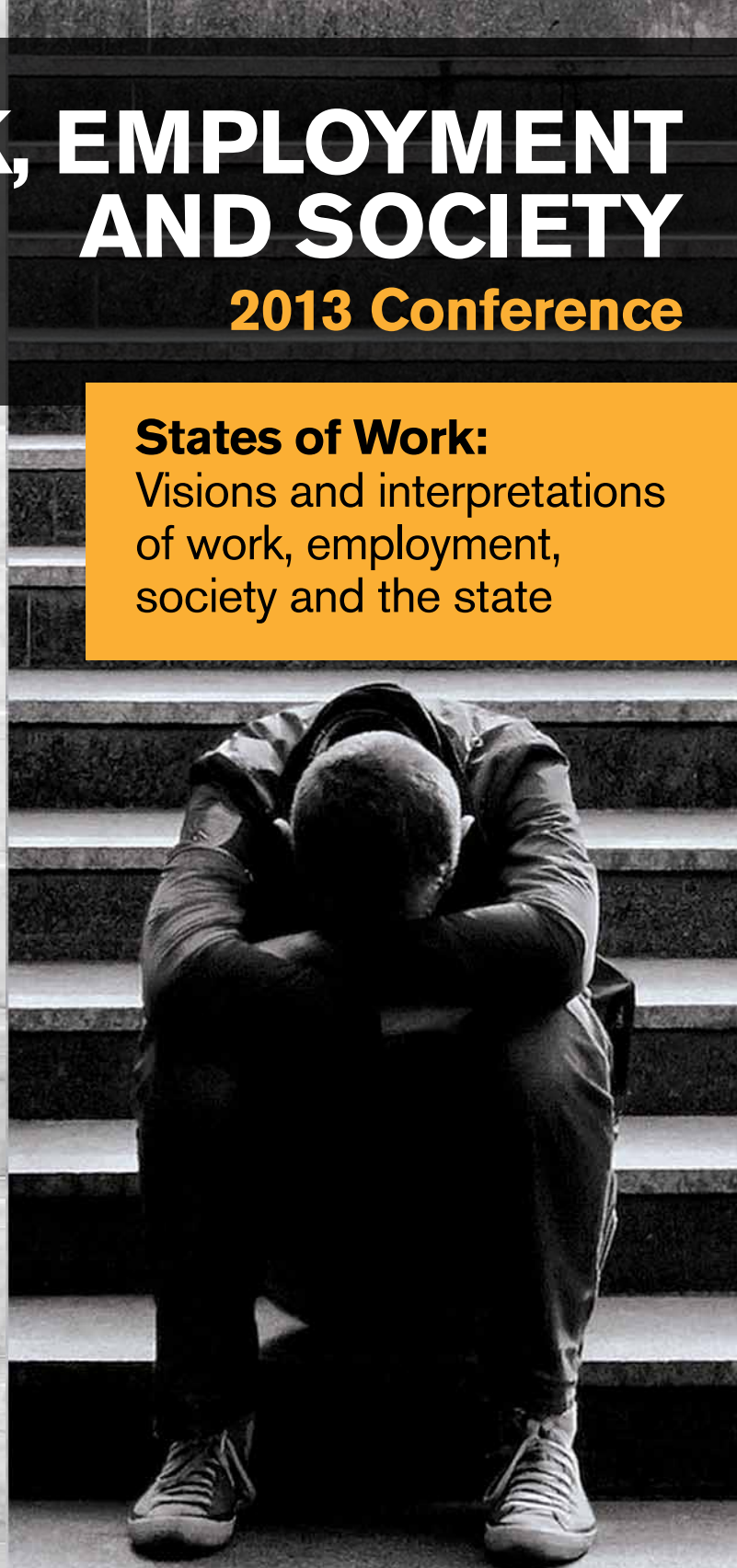# BSA

WORK, EMPLOYMENT AND SOCIETY

2013 Conference

States of Work:
Visions and interpretations of work, employment, society and the state

Tuesday 3 – Thursday 5 September 2013
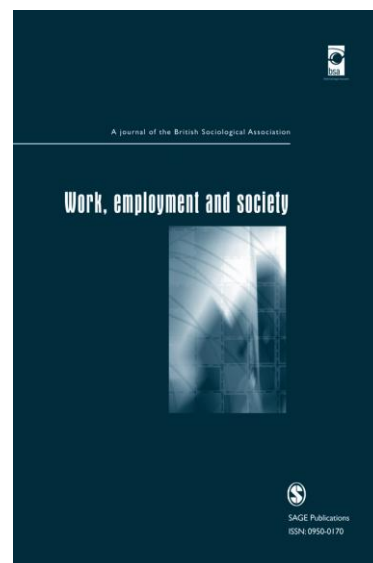
University of Warwick

Conference Programme

BRITISH
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www.britsoc.co.uk

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Work, employment and society

As you are at the WES conference, we hope you are also thinking of submitting your paper to the journal. WES is a highly regarded, well-read and widely cited journal and we publish a range of manuscript types: research articles, debates, research notes, book reviews. WES reached the milestone of over 350,000 downloads/year in 2012, so articles have high visibility in this innovative journal. With quality editing and peer review, your article is in good hands. Consider submitting your paper to WES today.

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All papers are double-blind reviewed by up to three referees. Authors receive excellent and constructive editorial support to improve their work and develop strong arguments.

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Work, employment and society is supported by the BSA, which seeks to influence policies affecting sociology within the wider social sciences remit, to promote the identity of the discipline and its practitioners/scholars and to enhance the context for the pursuit of sociology.

Strong Impact Factor
Work, employment and society is currently ranked 7/24 in Industrial Relations & Labor JCR, 101/332 in Economics JCR and 42/137 in Sociology JCR. Its 2012 impact factor is 1.255. WES is also ranked 4 on the Association of Business Schools Academic Journal Quality Guide.

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States of Work:
Visions and interpretations of work, employment, society and the state

Work, employment and society Conference
University of Warwick
Tuesday 3 - Thursday 5 September 2013

CONTENTS

WELCOME TO THE WORK, EMPLOYMENT AND SOCIETY CONFERENCE 2013 AT THE UNIVERSITY OF WARWICK

Welcome from the Warwick organising team

Dear colleagues,

It is a great pleasure to welcome you to the WES 2013 Conference, which we immodestly hope will be the largest and most diverse to date. You are all very welcome.

The location of this conference is important. For over four decades, Warwick has been a leading centre for research on work, industrial relations and employment. In a changing world, workplaces have become less of a boundary, in academia as in the economic structure more widely. A number of the members of our organising committee have moved from Warwick since we took on responsibility for organising the conference, but the inter-institutional relations that have developed reflect the wider reality that such collaborative networks are crucial for the development of sociology and interdisciplinary work on work and employment. The WES Conference provides a wonderful opportunity for such wide collaboration.

For this conference, we focus our collective reflection in particular on the multiple roles of the state: a social institution that, once central in sociological debates on work, slipped into the background, only to re-emerge with dramatic prominence during the economic crisis that started in 2008.

The launch of *Work, employment and society* in 1987 occurred at a time when the theoretical debates of the 1970s on the state were waning and the restructuring of post-war public policies was well under way: the idea of a 'retreat', or even death, of the state was then popular. Nonetheless, research on the workplace has continued to engage with issues such as globalisation, labour market reforms, work-life balance, the family, the public sector – in all of which the state is an important player. It is now high time to put the state back at the centre of reflection for the study of work and working life. In the last decade, the muscular rise of state capitalism of the Chinese kind, the talk of 'competitive' and 'developmental' states, and growing comparative research on national institutions such as in the 'Varieties of Capitalism' approach have raised new questions. Since 2008, unprecedented state intervention in the economy and subsequent radical reform plans for the public sector and the welfare state have opened further and urgent research issues.

By placing the state at the centre of attention as a 'special theme' for one stream and three plenary sessions, we aim to encourage debate on the political context of work, employment and society, which will maximise sociological depth as well as policy and media impact. In recent years, both sociology departments and business schools have come under attack for their alleged inadequate engagement with the economic crisis. The large number of papers being presented at this conference on unemployment, restructuring, austerity and resistance address these criticisms directly. In particular, we expect the plenary sessions and keynote talks to be opportunities of 'public sociology in action'.

The conference will take place in adjacent buildings on a large modern campus with all facilities a researcher may need. You should find that your conference pack explains all that you will need to know: organisational issues, the conference programme and map of locations, meals and details of evening entertainments. These include the first UK screening of the movie on migrant strikes in France *Coming for a Visit* (with Q&A with director Lucie Tourette) on Tuesday and a gala dinner with music afterwards on Wednesday. We hope you enjoy the conference, the intellectual work, and the fun!

Guglielmo Meardi, Melanie Simms, Carol Wolkowitz, Beate Baldauf, Heike Behle, Deborah Dean, Jimmy Donaghey, Michel Goyer, Phil Mizen, Martin Parker, Kate Purcell and Ashley Roberts

DELEGATE INFORMATION

REGISTRATION/HELP DESK

BSA staff will be available in the foyer area of the Ramphal Building, University of Warwick to register delegates and answer queries at the following times:

Tuesday	3 September	09:00 - 17:00
Wednesday	4 September	08:30 - 17:00
Thursday	5 September	08:30 - 17:00

At registration you will be given your conference pack, including the conference programme & abstract book and your conference badge.

If there is a **balance outstanding** on your conference booking, you will have to settle the account before your registration pack will be issued. There will be no exceptions.

During the conference your conference badge must be worn at all times for security reasons and meal provision.

CONTACT AT THE CONFERENCE

There will be a message board situated near the registration desk in Ramphal foyer where delegates can leave messages for each other.

Alternatively, urgent messages can be left by telephone to the BSA Events mobile phone, tel: [+44] (0)7936 815 957. These messages will be displayed on the conference message board near the registration desk.

LOCAL TRAVEL INFORMATION

The Work, employment and society conference 2013 is taking place at the University of Warwick, Coventry, CV4 7AL.

Buses
Getting around the local area is simple and easy with regular bus services that run every ten minutes at peak times. There are a number of bus stops on campus with buses running to Kenilworth, Coventry, Leamington Spa and further afield.

For further information contact **Traveline** Tel: 0870 608 2608.

Taxi
Please consider the environment when planning to travel around Warwick. Public transport links are good in the area and taxis can be an expensive option. A taxi from Coventry Rail Station will cost approximately £10.

Trinity Cabs Tel: 02476 631 631   **Central Taxis** Tel: 02476 333 333
Allens Tel: 02476 555 555   **City Cabs** Tel: 02476 222 222

Parking
If you are travelling by car to the conference please note the University of Warwick has complimentary visitor parking places and delegates are advised to park in either Car Park 7, 8, 8a or 15 at the University of Warwick. For car parks 7 & 15, please take the token from the machine to Conference Reception for validation. There is no token machine in car parks 8 & 8a, however conference delegates are permitted to park in this car park without needing to pay and display.

ACCOMMODATION

Accommodation will be in the Conference Park residences. There is a left luggage facility at Warwick conference reception, Senate House.

Conference Park
Warwick Conference Reception, Senate House, University of Warwick, Coventry CV4 7AL
Tel: Reception: 024 7652 2280 or 024 7652 3936.   From an internal phone: extension *22280
www.warwickconferences.com/conferencepark
Check in time: From 15:00 at the University of Warwick Conference Reception in Senate House.
Check-out: No later than 09:30am on the day of your departure. Bedrooms must be vacated and keys returned to Warwick Conference Reception in Senate House.

Leisure Facilities
All residential delegates will have use of the University's Leisure facilities. These include a swimming pool and fitness suite. For more information visit: http://www2.warwick.ac.uk/services/sportscentre

MEALS

Your conference badge must be worn at all times for security reasons and for meal provision.

Lunch

All registered delegates can collect their lunches from the ground floor rooms in the Ramphal Building. To avoid queues delegates are encouraged to make use of the full range of opening hours. Lunch times are as follows:

Tuesday	3 September	12:15 - 14:15
Wednesday	4 September	12:15 - 13:45
Thursday	5 September	12:15 - 13:45

Tuesday Dinner

For delegates staying overnight on campus, dinner will be provided at the Rootes self-service restaurant. Serving times are from 20:00 – 21:30.

Wednesday Conference Dinner

The conference dinner will take place at 20:00 in the Panorama Suite, Rootes Building. The dress code is casual. On arrival at the venue, staff will check that you have booked to attend the Conference Dinner. Please check your conference booking confirmation to find out if you have registered and paid to attend the dinner.

The conference dinner must have been pre-booked by 13:00 on Tuesday 27 August 2013.

Special Dietary Requirements

Special dietary requirements, vegetarian and vegan meals have all been pre-booked as on your booking form. If you have requested a special diet, please inform the catering staff when you collect your meals.

Other Meals

There are a variety of options for evening meals in and around Coventry.

Tea and Coffee

Refreshments will be served in the ground floor rooms in the Ramphal Building. **Please make full use of the various points to avoid queues**

Tuesday 3 September 2013
Tea & coffee   09:00 - 10:30
Tea & coffee   15:30 - 16:00

Wednesday 4 September 2013
Tea & coffee   10:30 - 11:00
Tea & coffee   15:00 - 15:30

Thursday 5 September 2013
Tea & coffee   10:30 - 11:00
Tea & coffee   16:45 - 17:00

INTERNET ACCESS

Wireless Internet Connection

Wireless internet is available across the university campus, enabling delegates to use their own laptops to connect to the internet. Delegates will be provided with log-in details at registration. **Remember to bring your own laptop if you wish to use this facility as neither the venue nor the BSA will provide them.**

FREE FOR CONFERENCE DELEGATES

WES Special Issue: 25 years of *Work, employment and society*
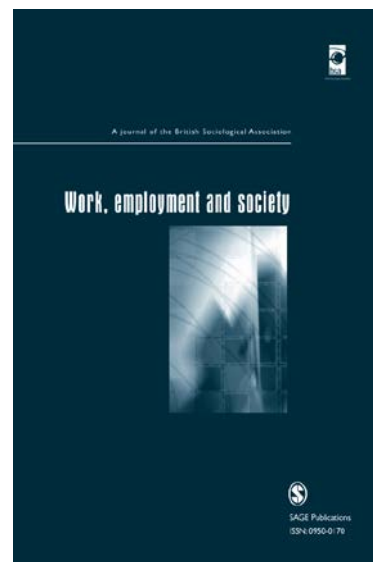
Since March 1987, Work, employment and society has played a key role in launching new debates in the sociology of work, challenging conventional wisdom and offering new and penetrating empirical insights into contemporary social questions. It has operated in an international and comparative context, examining trends in policies and changes to working life at many levels.

The 25th Anniversary Special Issue, published in June 2013, is a fitting tribute to a quarter of a century of quality academic publishing. WES will continue to encourage the submission of exciting and original articles and is looking forward to its next 25 years of publication. It is free of charge for conference delegates for the month of September.

The Special Issue is available at http://wes.sagepub.com/content/27/3.toc

The 25th Anniversary Special Edition includes:

Mark Stuart, Irena Grugulis, Jennifer Tomlinson, Chris Forde and Robert MacKenzie
Reflections on work and employment into the 21st century: between equal rights, force decides

John Buchanan, Gary Dymski, Julie Froud, Sukhdev Johal, Adam Leaver and Karel Williams
Unsustainable employment portfolios

Jill Rubery and Anthony Rafferty Women and recession revisited

Jacques Bélanger and Paul Edwards The nature of front-line service work: distinctive features and continuity in the employment relationship

Matt Vidal Postfordism as a dysfunctional accumulation regime: a comparative analysis of the USA, the UK and Germany

Paul Thompson Financialization and the workplace: extending and applying the disconnected capitalism thesis

Sylvia Walby Finance versus Democracy? Theorizing finance in society

Sharon C Bolton and Knut Laaser Work, employment and society through the lens of moral economy

Michael Burawoy Ethnographic fallacies: reflections on labour studies in the era of market fundamentalism

AND MORE!

BRITISH SOCIOLOGICAL ASSOCIATION

Conference Programme at a Glance

Tuesday 3 September 2013

09:00 onwards	Conference Registration Refreshments	*Ramphal Foyer* *Ground Floor Rooms*
10:30 - 11:00	**Introduction** - John Solomos, Head of Sociology Department, University of Warwick - Melanie Simms, conference organising committee - Mark Stuart, Work, employment and society co-editor in chief	*Ramphal Lecture Theatre*
11:00 - 12:30	**Plenary: State, work and crisis** - Bob Jessop, Lancaster University - Jackie O'Reilly, University of Brighton - Stefano Harney, Singapore Business School Discussant: Geoff Wood, University of Warwick Chair: Mark Stuart, University of Leeds	*Ramphal Lecture Theatre*
12:30 - 14:00	Lunch	*Ramphal Foyer, Ground Floor Rooms*
14:00 - 15:30	**Paper Session 1**	*Ramphal and Social Sciences buildings*
15:30 - 16:00	Break	*Ramphal Foyer, Ground Floor Rooms*
16:00 - 17:00	**Keynote:** Saskia Sassen, Columbia University	*Ramphal Lecture Theatre*
17:00 - 18:00	**Keynote:** Han Dongfang, China Labour Bulletin Hong Kong	*Ramphal Lecture Theatre*
19:00 - 20:00	Meet the Editors drinks reception	*Bar, Rootes building*
20:00 - 21:00	Dinner	*Rootes self-service restaurant*
21:00 - 22:30	Cultural event – *Coming for a Visit* film and Q&A with Director Lucie Tourette	*Ramphal Lecture Theatre*

Wednesday 4 September 2013

08:30 onwards	Conference Office / Registration	*Ramphal Foyer*
09:00 - 10:30	**Paper Session 2**	*Ramphal and Social Sciences buildings*
10:30 - 11:00	Break	*Ramphal Foyer, Ground Floor Rooms*
11:00 - 12:30	**Plenary: Public sector work and welfare state** - Chris Howell, Oberlin College - Peter Turnbull, Cardiff University - Anke Hassel, Hertie School Berlin Chair: Melanie Simms, University of Leicester	*Ramphal Lecture Theatre*
12:30 - 13:30	Lunch	*Ramphal Foyer, Ground Floor Rooms*
13:30 - 15:00	**Paper Session 3**	*Ramphal and Social Sciences buildings*
15:00 - 15:30	Break	*Ramphal Foyer, Ground Floor Rooms*

Conference Programme at a Glance

15:30 - 17:00	**Paper Session 4** **Special Session:** Workplace studies - continuity and change	*Ramphal and Social Sciences buildings* *Ramphal Lecture Theatre*
17:00 - 18:30	**Paper Session 5** **Special Session:** Sociological tradition in business schools	*Ramphal and Social Sciences buildings* *Ramphal Lecture Theatre*
19:00 - 20:00	Drinks Reception	*Rootes Panorama Suite*
20:00 onwards	Conference Dinner (pre-booked delegates only)	*Rootes Panorama Suite*

Thursday 5 September 2013

08.30 onwards	Conference Office / Registration	*Ramphal Foyer*
09:00 - 10:30	**Paper Session 6** **Special Session:** Migrant workers' struggles - Images and analyses *in connection to photography exhibition and the movie "Coming for a Visit"*	*Ramphal and Social Sciences buildings* *Ramphal Lecture Theatre*
10:30 - 11:00	Break	*Ramphal Foyer, Ground Floor Rooms*
11:00 - 12:30	**Plenary: Migration** - Ruth Milkman, CUNY - Bridget Anderson, Oxford University - Charles Woolfson, Linköping University Chair: Guglielmo Meardi, University of Warwick	*Ramphal Lecture Theatre*
12:30 - 13:30	Lunch	*Ramphal Foyer, Ground Floor Rooms*
13:30 - 15:00	**Paper Session 7** **Special Session:** The Work of Rosemary Crompton	*Ramphal and Social Sciences buildings* *Ramphal Lecture Theatre*
15:15 - 16:45	**Paper Session 8** **Special Session:** ESRC New Dynamics of Work programme	*Ramphal and Social Sciences buildings* *Social Sciences 0.11*
16:45 - 17:00	Break	*Ramphal Foyer, Ground Floor Rooms*
17:00	Conference Closes	

Conference Programme - Paper Sessions

Paper Session 1   Tuesday 3 September 14:00-15:30

Lecture Theatre	Ramphal Building					Social Sciences Building						
	1.04	1.13	1.15	2.41	3.41	0.08	0.09	0.10	0.11	0.13	0.17	0.28
	Unions and other forms of employee organisation, representation and voice Barriers to union voice	**After the state** Public sector & privatisation	**Gender, age, youth, family and work** Youth employment	**Migration, ethnicity, equality and diversity, disabilities, minorities** Gender & migration	**Body, emotions, health and work, culture, creative work** Work/life balance & welfare	**Open** Special session: Academy 2.0? The Digital Turn Within UK Higher Education and its Implications	**Labour markets, employment, professions and regulations** Work flexibility & the crisis	**Public sector, welfare state and green economy** Restructuring of public sector and professions	**Social theory, state and work** Sociological critiques of individualisation	**Globalisation, international dimensions and comparative studies** Job quality compared	**Labour markets, employment, professions and regulations** Atypical work	**Unions and other forms of employee organisation, representation and voice** New Directions in Union activity
	Donaghey, J.	Nunn, A.	Gaspani, F.	Barnard, S.	Williams, A.	Carrigan, M.	Stuart, M.	Fairbrother, P.	Burke, C.	Burchell, B.	Svensson, S.	Famiglietti, A.
	Ozatalay, C.	Clarke, L.	Miedtank, T.	Sang, K.	Maclean, G.	Gandini, A.	Felstead, A.	Gale, J.	Armstrong, P.	Sieben, I.	Gash, V.	Geelan, T.
	Korczynski, M.	Brown, P.	Mizen, P.	Zhang, N.	Jung, P.J.	Head, E.	Robertshaw, D.	Doering, H.	Thompson, P.	Onaran, O.	Yun, A.	Regalia, I.
			Oultram, T.				O'Brien, M.	Quarless, C.		Wang, W.	Nixon, D.	

Paper Session 2   Wednesday 4 September 09:00-10:30

Lecture Theatre	Ramphal Building					Social Sciences Building						
	1.04	1.13	1.15	2.41	3.41	0.08	0.09	0.10	0.11	0.13	0.17	0.28
		After the state Crisis & deregulation	**Gender, age, youth, family and work** Study-to-work transition	**Migration, ethnicity, equality and diversity, disabilities, minorities** Immigration in London	**Body, emotions, health and work, culture, creative work** Representations of time & space	**Open** Service sector & technology	**Labour markets, employment, professions and regulations** Creative work	**Public sector, welfare state and green economy** Austerity and welfare	**Social theory, state and work** Survival at work	**Globalisation, international dimensions and comparative studies** Global value chains & governance	**Labour markets, employment, professions and regulations** Unemployment & division of labour	**Open** Job Satisfaction
		Lähteenmäki, L.	Bradley, H.	Vershinina, N.	Pitts, F.H.	Harvey, G.	Umney, C.	Wales, M.	MacEachen, E.	Marginson, P.	Whiteside, N.	Charlwood, A.
		Topo, A.	Handley, K.	Cretu, O.	Madden, A.	Howcroft, D.	Sigalo Santos, L.	Grimshaw, D.	Tongo, C.	Hammer, N.	Müllern, G.	Cohen, R.
		Voskeritsian, H.	Zimba, M.	Kumarappan, L.	Lincoln, R.	MacKenzie, R.	Bonnin, D.	Cumming, S.	Wood, A.	Goyer, M.	Lloyd, C.	Daly, S.
				Samaluk, B.		Nickson, D.	Stoyanova, D.			Sacchetto, D.		

Conference Programme - Paper Sessions

Paper Session 3   Wednesday 4 September 13:30-15:00

Lecture Theatre	Ramphal Building					Social Sciences Building						
	1.04	1.13	1.15	2.41	3.41	0.08	0.09	0.10	0.11	0.13	0.17	0.28
	Unions and other forms of employee organisation, representation and voice New collectivisms	After the state Politics & resistance	After the state Marketisation and academic work	Migration, ethnicity, equality and diversity, disabilities, minorities Emerging issues in labour migration	Body, emotions, health and work, culture, creative work Culture work & body work			Unions and other forms of employee organisation, representation and voice South-East Asia		Globalisation, international dimensions and comparative studies National models and transnational forces	Labour markets, employment, professions and regulations Technology & demography	
	Marks, A.	Charles, N.	Ingold, J.	Porter, J.	Rajan-Rankin, S.			Tai, H-H.		François-Xavier, D.	Brooke, E.	
	Preminger, J.	King, D.	Kirov, V.	Jarman, J.	Hope, S.			Kaine, S.		Dekocker, V.	Baldauf, B.	
	Pulignano, V.	Morrell, K.	Barnard, S.	Bloch, A.				Taylor, B.		O Riain, S.	Gough, R.	
			Ellis, V.									

Paper Session 4   Wednesday 4 September 15:30-17:00

Lecture Theatre	Ramphal Building					Social Sciences Building						
	1.04	1.13	1.15	2.41	3.41	0.08	0.09	0.10	0.11	0.13	0.17	0.28
	Special Session on workplace studies: continuity and change	Unions and other forms of employee organisation, representation and voice Employers' and unions' strategies	After the state Voluntary & co-operative sectors	Gender, age, youth, family and work Ageing workforces	Migration, ethnicity, equality and diversity, disabilities, minorities Disability, ethnicity and poverty	Body, emotions, health and work, culture, creative work Aesthetic & sex work	Labour markets, employment, professions and regulations Careers & entrepreneurship	Labour markets, employment, professions and regulations Study-to-work transitions	Labour markets, employment, professions and regulations Non-standard work & gender	Social theory, state and work State & polity	Labour markets, employment, professions and regulations Labour market regulations	Labour markets, employment, professions and regulations Flexibility & security
	Pollert, A.	Atzeni, M.	Cunningham, I.	Adami, R.	Morgan, K.	Pilcher, K.	Allasad Alhuzaeel, N.	Purcell, K.	Martin, B.	Taylor, S.	Robinson, P.	Shalla, V.
	Elger, T.	Hodder, A.	Ridley-Duff, R.	Jansen, A.	Tompa, E.	Hardey, M.	Semina, M.	Morris, F.	Gascoigne, C.	Yeoman, R.	Tailby, S.	Rafferty, M.
	Hyman, R.	Ellis, V.	Sarkar, S.	Beck, V.	Netto, G.	Grady, J.	Sorokin, P.	Tholen, G.	Olsen, W.	Taylor, R.	Piro, V.	Lübke, C.
	Wajcman, J.				Pitcher, J.			Luchinskaya, D.			Markey, R.	Pulignano, V.

Paper Session 5   Wednesday 4 September 17:00-18:30

	Ramphal Building					Social Sciences Building						
Lecture Theatre	**1.04**	**1.13**	**1.15**	**2.41**	**3.41**	**0.08**	**0.09**	**0.10**	**0.11**	**0.13**	**0.17**	**0.28**
Special Session on sociological tradition in business schools	**Unions and other forms of employee organisation, representation and voice** New issues for unions	**After the state** Non-profit & civil society	**Gender, age, youth, family and work** Work-life balance	**Migration, ethnicity, equality and diversity, disabilities, minorities** Migrant precarity in Europe	**Body, Emotions, Health and Work, Culture, Creative Work** The body in work interactions	**Open** Ethnicity & faith communities	**Labour markets, employment, professions and regulations** Crowdsourcing and social networks	**Labour markets, employment, professions and regulations** Downward Mobility	**Social theory, state and work** Worker identity & agency	**Globalisation, international dimensions and comparative studies** Global inequality	**Labour markets, employment, professions and regulations** Employability	**Labour markets, employment, professions and regulations** Temporary work agencies
Edwards, P.	Però, D.	Baines, D.	Bahadur, K.	Woolfson, C.	Timming, A.	McGuire, D.	Barnes, S-A.	Gush, K.	Addison, S.	Fernando, D.	Cam, S.	Maroukis, T.
Cohen, R.	Daly, S.	Pereira, V.	Bradshaw, L.	Sitkin, L	Karepova, M.	Oljarstrand, A.	De Hoyos, M.	Angrave, D.	Gillan, M.	Emilien, B.	Green, A.	Forde, C.
Burrell, G.	Harvey, G	Barton, R.	Powell, A.	Behle, H.	Hancock, P.	Quinn, N.	Rebien, M.	Wright, S.	Staab, P.	Devadason, R.	Butler, C.	Purcell, C.
Parker, M.												

Paper Session 6   Thursday 5 September 09:00-10:30

	Ramphal Building					Social Sciences Building						
Lecture Theatre	**1.04**	**1.13**	**1.15**	**2.41**	**3.41**	**0.08**	**0.09**	**0.10**	**0.11**	**0.13**	**0.17**	**0.28**
Special Session on migrant workers' struggles: Images and analyses	**Unions and other forms of employee organisation, representation and voice** Unions, diversity and new technology		**Gender, age, youth, family and work** Work & family		**Body, emotions, health and work, culture, creative work** Worker well-being	**Open** Work conceptualisation	**Labour markets, employment, professions and regulations** Stress & wellbeing	**Labour markets, employment, professions and regulations** Gender & rewards	**Social theory, state and work** Marketisation	**Globalisation, international dimensions and comparative studies** Capital & labour mobility	**Gender, age, youth, family and work** New female occupations	**Labour markets, employment, professions and regulations** Employability & work-life balance
Marino, S.	Hansen, L.L.		Bamberry, L.		Van Aerden, K.	McCulloch, A.	Pacheco, G.	Kispeter, E.	Choudary, N.	Smith, C.	Wright, T.	Wu, N.
Anitha, S.	Dean, D.		Gbajumo-Sheriff, M.		Giannikiss, S.	Pflüger, J.	Woodcock, J.	Bennett, C.	Jordan, J.D.	Wickham, J.	Hardy, K.	Zadoroznyj, M.
Chauvin, S.	Barnes, A.		Mehdizadeh, N.		Simpson, G.	Williams, S.	Kunter, A.	Rubery, J.	Siebert, S.	Downs, C.	MacGill, F.	van Harten, E.J.
	Greene, A-M.		Lyonette, C.							Tam, C.H.		

Conference Programme - Paper Sessions

Paper Session 7   Thursday 5 September 13:30-15:00

	Ramphal Building					Social Sciences Building						
Lecture Theatre	**1.04**	**1.13**	**1.15**	**2.41**	**3.41**	**0.08**	**0.09**	**0.10**	**0.11**	**0.13**	**0.17**	**0.28**
Special Session on the work of Rosemary Crompton	**Unions and other forms of employee organisation, representation and voice** Conflict & repression of voice	**After the state** Care & education sectors	**Gender, age, youth, family and work** Gendered careers	**Migration, ethnicity, equality and diversity, disabilities, minorities** Migration policies & attitudes	**Body, emotions, health and work, culture, creative work** Emotional labour	**Open** Meanings of work	**Labour markets, employment, professions and regulations** Recruitment	**Labour markets, employment, professions and regulations** Migrant work and job creation	**Social theory, state and work** Extracting value from labour		**Gender, age, youth, family and work** Care work & paid work	**Globalisation, international dimensions and comparative studies** European comparisons
Jones, G.	Cathcart, A.	Gamwell, S.	Ishiguro, K.	Zhang, Y.	Haiven, J.	Madden, A.	Müller, A.	Urzi, D.	Brook, P.		Koslowski, N.	Manzella, P.
Beccalli, B.	Schulze-Marmeling, S.	Moore, S.	Jeanes, E.	Refslund, B.	Dembek, A.	Rodriguez, J.	Buers, C.	Béji, K.	Cook, H.		Yerkes, M.	Papadopoulos, O.
Le Feuvre, N.	Neergaard, A.	Roper, I.	Kispeter, E.	Sieben, I.	Cartwright, J.	Wimalasena, L.	Wölfel, O.	Focardi, G.	Zhang, Y.		Chatzitheochari, S.	Stewart, P.
O'Reilly, J.					Mulinari, P.							

Paper Session 8   Thursday 5 September 15:15-16:45

	Ramphal Building					Social Sciences Building						
Lecture Theatre	**1.04**	**1.13**	**1.15**	**2.41**	**3.41**	**0.08**	**0.09**	**0.10**	**0.11**	**0.13**	**0.17**	**0.28**
	Unions and other forms of employee organisation, representation and voice Unions and the European Union		**Gender, age, youth, family and work** Gender effects of the crisis	**Migration, ethnicity, equality and diversity, disabilities, minorities** Ethnicity and inequality	**Body, emotions, health and work, culture, creative work** Body work and care work	**Open** Visual work and markets	**Labour markets, employment, professions and regulations** Students and work	**Labour markets, employment, professions and regulations** Flexibilities	**Special Session on the ESRC New Dynamics of Work programme**	**Labour markets, employment, professions and regulations** Professional identities		**Open** Family and age
	Brandl, B.		Lord, C.	Healy, G.	Gale, N.	Lyon, D.	Korczynski, M.	Turnbull, P.		Spence, C.		Vickerstaff, S.
	Cameron, J.		Warren, T.	Ku, H.B.	Wolkowitz, C.	Hamilton, L.	Holmes, C.	Loretto, W.		Martin, G.		Tilling, S.
	Haunschild, A.		Quinlan, M.		Daly, T.		Tzanakou, C.	Tangian, A.		Schwartz, G.		Miyashita, S.
	da Costa, I.				Hebson, G.							

BSA Presidential Event: The Challenge of Big Data

Friday 25 October 2013, 09:30-16:45
British Library Conference Centre, London

BSA President, Professor John Holmwood announces a one-day seminar/workshop on the challenge of Big Data, organised in collaboration with Dr Emma Uprichard, Centre for Interdisciplinary Methodologies, University of Warwick and Dr Abby Day, Department of Sociology, Goldsmiths.

The Government White Paper on Open Data and the Finch Report on Open Access to Research publications were both published in June 2012, inaugurating a discussion about the changing nature of social science research and its role in the evaluation of policy and practice. Administrative data and its linkage to other large data sets, data mining, and the increased proprietorial interest in large data all pose a fundamental challenge for the social sciences to confront big data with big questions. This joint event of the British Library and the British Sociological Association uses a workshop format to address these issues.

Programme

09:30 - 10:00	Coffee and Registration
10:00 - 10:15	**Welcome** John Holmwood (BSA President & University of Nottingham) Jude England (Head of Social Sciences, British Library)
10:15 - 11:30	**Data Provenance and Social Science** Evelyn Ruppert (Goldsmiths) Ken Benoit (LSE) Emma Uprichard (University of Warwick)
11:30 - 11:45	*Break*
11:45 - 12:45	**Mixed Data, Mixing Methods** Alan Warde (University of Manchester); Abby Day (Goldsmiths)
12:45 - 13:45	*Lunch*
13:45- 14:45	**Access and Public Policy** Emer Coleman (dsrptn) Peter Elias (University of Warwick)
14:45 - 15:00	*Break*
15.00 - 16.15	**Who Counts?** Paul Martin (University of Sheffield) Paul Taylor (UCL) Andrew Goffey (University of Nottingham)
16.15 - 16.45	**Closing Discussion**

For more information and to register online visit: www.britsoc.co.uk/events/presidential
Enquiries to: E: events@britsoc.org.uk

This event is held in partnership with the British Library.

Work, employment, and society Editorship 2015-2017
Call for Expressions of Interest

Invitation to edit BSA Journal *Work, employment and society*

The BSA would like to hear from Editorial Teams interested in editing its journal *Work, Employment and Society(WES)* from January 2015 to December 2017.

Editing the journal is an important role, particularly at this time when academic publishing is experiencing so much change. Editorial teams are able to shape the journal and make an invaluable contribution to the British Sociological Association and the wider discipline. We hope to attract a team eager to maintain and develop the international reputation and high academic standing of this journal.

The new editorial team will consist of a minimum of 4 Editors and the BSA welcomes teams based at one or more universities. Teams including senior academics and those at an earlier stage of career are also encouraged. Please note that applicants must be based at UK institutions. WES receives approximately 400 submissions a year, has an Impact Factor of 1.255 and is ranked 4 on the Association of Business Schools list.

Deadline for Expressions of Interest: 1 October 2013
(Deadline for full proposals will be in 2014)

To express interest and for further information on making an application, prospective applicants should contact the BSA:

Alison Danforth
BSA Publications Officer
0191 383 0839
alison.danforth@britsoc.org.uk

BRITISH SOCIOLOGICAL ASSOCIATION

KEYNOTE SPEAKER

Professor Saskia Sassen

Tuesday 3 September, 16:00-17:00
Ramphal Lecture Theatre

EXPULSIONS: The Fifth Circle of Hell

In the last two decades there has been a sharp growth in the numbers of people that have been "expelled," numbers far larger than the newly "incorporated" middle classes of countries such as India and China. I use the term "expulsion" to describe a diversity of conditions: the growing numbers of the abjectly poor, of the displaced in poor countries who are warehoused in formal and informal refugee camps, of the minoritized and persecuted in rich countries who are warehoused in prisons, of workers whose bodies are destroyed on the job and rendered useless at far too young an age, able-bodied surplus populations warehoused in ghettoes and slums. One major trend is the repositioning of what had been framed as sovereign territory, a complex conditions, into *land* for sale on the global market – land in Sub-Saharan Africa, in Central Asia and in Latin America to be bought by rich investors and rich governments to grow food, to access underground water tables, and to access minerals and metals. My argument is that these diverse and many other kindred developments amount to a logic of expulsion, signaling a deeper systemic transformation in advanced capitalism, one documented in bits and pieces but not quite narrated as an overarching dynamic that is taking us into a new phase of global capitalism. The paper is based on the author's forthcoming book *Expulsions*.

Saskia Sassen is the Robert S. Lynd Professor of Sociology and Co-Chair, The Committee on Global Thought, Columbia University (www.saskiasassen.com). Her recent books are *Territory, Authority, Rights: From Medieval to Global Assemblages* (Princeton University Press 2008), *A Sociology of Globalization* (W.W.Norton 2007), and the 4th fully updated edition of *Cities in a World Economy* (Sage 2012). Among older books is *The Global City* (Princeton University Press 1991/2001). Her books are translated into over 20 languages. Her forthcoming book is *Expulsions: Complexity and Brutality in the Global Economy* (Harvard University Press 2014). She has received diverse awards, from multiple doctor honoris causa to being chosen as one of the Top 100 Global Thinkers by Foreign Policy and receiving the 2013 winner of the Principe de Asturias Prize for the Social Sciences.

Chair: Carol Wolkowitz, University of Warwick

KEYNOTE SPEAKER

Mr Han Dongfang

Tuesday 3 September, 17:00-18:00
Ramphal Lecture Theatre

The fast emerging labour movement in China and its impact on the country's future

In May 2010, a strike by auto workers at Nanhai Honda made it very clear that China's workers were not passive victims of repression and exploitation. It showed that workers were organized and determined to push for better pay, welfare benefits and working conditions. The Honda strike was a breakthrough but it was not the end of the story. Indeed, three years later, the labour movement has moved on to such an extent that the Honda strike now looks dated.

What has changed?

Workers are developing a stronger sense of class consciousness. This is creating solidarity, enhancing organization and stimulating action in the workplace. See the Guangzhou hospital workers dispute and International Paper. With this greater sense of collective identity, workers are more likely to resolve their grievances themselves rather than rely on local government and trade union officials to come in and negotiate for them, as was the case at Nanhai Honda. Indeed, many local governments are now actively encouraging workers and management to settle disputes themselves through dialogue and negotiation. Workers are much more adept at using social media, not only as a means of organizing and mobilizing support but also as a way of getting their voices heard by the public and into mainstream media. China's official trade union has remained largely passive throughout these developments, although a few local unions have taken a more pro-worker stance in the last year or so. This passivity has allowed China's non-governmental labour organizations to step into the void and fulfil the role a proper trade union should be playing. Labour NGOs are helping workers to get organized and steer them towards a negotiated settlement through collective bargaining with management.

What has not changed?

Despite being forced into negotiations by striking workers, the general attitude of management towards collective bargaining remains guarded to say the least and as a result most examples of collective bargaining have so far resulted only in one-off settlements. The next step clearly has to be the creation of a stable and long-term mechanism for workplace-based collective bargaining that can alleviate tensions and benefit both workers and management. There can be no doubt that China's workers are ready for this next stage. We have already seen that this emerging working class has the desire, the will and the ability to engage in collective bargaining with management. China's workers should not be seen as mere victims. All the evidence shows that workers are now increasingly labour activists and in the future they will become trade union activists. China's workers want a proper trade union and they are demanding that the existing union do a better job in representing their interests. The development of a strong trade union movement in China is a natural consequence of the current labour movement. Workers need a proper trade union to represent them and eventually they will get what they want. This is of huge importance for the economic and political development of China. Moreover, it will have profound impact on the global economy and the development of the international labour movement.

Han Dongfang has been an advocate for workers' rights in China for more than two decades. He first came to international prominence when, as a railway worker in Beijing, he helped set up China's first independent trade union, the Beijing Autonomous Workers' Federation (BAWF), during the Tiananmen Square protests of 1989. He was expelled to Hong Kong in 1993, where the following year he set up China Labour Bulletin (CLB). In addition to his work at CLB, Han is on the board of Human Rights in China, and conducts regular interviews with Chinese workers on Radio Free Asia.

Chair: Tim Pringle, SOAS

PLENARY

State, Work and Crisis

Tuesday 3 September, 11:00-12:30
Ramphal Lecture Theatre

In the 1970s, labour process and work organisation research developed in a period marked by theoretical debates on the state and empirical research on the welfare state and on corporatism. More theoretical insights have been developed since then: postcolonial theory, feminist theory and the analysis of gendered regimes, the Varieties of capitalism approach… but workplace research has often forgotten the importance of the state. The great western recession calls for a re-evaluation of the role of the state and of the theoretical lenses we use to understand it. The WES 2013 Conference will open with cutting-edge contributions from leading scholars who never stopped thinking about the role of the states, national regimes and state work.

Professor Bob Jessop is Distinguished Professor of Sociology at Lancaster University and Founding Director of the Institute for Advanced Studies. Bob has been one of the leading figures in theoretical debates about the states since the 1970s. Among his books there are *'The Future of the Capitalist State'* (2002) and *'State Power'* (2007).

Professor Jacqueline O'Reilly joined Brighton Business School in October 2008 where she is Director of CROME. Jackie's research interests are in international comparisons of the gendered dimensions of employment, working time, welfare and care systems. She co-edited *'Labour Markets, Gender and Institutions'* (2002) and is completing a new book titled *'Challenging the Gender Contract: reforming work and welfare in Europe'*. She organised the last Work, employment and society conference in Brighton in 2010.

Stefano Harney is Professor of Strategic Management Education at the Lee Kong Chian School of Business, Singapore Management University. He has written extensively on business ethics, public administration, corporate social responsibility, creative industries, educational, cultural and social business issues. He is the author of *State Work: Public Administration and Mass Intellectuality* (2002).

Discussant: Geoff Wood, University of Warwick

Chair: Mark Stuart, University of Leeds

PLENARY

Public Sector Work and Welfare State

Wednesday 4 September, 11:00-12:30
Ramphal Lecture Theatre

This session brings together three contributors whose research and writing has explored various aspects of the changing role of the State in different national and sectoral contexts. Their research allows them scope to give important insights into the ways State regulation of work has changed and developed over recent decades.

Professor Chris Howell is Professor of Politics at Oberlin College. His research and teaching interests include the comparative politics and political economy of advanced capitalist societies, labour unions and industrial relations, Left parties, and British and French politics. He is particularly well known for his 2005 book: *Trade Unions and the State: The Construction of Industrial Relations Institutions in Britain, 1890-2000* published with Princeton University Press.

Professor Peter Turnbull is Professor of Human Resource Management Labour Relations at Cardiff University. His joint authored text book *The Dynamics of Employee Relations* has been published in 3 editions, most recently in 2004, by Palgrave Macmillan. It has become a core text for many undergraduate labour relations modules. He has also published widely on topics including the deregulation of the airline industry, and labour productivity in ports.

Professor Anke Hassel is Professor of Public Policy at the Hertie School of Governance Berlin. Between 2009 and 2012 Anke was Senior Visiting Fellow at the European Institute of the London School of Economics. Anke is also a faculty member of the Berlin Graduate School for Transnational Studies and writes a regular column for the magazine *Berliner Republik*. She has written widely on the role of the State in political economy and is particularly known for her 2006 book: *Wage Setting, Social Pacts and the Euro. A New Role for the State* published with Amsterdam University Press.

Chair: Melanie Simms, University of Leicester

PLENARY

Migration

Thursday 5 September, 11:00-12:30
Ramphal Lecture Theatre

Formerly defined in sociology as "strangers" and "birds of passage", migrant workers are now increasingly considered in their subjective role in the public space, whether at political or work level, and in interaction with state policies, which in many cases have actively contributed to creating a specific social status for migrant workers. Contributions from leading experts from North America and Europe will discuss the latest developments, from below and from above, in the social relations between migrants and states.

Professor Ruth Milkman is a sociologist of labour and labour movements who has written on a variety of topics involving work and organized labour in the United States, past and present: the impact of economic crisis and war on women workers in the 1930s and 1940s, the restructuring of the U.S. automobile industry and its impact on workers and their union in the 1980s and 1990s, low-wage immigrant workers in the U.S. She is currently a Professor of Sociology at the CUNY Graduate Center and at the Joseph F. Murphy Institute for Worker Education and Labor Studies, where she also serves as Academic Director. Her most important book on migrant workers is *L.A. Story: Immigrant Workers and the Future of the U.S. Labor Movement* (2006).

Bridget Anderson is Professor of Migration and Citizenship and Deputy Director at COMPAS (Centre on Migration, Policy, and Society) at the University of Oxford. She is the author of 'Us and Them: the Dangerous Politics of Immigration Controls' (2013) and 'Doing the dirty work? The global politics of domestic labour' (2000). Bridget is particularly interested in citizenship, in immigration enforcement (including 'trafficking'), and in low waged labour, migration and the state. She has worked closely with migrants' organisations, trades unions and legal practitioners at local, national and international level. She also co-edited with Martin Ruhs, 'Who Needs Migrant Workers? Labour Shortages, Immigration and Public Policy (2010).

Charles Woolfson is currently professor of labour studies at REMESO, Institute for Research on Migration, Ethnicity and Society, Linköping University, Sweden. During 2000-2009 Woolfson mainly lived in the Baltics, and from 2004-2007 was a European Commission appointed Marie Curie Chair, teaching and conducting research in the three Baltic states of Estonia, Latvia and Lithuania. His current research focuses on European labour standards and enforcement, industrial relations, East-West migration and the eastward enlargement of the European Union, problems of 'wage dumping', working environment and the growth of the informal economy. He is co-editing '*The Contradictions of Austerity: The Socio-Economic Costs of the Neoliberal Baltic Mode*' (2014).
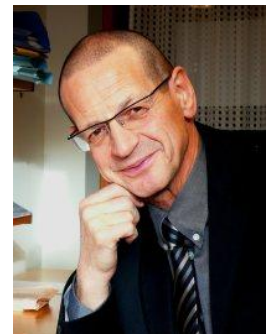
Chair: Guglielmo Meardi, University of Warwick.

DRINKS RECEPTION

Meet the Editors of
Work, employment and society

Tuesday 3 September, 19:00-20:00
Bar, Rootes Building

Since March 1987, *Work, employment and society* has played a key role in launching new debates in the sociology of work, challenging conventional wisdom and offering new and penetrating empirical insights into contemporary social questions. It has operated in an international and comparative context, examining trends in policies and changes to working life at many levels.

WES is a leading international peer-reviewed journal of the BSA which publishes theoretically informed and original research. It is strongly grounded in the sociological tradition but welcomes contributions from adjacent disciplines that inform the sociological analysis of all aspects of work, employment, unemployment and their connections with wider social processes and structures.

From its first issue in 1987 to present, the journal continues to make a significant contribution to key debates through events and publication.

Editors in Chief: Irena Grugulis and Mark Stuart, University of Leeds
Editors: Andy Charlwood (University of York), Chris Forde, Ian Kirkpatrick, Robert MacKenzie, Jennifer Tomlinson (all University of Leeds)

28th AIRAANZ Conference 2014

Work, Employment and Human Resources:
The Redistribution of Economic and Social Power?

Association of Industrial Relations Academics of Australia and New Zealand

Conference Dates: 5-7 February 2014

The conference is being organized by AIRAANZ, representing Industrial Relations (IR) and Human Resources (HR) academics and those in related fields in Australia, New Zealand and other countries. The event is proudly hosted by Monash University. Other universities and organisations will also be involved. Put the dates in your dairy now!

This conference aims to be inclusive of people, disciplines, topics, geographies and perspectives, in accord with the traditions of AIRAANZ. Papers are welcome in the fields of employment IR, HR, labour history, labour law, the economics, psychology and sociology of work, labour geography and related fields. Scholarships are available for PhD students.

Submission deadline for refereed papers: 20 September 2013; there will be a later deadline for non-refereed papers, since most people currently seem to prefer to submit non-refereed papers.

Consistent with AIRAANZ custom, there will be opportunities for sponsorship and to lead specialist streams, symposia, workshops, or round tables. If such opportunities are of interest, please submit proposals to the Organising Committee Co-Chairs as soon as possible. There has already been considerable interest from Australia, New Zealand and other countries!

Marvellous Melbourne – A World-Class Venue

The refurbished Novotel on Collins in the heart of Melbourne is an ideal venue for the Conference. There will special deals for accommodation via the conference website at the Novotel, which is most convenient!
For the last two years, Melbourne has been ranked as the world's best city in the Global Liveability Survey, taking into account healthcare, education, infrastructure, culture and crime. It also has a lovely hinterland to see, including excellent wineries! February is summertime -- a great time to visit.

For more information

If you have any suggestions for the 2014 conference or for further information, please go to the conference website as below or please contact the conference managers:

Helen McLean: helen@caseyconferenceservices.com.au   or   Marg Scarlett: pcs@cogroup.com.au

Conference Organising Committee Co-Chairs:
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Organising Committee:
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Sandra.Cockfield@monash.edu
Richard.Cooney@monash.edu
Anthony.Straw@monash.edu
Julian.Teicher@monash.edu

5 August 2013 For updates see: **www.airaanzconference2014.com**

PAPER SESSION 1

Tuesday 3 September 2013 at 14:00 - 15:30

After the state - Privatisation, deregulation, resistance, anarchy, decentralisation
RAMPHAL 1.13

PUBLIC SECTOR & PRIVATISATION

Labour Market Governance: The role of Performance Management

Nunn, A.
(Leeds Met)

Over the last two decades, Public Employment Services (PES) across Europe have been subjected to twin pressures associated with neo-liberal labour market governance. These have been simultaneously project to promote (1) Activation and increased labour supply; a commitment substantively implemented through (2) the adoption of a supporting regime of New Public Management, in which Performance Management has been a key tool to drive deep institutional reform (Nunn 2010). Most PES in Europe now actively use Performance Management in order to continue to pursue activation and increased labour supply (Nunn 2012a), even in the context of labour market polarisation (European commission 2011). This paper will present the findings of a recent (2012-13) project to document some of the detailed application of activation through performance management across European PES (Nunn 2013, forthcoming). In doing so it will show the agency of leading states (some of them held up as the bastions of social democracy in the EU) and the European Commission in implementing deep institutional reform for specifically neo-liberal labour market governance. It will also consider recent strategies to further develop this into the future.

The paper will be empirical in that it will provide a detailed account of performance management in European PES. It will also be theoretical in considering the specifically neo-liberal form of labour market governance and the class politics that underpin this. This will be placed in the context of a broader critique of the politics of neo-liberal competitiveness (Cammack 2006; Nunn 2012b).

The post building labour process and impact of state interventions: lessons from oral history

Clarke, L., Wall, C.
(University of Westminster)

The paper reassesses the impact of state intervention in the post-war period, drawing on interviews from a Leverhulme Trust oral history project conducted with building workers on their experiences in the 1950s and 1960s constructing: Stevenage New Town, the Barbican, the M1 motorway, Sizewell A nuclear power station and the South Bank Arts Centre. Their voices help identify the critical issues confronting construction labour at the time and the appropriateness of government response given subsequent developments.

The issues dominating the construction of Stevenage New Town were fighting the 'lump' and establishing a directly employed, unionised workforce. Stevenage represents a trade union success story and thus provides important lessons, given the overwhelmingly casual nature of construction employment today. The Barbican, unlike Stevenage, was not dominated by the traditional trades but exemplifies the changing construction labour process, including widespread use of concrete and machinery (e.g. cranes and hoists), new occupations, and incentive bonus systems. Though both the Donovan Commission and Cameron Inquiry (on Barbican disputes) sought ways for union leaders and employers to assert control over shop stewards, building workers' accounts reveal that inoperable bonus systems, the complex labour process and the 'lump underlay disputes though remaining unaddressed.

Drawing on the project accounts, the paper argues that issues related to the quality of labour, including the nature of skills and occupational divisions, were as critical to the development of social relations of building production as were those concerning wages and conditions. Though the labour process differed, it was in general increasingly skilled and collective, belying Braverman's 1970s' deskilling thesis and unrecognised in government industrial relations, employment and training policies.

The Rise of the Global Auction and the Death of Human Capital

Brown, P., Chueng, S.Y., Lauder, H.
(Cardiff University)

For decades, the idea that more education leads to greater individual and national prosperity has been a cornerstone of economic policy in both developed and emerging economies. While the 2008 financial crisis has called into question ideas of the 'weightless' economy is has done little to dent faith in human capital solutions to problems of economic growth, social (im)mobility, and income inequalities. Based on over a decade of research - much of it funded by the ESRC - this presentation identifies some of the global trends in skills, new technologies and corporate value chains, contributing to a global auction for high skilled jobs. Here we explore how the global auction for jobs is transforming the relationship between education, jobs and incomes, leads to the conclusion that there can be no return to 'business as usual' before the Great Recession. Whatever policy initiatives are introduced to re-invigorate the British and American economies, they must address the 'death of human capital' (as least in the way it has been understood in policy debates). It also calls for more sociological research to gain a better understanding of globalisation and the future of work.

Body, emotions, health and work, culture, creative work
RAMPHAL 3.41

WORK/LIFE BALANCE & WELFARE

Caregiver-Friendly Workplace Policies: Examining Canada's Compassionate Care Benefit

Williams, A.
(McMaster University)

Caregiver-friendly workplace policies (CFWPs) are designed to assist employees co-manage work and caregiver obligations. With the rising aging population and various caregiver demographics, such as the high employment rate of women, together with the shrinking welfare state and subsequent emphasis on informal caregiving, workplaces need to be prepared to accommodate caregiver-employees. The objective of this paper is to reveal an extensive research evaluation of Canada's first state-provided CFWP, the Compassionate Care Benefit (CCB), unveiled in 2004. Fifty-seven interviews with family caregivers, 50 interviews with front-line palliative care providers, and five focus groups with employers

and human resource (HR) personnel from across Canada have been conducted. The perspectives, knowledge, experiences, and suggestions gathered from these three key stakeholder groups have generated a wealth of information about the CCB. Thematic analysis of the transcripts preceded data triangulation. Study findings show that most participants view the CCB as a legislative step in the right direction to better supporting family caregivers. However, it is stressed by all stakeholder groups that until there is wider awareness of the CCB's existence, the implementation of future changes designed to realize the full potential of the program will have an insubstantial impact on improving uptake. From across all three stakeholder groups, five common suggestions for improving the CCB are identified. In addition to reviewing these five program directions, this paper will discuss the workplace and employee characteristics that are most helpful to employees when searching out accommodations in a challenging workplace culture. This research was funded by the Canadian Institutes of Health Research (CIHR), operating grant program.

Suffering for art? Artistic Identity and Work/life Balance in the Music Industry

Maclean, G.
(Heriot-Watt University)

Artistic careers are often likened to 'a calling' where the work performed is seen as the individual's purpose in life rather than simply a means of making a living. Coupled with this is the romantic notion that rejection of money is seen as an affirmation of art within cultural production. This conflict between art and commerce is seen as one of the defining features of the cultural industries with cultural production often said to be the 'reverse' of traditional capitalist production (Bourdieu, 1983). With the rise of the Internet and the decline of traditional record contracts, musicians struggle more to make a living out of their work. While many recent studies of cultural work tend toward an Autonomist Marxist approach, this paper draws on the labour-process perspective to address the art/commerce conflict in an under-researched industry. Through the use of a 'contextualist' identity approach (Jaros, 2012) and the work of Pierre Bourdieu, this paper explores the professional identities and work/life balance of musicians. Based on semi-structured

interviews with 20 signed and unsigned musicians, the findings of this paper show how the work/life divide is blurred with many musicians considering making music as part of who they are rather than their job. Related to Bourdieu's concept of capital, economic capital is seen as something separate to artistic expression therefore an artistic identity. Most musicians, rather than rejecting money, see small income and the struggle to make a living is part of an artist's identity.

Marginalized Artistic Work and the Threat to Self-Declaration of Artistic Occupation: the Case of Artist Welfare Law in South Korea

Jung, P.J.
(Seoul National University)

This paper examines the impact of government's welfare policy on the social perception of artistic work. In South Korea, the new national artist welfare law is seemingly trying to acknowledge artistic 'work' with the stated purpose of providing artists with social protection, for securing artists' right to work. The new law, however, is far from creating universal social safety net for artists, and ironically, artists' right to work could be jeopardized by the law itself.

The stated aim of the artist welfare law was to acknowledge artist and their rights as 'workers'. However, the artist welfare law has narrow definition on workers: workers refer to those who provide workforce to workplace in order to earn income. Accordingly, as the welfare law covers mostly the 'contract'-basis works such as film-making, broadcasting, or group performance, it failed to consider the situation of individual artists including fine artists and writers. Independent and self-employed artists, constituting 42.7% of the artist population, are excluded systematically and intentionally.

Hence, the new artist welfare policy became the threat to self-declaration of artistic occupation, and causes discrimination among artists and exclusion among art forms. The government's failure of considering the characteristics of artistic production would discourage artists from declaring themselves as certain artistic occupational identity, which is still veiled and keeps distance from social recognition. The new law could undermine the small foothold of artists who are treated as aliens in the arts economy structure with the myth of starving but genius artist.

Gender, age, youth, family and work
RAMPHAL 1.15

YOUTH EMPLOYMENT

Young NEETs and everyday life: biographical constructions, strategies of action, identities

Gaspani, F.
(Università degli Studi di Milano - Bicocca)

This study presents the first results of a wider qualitative research that explore the everyday lives of young NEETs (Not in Education, Employment or Training), in order to understand the role played by institutions in their biographical construction. The aim of the paper, therefore, is not the definition of the statistical category. Differently, it analyzes the everyday reality of young people who remain somehow trapped in the NEET condition and not simply those who, for various reasons, experience this condition occasionally or in a transient way. The focus on everyday life provides a key to read and decode processes and relationships between the formal absence of some institutions (education, employment) from the everyday life of the interviewees and their biographical orientations. In this perspective, processes of attribution of meaning that young NEETs give to their own life experiences are investigated. Furthermore, the strategies that they employ on a daily basis to face the difficulties of their particular situation are examined. More specifically, the emphasis is on the representations and practices through which young NEETs relate to their social world, as well as analyzing the main forms of identity construction. Focusing on the metropolitan area of Milan and its province, this study is part of sociological research into the biographical constructions and visions of the future formed during the youth stage of life. The objective is to understand these aspects as they relate to young NEETs in the general framework of the studies into the condition of young people in Italy.

Youth and Social Protection in Europe: An Investigation on the Access of Young Europeans to Social Benefits

Miedtank, T., Monteiro, P.
(King's College London)

This work aims to understand to what extent young people in the EU-27 is covered by welfare benefits (i.e. unemployment, housing, sickness and disability benefits). While youth represents a central topic in debates on work, employment and society (Bloch, 2013; McDonald et al., 2011), the literature has concentrated mostly on issues of transition to work (Fenton & Dermott, 2006; Golsch 2003; Walter, 2006) and skill formation (Vickerstaff, 2003). On the other hand, broader studies about welfare systems (Rubery, 2011; Vogel, 2004) and the nature of the labour market (Heyes, 2011; Lechske, 2011) rarely concentrate on young people.

This is unfortunate as the youth represents a section of the population particularly vulnerable, especially after the 2008 crisis. The problems do not stop at the transition to employment – one just needs to consider their growing presence in atypical and precarious working schemes (European Commission, 2010; OECD, 2008; Simms, 2011). There is thus a clear need to address this incomplete literature, mainstreaming youth in overarching theoretical discussions on employment and welfare.

The present study is situated in this direction, expanding the current discussions on welfare systems and social protection (Heyes, 2011). Based on a quantitative cross-sectional analysis of the EU-SILC 2010 dataset through independent t-test and a multivariate analysis, it maps the access of young people to benefits vis-à-vis other age groups. The results demonstrate systematic differences in the level of social protection access and cash income between these groups, all over Europe, with few exceptions such as Romania and Czech Republic.

What Working Children Work For: Work, Payment and Vulnerability Among Accra's Street Children

Mizen, P., Ofosu-Kusi, Y.
(University of Warwick)

Child-centred studies of working and street children are increasingly common. Central to this is the sociological agentialization of working children (James et al. 1997) and its emphasis on how children's accounts of their work lead to a questioning of orthodox understandings of child labour. Rather than assuming that work and childhood should be categorically separate (Liebel 2007; ILO 2002), these child-centred studies claim work as an enabling activity rather than as self-evident forms of exploitation (Bourdillon 2006). Accounts of children's work in the informal urban sector, for instance, now assert that 'child labor works' (Offit 2008), that street work can be 'empowering' (Kovats-Bernat 2006), that conditions on the street are often better than those at home (Connolly 1990) and that street children demonstrate creativity and entrepreneurial zeal when confronting the harshness of their situations (Abebe 2008; Bromley 2009). This paper offers a critical engagement with this position. By drawing upon long-term qualitative research in central Accra, our paper offers a characterisation of the work that street children engage in and the level and form of remuneration that this involves. By concentrating on the social relations that define these exchanges, our paper traces through the relations of dependence that define these children's work. Our argument is that this work cannot be easily regarded as a source of empowerment and we develop further our argument that child-centred accounts of working children must pay attention to children's vulnerability as a basis for understanding their agency (Mizen and Ofosu-Kusi 2013).

A media analysis of apprenticeship in England: Issues and controversies

Oultram, T., Kelemen, M.
(Keele University)

'Apprenticeships are at the heart of our mission to rebuild the economy …. I want it to be the new norm for young people' (Cameron, 2013). Whilst the Government has ambitious plans for apprenticeships, these ambitions cannot be realised without public engagement. Thus how apprenticeships are presented in the media is likely to impact on the societal acceptance of apprenticeships. This paper reviews media stories about apprenticeships between January 2011 and December 2012.

Despite an overwhelmingly positive portrayal of apprenticeships in the media, our analysis suggests the existence of multiple and conflicting accounts on what apprenticeship are and what they may deliver for different stakeholders. For example, some stories focus on the individual apprentice and portray apprenticeships as a vehicle for learning for the young, a means of upskilling older workers, as well as an effective alternative to higher education. Other stories focus on employers, suggesting that apprenticeships provide short-term economic value for businesses, a sustainable workforce for the longer term future and represent good practice for the Corporate Social Responsibility agenda.

We argue that these claims should not be seen as mutually compatible and must be scrutinised more carefully. While the positive portrayal of apprenticeships by the media may be a response to the current zeitgeist, i.e., the need of the public for some certainty with regards the future of the economy and potentialities it will have for workers, it is crucial that researchers take a more critical approach to the quagmire of the promised land of apprenticeships. This is a timely project not only for the government, but also for the field of management studies which has recently embarked

on the project of rethinking in fundamental ways the relationship between individualism and collective/public agendas in the employment sphere.

Reference: Cameron, D (2013), speech at the opening of National Apprenticeship Week, 11th March 2013

Globalisation, international dimensions and comparative studies
SOCIAL SCIENCES 0.13

JOB QUALITY COMPARED

Why do we have so little internationally comparable data on the quality of jobs and working lives?

Burchell, B., Piasna, Sehnbruch, Agloni
(University of Cambridge)

Over the past 40 years there have been significant (but non-linear) advances in our understanding of quality of employment. Early models typically relied on the notion of the 'formal sector', simple pay measures or on job satisfaction. More recently models have been developed to incorporate many aspects of the extrinsic and intrinsic quality of jobs, and also legal, institutional and welfare determinants of labour markets that promote well-being.

It will be argued that the lack of internationally comparable data on employment quality has hampered the progress of conceptual development in this area. Furthermore, the policy impact of this body of literature has been limited, in particular outside of the EU, by the dearth of data that can be used to make international comparisons, for instance to create league tables of countries, or to understand the international effects of neoliberal economic policies or globalisation on the quality of employment. Thus the contribution of labour market reform to human development is under-estimated compared to other aspects of human development such as education and health.

This article explores the reasons for this shortage of data. The role of two institutions, the EU ('more and better jobs') and the ILO (International Labour Organisation: 'Decent Work') will be discussed as being central to understanding the reasons for this failure.

Employment status and subjective well-being: the role of the social norm to work

Sieben, I., Stam, K., Verbakel, E., de Graaf, P.
(Tilburg University)

This study focuses on the question to what extent a social norm to work moderates the relation between employment status and subjective well-being. The expectation is that gaps in well-being between employed and unemployed groups would be larger in countries with a stronger social norm. Stronger norms would imply a higher degree of sanctioning of non-compliers, which decreases well-being. This study advances on previous research by using a direct measure to test the effect of the social norm, by employing cross-national data on 45 European countries (EVS 2008) and by studying the subjective well-being levels of five employment status groups for men and women separately. Results show that a stronger social norm widens the well-being gap between the employed and disabled, but closes the gap between the employed and male and female retirees by decreasing well-being of the latter. However, this moderating effect disappears when a country's economic affluence is taken into account. For the unemployed no effects were found.

Why do lower wages not create higher growth and decent jobs? Evidence from the global economy

Onaran, O.
(University of Greenwich)

Neoliberalism led to a significant increase in the profitability of capital and a decline in the share of wages in income in the post-1980s in both the developed and developing world. The decline in the share of wages has intensified once again since 2010/2011 during the new phase of the global recession. In the last three decades, this decline in the wage share has accompanied a poor performance in terms of investment, growth, and decent job creation in most countries with the exception of a few emerging countries like China and India. However, in the latter group although growth rates have been strong, the conditions of work and pay pose a challenge for labour and decent work at a global level.

This stylized fact challenges the mainstream labour market policies, which sees low labour costs as a key to growth and job creation. The paper aims at combining the contributions in the tradition of post-Keynesian/Kaleckian economics and sociology of work to show how the reliance on wage moderation as an outcome of the dramatic decline in labour's bargaining power at the global level (with wages increasing at a lower pace than productivity) creates a vicious circle of global race to the bottom in the labour share, low growth, fewer and/or more precarious job creation. The analysis indicates that what seems to be rational at the level of an individual firm may turn out to be contractionary at the macro or global level.

Cross-Country Comparison: Absenteeism at workplaces

Wang, W., Seifert, R.
(University of Wolverhampton)

Workplace absenteeism costs billions of pounds each year across the industrialised nations, including UK, France and Germany. In this article, we analyse the determinants of observed workforce with high absenteeism from dynamism of social-legal regulations on workers' behaviour; particularly focusing on labour market institutions and workplace settings in the UK, France and Germany. Based on the European Company Survey (ECS) data 2004 and 2009, it shows that the number of workplaces which reported high absenteeism has decreased in the UK and France between 2004 and 2009, but has increased from 18% to 25% in Germany. Our preliminary analysis on both datasets shows that job protection legislation is significantly and positively associated with high absenteeism, while good workplace employment relations are significantly and negatively associated with absenteeism. Work intensification, measured by percentage of workers working overtime in the past 12 months and frequency of coping with workload variation, are positively and significantly associated with high absenteeism. In the regression on ECS 2009 data, it shows the 'unthreatening' fixed term contract workers might show a cyclical pattern of absenteeism, that is to say, if most fixed term contracts were renewed immediately then their workplaces are significantly and positively associated with high absenteeism. In addition, certain variable types of wages, such as profit sharing are also remedies to reduce absenteeism. This is not the case where wages are largely determined through some form of collective bargaining.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.09

WORK FLEXIBILITY & THE CRISIS

Evaluating the impact of the recession on flexible working in Britain: Evidence from the 2011 Workplace Employment Relations Survey

Stuart, M., Bessa, I., Tomlinson, J.
(University of Leeds)

This paper examines the impact of the recent economic crisis on flexible working in Britain drawing on matched employer-employer data collected as part of the 2011 6th Workplace Employment Relations Survey (WERS). The first aim of the paper is to map the extent of flexible working in Britain and to consider how this has changed since the 2004 WERS survey (Kersley et al, 2004). The second aim of the paper is to evaluate the impact of the economic crisis on flexible working. The paper does this by developing different indices of flexible working and then investigating how such indices have been associated with specific business responses to recession. The paper also examines the ways in which flexible working is gendered and considers the extent to which flexible working arrangements (FWAs) facilitate work-life reconciliation or conflict, and whether FWAs have become either more constrained, accessible or subject to renegotiation.

We suggest that the consequences of the recession can be conceptualised in a number of ways. First, the need for cost containment may shift the balance of interests in terms of flexible working more towards those of employers. Second, employers make seek to hoard labour and in doing so create the conditions for a wider utilisation of FWAs. Third, employers may renegotiate the basis for flexible working with various degrees of benefit for employees, ie. mutual gains may be possible, but not necessarily so. Conclusions will also refect on ways in which flexible working are gendered.

The Quality of Work in the Economic Crisis: Some Early Results from the Skills and Employment Survey 2012

Felstead, A., Gallie, D., Green, F., Inanc, H.
(Cardiff University)

This paper will outline how the quality of work in Britain has evolved in recent years. It will draw on a series of surveys carried out over the over the last quarter of a century in Britain. The Skills and Employment Survey (SES) is the latest in the series and consists of responses from 3,200 workers aged 20-65 who took part in a 60 minute face-to-face interview. This paper reports on the results taken from similar cross-sectional surveys carried out in 1986, 1992, 1997, 2001 and 2006 with a total of almost 26,000 workers taking part. Based on this series, the paper will examine what influence the economic recession has had on key features of quality of work by addressing a number of research questions. Have previously recorded trends in upskilling continued despite a marked deterioration in economic fortunes? Has training incidence, intensity and quality fallen in the recession as predicted by some? Have employers reasserted managerial control over the labour process? Has the recession increased workers' fears of job loss, raised the prevalence of unfair treatment and/or heightened workers' anxiety about declining job quality? Has the severity of the 2008-09 recession and the sluggishness nature of the recovery since prompted employers to intensify work? The presentation will address these questions as well as highlight the prospects for further secondary analysis of the dataset by other analysts.

What kind of incentives do 'wage incentives' create?

Robertshaw, D.
(Leeds Metropolitan University)

Since the onset of crisis in 2008 youth unemployment has become a policy priority throughout Europe. In Britain the coalition has sought to tackle the issue through the Youth Contract. With a maximum budget allocation of £374 million,'Wage incentive' employment subsidies are a core component of the scheme. The subsidy has been launched with the intention of boosting the employment chances of younger people by offering a financial incentive to employers who take on long-term unemployed 18-24-year-olds. The scheme is ambitious in its scope, aiming to offer 160,000 places over the course of three years. Consideration of the problems associated with similar previous subsidy schemes has meant that they have been designed to encourage large-scale take-up through administrative simplicity, limited conditions and a flat-rate payment.

This paper will argue that, in the context of an increasingly competitive welfare-to-work market, such design imperatives may have come at a cost. It will examine issues in the scheme's design by considering the potential for interactions between the flat-rate payment and differential minimum wage rates, part-time working arrangements, and unpaid work trials. It will be argued that the scheme has the potential to create a number of perverse incentives. These include the encouragement of part-time over full-time working arrangements, the employment of young people on a short-term rather than long-term basis, a greater incentive to employ 18-20-year-olds over other age groups, and a disincentive for employers to invest in apprenticeships.

Steel Town Blues? A Study of the Post Redundancy Experiences of BlueScope Steelworkers from Port Kembla, Australia

O'Brien, M.
(University of Wollongong)

In late 2011 Australia's largest steel producer, BlueScope Steel (formerly BHP), announced their withdrawal from the steel export market, citing high exchange rates and raw material costs. As a result, approximately eight hundred steelworkers were laid off when the company shut down one of its remaining two blast furnaces at the Port Kembla plant, located approximately 100km south of Sydney. This move was seen by many as a fatal blow to the already struggling Wollongong/Illawarra regional labour market and economy traditionally reliant on heavy industry and manufacturing. This paper reports the findings of a study employing both qualitative and quantitative methods to document and analyse the economic and social consequences of redundancy. Our sample of approximately one hundred respondents were equally distributed across employed, unemployed and retired cohorts, although many respondents had difficulty clearly identifying their new labour force status. Not surprisingly, post redundancy outcomes differed by age, ethnicity, education and trade qualifications. Subsequent analysis probed issues of interest such as workers' attitude to various aspects of redundancy process and outcomes, use made of redundancy pay out, subsequent job search methods, perceived barriers to employment, and retirement intentions including the desire to partially retire. It is hoped that the findings can provide insights to guide government policies to maximise the employment prospects of workers following mass redundancies, target assistance to those most in need, and to better understand the challenges to a regional economy undergoing structural change.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.17

ATYPICAL WORK

Non-standard work arrangements: An abnormal division of labour?

Svensson, S.
(Mid Sweden University)

A large body of research in different national- and occupational contexts has shown how non-standard work arrangements could be associated with negative outcomes for individuals and organizations. In a summary of previous research, this study argues that such outcomes could be categorized by two of Durkheims proposed 'abnormal forms', the anomic- and the forced division of labour. By using quantitative data from 754 standard and non-standard workers in Sweden, logistic regression is used to analyse how characteristics of the employment relation pertaining to the anomic and the forced division of labour respectively relates to bonds of solidarity, or trust, among co-workers. In support of Durkheims theory, the results show that while anomic characteristics of the employment relation indeed are related to trust in co-workers, they are not associated with any differences between standard- and non-standard workers. The results does however show that being involuntary (forced) engaged in non-standard work is related to a lower trust in co-workers as compared to voluntary non-standard workers and standard workers. The results are discussed in relation to previous research and sociological theories on trust as well as Durkheims theory of division of labour.

Female atypical employment in the Service Occupations: a comparative study of time trends in Germany and the UK

Gash, V., Dieckhoff, M., Mertens, A., Romeu-Gordo, L.
(City University London)

We undertake a comparative and longitudinal analysis of the incidence of atypical employment and its determinants in Germany and the UK. Both countries exhibit important variation in some of the institutions deemed relevant in shaping demand for and supply of atypical work and are thus fruitful cases for a cross-national comparison. The aim of this paper is threefold. First, it investigates time trends in atypical employment and the institutional factors that may explain differences or similarities in time trends between the two countries. Second, it analyses how household composition shapes female labour supply in the service sector and tests existing theories. Third, it explores whether the influence of household composition on labour supply has changed over time and whether this can be explained by institutional change. Our analysis draws on the British Household Panel Survey (BHPS) and the German Socioeconomic Panel (GSOEP) which provide longitudinal data spanning the period from 1991 to 2010.

The expansion of social care through informal employment in the South Korea and Japan

Yun, A.
(Korea National Open University)

The South Korea and Japan have common characteristics of welfare system that is depicted as underdeveloped social security system and family care model. After 1990s, both countries made changes to social security system in response to slow growth, employment crisis, low fertility and population aging. Particularly, both Governments sought an increase of female employment to overcome recent economic crisis and introduced social care for the aged since 2000s. Although this expanded the scope of social security system on one hand, it produced results of marketization of social service and the increase of informal employment on the other hand.

To explain the implication of this change, my paper will explore questions as below, with the case of social care for the aged in the South Korea and Japan:

?) Does the expansion of social care have made changes to family care model that put responsibility for care work on women?

?) how is the evaluation of female labour related to the prevalence of low-waged and informal employment in social care jobs?

?) what is the influence of the marketization of social service on the proliferation of informal employment?

This research will reveal how the state intervention in crisis and subsequent reform plans for labour market and social security system reproduce and change the informal employment and gender division. This approach suggests an

conceptualization of East Asian model of social service, based on the work of Bahle(2003) and Munday(2003) and pursues an explanation to transcend the formal/informal dualism.

The Poverty of UK Welfare-to-Work Policy

Nixon, D.
(Leeds Metropolitan University)

Under the contemporary Coalition government, increasing prominence has once more been placed on the lack of work-ethic as an explanation of unemployment. The Coalition has explicitly branded itself as 'for hardworking peopl' and therefore against dependent welfare recipients. Accordingly, welfare-to-work policy has prioritised 'making work pay', which in practice has meant reducing benefits, tightening benefit eligibility and increasing conditionality and sanctions. Welfare-to-work policy has also focused on widening the range of jobs the unemployed are prepared to take by removing their right (under threat of benefit sanctions) to reject jobs or placements offered on the basis of their poor quality, lack of prospects or any other criteria. Yet, at least a quarter of jobs in Britain can be described as low-paid or precarious on more than 1 measure (Gallie, 2007; ESOPE, 2004; Gautie and Schimtt, 2010). In this context, welfare-to-work policy seems to do little more than provide cheap labour to 'low-road' employers (Gautie and Schmitt, 2010) and increase the number of both workers and the unemployed experiencing poverty.

Based on previous studies work on the unemployed and precarious workers (Nixon, 2006; 2009; Shildrick et al, 2010) this paper argues that work-ethic explanations of unemployment are clearly flawed and do nothing to resolve the real problems faced by vulnerable and low skill workers at the bottom-end of contemporary labour markets, particularly 'churning', the low pay/no pay cycle, structural skill mismatches and the large amount of poor quality, low paid and precarious employment on offer.

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Migration, ethnicity, equality and diversity, disabilities, minorities
RAMPHAL 2.41

GENDER & MIGRATION

A European approach to gender equality in higher education institutions?

Barnard, S., Hassan, T., Bagilhole, B., Dainty, A.
(Loughborough University)

The research presented is part of a European funded study called Gendertime that aims to identify and implement the best systemic approach to increase the participation and career advancement of women researchers in response to an acknowledged under representation of women in certain disciplines as well as in decision making roles in higher education. This paper will provide an insight into existing measures towards gender equality in European higher education institutions using a cross-national comparison of eight European institutions. The measures looked at originate at supra-national, European, national, regional, sector or institutional levels, and attempt to deal with the underrepresentation of women in STEM or more generally about gender equity. What are the commonalities? Where are the gaps? Is there a chasm between policy and implementation? What has been successful, what has not? How

far can we say existing measures relate to gender equality in the national context? These are some of the questions we will address in the paper. The purpose of this analysis is to enable the identification of good practice and knowledge transfer between European higher education institutions and forms the basis of tailored action plans that will attempt to address gender equality in STEM higher education employment.

Gender and migration in academia.

Sang, K.
(Heriot Watt University)

Research focusing on migrant academics is increasing, but remains comparatively small in relation to available studies on other migrant professionals. Further, available literature specifically addressing migrant academics is predominantly US centric (DeAngelo et al, 2005). Women remain largely invisible in this discourse, although research addressing migrant women academics is gaining attention (Sang et al 2013). Further work is required to understand how migrant status may affect experiences within the academy. Intersectionality provides a useful lens to understand how membership to different social identity categories, e.g. gender and ethnicity, may affect career outcomes (Ozbilgin et al., 2011). Using life history interviews with approximately 20 academics (conducted in May and June, 2013), this study aims to understand the experiences of male and female academics who have migrated to Australia and New Zealand. Using an intersectional lens, the early stages of data analysis are presented to understand how gender intersects with migratory status to qualitatively affect migrant academics' experiences.

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Negotiating marriage and motherhood on the move – women in rural urban migration in contemporary China

Zhang, N.
(University of Warwick)

This article is focused on rural migrant women living at the margins between tradition and modernity in contemporary China.

Since the market oriented reforms of 1979, China has been undergoing rapid industrialisation and urbanization. Accompanying these dramatic social and economic transformations is one of the world's largest internal migrations, with an estimated 250 million people from rural areas migrating to China's urban centres in search of waged employment and among them, around 36 percent being women (NBSC, 2010). To date, most available literature on Chinese rural migrant women is almost exclusively centred on young, single migrant women. However, over the past twenty years, the once so called 'tidal wave' of rural migrant labour in China has been undergoing many changes. Not only the rural-urban migration patterns have become more complex, but also the length of migration duration of rural migrants has become longer. Not only more rural men and women migrate and stay longer in the cities, but also more permanently settle in the cities. What are the impacts of migration on rural women's negotiations into/out of marriage and motherhood? How such changes influence gender relations within the migrant household and beyond? Based on a longitudinal qualitative study carried out between 2003 and 2012 with rural migrant women, their families, friends, home fellows in the city and those who are left behind in the villages, this article will explore these important transitions in rural women's life and the impact of migration on rural women's choices and decisions during these transitions.

Open stream

SOCIAL SCIENCES 0.08

SPECIAL SESSION: ACADEMY 2.0? THE DIGITAL TURN WITHIN UK HIGHER EDUCATION AND ITS IMPLICATIONS

Academy 2.0? The Digital Turn Within UK Higher Education and its Implications

Carrigan, M.
(University of Warwick)

This paper is an exploration of what I argue is a nascent 'digital turn' within UK Higher Education, offering an account of the broader context within which these changes are occurring and making an initial attempt to develop taxonomies for emerging forms of activity and analyse their ramifications. I argue that digital activity at present within UK higher education is bifurcated into marketing and communications on the one hand and researcher led activity on the other. The former has been driven by the increasing centrality of communications to the strategic direction of HEIs as a longer term trend which has been intensified in the post-Browne review era, with a structural imperative to 'differentiate' increasingly hand-in-hand with a student engagement agenda which inserts communications at the heart of institutional life. The latter has been driven by the impact agenda and, I argue, a broad though inchoate critical reaction against the audit culture that has taken hold in UK higher education. Within this framework I argue that what seem initially to be narrow and often technical issues concerning research communication and digital strategy in fact constitute an important site of contestation and power within the contemporary university.

The Reputation Economy of Freelance Creatives

Gandini, A.
(University of Milan)

A decade after Richard Florida's overenthusiastic creative class manifesto we are now confronted to creative labour markets where professionals are increasingly independent and networked. Specifically, social media provide a new productive architecture for networking and function as associated milieus where freelancers can build up and maintain a successful professional network in a more cost-effective manner. As a result, the notion of reputation has come back to the forefront and expanded its importance to become a crucial factor for professional success and career advancement.

This contribution aims to dwell upon the networked dynamics of creative labour with the aim of assessing the importance of reputation and self branding for creative freelancers in terms of professional success, arguing about the existence of a 'reputation economy' across networks of creative freelancers.

This work represents the core of the author's doctoral thesis (submission due: December 2013). It is based on a research made of 80 interviews conducted across Milan and London with creative freelancers and independent professionals. Qualitative and quantitative data will be presented with the purpose of showing to what extent reputation across the network of creative 'peers' is the determinant element for freelancers' job search and income sustain.

A crucial role in this context is played by digital technologies. Work and labour have been profoundly affected by the diffusion of digital practices at all levels. SNS and professional platforms (LinkedIn, Twitter, etc) are profoundly changing job practices. This is particularly visible in the world of creative and cultural industries.

Writing motherhoods online: resistances, representations and the work of blogging

Head, E.
(Keele University)

This paper is an exploration of online motherhoods, focusing on the most popular UK blogs written by mothers as they chronicle aspects of mothering. The paper will outline the diversity of motherhood blogs and consider the feasibility and desirability of developing a typology of blogs in this area. Feminist writers on motherhood have long drawn attention to the difficulties women face in articulating the ambivalences and difficulties of motherhood. Contemporary motherhood tends to be characterized by sociologists as increasingly intensive and burdensome upon women. The links between online and 'real world' mothering are under-researched and this paper will seek to consider the roles of mothering blogs as a space for women to articulate their understandings and experiences of motherhood. Do blogs on motherhood reflect the intensity of 'real world' mothering; or become spaces for resistances and ways of thinking about motherhood that challenge the dominant cultural norms? This paper will tentatively explore some of these issues and suggest what a sociology of online mothering might encompass. In conclusion, I will consider whether the increasing monetisation of blogs means that writing mothering online should also be understood as a blurring of the boundary between employment and motherhood.

Public sector, welfare state and green economy
SOCIAL SCIENCES 0.10

RESTRUCTURING OF PUBLIC SECTOR & PROFESSIONS

Unions, the Public Sector and the 'Green' Regeneration of 'Old' Industrial Regions

Fairbrother, P., Snell, D.
(RMIT University)

In recent years, the 'green' economy has been championed by governments, unions and other actors as one of the pathways to regional revitalisation and job creation. Across a range of countries, traditional manufacturing regions have suffered significant change and hardship. Trade liberalisation and the GFC have contributed to large-scale industrial restructuring, offshoring and company closures resulting in large numbers of skilled and semi-skilled workers being displaced and unions and local communities looking for ways to best assist them and regenerate jobs within these de-industrialising regions. Unions and other social actors have typically looked to governments and enhanced welfare provisions to mitigate the worst social and economic outcomes and also stimulate economic and revitalisation efforts. The proposition is that while the stated purpose of many trade unions is becoming redefined to include a new 'green' agenda, their capacity to assist workers and the region in transition is heavily reliant on state action and support. This paper addresses this theme with reference to a number of selected regions in Australia. It examines the processes of deindustrialisation in these regions and the manner in which trade unions and public sector institutions have sought to work together to address the transition to a revitalised economy. As part of these developments increasing attention is being given to the foundations and features of a 'green' economy. The argument is that we cannot explain these developments unless we develop an analysis of trade unionism that considers the processes of capacity building in the context of the socio-political arrangements that define regions. The outcome is that trade unions are caught in dilemmas, which are critical to their futures as players in reshaping regional economies, raising pressing questions about capacity building and purpose. Moreover, the prevailing processes of shaping these policies and practices draw attention to the exercise of power by the state and capital, often at the expense of workers and their households.

The intensification of probation work: past and future considerations

Gale, J.
(Staffordshire University)

From the early 1990s UK governments have enacted various probation practice and New Public Management reforms that have impacted significantly on the work experience of probation officers, including the 'Taylorisation' of probation work (Gale, 2012). This paper considers a further and related consequence of these reforms relating to work intensification utilising interviews undertaken with probation officers, managers and union representatives in 2003 and 2010. While this provides an empirical insight into previous developments under the New Labour government, the author will proceed from this analysis to conceptualise future implications for probation employees following the Coalition government's announcement that 70% of the National Probation Service is to be put out to tender (Travis, 2013). It is proposed that any implications for employees working harder are likely to intensify under the Coalition's more radical reforms which are being pursued within a protracted and more volatile social, political and economic context. The emerging issues resonate with extant debates within the sociology of work regarding the quality of work life that include work intensification as an important indicator of job quality (Kalleberg, 2011), alongside wider evidence that work has become increasingly demanding (Green, 2006). Furthermore, there are implications for policy makers since work intensification may lead to negative outcomes that could potentially afflict the future quality of probation services (public and private). For example, the imperative to control labour costs alongside a system based on 'payment by results' (Fletcher, 2013) could risk temptation to cut corners as various providers compete for probation services contracts.

The Road to Professional Self-Regulation in English Local Government: Sector-Led Inspection and Improvement

Doering, H., Andrews, R., Downe, J., Martin, S.
(Cardiff University)

This paper presents the first analysis of recent developments in professional self-regulation in the English local government. We argue that the easing of top-down regulation of local authorities under the Coalition government has promoted a process of professional self-regulation that builds on earlier, strongly contested mechanisms of corporate

performance assessment. We suggest that previous analyses privileging control of local government by central government neglect the interests of public managers in promoting standardization to drive forward their own professionalization project. The argument is illustrated using data spanning different approaches to regulation over the last decade, up to and including the current regime known as Corporate Peer Challenge.

We examine developments in the regulation of English local government as a complex social process situated in a context of multiple, overlapping institutional and professional projects (cf. Suddaby and Viale, 2011). At a field level, the regulation and inspection of local government has been viewed as an instrument of legitimation vis-à-vis central government, forming part of a wider process of centralization. However, such instruments are not merely mechanisms of increased central control; they can also facilitate the concurrent professionalization of managers (Noordegraaf, 2007). Within local government, public managers have drawn on the language and methods of external inspection to legitimize their organization and their own managerial roles. Current attempts at sector-led improvement draw upon and reinforce the growth of internal modes of control within the profession.

Understanding of the collaborative accomplishment of Best Value through the situated, culturally evolved meaning-making frames of practitioners.

Quarless, C.
(Durham University)

The paper draws on postgraduate research which examined the accomplishment of Best Value (BV) by a local district council in the North East of England.

Introduced by the Local Government Act 1999, BV replaced the previous regime of Compulsory Competitive Tendering and was intended to ensure 'continuous improvement in both the quality and cost of services'. Variously described as 'evolving' (Boyne 1999) and an 'uncompleted idea' (Bartlett et al 1999), initially local authorities were able to practise a degree of discretion in how they interpreted BV. In later phases, following the introduction of Comprehensive Performance Assessment, which indicated the overall performance of a local authority according to the attribution of a single category, BV became recognised as prescriptive: a centrally driven framework which promoted abstract principles of performance management and determined local priorities in terms of nationally decreed targets.

Following an outline of the research and topic area, I indicate an understanding of the accomplishment of BV by the local authority as a collaborative process achieved through culturally evolved meaning-making frames enacted by elected members and staff working within the context of a particular geographical setting. The findings presented provide an understanding of the local authority as situated in place. Moreover, with reference to BV, it is argued the dimension of place contributes a bounded sense of reality in terms of the local interpretation and implementation of national policy frameworks. In close, through the work presented here I contribute an historical perspective of ongoing public sector reforms.

Social theory, state and work - Organisation, regulation, resistance
SOCIAL SCIENCES 0.11

SOCIOLOGICAL CRITIQUES OF INDIVIDUALISATION

Graduate Blues: a consideration of the role of habitus in underemployed middle class graduates

Burke, C.
(University of Ulster)

Graduate employment, or rather graduate underemployment, is a continuing area of enquiry in British sociology. A central focus of this research has been the socially reproductive role of class on graduate trajectories. Proponents of this position (Bourdieu and Boltanki, 1978; Brown and Scase, 1994) advocate – quite strongly against the meritocratic human capital theory – that working class graduates will have to overcome certain social and cultural barriers to compete with their middle class counterparts in the (graduate) labour market. This paper asks: what happens when the middle classes are unsuccessful?

Drawing on conclusions from a wider project that, through the analysis of 27 life histories, examined the role of social class on graduate trajectories, this paper will focus on one specific conceptual group: the 'entitled middle class'. Members from this group could best be described as underemployed middle class graduates; in other words, they

have unsuccessfully entered the graduate labour market, seemingly becoming socially static. Through unpacking the circumstances of influences on their trajectories, this paper will consider what implications these findings have on the role of class and legitimacy of habitus in graduate employment research and examine the (higher) educational system's ability to reproduce an individual's position within social space.

Confounded Subjectivities: the Psychological Prison in 'Labour Process Theory'.

Armstrong, P.
(University of Leicester)

Much of the UK debate on the Labour Process during the 1980s and 1990s was taken up with the question of its subjective dimension. Prominent were the interventions of David Knights and Hugh Willmott (1990) both of whom attributed an individualizing tendency to the capitalist social relations of production. This, they argued, sets in motion a quest for 'satisfactory and stable identities' on the part of 'subordinate workers' which inadvertently perpetuates the conditions of their own subordination.

This conceptualisation of class as an externalization of the psychological needs of its subordinate strata, it is argued, depended on a thoroughgoing methodological individualism allied to a radical social constructionism in which the subjective response to power was seen as somehow complicit in the constitution of power itself.

The paper also examines the manner in which both authors sought empirical support for their theorizations in some of the major ethnographic studies of the 20th century. These attempts, it is shown, feature misreadings of the case material and the strawmanning of its authors on a scale which entirely nullifies the claimed empirical confirmation.

The paper ends with the suggestion that a more emancipatory approach to the 'missing subject' of the labour process requires a return to a more reflexive tradition, in which workers are respected as industrial sociologists in their own right, with their own theories of the social order and of the potentials attached to their place within it.

Reference

Knights, David and Hugh Willmott (eds.) Labour Process Theory. Basingstoke. MacMillan

Re-mapping Resistance and Misbehiour

Thompson, P., Ackroyd, S.
(University of Strathclyde)

At the end of the 1990s the book Organisation Misbehaviour (Ackroyd and Thompson 1999) staked out a perspective and position that was to have a strong influence on a new generation of research and debates about workplace resistance. Far from disappearing, traditional and new forms of recalcitrant (mis)behaviour – focussing on the appropriation of work, product, time and identity – were proving persistent. This paper revisits those categories in the context of social, economic and workplace transformations.

As well as reviewing the development of debates around resistance (see for example Fleming and Spicer 2007), the paper argues that some of the classic forms of misbehaviour identified earlier, for example effort limitation ,re not as significant as they once were because the conditions necessary for the coproduction often no longer apply or to a lesser degree. The current period is one of transitions inaugurated by changes in the structure of the economy, new regimes of control and utilisation of labour power, as well as the shift in the relative powers of employers and managers over employees. However, far from marginalising labour recalcitrance, new conditions and managerial regimes have weakened employee attachments and generated growing dissent and disengagement. Alongside these trends, expanding the scope and modifying the meaning of the effort bargain, has opened up a proliferation in the range and types of organizational misbehaviour.

Ackroyd, S. and Thompson, P. (1999) Organisation Misbehaviour, London: Sage.

Fleming, P. and Spicer, A. (2007) Contesting the Corporation: Struggle, Power and Resistance in Organizations, Cambridge: Cambridge University press.

Unions and other forms of employee organisation, representation and voice

RAMPHAL 1.04

BARRIERS TO UNION VOICE

Employee choice of voice

Donaghey, J., Cullinane, N., Dundon, T., Dobbins, T., Hicland, E.
(University of Warwick)

Much of the employee voice literature has focussed on how, when and the extent to which management provide channels for worker voice. However, within the literature, the ways in which voice can be shaped has lacked focus, with an often combination of managerial determinism or government legislation assumed to shape voice patterns and systems. One approach offered by Willman, Gomez and Bryson (WGB) in the interp;ay of employer decisions around whether to 'buy, make, hedge or provide no voice', based largely on transaction cost economics (Willman et al, 2006). In this paper, the Willman et al approach is examined in the light of empirical evidence drawn from a study investigating voice practices in sixteen case study organisations across twenty four workplaces. While acknowledging the logic of the model, the evidence supports a greater role for employees in shaping voice outcomes than Willman et al initially acknowledged. In particular, the evidence presented indicates that while management do have a strong influence on determining voice structures, the response of workers, and their agents, whether union or non-union representatives, plays an important role in the efficacy of voice. The paper concludes by presenting a conceptualisation of how employees shape voice regimes based around workers 'accepting, adjusting, acquiescing or abandoning' the voice offered by management.

Reference

Willman, P., Bryson, A., & Gomez, R. (2006). The sound of silence: which employers choose no employee voice and why?. Socio-Economic Review, 4(2), 283-299.

Unions Attitudes to Turkey's Privatization Cases: Social Dialog and its Limits

Ozatalay, C.
(Galatasaray University)

This paper aims to question the relevance of the following hypothesis: social dialogue is able to operate as an effective tool to increase workers earnings in the neo-liberalized industrial relations context. Based on the data gathered between 2006 and 2008 when privatization was in progress in Turkey, it will be discussed whether there is a difference in effect between the various strategies that unions adopted vis-à-vis privatization. The examined data was collected through questionnaires applied to 245 union member workers in three industrial plants and thirty interviews with trade unionists from different organizations. We took also into consideration the articles about the process published in trade-union magazines and newspapers during the post-privatization period. As a result, the paper will show that three different attitudes towards privatization has emerged within the Turkey's union movement: (a) those who are "against privatization" only if the public enterprises are being sold to private groups, considered as "non-national" (b) those who are unconditionally "against privatization", and (c) those who are "in favor of privatization," provided that it does not exclude the initiative of the workers and their interests during the process. Even if the difference of attitude from the unions part has led to a variety of paths before privatization, we aim to show that, in the light of the post-privatization period, there is no significant differences between these attitudes in terms of workers' earnings, and we will underline the limits of social dialogue in terms of workers' interest within a neo-liberalized context.

Informal Collective Resistance in a Non-Union Workplace: An Ethnographic Examination of Its Material and Cultural Underpinnings

Korczynski, M.
(University of Nottingham)

The first part of the paper presents the important forms of informal collective resistance which took place in a non-union blinds factory. The research undertaken was a 3 month participant-observation ethnography. The methods uncovered resistance in the form of extensive limiting of output and effort; collective norms of absenteeism; active disengagement from participative forums introduced by management; the continued reliance on autonomous collective action outside of the formal Works Council structure; and the widespread defiance towards supervisors' imposition of discipline.

The second part of the paper first offers an examination of the material factors underpinning this informal collective resistance. Key factors such as the disorganised nature of the production process, the variability in the product market, and management's attempt to introduce some HRM policies while also pursuing a low cost labour strategy are

highlighted. It is argued, however, that a presentation of such structural factors still leaves big unanswered question regarding the agency of the workers involved in the resistance. The second part of the paper, therefore, also considers the important role of the workers' Stayin' Alive culture. This vibrant everyday culture fused community, music and humour in a running battle to try to prevent workers' senses being overwhelmed by the alienating workplace structures. The paper argues that this culture also played a key role in developing the agency of workers to undertake the informal collective resistance despite the workplace being union-free due to management's hostility to unions.

Unions and other forms of employee organisation, representation and voice

SOCIAL SCIENCES 0.28

NEW DIRECTIONS IN UNION ACTIVITY

Participation or conflict? Strategies of Italian unionism

Famiglietti, A.
(Giulio Pastore Foundation, Rome)

This piece of work is based on empirical research carried out in recent years on large companies in the Italian metalworking industry and in the small firms of the building and food industries. The focus was on the construction and working of participatory institutions which were intended by the unions as instruments to influence management choices in different areas, from work organization to business strategies.

The successful features but also the difficulties that these experiences have witnessed are discussed in the paper. They are seen against the backdrop of the ongoing debate within Italian unionism with its different confederations and union cultures. They are also considered within the historical trajectory of Italian unionism on which the author is currently doing research as well. The suggestion that is being put forward here is to assume as a key research question the change of meaning that the concepts of 'economic and industrial democracy' have undergone since the 1970s up to the 21st century.

The Exertion of Trade Union Power at a Time of Austerity

Geelan, T.
(University of Cambridge)

Within the context of the current economic recession and political measures of austerity and workfare, this paper examines the extent to which Danish trade unions have been able to exert power in the field of unemployment policy under varying political opportunity structures. In doing so, the paper draws an important analytical distinction between traditional forms of collective action (strikes, protests) and communicative action (political claims in the print media and on the internet) by applying the concept of communicative power (Geelan 2012). In addition, an analysis of union elites reveals the extent of their institutional power on key governmental and non-governmental bodies exerting influence on labour market policy.

The study focuses on three of the largest and most important actors in the Danish labour movement: the Danish Confederation of Trade Unions (LO), Trade and Labour (FOA), and the Danish Federation of Employees (3F). This is achieved through:
- semi-structured interviews with senior union officials in the communication and organisation departments
- a social network analysis of union elites
- a political claims analysis of the mainstream print media;
- and, documentary analysis of policy papers

The findings reveal clear differences between each unions power capacities and exertions. Furthermore, the paper argues that their strategic approach towards different forms of power exertion is heavily dependent upon the political opportunity structure and existing capacities. The paper further expands upon these arguments and concludes with implications for further research.

Beyond workplaces and industrial sectors: possibilities for union action at the territorial level

Regalia, I.
(University of Milan)

For some time empirical research has disclosed the flourishing of a variegated array of activities - promoted by the unions, or which they are involved in – having in common their being territorially rather than industry or workplace based. There are theoretical reasons to believe that this may not remain a marginal phenomenon.

Having in mind the Italian experience, the paper explores the field, with the aim of identifying the different forms these practices can assume and the logics they respond to. Finally, some of the new opportunities which might be contemplated are discussed.

PAPER SESSION 2

Wednesday 4 September 2013 at 09:00 - 10:30

After the state - Privatisation, deregulation, resistance, anarchy, decentralisation

RAMPHAL 1.13

CRISIS & DEREGULATION

From exploitation to salvation. The revision of temporary agency employment in Finland.

Lähteenmäki, L.
(University of Turku)

Temporary agency employment has become a growing phenomenon all over the industrialized world. During 1990's many countries in Europe witnessed lifting of bans and restrictions concerning temporary agency work.

Finland was not an exception in the matter. It is estimated that today 100 000 Finns work as an agency employee. In Finland, temporary agency employment is most common in the service sector, such as restaurants and retail but it is a growing phenomenon in the metal and construction industries. Concerning temporary agency employment, many researchers have pointed to facts that employees with temporary contracts earn less, and they bear alone the insecurities and the risks associated with a temporary contract. Also, temporary agency employees are vulnerable since the temporary contract allows of immediate dismissal, without prior notice or compensation.

Despite these facts the industry has over the years gained more revenues and more influence as an employer of especially the young, immigrants and those returning from family leaves.

This research sets out to investigate how temporary agency employment was 'revised' in Finland from a notorious sweating system to a legitimate, even applauded manner to employ and get employed. By researching legislative documents from the Finnish Parliament and media coverage pertaining to temporary agency employment during 1990-2005 this study shows how temporary agency employment was reconstructed by the members of the Parliament, journalists, and employers as well, from exploitation to a legitimate mode of employment, and from despised speculation to salvation of the unemployed and the nation as a whole.

Deregulating Collective Bargaining in Italy: After the Fiat Case

Topo, A., Comande, D.
(University of Padova)

Industrial relation system is highly informal in Italy given its regulation is mainly provided by collective agreements instead of law.Nevertheless such model have been worked as long as the main cross-industry unions shared strategies and bargaining outcomes. Since 2009 "separated" collective agreements have been reached by some cross-industry unions without Cgil, and therefore the Italian system has turned out differently. In 2011 the tension among unions seemed slightly reduced because of a new unanimous collective agreement on the functioning of industrial relation was signed. This "framework" agreement is notwithstanding causing a great amount of legal claims, the main actor being Fiom-Cgil (member of Cgil) which does not accepts Cgil's strategy on collective bargaining. Also a recent legal rule (Art.8,Decree Law 138/2011) provides a new legitimacy for decentralised collective agreements, entitling them to waive employees' rights as they are established by law and national collective agreements. This rule provides decentralized collective agreements with an enforceability ("erga omnes" effect) that has never characterized collective agreements even at national level. Concurrently, FIAT has practised a decentralized model, disassociating itself from employers' union association and opting out of the recent national framework agreement on industrial relations. These facts have brought newly into question the role of law and centralized collective bargaining as instruments for regulating employment relations. Starting off with the FIAT case and the new legal provisions which have introduced a sort of "regulative deregulation" of collective bargaining this paper aims to understand which new industrial relation model is taking place in Italy.

The Transformation of Employment Regulation in Greece: Towards a Dysfunctional Liberal Market Economy?

Voskeritsian, H., Kornelakis, A.
(University of Sussex, University of the West of England)

Since the eruption of the European sovereign debt crisis, the bailout conditions imposed to Greece have gradually shifted their emphasis from 'tidying up' public finances towards 'improving the competitiveness' of the economy. The collective bargaining system has been targeted as one of the priority areas for reform, which resulted in its gradual dismantling. The paper analyses the transformation of employment regulation, using insights from the varieties of capitalism literature. It is argued that the on-going injection of liberal market elements is likely to transform Greece into a dysfunctional Liberal Market Economy. The changes ignore the specificities and idiosyncrasies of the Mediterranean model and are likely to leave the country with the 'worse of both worlds': suboptimal economic performance and diluted social cohesion.

Body, emotions, health and work, culture, creative work
RAMPHAL 3.41

REPRESENTATIONS OF TIME & SPACE

Billable hours in the cultural and creative industries: a case study in the social validation of abstract labour-time

Pitts, F.H.
(University of Bath)

Posing the question 'what might the practice of 'billable hours' in the global design industry tell us about the production of value?', the forthcoming PhD research outlined in this paper explores work-time in the creative and cultural industries through the prism of Marxian value-form theory. Focusing on design agencies, I explore the way in which labour-time is socially validated as 'valuable' by means of a process of abstraction effected through the practice of billable hours, whereby clients are billed for either the actual hours worked by designers on the job, or a set number of hours decided in advance. Design work, and other forms of production that take place in creative and cultural industries, have been theorised as 'immaterial labour'. Theorists of immaterial labour posit a 'crisis of measurability' by which, due to the intangibility and boundlessness of immaterial production, it is claimed that the understanding of labour-time in Marx's theory of value is inadequate. Indeed, billable hours arise out of necessity in response to a situation whereby the overflowing creativity of the labour performed is hard to value. However, against claims that immaterial labour renders redundant any theory of value, I outline how Marxian value theory can be recouped as a viable tool for understanding work in the creative and cultural industries at the same time as retaining the theory's central movement, i.e. the translation of multiple different and heterogeneous concrete labours into the abstract average necessitated by the exchange relation.

Time Reclained: the Temporality of Meaningful Work

Madden, A., Truss, C.
(University of Kent)

'Meaningful work' has been the focus of scholarly attention across discipline boundaries yet there remains little agreement over what it means with a general dearth of empirical studies in the field (Rosso et al, 2010). The potential relevance of the concept of temporality, hitherto neglected even in wider sociological studies of organisations (Pedersen, 2009), has not been considered in terms of the light that it can shed on the experience of meaningful work. In this paper we bring together these two disparate bodies of thought to generate new accounts of how work may be rendered meaningful to individuals through Ricoeurian notions of 'phenomenological time', whereby the present is rendered meaningful through its interpolation between the past and the future (Kenny et al, 2011), rather than the sequential limitations of 'chronological time'. We draw on a qualitative study of workers in two occupations with ostensibly distinct temporal landscapes, street sweepers and cathedral stonemasons. For both groups 'meaningful work' is bound up with 'good work'; pride in a 'job well done' emerges as essential to the experience of work as meaningful. However, the perception of doing a 'good job' has its locus in time and space with both groups 'looking back' and 'looking forward' in relation to their present activities to understand the transcendent and meaningful nature of their contribution. The paper adds to the sparse empirical literatures on meaningful work and temporality in organisational sociology.

On the Move: Issues of Mobility, Identity, Privatisation, Autonomy and Career for Urban Bus Drivers

Lincoln, R., Huntingdon, Y.
(Bond University)

There has been an increasing focus on the concept of mobility in contemporary workplaces due to enhanced access to technology and mobile devices (Cohen 2010). Yet, one ignored occupational group, where mobility is essentialised and where there are limited spatial and temporal choices, is bus drivers. Their work conditions, including being compartmentalised and adhering to tight time schedules lead to high stress levels and poor physical and mental health outcomes (Tse 2006).

This paper reports findings from part of a year-long, federally funded study of urban bus drivers in Australia. The overarching project takes a criminological perspective as it is examining the nature and extent of aggression against drivers with the view to evaluating crime prevention options (protective screens, changes to cash-handling, better design of emergency buttons).

Qualitative data from a number of focus groups and interviews have yielded novel findings about the role of bus drivers (especially in a privatised or contracted-out marketplace); raised issues about identity of drivers (and how they are perceived publicly) and highlighted a raft of vulnerabilities that drivers face on a daily basis. The data also reveal that drivers express high levels of satisfaction with their job, feel as if they do experience some autonomy and enjoy the customer relations aspects of driving a route.

Gender, age, youth, family and work
RAMPHAL 1.15

STUDY-TO-WORK TRANSITION

Aspirations and frustrations : university students' envisioning of their employment futures

Bradley, H.
(University of the West of England)

The current generation of young people have been cast as the 'jilted generation', 'generation crunch' and the 'lost generation' (Howker and Malik 2010). Coming to young adulthood during a world recession and profound global shifts in work and employment, they are entering a world of high youth unemployment (23% across the EU 27 for instance) and risky and precarious employment options. This has built on longer term trends of lengthened transitions into work, delayed family formation and problems of entering a hyperinflated employment market (see work of Gill Jones and Ken Roberts among others). While until the new century graduates were to some extent sheltered from the worst aspects of labour market insecurity, there is now talk of a new category of 'graduates without a future' (Paul Mason and discussants in Guardian July 2012). How do today's university students conceive of their future given such circumstances?

This paper presents data on students' aspirations and strategies for their future working lives which was gathered as part of the Leverhulme-funded Paired Peers project carried out by a team of researchers in Bristol. This study has followed a cohort of students from the universities of Bristol and The West of England through the three years of their study. An initial cohort of 90 , matched by class and discipline, have been interviewed twice in each year, alongside other forms of data collection. Data was collected regularly on career aspirations and strategies for achieving them, including work experience, internships and cv building.

This paper will explore the classed and gendered nature of the students' perceptions of their future working lives and how these have shifted and evolved as a result of their university experience. It will also consider the internal conficts faced by these young adults, torn between the prevailing neoliberal ethos of individualistic striving and instrumentalism and more post-material values concerning work-life balance, creative fulfilment and 'giving something back' to the community.

"Self in society": career aspirations of final-year University students

Handley, K., Millar, J.
(Oxford Brookes University)

This presentation will contribute to the literature on attitudes to work and society by examining the aspirations of final-year University students as they contemplate their future career.

We suggest that in the transitional space when young adults consider career options, they engage in identity-work which provides insights about how they view themselves, their unfolding lives and their positions and relations within society. Our inspiration is Goffman's insight about the two-sided value of the career concept, which "allows one to move back and forth between the personal and public, between self and its significant society" (1961, 127). For young adults, 'career' can thus be considered a boundary concept.

Our presentation draws on a wider project on career choice and accountancy, which involved focus groups (n=55) and surveys (n=878) with final-year students at 8 English Universities, as they considered their options. Building on previous survey research, the survey measured preferences for 18 aspects of future career, building a profile of the relative importance of intrinsic and extrinsic qualities. Salient preferences were explored in focus groups.

Our survey findings imply that students want work which is 'intellectually challenging' and 'contributes to society', and we report on variation by gender and type of university (Research-intensive versus New). However, the focus groups revealed paradoxes and tensions, particularly around 'contribution' and around a deeply sceptical attitude towards big corporate's engagement with 'social responsibility' initiatives. We aim to discuss these and other insights from this recently-completed research.

The School-to-Work Transition in Southern Africa: an Evaluation of Youth Employment Initiatives from an Industrial Relations Perspective

Zimba, M.
(University of Oxford)

The challenges that are faced by youth in obtaining economic freedom or in entering the world of work and securing decent employment in Southern Africa are numerous. Traditionally, academia has gravitated towards understanding the school-to-work transition through the lens of labour economics, which provides useful information on the number of years it takes for a person leaving education and training to find meaningful and sustainable employment. A comparative industrial relations and labour law perspective of the school-to-work transition, however, not only allows for an alternative view of the issue, but also seeks to present innovative solutions to smoothen this somewhat tumultuous transition. This paper examines the role played by the main actors (governments, employer organisations and trade unions) in Southern African labour markets through youth employment interventions to smoothen the school-to-work transition. Drawing on data from the Youth Employment Inventory database, the current youth employment interventions and respective programme evaluations in the region are described and analysed. A limited number of interventions boasted the involvement of employer organisations or trade unions. The author argues that there is room for increased tripartite engagement in the planning and development of youth employment interventions, and that this engagement has the potential not only to shorten the school-to-work transition, but to provide sustainable and decent employment.

Globalisation, international dimensions and comparative studies
SOCIAL SCIENCES 0.13

GLOBAL VALUE CHAINS & GOVERNANCE

What is Global Labour Governance and What Is it For?

Marginson, P., Meardi, G.
(University of Warwick)

The paper addresses the meaning and relevance of the idea of 'global labour governance' which has recently gained resonance in debates about globalisation and labour standards. Each of its three constituent terms ('global', 'labour' and 'governance') are shown to be problematic and exposed to the risk of normative usage. Nonetheless, labour studies should engage, theoretically and empirically, with the issue of 'global labour governance', rather than dismissing it. This is because of its growing political importance and for the attention it draws to the understudied issues of 'multi-level' dynamics, 'networks' and 'reflexivity'. Engaging with a global governance perspective requires labour studies to open up to categories elaborated by political science and in legal studies. In reverse, the traditions of sociology of work and industrial relations can contribute to analysis of global labour governance by drawing on rich theoretical and empirical work addressing informality; differences between economic sectors; and the logics of collective action. This opens up a broad area of research, and in particular an assessment of various forms of governance relating to different modes of international economic activity (trade, foreign direct investment, migration,

provision of services). It also invites the problematisation of the issue of 'effectiveness', including the potential 'displacement' of other forms of regulation.

Labour and Segmentation in Global Value Chains

Hammer, N., Riisgaard, L.
(University of Leicester)

In recent years scholars from fields such as the sociology of work and employment, industrial relations and labour geography have urged to 'put labour into value chains', thereby making the social relations under which value is produced and distributed more explicit. These calls have, at the same time, come with suggestions to integrate social institutions and skill formation (Ramirez and Rainbird, 2010); inter-firm relations and employment relations (Lakhani et al, 2013); or the role of space and embedded production networks (Rainnie et al, 2011).

A survey of research, however, shows that there are a number of points where work on the labour process and industrial relations, on the one hand, and research on GVCs tackle similar problems. Most importantly, this concerns the 'move beyond the factory' and the way product market competition is conceptualised as well as how ideological power, societal institutions, and spatial dynamics are mobilised in the analysis of different factory regimes (e.g. Burawoy, 1985; Peck, 1996; Gibbon et al, 2008).

In this paper, we look at three themes that have emerged from the analysis of work and the labour process: developments around the employment contract, living arrangements, and labour mobility. We show how GVCs present constraints and opportunities for firms at the same time as the latter can only be met to the extent that differentiations around the employment contract, living arrangements, and mobility can be mobilised in the labour process.

Eurozone Institutional Governance and Adjustment in the Context of ther Eurozone Crisis

Goyer, M.
(Birmingham Business School)

The paper is divided in two parts. First, I analyze how the institutional arrangements of governance of the Eurozone place the burdens of adjustment on balance of payments deficit countries facing a confidence problems from the bonds markets. As a result, massive pressures are imposed ont he system of industrial relations of countries faced with a sovereign debt crisis. The second part of the paper analyzes how each different bailout packages is different in order to protect the invesments of banks from France, Germany and other Northen European econmies. As a result, debt restructuring is largely avoided since forgiving debt would impact on the banking systems of France, Germany and other Northen economies.

'The assembly line of life': the shrinking of the production and reproduction spheres in the case of Foxconn factories in the Czech Republic

Sacchetto, D., Andrijasevic, R.
(University of Padua)

In this paper, we suggest that in order to examine the connections within the global production systems there is a need to consider jointly both spatial and temporal dimensions. Starting from the case of Foxconn factories in the Czech Republic, we argue that economic globalisation highlights a paradigm shift in the forms of work and daily life, whereby the space-time compression reshapes simultaneously the production and the reproduction processes. Our data is based on the original ethnographic fieldwork and more than 60 interviews we conducted with workers, trade unions and managers in two Foxconn sites in Czech Republic that produce for major international electronics brands.

Foxconn relies, for half of its workforce, on 'migrant' workers engaged through the Temporary Work Agencies (TWA) directly in their countries of origin (particularly Poland, Slovakia, Romania and Bulgaria). In the context of the mobility of the migrant workers and the needs of the just-in-time production, organisation of reproduction becomes crucial. TWAs place 'migrant' workers in the dormitories so as to have a wide availability of the workforce in situ that can be drawn upon when needed, on an extremely short notice.

The emphasis we place on the time as well as space points to the necessity to examine the links between production and reproduction in as much as the space-time compression absorbs both spheres. In this regard, the case of Foxconn in Czech Republic indicates the extent to which the global assembly line of production has increasingly become the assembly line of life.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.09

CREATIVE WORK

Creative autonomy and the labour process: the case of young jazz musicians in London

Umney, C., Kretsos, L.
(University of Greenwich)

We present qualitative research into the working lives of jazz musicians in London, drawn from interviews with primarily young participants who had recently moved to the city to pursue freelance music careers. This is an under-studied group, and our first aim was to develop a depiction of the kinds of labour process they encounter as they seek to establish themselves. We found they undertook diverse types of work which could be typologised according to the degree of creative autonomy afforded by certain jobs, as well as the extent to which jobs involved collective as opposed to individualised working relationships. Using this typology we make two points that contribute to wider debates around 'creative labour'. Firstly, we show how our participants often deliberately sought out engagements enabling a higher degree of creative autonomy, even if this meant lower paid or more precarious work. Secondly, we argue that this pursuit of creative autonomy can therefore have the unintended consequence of increasing fatalism about exploitative working conditions.

Putting employable artists back to work. How bureaucrats (try to) regulate the artistic callings of welfare recipients in France

Sigalo Santos, L.
(University of Paris 8)

Sociologists have been studying artists and their labour markets for a long time. We thus know that in several Western European countries, the state compensate for the precariousness of their working and employment conditions through various systems of artistic grants. Meanwhile, few scholars have considered the role played by other forms of state intervention such as welfare either in encouraging or discouraging them from striving towards their artistic occupation. Even though in France, officials often present – off the record – income support as the "first patron of the arts", a recent reform has strengthened the demand for compensations in exchange for social benefits. This paper will examine how French bureaucrats manage and regulate the artistic callings of welfare recipients, based on observations in social services and interviews with public executives and street-level bureaucrats. My case study focuses on Paris, where over 15 % of welfare recipients claim to pursue art as a "professional goal". We show in particular that even though welfare recipients are increasingly urged to pursue "realistic" career plans so as to quickly reach "financial autonomy", most bureaucrats experience difficulties when trying to assess their artistic ambitions, since the conditions to access such labour markets remain very little institutionalized. Therefore, their management is most often contracted out to specialized training institutions, whose role mainly consists in shaping their employability, by learning some of them to "sell themselves" and to diversify sources of income, and by driving others to give up their artistic career plans.

Race and gender in the making and remaking of the labour market for South African textile designers

Bonnin, D.
(University of KwaZulu-Natal)

Why are certain occupations dominated by particular genders or races? This is a question that has puzzled sociologists of work and a number of explanations have been offered – these range from the operation of the labour market for example spatial mismatches to human capital theory to broader theories of discrimination. This paper explores this question from the perspective of South African textile designers.

Apartheid policies were a key dynamic in shaping the raced and gendered labour market for South African textile designers. This paper begins by examining the way in which that labour market was historically constructed. It discusses the key factors that shaped it during the apartheid era resulting in a labour market dominated by white women. The second part of the paper looks at how the labour market has changed in the post-apartheid era; it identifies the factors that have influenced these changes and asks questions about the continued dominance of race and gender in the remaking of the post-apartheid labour market for South African textile designers. It attempts to understand why despite the removal of apartheid policies the majority of textile designers remain white women. A key argument is that while structural factors and policies, for example access to education and training, played their part

so did other 'unmeasureable' factors like networks and reputation. The third and concluding section of the paper draws out the theoretical implications of the empirical research for discussions of labour markets.

The working lives of comedy performers

Stoyanova, D., Butler, N.
(Univeristy of St Andrews)

This paper looks at the realities of working in comedy in the UK. Drawing on over 37 semi-structured biographical interviews with professional stand-up comedians and other key respondents such as television and radio producers, we examine how careers are pursued in the industry. Existing academic literature on the creative industries tells us that artistic labour markets are characterized by informal relations and social networks (Blair, et al. 2001; Paterson 2001). As career progression is largely unstructured, individuals navigate their working path by building relationships and making a name for themselves in the industry (Baumann 2002; Haunschild and Eikhoff 2009). Our preliminary findings suggest that this is also the case in the world of comedy.

Our paper aims to address a series of questions about the working lives of comedy performers. For example, what does it mean to be a 'professional' comedian, especially if the level of entry is so low and the boundaries between other artistic labour markets (e.g. writing, acting) are so blurred? How are careers negotiated in the absence of stable institutional structures? Who acts as the gatekeepers to the industry and how does the cultivation of social networks impact on the ability to find work? Our paper reflects on these questions by presenting some early research findings that are based on extensive empirical material from the field.

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Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.17

UNEMPLOYMENT & DIVISION OF LABOUR

Constructing unemployment: UK and France in historical perspective

Whiteside, N.
(University of Warwick)

Unemployment emerged as a specific social issue in the late nineteenth century, but the nature of the threat it posed and the governing instruments available to address it varied widely. Using Britain and France as strongly contrasting cases, this paper demonstrates the variable and historically contingent constructions of unemployment as a problem, and demonstrates how policy to address it was developed using administrative agencies that embodied specific, normative visions of how society and labour markets should operate. The different governing trajectories through which the issue was tackled is analysed in terms of the context within which the problem of unemployment originally emerged. The paper demonstrates the socio-political nature of unemployment's construction and, with reference to recent labour market change, questions the current utility of unemployment statistics as a measure of economic or social well-being.

Work on Young Unemployed People and their Life Chances in Post-Industrial Society

Müllern, G., Ulmestig, R.
(The Department of Behavioural Science and Social Work)

Starting with the financial recession in the 1990's and due to a decline in unqualified jobs, it has become more and more difficult for young people in Sweden to enter the labour market. In the Swedish case rates of unemployment among young people scores above the EU27-cut meanwhile the rates of the total population scores below. Why this is

so is frequently discussed and often as an issue of education. Without doubt, the shift into postindustrial economy is followed by new and qualitative different demands on the supply side of labour. Employment as well as unemployment is therefore more and more discussed in the modern meaning of employability. That is, educational level and other skills are rather stressed than problems on a structural level, such as lacking job opportunities. Aware of the higher unemployment rates among young people also affecting the amount of social assistance claimants, the state meet this problem with activation marketed to enhance young people's possibilities to get a job or to re-take studies. In line with this background the presentation at hand will introduce the initial stage of the thesis consisting of data collected through participant observations and interviews with staff in some local Swedish activation schemes. Based on an institutional understanding of discretion this paper considers the actual outcomes of policy implementation, here understood to be a part in an interactive policy making process. In order to understand the meaning of activation policy, the paper specifically explores how activation works on young participants education.

Skill and the division of labour; working in the fitness industry under different regulatory regimes

Lloyd, C., Payne, J.
(Cardiff University)

Expanding the number of jobs which can provide opportunities for the deployment of higher levels of skill and knowledge is widely seen as important for both economic performance and job quality (OECD 2010). The use of occupational licensing has been proposed as one way to raise skill levels within existing jobs, while also ensuring quality standards. However, there is very little evidence on the relationship between different qualification regimes and work organisation outcomes. Comparing a particular job/occupation across countries can help to shed light on whether qualifications can deliver 'better' forms of work organisation and how other mediating factors impact on these relationships.

This paper focuses on fitness instructors in France (statutory regulation), the UK (voluntary regulation) and Norway (unregulated). The study finds that while these contrasting regulatory approaches have implications for skills formation and deployment within the industry, the impact on work organisation has to be seen within the broader framework of employment regulation and specific national differences in the organisation of the sector. As pressures mount to drive down costs, national systems shape the extent to which organisations are able to reconfigure the division of labour in pursuit of such objectives.

This paper is based on comparative research undertaken in France, Norway and the UK between 2009 and 2011. The data draws on interviews carried out at sectoral level in each country and workplaces case studies of four gyms in the UK, three gyms in Norway and three gyms in France.

Migration, ethnicity, equality and diversity, disabilities, minorities
RAMPHAL 2.41

IMIGRATION IN LONDON

Pushed to the Edge: Investigation into Ukrainian Construction Workers Operating in London

Vershinina, N., Rodionova, Y., Jones, T., Ram, M.
(De Montfort University)

In this article the nature of self-employment of illegal and legal Ukrainian migrants operating in the construction sector in UK is examined. The key aim of this article is to contribute to the discussion on the unexpected ways in which this new migrant community incorporates their self-employment activity, by explaining the patterns of illegality, intertwined with informality that has not been picked up by the extant literature.

Literature on work of irregular migrants has looked at variety of settings. Ahmad (2008, p.302) argues that the problems faced by irregular migrants are rooted in the changing nature of employment in Western societies and emergence of 'flexibility' within the labour market and its impact upon the labour process (Adam-Smith et al., 2003; Rees and Fielder, 1992), work–life balance (Hyman et al., 2005), health and safety in the work place (Holgate, 2005; Robinson and Smallman, 2006) and workplace experience (MacKenzie and Forde, 2009). Williams and Nadin (2012) show structuralist accounts, depicting the of illegal migrants work as necessity-driven.

The approach in this article contrasts the prevailing view in the literature of the illegal migrant worker as "victim or villain", recently criticised by Anderson and Ruhs (2010).

The findings indicate that instead these illegal migrants operate in the labour market in ways similar to non-migrant regular self-employed individuals, and see their illegality as a process rather than final state.

The sample of twenty illegal and legal Ukrainian self-employed workers was studied using mixed embeddedness approach for analysing self-employment among ethnic migrants.

Professional women from the FSU in London: 'How did they get there?'

Cretu, O.
(Middlesex University Business School)

This paper analyses the career paths of professional women migrants from the former Soviet Union (FSU) in the UK. It explores the role of cultural and social capital in order to understand their 'successful' integration in the London labour market. The paper is based on the research on 'skilled' post-Soviet women's labour trajectories in London. In-depth semi-structured interviews were conducted with twenty four women from Belorussia, Moldova, Russia and Ukraine. The significance of immigration from the FSU to the UK has been recognized (IOM 2007, 2008). However, the work experiences of these groups of migrants have rarely been studied.

Despite diversity in occupations, types of employment, earnings and career prospects, similarities are identified in their socio-cultural backgrounds and work-related strategies. Research findings suggest that a specific combination of the latter make a key contribution to their access to 'skilled' jobs. The paper uncovers and analyse how these migrants transfer their cultural and social capital to the UK and expand it after migration. The structural conditions which facilitate and impede their integration in the London labour market are also explored. This paper contributes to recent debates on 'middling' transnational migrants, in general (Conradson & Latham 2005), and policy debates on professional women migrating outside the 'skilled' route, in particular (Kofman 2011).

Status mobility and negotiating (il)legality: experiences of undocumented workers in London

Kumarappan, L., Bloch, A., McKay, S.
(London Metropolitan University)

This paper explores the interaction between immigration status and employment conditions amongst undocumented migrant workers in London through the workers' personal narratives. Drawing on a larger project which includes interviews with 55 undocumented workers, and 24 employers, from Bangladesh, China and Turkey (including Kurds and people from Northern Cyprus), this paper focuses on the experiences of the workers. The research was conducted in the context of an increasingly restrictive immigration environment, including raids on workplaces, the threat of deportation, and fines and sanctions on employers employing undocumented workers. In this punitive policy context workers use their skills, resourcefulness, and community and social networks to navigate the landscape of (il)legality.

The workers' and indeed the employers' stories describe attempts at securing status, and indicate immigration status mobility: the movement between being 'illegal' and 'legal', in both directions, including passage through various intermediate statuses. This movement and the workers' negotiation of their (il)legality intersects with their working lives in multiple ways. Various constraints and opportunities follow from the routes through which workers become undocumented: for example those going through the asylum system during the time when asylum seekers could get permission to work or those initially with a student visa and with limited permission to work might still have their National Insurance numbers. Thus the workers' immigration pathways can have a real impact on their work and conditions. Finally, despite the harsh environment, the workers emerge as active agents making choices and decisions to create a space in which to survive.

Transnational strategies of employers and employment agencies to extract value from migrant labour

Samaluk, B., Conley, H.
(Queen Mary, University of London)

Migrant workers and the use of temporary employment agencies are both issues that feature frequently in the debates in Work, Employment and Society on precarious labour. However, the majority of research on labour migration focuses on migrant workers rather than on transnational labour market intermediaries that source and extract value from migrant labour. Furthermore the current debates on precarity often rely on aggregated statistical data where the analyses are distanced from the social relations that create and exploit workers' vulnerability. This paper addresses the void by providing a qualitative analysis of practices adopted by employment agencies and employers that act as intermediaries between transnational labour markets. Drawing on textual analysis of 39 employment agencies'

websites which specialise in migrant workers and 36 interviews with migrant workers recruited by such agencies and employers, the paper exposes the strategies adopted by transnational labour market intermediaries to extract economic capital from migrant labour. The research findings demonstrate that, through the recruitment process and entry into unfamiliar labour markets, migrant workers are particularly vulnerable because, lacking the appropriate capitals, they are unable to realistically asses the exchange and use-value of their labour within new labour markets. The research data further highlights how this vulnerability and unequal power relations amongst regions and states is exploited in various ways by employers and employment agencies to accumulate economic capital.

Open stream
SOCIAL SCIENCES 0.08

SERVICE SECTOR & TECHNOLOGY

Neo-Villeiny: The Ominous Future of Front Line Service Sector Work?

Harvey, G., Rhodes, C., Vachhani, S., Williams, K.
(University of Birmingham)

The service industry has become the most significant source of employment in most developed countries (Lee and Wolpin, 2006) and the importance of service work to the UK economy cannot be overstated (Kerfoot and Korczynski 2005; Nickson and Korczynski 2009). There has been much interest in the nature of service work (see MacDonald and Korczynski 2008), but in this paper we consider change in the working conditions of one service sector occupational group that portends of a paradigm shift in the nature of service work.

We present the fitness industry self-employed personal trainer (SEPT) as a 'disguised wage labourer' (Rainbird 1991): one who pays a significant rent to the fitness centre in order access to a large number of potential clients and use the facilities and the equipment therein. Moreover, in order to attract clients at the fitness centre the SEPT must behave in a way that is highly beneficial to the fitness centre (displaying amenability, knowledge and helpfulness), thereby providing the fitness centre with an ancillary revenue stream and high calibre customer service, and diminishing the need for paid employment. We suggest that this is a form of neo-villeiny in that it reflects elements of medieval serfdom within a contemporary economic context. We focus on the nature of work for cabin crew with one European low fares airline that also reflects elements of neo-villeiny and consider the possibilities of neo-villeiny for the industry more generally.

'All in a Day's Work': A Study of IT Workers in Sweden and the UK

Howcroft, D., Bergvall-Kåreborn, B.
(University of Manchester)

The practices of software work have been variously described, ranging from 'gold collar knowledge work' to the more critical depiction of 'white collar manufacturing' (Marks and Baldry 2009) and 'scientific management of mind work' (Kraft and Dubnoff 1986). As a profession, the history of the IT sector reveals considerable turmoil ranging from the millennium bug fallout, the dot.com bubble, the offshoring of software work, to a more general thinning out of the industry. The archetype of a stable career with upward occupational mobility has increasingly been brought into question as IT firms frequently change size, location, clients, projects, tasks, and organisational structures, with a notable shift from employees to more casual contract work.

However, this is just one aspect of the heterogeneous software industry with IT workers variously positioned. In order to gain an appreciation of the diversity, this presentation will report on qualitative research carried out among IT workers employed in two large-scale, hierarchical, public sector organisations based in Sweden and the UK. The initial findings show how this pocket of 'standard employment' consists of workers who are rewarded with incremental wage increases, job security, flexibility, discretion, reasonable levels of job satisfaction and relative autonomy. While workers are highly cognisant of the threats from changing socio-economic conditions, nevertheless, this shrinking minority of the IT sector reveals job conditions and characteristics that are worth defending.

Occupational identity, technology and restructuring in the telecommunications sector: From 'machines that sang' to 'plug and play'

MacKenzie, R ., Marks, A., Morgan, K.
(Leeds University Business School)

There is a substantial body of work which demonstrates the negative impact of the introduction of new technology on the commitment and satisfaction of the workforce. However, much of this work takes a rather one dimensional understanding of the relationships the workers have with technology and how this may change over their working-life course.

This paper is based on in-depth interviews with 26 telecommunications engineers. Working life biographies traced their careers from apprentice level entry to GPO, through organisational transition to BT, privatisation, severance from BT (in the main through voluntary redundancy) and post-BT employment. The relationship with technology played an important role in the working lives of these men, shaping their occupational identities, marking transitions in stages of their careers and providing both the means for the assertion of managerial control and the basis for its resistance. Their careers spanned key shifts in technologies from mechanically based analogue technology to digitalisation. The changes in jobs content associated with the move from machines that 'sang to you' to 'plug and play' technology struck at basis of their occupational identity as telecoms engineers.

It is argued that undermining the occupational identity was therefore important to managements' prosecution of organisational restructuring and redundancy programmes at BT.

Many displaced engineers continued employment within the telecommunication sector. This major transition in their working lives was facilitated by the craft skills developed through BT's extensive training programmes, and the (re)articulation of their occupational identity as a telecoms engineers rather than a BT employee.

Skill Requirements in Retail: The Case of High-End Fashion Retailing

Nickson, D., Price, R., Hurell, S., Baxter, H.
(University of Strathclyde)

Retail employment represents about 10% of employment in most developed countries. Despite providing a significant share of employment, retail is a relatively recent area of research interest and working in retail is generally perceived as a 'low skill' occupation (Price 2011). More recently, researchers have attempted to unpack retail skills, with suggestions that retail work requires 'soft skills', such as 'looking good and sounding right' (Williams and Connell 2010). This paper therefore considers the skills necessary to work in high end retail, where there is a requirement to 'sell', not just serve. Although employees in high end retail are often deemed low skilled, by unpacking the 'hard' and 'soft' skills required to perform sales work the paper seeks to re-consider this assumption about the low skilled nature of the work. The paper thus contributes to on-going debates about the skill requirements of retail work. The research on which this paper draws is comparative in nature considering the UK and Australia; though the paper will report initial findings from interviews undertaken with managers and shop floor employees in the UK in a number of high end fashion retailers. Issues of skill also relate to the cultural value attached to front-line retail work, with more highly skilled work potentially perceived as higher status. The paper will also consider other areas that may affect the status of such work to assess the contribution of skill, including the material terms and conditions and cultural cache of working in the sector (Warhurst and Nickson, 2007).

Open stream
SOCIAL SCIENCES 0.28

JOB SATISFACTION

Job satisfaction in organisations revisited

Charlwood, A.
(University of York)

Rose (2003) argued for a distinctly sociological analysis of job satisfaction, which stressed that job satisfaction depended on the rational and calculative assessment of the terms and conditions of employment as much, if not more than it depended on the affective experience of work. The paper first defends the study of job satisfaction and subjective well-being at the occupational level against critics who have argued that they are better analysed at the level of the job rather than the occupation (Warr 2007). Although occupations have become increasingly heterogeneous over the past 40 years, many occupations retain their own distinctive occupational habitus; an embodied set of norms which spring from the day-to-day activities of work within an occupational field (Bourdieu and Wacquant 1992). This is important because the occupational habitus gives rise to benchmarks and work orientations against which jobs are evaluated. This conception of the occupational effects on job satisfaction is distinctive from Rose's original theorisation, which largely ignored the benchmarks against which rational calculations are made. With

this in mind, then paper updates and extends Rose's original analysis by examining the occupational patterning of job satisfaction and subjective well-being among the 14,500 employee participants in the Understanding Society survey.

Bourdieu, P and Wacquant (1992) An Invitation to Reflexive Sociology, Cambridge: Polity.

Rose, M (2003) 'Job Satisfaction in Occupations' Work, Employment and Society 17: 503 – 531.

Warr, P (2007) Work, Happiness and Unhappiness, London: Lawrence Earlbaum Associates.

Qualitative paths to job (dis)satisfactions: Employment relations, temporality and client relations

Cohen, R.
(City University London)

The paper, based on mixed-methods research into three occupations – car mechanics, hairdressers and accountants – explores qualitative differences in job satisfactions and dissatisfactions. Previous research has shown significant occupational differences in workers' 'level' of job satisfaction (Rose 2003: 517), or that the self-employed (on average) have 'higher' job satisfaction (Bradley and Roberts 2004). This study, by taking a qualitative approach to job-satisfaction, and analysing within-occupation variation, is able to show that the same task may be understood differently (as satisfying/unsatisfying) when refracted through different structural pressures/demands.

The paper shows first that work temporality varies with employment relations (for example whether workers are self-employed or employees and, for the self-employed, whether they work alone or with others). Second, these temporal patterns exacerbate, and are exacerbated by differences in the relationships workers in different employment relations have with clients (Cohen 2010). For example the self-employed are both economically and temporally dependent on clients. This can produce high levels of frustration with clients as well as high levels of 'friendliness', partly aimed at 'training' clients to be temporally 'good clients'. Third, the self-employed and employees in the same occupation highlight different tasks as leading to satisfaction/dissatisfaction. This is partly attributable to differences in the social meaning workers in different employment relations ascribe to working time and partly attributable to differences in their relations with clients.

Pick, pack, sell: making work pay

Daly, S.
(Trinity College Dublin)

In this paper I'm interested in revealing interconnections between labour market policies, migration and sector based competitive pressures. The exploration is situated within the context of changing supply chain distribution arrangements impacting on and informing changes to local horticultural production practices and to the structure of the retail market. It considers evolutions in capital-labour relationships within horticulture and how such change gives new insights to understanding agrarian capitalist development and its relationship with retail.

The emergence of a new era in horticultural production in Ireland in correspondence with the introduction of a centralised distribution system in the late 1990s opened up an entrepreneurial type of farming. This new era offered farmers' opportunities to expand away from constraints associated within mainstream agriculture including production quotas.   Key to this expansion were changes in labour market policies to facilitate the supply of a migrant workforce which in the context of horticulture, represents a new era in the onsite social relations of production. What has ensued to meet the demands of centralised distribution are intensified regimes of production dependent on the supply of a migrant workforce. Growers across a range of crops operate without climatic advantage and with the challenge of overcoming the lag between production and labour time and the associated difficulty of maintaining and managing a workforce. For the workforce itself, there are challenges to making work pay, particularly for family groups. Such developments raise a number of questions for labour process analysis, some of which I explore in this paper.

Public sector, welfare state and green economy
SOCIAL SCIENCES 0.10

AUSTERITY & WELFARE

Mission Impossible?: Work Family Balance for Single Parents

Wales, M., Banwell, C.
(Australian National University)

The introduction of activation based welfare policies has radically changed the expectations and life circumstances of single parents in Australia. Responding to the time demands of the labour market as well as the time demands of family presents considerable challenges for all parents and is especially difficult for single parents. Working single-parents are not only time poor due to the demands of being both the primary breadwinner and the primary carer, but generally lack the resources to mitigate the conflicts between these roles. Welfare to work provisions for single parents are designed to encourage participation in work and improve the social and financial position of single parent families, but largely ignore the considerable time limitations and time pressures facing single parents. Our qualitative research suggests that for many single parents in Australia (mostly women), life is defined not by an attempt to simply 'balance work and family' but to balance degrees of relative poverty with the amount and quality of time they can devote to their children. Many single mothers in our study express a need and desire to work, although their participation is mainly in low paid/insecure jobs. Those with multiple and/or younger children in particular describe their experience of motherhood as socially retarding and stigmatised, with few options to manage their time to either increase their income or to spend more time with their children. This study explores the experience of single parents in Australia with a focus on their experience of time pressure, health and family wellbeing.

Contesting national austerity measures at the local level: Examples of legitimation and trade-offs in UK local government

Grimshaw, D.,Marino, S., Rubery, J., Johnson, M.
(University of Manchester)

Drawing on an original analysis of secondary data, interviews with key social actors at national, regional and local levels and six case studies of local government municipalities, this paper investigates the character and consequences of ongoing austerity measures in local government. The overall objective is to explore the degree to which unions and employers at local level may forge alliances to improve conditions of pay and employment in an effort to counter some of the worst effects of austerity measures on the lowest paid.

With a specific focus on local government pay, employment conditions and social dialogue, and drawing on several recent European contributions (eg. Bach 2012; Bordogna and Pedersini 2012; Glassner 2010; Grimshaw et al. 2012), it considers four inter-related research questions: what is the background to the current balance of national and local dialogue provided for by the wage-setting institutions for local government?; to what extent do local union representatives and HR managers welcome, or feel constrained by, nationally imposed pay discipline during austerity?; to what extent do local negotiations to adjust low wage rates reflect varying forms of 'legitimation' of job cuts, national pay freeze and work intensification (after O'Connor 1973)?; and is there evidence of trade-offs between higher pay on the one hand and reduced employment conditions including wage premiums for overtime and unsocial hours work? The paper concludes with a consideration of the analytical usefulness of O'Connor's notion of 'legitimation' during a period of strongly ideologically motivated government spending cuts.

Being Shut Out: Lone Mothers and the Work/Citizenship Nexus

Cumming, S., Caragata, L.
(Wilfrid Laurier University)

This paper examines issues of citizenship and inclusion in the context of the shifting bases by which citizenship status is conferred with particular reference to its ties to the marketplace and work. It fits with the conference theme quite precisely as it considers the ties between paid work, citizenship and democracy for a growing population group, lone mothers.

In Canada, 'work for welfare' requirements have been implemented amidst cuts to federal programs such as Employment Insurance and to various skills development initiatives, the termination of most pay equity provisions and amended labour legislation permitting the unfettered growth of a precarious labour market. In this environment, low skilled lone mothers face increasingly punitive welfare programs, limited provisions for skills upgrading and a labour market whose dominant feature is its precariousness.

These issues are the frequent focus of debates related to poverty and social justice, but building on the work of Ann Shola Orloff (2002), Ruth Lister (2004), Jane Jensen (2008) and others, this paper explores the less acknowledged ties between these issues, and citizenship, social solidarity and democracy. Examined are the changes in how 'citizen' is endorsed and enacted ranging from its moral dimensions to those relating to its increasing ties to the marketplace and the ways these intertwine. This examination is enabled with reference to longitudinal, qualitative interviews with lone mothers from "Lone Mothers: Building Social Inclusion", a federally funded community/university project that explores the impacts of welfare and labour market changes on the lives of Canadian lone mothers.

Social theory, state and work - Organisation, regulation, resistance
SOCIAL SCIENCES 0.11

SURVIVAL AT WORK

"It's just heavy duty work that I would rather not have my guys doing": Perverse regulation incentives that encourage use of temporary agency labour for risky work

MacEachen, E., Saunders, R., Lippel, K., Mansfield, L., Carrasco, C.
(Institute for Work & Health)

Temporary work agencies are an entrenched feature of today's flexible labour markets. While they have become a focus for renewed employment standards regulation, less visible is the high workplace injury rate of temp agency workers and the under-regulation of workplace safety in the context of this 3-way employment arrangement. This presentation elaborates findings of a critical discourse analysis study of how occupational health and safety plays out for temp agencies in Ontario, Canada. Between 2009 and 2012, we conducted a legal-policy analysis and carried out in-depth interviews with 68 low-wage workers and related temp agency staff, client employers, and key informants. In this presentation, we identify mechanisms for how low wage agency workers face particular work injury risks. We also discuss the contradiction that Ontario's temp agency sector welcomes its 'sole employer' status, which brings with it legal and financial responsibility for client work site conditions that agencies cannot control. Ways that state occupational health policy actually encourages temp agencies to take risks with the safety of their workers and to avoid consequences when workers do become injured are identified. Our examination of policy and administrative conditions, together with managerial discourse, showed how social, policy and political conditions foster the special occupational health vulnerability of temp agency workers and leave them with less protection than standard workers. This presentation identifies key areas in need of recognition and regulation.

Social Responsibility and the Quality of Workers' Lives in Nigeria

Tongo, C.
(Lagos Business School, Pan- African University, Nigeria)

Presently, the social responsibility literature is replete with the diverse ways in which work organizations and the regulatory nation states in which they are domiciled can improve the quality of their workers' lives. But do workers themselves become socially responsible (i.e. give back) to society when they experience a work life of better quality than their peers? Specifically, who do such workers become socially responsible to? Are there biographic variables, (e.g. gender, age, educational background) that can influence their behaviours towards being socially responsible. Through a questionnaire that was administered to a cross section of workers in both the public and private sectors in Nigeria, this study attempts to answer these research questions. Based on its findings, recommendations were made on how work organizations and their respective nation states can motivate workers possessing higher quality of work life to become more socially responsible to others in societies.

Flexible despotism: workplace control in the informational age

Wood, A.
(University of Cambridge)

Rarely has research attempted to investigate Bourdieu's (1998) claim that flexible work practices constitute a new 'mode of domination'. Flexibility is instead principally framed in terms of increased productivity spurred by technological innovations (Castells, 1994). This is surprising, as long ago as 1974 Braverman (2002: xvii) reminded sociologists that 'management is at least as interested in the capacity of certain types of machinery to centralise their control over the labour process as it is in the productivity of labour.' This paper draws upon Burawoy's (1979; 1985) workplace regimes framework (also known variously as factory, production and labour control regimes) and 'extended case' method whilst making use of a 'broadly ethnographic approach' (Fantasia, 1988) in order to study the two largest North American and European private sector employers: Walmart and Tesco (both of which are major innovators of flexible work practices).

Through this method of combining participant observation of work and union organising with 60 semi-structured interviews with workers and union officials, an in-depth account is developed of the workplace control engendered by flexibility. That a regime termed 'flexible despotism' is found to operate, in adapted form, at both firms regardless of the vastly differing regulatory and industrial relation contexts suggests this regime of workplace control may be widely applicable to a wide range firms in the informational age. The adoption of flexible despotism has major repercussions for both workers well-being and labour organising both of which are also elucidated.

PAPER SESSION 3

Wednesday 4 September 2013 at 13:30 - 15:00

After the state - Privatisation, deregulation, resistance, anarchy, decentralisation
RAMPHAL 1.13

POLITICS & RESISTANCE

Doing gender, practising politics: workplace cultures in local and devolved government

Charles, N.
(University of Warwick)

This paper takes a workplace perspective to explore whether politics is done differently when women form a significant proportion of elected representatives and how practising politics relates to doing gender. It compares the workplace culture of the National Assembly for Wales (NAW) with that of local government in Wales, showing that the culture of the NAW is experienced as less masculinised than local government and that women, and men, feel less constrained to perform an aggressive, confrontational masculinity. This suggests that, in new political institutions, practising politics is less closely tied to a particular way of doing gender. Theoretically the paper engages with debates about doing, redoing and undoing gender, arguing that in order to understand how change can be brought about, attention needs to be paid to the structural context within which gender is done as well as the interactional level of doing gender.

After the State: Anarchism and Hierarchy in the Big Society Third Sector

King, D., Land, C.
(Nottingham Trent University)

This paper examines changes in the nature of work in the third sector, focussing on contestations around hierarchy, bureaucracy and the state. Presenting data from on-going, long term, participative action research in a third sector education organization, we analyse the ways in which the organization has responded to changes in the institutional context of the third sector associated with the quasi libertarian-anarchist discourse of the Big Society.

The big society opposes the state and big government with a language of devolution, localism and democracy. The reality for third sector organizations is one of funding cuts and tight resources. The UK based education charity that we are researching has responded to the language of empowerment in the big society discourse by taking seriously anarchist principles of grass-roots, direct democracy. We examine the tensions arising when such practices are imported from more radical social movements into the context of a charitable trust, and how members and volunteers understand and negotiate these tensions and their impact on work, as well as mapping out a range of countervailing institutional logics, including equality and diversity and charitable governance structures.

The paper concludes on an optimistic note that whilst institutionalising more radical democratic practices in work organizations is not straightforward, the withdrawal of state funding from the third sector may encourage an expansion of cycles of struggle beyond the workplace to move toward a social movement model of organizing that presents a radical challenge to authority and the state.

Are there 'impossible jobs' in public administration? The case of riot policing.

Morrell, K., Currie, G.
(Warwick University)

Following Hargrove and Glidewell's (1990) edited text Impossible Jobs in Public Management, various jobs in public administration have been described as "impossible": they concern unpopular clients, decisions affect multiple stakeholders with conflicting values, and leaders and their agency's mission are continually questioned.

Notwithstanding potentially unhelpful hyperbole, this paper advocates the ongoing utility of this framework and proposes three theoretical refinements to the concept "impossible job". This is substantiated using a work sociology

perspective on riot policing, in combining interview, observational and documentary data from a two and a half year project examining public order policing.

The refinements are: (i) to differentiate between managing the impossible (which applies to some public managers in street-level organizations) and doing the impossible (which applies to some aspects of street-level and management level jobs); (ii) impossible jobs combine possible tasks and impossible tasks; (iii) reference to 'a' client base is a reification that is overly static and can be misleading. Sometimes (as in riots) a client base fractures, and parts of it can quickly change from legitimate to illegitimate.

The contribution is to extend and refine a conceptual framework for analyzing jobs that is in widespread use in public administration (the full paper will cite 24 papers in international journals that deploy this framework), but whose meaning has drifted so it runs the risk of becoming empty, a danger Hargrove and Glidewell (1990: ix) themselves had the foresight to see, 'We were not sure whether we had set a semantic trap for ourselves'.

After the state - Privatisation, deregulation, resistance, anarchy, decentralisation
RAMPHAL 1.15

MARKETISATION & ACADEMIC WORK

The double commodification of labour? Employer engagement in welfare to work

Ingold, J., Stuart, M.
(University of Leeds)

The introduction of the Work Programme in Britain in 2011 draws attention to two important developments in welfare to work policy. Firstly, employment support is increasingly being shifted away from the public employment service towards contracted providers involved in a complex delivery model. Secondly, the introduction of a 'payment by results' model intensifies the pressure upon contracted providers to source jobs directly from employers, in order to maximise job outcomes (Finn, 2011). To date, little is known about how the providers of employment services work with employers to place unemployed workers into jobs – a process we refer to as 'employer engagement'. The complex relations involved in this process cannot be explained by existing literature which focuses upon institutional and governance structures (Swank and Martin, 2004; Blois, 2002).

The paper explores this process of employer engagement by analysing research data from in-depth qualitative interviews with Work Programme providers and key informants. Work Programme providers increasingly operate as recruitment agencies which attempt to intervene in employers' recruitment processes. Providers 'sell' unemployed people onto employers, engaging in a double commodification of labour, from which providers and employers extract value. We suggest that welfare to work policies are based upon a set of crude assumptions regarding employer behaviour towards unemployed people. Exploring the engagement of employers in programmes such as the Work Programme raises important questions about the capacity of such initiatives to assist unemployed people into 'sustainable' work.

Shaping quality of work: how trade unions could impact the role of public authorities as a client of external services?

Kirov, V.
(CPN, University of Evry)

During the last two decades the of the state gradually is transformed from an 'employer' to a 'customer' buying products and services from private providers. In some European countries these purchases are more important that the cost of public employees (OECD 2011). The objective of the proposed paper is to investigate the role of social partners (and especially trade unions) in ground services (such as contract catering, office cleaning, waste collection, etc.) in number of European countries. This results from companies' cost-cutting strategies, enhanced by changing regulations, the practices of contract awarding and public procurement, the role of the client, conditions that are likely to be exacerbated by austerity measures in the framework of the current crisis, etc. But could social partners address these new challenges successfully? The findings presented in the paper are mainly results of the analysis of stakeholder policies and strategies on the national level and on the European level, based on both desk research and interviews with social partner representatives and other experts in the sector as well as from company case studies carried out in the examined countries in four sectors: cleaning, elderly care, waste collection and catering. Collective

bargaining is important for influencing working conditions in both the sector as a whole and in some selected segments of it. Developments in the labour market, in particular the prolonging of the value chains and the increased use of public procurement strikes particularly hard on some of the most vulnerable groups at the labour market: young, old, illiterate/low skilled and for these employees representation also appears to be weakening or is difficult. The paper is based on current research done in the framework of a European comparative project. WALQING is a project in the EU's 7th framework programme, involving research institutes and universities in 11 countries (www.walqing.eu). WALQING explores the linkages between 'new and growing jobs', their conditions of work and employment, and the outcomes for employees' quality of work and life.

Staff in 'alternative' higher education: experiences and perceptions

Barnard, S.
(Loughborough University)

Higher education in the UK is witnessing a period of radical transformation and reform. Part of these changes focus on the types of institutions that provide higher education in the UK - increasingly we can see policy makers widening the higher education arena to include non-traditional providers. Data on students undertaking undergraduate and postgraduate study at 'alternative' institutions also demonstrates a gaining of legitimacy for 'alternative' higher education in the UK. For the purposes of this research 'alternative' higher education refers to private and/or online provision, which is not delivered by traditional, publicly funded universities. There has been little research on the experiences of staff who work for these institutions and the paper presented here seeks to address this. Drawing on qualitative interviews with owners, CEOs, senior management and academic staff, the paper will provide a picture of who runs these kinds of institutions and what their views are: particularly as these people are the driving force of the business, and also the experiences of academic staff who deliver higher education to the students.

The changing nature of academic work

Ellis, V., de Turberville, S.
(Edinburgh Napier University)

Universities, in the UK, and those that work within them, have been subjected to unprecedented change over the past twenty years or so. The ongoing erosion of the welfare state with the concomitant decline of public funding and imposition of market forces and managerialism are emblematic of neo-liberal ideology which has driven government policy towards higher education and the public sector more broadly, in the UK and much of the western world since the 1980s. In addition, worldwide pressures to democratise access to universities combined with an increasingly globalised higher education market and in the UK changes in how students are expected to fund their studies mean that '...today's practices and expectations in the academy hardly compare with what they were only two decades ago' (Fanghanel, 2012).

Although the impact of change upon academics has attracted some attention academic labour remains relatively mysterious. Studies examining changes in academic work have variously suggested proletarianisation, increasing casualisation and diversification of the academic workforce resulting in a 'narrowed' conception and experience of academic work performed in an increasingly managed environment. However, most examinations of academic work have been comparatively small qualitative studies and have typically been unable to adequately differentiate between the nature and experience of academic work in different disciplines, types of higher education institutions and at different points in an academic's career.

This paper argues that far from sharing a homogenous experience of work pressures such as managerialism, internationalisation and work intensification have uneven and often contradictory effects on academic labour.

Body, emotions, health and work, culture, creative work

RAMPHAL 3.41

CULTURE WORK, BODY WORK

'Saraswati by day, Susan by night': Embodiment, emotional labour and suppression of cultural identity in Indian call centres

Rajan-Rankin, S.
(Brunel University)

Front-line call centre workers perform aesthetic and emotional labour as part of customer service work (Hochschild, 1983; Nath, 2011). In the context of globally outsourced call centres, emotional labour can be understood as 'bodyspace', embodied, engendered and embedded in place and space (Duncan, 1996). Thus, when emotional labour is performed by a call worker in New Delhi with a customer in Dallas, the cultural politics of emotion that unfold is both racialised and gendered (Ahmed, 2004). This is especially relevant when considering the performance of 'authenticity work' where transnational call workers are required to produce an accurate representation or true copy of the 'western worker' (Mirchandani, 2012). This paper extends current understanding of 'culture work' as embodied practice, based on findings from a mixed method qualitative study of 50 call centre workers in globally outsourced firms in New Delhi and Hyderabad, India. The embodiment of 'culture work' is understood narratively as a range of 'invisible processes' including deceptive mimicry, locational masking and adoption of western pseudonyms- thus 'Saraswati' becomes 'Susan' at work. While managers viewed soft-skills cultural immersion work to be an integral part of 'professionalism' at work, front-line workers revealed innovative strategies for managing their dual identities at work and home. The operation of global call centres in the evening/night shift hours afforded a temporal separation of 'western' work and 'Indian' family identities (Rajan-Rankin et al, 2013). Disengagement and embodiment were both used as strategies to normalise emotional labour and suppress cultural identity in Indian call centres.

Manual Labours: Can an awareness of the 'body at work' lead to the increased agency of workers?

Hope, S., Richards, J.
(Birkbeck College)

This research, which is in its initial phase, is concerned with understanding the physicality of cognitive and immaterial labour using a practice-based methodology of performative interventions in the work place. It focuses on how 'physical intellect' is harnessed by workers as a counterpoint to business-led health and wellbeing programmes and literature aimed at increasing worker efficiency and productivity. The research draws on the work of theorists and sociologists such as Arlie Hochschild (1983), Robert Hassan (2007), Maurizio Lazzarato (1996), Franco Bifo Berardi (2009) and Silvia Federici (2002) and the work of artists such as the Sistren Theatre Collective, Marie Barrett, Margareta Kern, Kennedy Browne and Pilvi Takala. This practice-based research involves interviews, screenings and performances in order to engage workers in critical reflection about their physical and emotional relationships to work. To date, the research has involved a cross section of employees, such as postal workers, building attendants, arts managers, academics and engineers. Findings so far have related to the physical proximity of co-workers, experiences of manual and sedentary work in relation to work place hierarchies, the impact of chest (thoracic) breathing at work, the capacity to leave (brain) work at work, fluctuations of weight depending on patterns of work and the role of 'prostheses' (such as laptops) as evidence of the thinking body at work. The paper will reflect on these findings, the methodology and future direction of the research.

Globalisation, international dimensions and comparative studies
SOCIAL SCIENCES 0.13

NATIONAL MODELS & TRANSNATIONAL FORCES

Self-employment as employment policy. Domestic work's regulation in France and in Argentina

François-Xavier, D., Poblete, L.
(CLERSE- Université Lille 1)

Domestic jobs still represent a significant part of the workforce both in the South and in some European countries. Job quality (wages, welfare, working conditions, etc..) remains often very bad.

The improvement of the situation of workers is at the heart of the concerns of many national and international regulations (including Convention No. 189 and No. 201 recommendations adopted by the International Labour Organisation in 2011). The willingness to incrementally transform the 'servants' as regular workers is frequently claimed. This aim has taken most often the path of strengthening regulations governing the particular employment relationship (minimum wage, formalization of the employment relationship, extension of social rights, recognition of social partners and collective bargaining, encouraging the development of service providers , etc.).

In this context, recent measures implemented in Argentina and France, may appear original and constitute an alternative scenario. Indeed, we assist both countries to the creation of new public policies to include domestic workers not only in the wage-earner category but in the category of self-employed.

The aim of this paper is to analyse comparatively both national regulations, emphasizing in common elements and the specificity of national employment policies, and the economic and political conjuncture. The main purpose is to understand how these new regulations contributes to improve the working conditions of domestic workers. As part of a study of employment policies, this research will focus on the analysis of the labour regulation, including laws and parliamentary debates.

Variation within the Belgian business system? : A case study of four locally embedded MNCs

Dekocker, V.
(Katholieke Universiteit Leuven)

In the previous decades, there have been a number of studies that have tried to map the way MNCs shape their activities worldwide. It has been observed that the study of this somewhat neglected sub national levels. In particular, most research on this topic have examined the effect of national business systems (home and host country effect). The present article focus on how other business systems might arise at the sub national level by answering following research questions: 1) Are there any sub national systems? 2) how do these systems arise. While investigating the first research question, we follow Whitleys reasoning of business systems. In addition we agree with four dimensions in which the sub national can be of importance : the sphere of the state, the financial system, skill development and the way trust relations are set up between companies. The second research question deals with the way the sub national systems arose by using the perspective of institutional entrepreneurship. It does hereby focus on the MNCs and subsidiaries in a specific local or sub national context and the interaction between both. After all, why some institutions (dis)appear is also linked to the social actors involved In order to investigate the two research questions, we selected four MNCs with subsidiaries in different regions and industries in Belgium. The article shows that within Belgium, three levels besides the national level emerge: the level of the regional government, the level of the sector and local trust relations

Creating a New Workplace Regime: National 'Embeddedness' and Transnational 'Convergence' in Irish High Tech

O Riain, S.
(National University of Ireland Maynooth)

While approaches such as the 'varieties of capitalism' focus on national differences in workplaces and other economic institutions, studies of globalisation emphasise transnational convergences between workplaces. Others argue that the pragmatic innovations of business actors produce industrial systems and workplaces that are relatively autonomous of the surrounding institutions (eg Herrigel). Between the arrival of Digital in 1971 and the 'Celtic Tiger' of the 1990s and after, the Irish high tech boom brought not only new industries to Ireland but also a new system of work organisation, increasingly closely linked to the 'Silicon Valley model' of work. This development was rooted in an emergent transnational production system, but global 'convergence' was limited as the high tech model remained distinctive within the Irish system, co-existing with existing modes of work organisation. Nonetheless, the ability of the existing national industrial relations system to shape the high tech work regime became increasingly limited over the decades of growth, showing the limits of national 'embeddedness'. In practice, as Herrigel suggests, much creative work went into producing the 'Silicon Valley model' in Irish high tech. However, this creative social action was deeply interdependent with existing institutional resources – both in the corporate world of the foreign investors and the public agencies of Ireland's 'developmental network state'. The paper examines how state actors and local managers cooperated in a socio-political project to produce not only new workplace regimes but also new local and national institutions within which these regimes were to be embedded.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.17

TECHNOLOGY & DEMOGRAPHY

At the border of working longer: enacting social processes of retirement in three industry sectors

Brooke, E.
(Swinburne University of Technology)

The paper is based on interviews with stakeholders in a study funded by the Australian Research Council, 'Retiring women: understanding female work-life transitions'; which examined the career trajectories of women in three sectors: tertiary education, financial services and state services. Ninety-five interviews were conducted, with managers (human resources and diversity), professional organisations and unions. The paper is concerned with retirement as a social process and expression of the intersectionality between gender and ageing. Retirement policies were enacted at transition points between productive 'activity' and non-productive 'inactivity' in the life course at the border of working longer. These policies reinforced an inequality regime on the edge of productivity confined by gendered and age-defined roles. In the banking sector, retirement policies were concerned with performative aspects, selective individualisation of options and intrusive control over work/family boundaries. HRM treated potential productivity losses through succession planning and mentorship as 'generational' transitions. The discourse of retirement was passively enacted through retirement seminars. In the university sector, informality, self-organisation and selective individualisation of retirement options were enacted at a low level of visibility. These processes operated differentially in high-level and casualised academic workforces. In the state public services, generic retirement discourse and diversity policies could mask inactivity. In all sectors, social processes were characterised by low visibility, delegitimisation of 'activity' due to pervasive age and gender stereotypes, informality, selective individualisation and 'generational' transfer of human capital through mentorship. The findings reveal contradictions between state retirement policies and organisational social processes at the border of working longer.

Active ageing and age management – European case studies

Baldauf, B., Lindley, R.
(Warwick Institute for Employment Research)

Active ageing has been developed as a policy response to population ageing in the UK and in other parts of Europe. A key focus of this policy is the extension of working lives, yet it needs to be supported by other measures enabling and also encouraging individuals to continue working longer. Age management in organisations has an important role to play in this respect. For the UK, there is evidence though that, while some organisations are leading the way, others are less well prepared for an ageing workforce.

This session mainly presents the findings of case studies on good practice in age management which were conducted as part of the European study on 'Activating Senior Potential in Ageing Europe'. The presentation focuses on selected dimensions of age management, including training, career development, flexible working, health promotion and retirement, while highlighting good practices that relate to wider age management approaches and developments of initiatives over time in some cases. It ends with a brief note on the results of quantitative longitudinal studies which have examined the impact of extending working lives on individuals' health.

Nurses and Technological Change

Gough, R., Brewer, P., Ballardie, R.
(Victoria University)

This paper contributes to research into the interconnections between the new digital technologies, the work of nurses, and their professionalization, in relation to theoretical debates about technology, the shaping of skill sets, and work processes associated with patient care. The research was conducted in five hospitals, across two Australian states, using both quantitative surveys, and qualitative interviews of 125 nurses to explore nurses' experience of digital clinical technology and information technology. This paper reports on the qualitative component.

Differentiating between clinical and information technologies and the specific contexts within which they were employed (high/low dependency wards; teaching/non-teaching hospitals) revealed the complexities of the relationships between nurses and new technologies. In high dependency wards (e.g. ICU), the use of highly sophisticated clinical technologies has made nurses' work easier and quicker, yet without deskilling because it requires considerable interpretative capacity based on nurses knowledge and experience of patient pathology and treatment. As a result, nurses' sense of autonomy is enhanced. In lower dependency wards, however, the use of less sophisticated clinical technology did not enhance their sense of autonomy, although it did make their work quicker and easier. The use of this freed-up time, in the context of increasing patient flow rates, was diverted to processing more patients and to using computers, rather than spent directly with patients.

The introduction of new IT systems, without any consultation with nurses as end-users, has resulted in both increased nursing workloads and a shift to less direct patient interaction.

Migration, ethnicity, equality and diversity, disabilities, minorities
RAMPHAL 2.41

EMERGING ISSUES IN LABOUR MIGRATION

The Experience of Polish Migrants in the Welsh Labour Market: A comparison of three case study regions in South Wales, UK

Porter, J, Lever, J., Thompson, A.
(Cardiff University)

Since Poland joined the EU in 2004 there has been a significant amount of case study research focusing on the impact of this large migrant group on the UK economy. However, there has been less comparative research completed, particularly when the comparison is of Polish migrant samples across different spaces. Using both qualitative and quantitative data collected in three case study locations –urban, semi-rural and rural- in the South Wales region, this paper has two main aims. First, given the proximity of the case study locations, the paper highlights the diversity of the Polish migrant characteristics through the samples used. Second, and more importantly, this paper compares the variations amongst the labour market trajectories of the Polish migrants in each sample. Through trajectories created from the data, the findings from this paper point to the English language development of the migrants as the catalyst for progression in the Welsh labour market across all three cases. Conversely, from the findings, those migrants who do not develop their language skills over time are still employable but will be found in lower skilled employment. These findings have an impact on the wider discussion on the role of space and place in migration, cultural integration and migration policy.

The Duty to Accommodate' Aboriginal People in the Canadian Mining Industry: Is this Provision failing Aboriginal People and their Communities?

Jarman, J.
(Lakehead University)

This paper provides a critical analysis of problems arising from attempts to implement 'the duty to accommodate' aboriginal people in the mining industry of northern Ontario, Canada. It includes an analysis of the origins of the 'duty to accommodate' provisions as operationalized in Canadian law, frames the theoretical discussion within the terms of the much larger project of dismantling 'barriers' as a way to create labour market equity in relation to disadvantaged groups, includes a short review of recent caselaw relevant to understanding current implementations in terms of the impact benefit agreements signed between aboriginal communities and mining companies, and concludes with a discussion of some of the reasons why aboriginal turnover or 'churn' has been very high (turnover rates up to and including 100% in some cases), despite the existence of this legal protection and signed agreements concerning labour utilization between communities and mining companies.   The paper is based on in-depth interviews with aboriginal people about their employment goals, aboriginal leaders and human resources personnel involved in the mining industry.

This paper contributes to the sociology of work by providing an analysis of how efforts to address fundamental equity issues in workplaces are playing out at a time when government budget deficits and flat employment opportunities generally are creating an urgency to prioritize development over equity in order to create jobs and tax revenues.

Irregular migrants as workers in ethnic enclave businesses: The employer perspective

Bloch, A.
(University of Manchester)

This paper explores the employment of undocumented migrants from the perspective of their employers. Using data from the 24 qualitative interviews with ethnic enclave employers and an asynchronous internet focus group, carried out as part of a larger ESRC project, the paper examines the perspectives of business entrepreneurs from Chinese, Bangladeshi and Turkish speaking communities in London.

The paper is in three main sections. The first part of the paper examines the routes to self-employment among owners of businesses within the ethnic enclave economy and the ways in which workers are recruited, particularly the informal recruitment practices associated with ethnic enclave businesses. Secondly the paper explores what are considered the desirable characteristics of workers. Issues of trust, kinship, social networks, language compatibility and the needs of the business will be examined as well as their intersections with racialised notions of workers strengths and characteristics. Finally the paper will explore changing attitudes, experiences and decision making about the

employment of undocumented migrants within the context of an increasingly punitive regime. It will highlight the hazy and varying attitudes around compliance.

Unions and other forms of employee organisation, representation and voice
RAMPHAL 1.04

NEW COLLECTIVISMS

There's a big fat guy who always moans about union stuff': Collectivism in the ICT Sector

Marks, A., Chillas, S., Galloway, L.
(Heriot Watt University)

Debates about collectivism have traditionally focused on issues of trade union membership and centre on the decline in most forms of tangible collectivism. However, recent work (e.g. McBride and Martinez Lucio, 2011) argues that perspectives on the decline in collectivism fail to acknowledge broader social experiences, gender, ethnic relations and occupational memories - factors which help locate some sense of extant collectivism. This article will take a group of early career ICT workers and examine their attitudes towards a range of dimensions which may pinpoint some sense of collective identity. ICT work is often cited as highly individualistic labour which is typified by low levels of trade union membership and equally low levels of membership of professional organisations (Hyman et al., 2004). Moreover, for these workers, there is some evidence that despite a perception of a working class identity and associated notions of collectivism, this is not enacted in day to day working practices (Marks and Baldry, 2009).

Based on a survey of young ICT professionals and twenty follow-up interviews, this paper takes an in depth examination of the social backgrounds, demographic composition and attitudes towards unions, professional bodies and perceptions of social class location to try to understand whether there is any evidence of collectivism in this 'new knowledge elite'. As a consequence, we aim to ascertain whether unions have any future in the ICT sector in the UK.

Neo-liberal neo-corporatism? How new forms of worker representation reshape established IR frameworks

Preminger, J.
(Ben-Gurion University of the Negev)

As unionism and neo-corporatism decline in many capitalist countries, Israel included, an increasing number of workers find themselves within a representational vacuum. However, some are fighting back in ways which cast relations between employer, labour and democracy in a new, neo-liberal mould. In the public sector, one of the last strongholds of organised labour, the employer has legal obligations and an historically-defined role in industrial relations, compelling governments to find creative means to reduce labour power. Privatisation, one such means, is tacit recognition of a fundamental difference between the public and private sectors; it not only leads to the fragmentation of the workforce, but also weakens the link between service providers and users, and reduces labour influence on service provision policies.

Focusing on the doctors' campaign of 2011, the longest labour dispute in Israel's history involving a hunger strike and mass resignations, this paper analyses the role of a non-representative professional association, the revolt of the medical residents against their representative organization and the labour courts' response, which led to the 'spontaneous' growth of an unprecedented collective bargaining arrangement. Thus as state efforts in the public sector undermine participatory democracy and mould this sector in line with neo-liberal conceptions of representative democracy, the fragmentation of interests and the expression of sectarian demands engender new forms of representation and compel old institutions to reshape the norms and laws of industrial relations.

A head with two tales? Trade unions' influence on addressing temporary agency workers security while enhancing flexibility in Belgian and German workplaces.

Pulignano, V., Doerflinger, N.
(Katholieke Universitiet of Leuven)

Scholars on temporary agency work (TAW) seem to agree on the fact that national regulation affect the deployment of TAW and that little can be done at the organizational level to improve the security of these flexi-workers. Based on comparative case study analysis of four similar Belgian and German workplaces this paper argues that union contributions in reducing vulnerability for TAW is crucial. However, societal differences between systems of workplace representation and the different structure of collective bargaining influence the modalities and practices used and the degree to which TAW can be deployed. Particularly, in Belgium the degree of deployment of TAW was limited, and mostly subject to maximizing the guarantees for work security for the flexi-workers through the unions' negotiating practices of training and career prospects with local management. Contrary in Germany, the use of flexi-workers put pressure on the working conditions of 'core' workers who had to guarantee (wage) flexibility adequate to gain in competitiveness versus the use of flexi-workers. Systems of collective representations and bargaining explain the diverse union strategic engagement and contribution to reduce worker vulnerability for TAW. Belgian trade unions adopted approaches that were tied to their distinctive identities and resources which can be traced to preserving centralized (sector-based) bargaining structures and social rights. Conversely, in Germany union strategy focused on preserving the works councils' influence at the workplace. The progressive advancement of opening clauses in collective agreements led to the unexpected shift of bargaining power from sectoral interests' representation to works councils.

Unions and other forms of employee organisation, representation and voice

SOCIAL SCIENCES 0.10

SOUTH-EAST ASIA

Virtual Family, Actual Solidarity: Workplace Union Recognition and Development in Taiwan

Tai, H-H.
(London School of Economics and Political Science)

This empirical research examines how a workplace union enhances its recognition and increases its development in Taiwan, whilst unions used to be subordinated to the state and capital. Paternalism has been a main characteristic of Taiwanese industrial relations and a company is always viewed by both management and workers as a family. This study questions whether the idea of family in workplace disadvantages union recognition and development. Research has been conducted in the largest corporate union in Taiwan, based on participant observation in the case union, in-depth interviews with the union president and officials, and surveys to union members and squad leaders. The results indicate that workers still have the concept of family in their workplace, but they include their union as well. Similar to a real family, members of the company family may have conflicts with one another, but as long as everyone helps the family better, arguments or disagreements are understandable and accepted. Workers participate in union activities as the union helps them in many aspects such as welfare and benefits, and recognise it to represent them in the workplace. However, there is a limitation that workplace unions only exist when their companies exist, but they help their families to gain a mutual beneficial situation.

Developing worker voice in a non-democratic context – The Case of Vietnam

Kaine, S., Josserand, E.
(University of Technology, Sydney)

In a context of globalized supply chain networks, we look at how global collaborations between stakeholders can be conducive to the expression of workers' voice in non-democratic countries. More specifically we study the role of an activists' network and its global cooperation with unions and governmental agencies as a key to triggering social change. This paper details the activities of 'The Committee to Protect Vietnamese Workers' which is comprised of Vietnamese citizens based outside of Vietnam supporting industrial action from abroad and cooperating actively with unions and governments from emerging and developed countries. The emergence of this new form of voice was made necessary by a political context especially detrimental to Vietnamese workers in Vietnam but also in countries in which there is human trafficking of Vietnamese workers. The development of informal worker voice in Vietnam is being facilitated by established unions in both Malaysia and Australia. This concurrence of informal and formal activity has not been the focus of much literature concerning voice beyond the workplace level. The Vietnam case highlights the need to expand current conceptions of voice. It illustrates the multi-scalarity of worker resistance to global capital. Specifically, this example reveals the opportunities for, and characteristics of, resistance to intricate international production networks and supply chains. These complex supply chains impact on traditional union activity in democratic contexts and prompt the development of new forms of voice in non-democratic contexts.

Lawyers as the new unionists of China

Taylor, B., Li, Q.
(City University of Hong Kong)

There has been a movement towards increasing legalism in industrial relations in most countries, with increased formalisation and professionalization of dispute settlement. This appears to be happening also in China with lawyers being increasingly used as advisors and representatives for employers in industrial disputes. However, by contrast, for workers lawyers have sometimes become something approximating to union advisors, supporting, educating, leading and strategizing for workers and their leaders during industrial disputes to an extent beyond that of a legal brief. Sometimes this even extends to helping establish embryonic collective bargaining arrangements with employers. Through examination of four cases where industrial disputes involved legal counsel, this paper will explore the role of such independent lawyers in dispute settlement where bargaining arrangements became formalised. It will be shown that in the absence of genuine unions in China, legal advocates is providing space for meaningful independent union organising, albeit on an extremely limited scale. It is however, problematic, highly contingent on charismatic individuals and fragile. A key contingency to institutionalising bargaining is the realisation of employers' of self interest in negotiating with their workers and within the context of China, this both challenges the existing state controlled industrial system and provides a semblance of convergence with industrialised industrial relations systems, reinforced by the appearance of a move to rule of law. Nonetheless, rather than rule of or rule by law, the paper gives examples of in which specific laws are used as tools in contested control over the workplace.

PAPER SESSION 4

Wednesday 4 September 2013 at 15:30 - 17:00

Special Session: Workplace studies - continuity and change
RAMPHAL LECTURE THEATRE

From the 1970s ethnographies of factories and other work places made an original and distinctly British contribution to the study of workplace relations and labour process. They departed from earlier traditions in terms of method (informal observation, lengthy discussions with shop stewards, as opposed to structured questionnaires) and focus (workers' day-to-day struggles with managers over discipline and work loads). Such studies used a broadly Marxist approach that derived from long-established European traditions. They were further encouraged by American work on de-skilling and models of labor control. Although initially oriented around male work, they developed as a cornerstone of a new research focus on women's work and workplaces where women dominated, and through that to incorporate the unpaid work of women workers.

This session brings together some of the originators of the ethnographic case study, and provides an opportunity for them to reflect on the voices they developed to talk about their research, how their methods shifted analytical perspectives, and how they see the method developing now.

Speakers:

Anna Pollert, University of the West of England

Tony Elger, University of Warwick

Richard Hyman, London School of Economics

Discussant: Judy Wajcman, London School of Economics

After the state - Privatisation, deregulation, resistance, anarchy, decentralisation
RAMPHAL 1.13

VOLUNTARY & CO-OPERATIVE SECTORS

Personalisation, user choice and the voluntary sector workforce in an era of austerity.

Cunningham, I.
(Strathclyde University)

The personalisation of public services can potentially fundamentally transform providers of social care services and their employment relationships (Rubery, et al, 2011; Kessler and Bach, 2011). Much of these public services are now provided in a quasi-market by voluntary organisations due to outsourcing by successive governments of all persuasions (Cunningham, 2008). We know little about the impact on workers in these organisations from further market-based reforms such as personalisation that place a greater emphasis on users as 'customers' of public services with choices over when, how and by whom they receive services (Rosenthal and Peccei, 2007). Specifically, to what extent is the service user emerging as a new actor in industrial relations by shaping employment outcomes among social care workers through co-production, co-design and co-supervision (Bellemare, 2000). At the same time, there are concerns personalisation is merely a method to implement cuts in public services in an era of austerity (Cunningham and Nickson, 2010) and that the real driving force behind workforce change remains local authorities squeezing their suppliers. Through a qualitative study of five local authorities and five voluntary organisations (Interviews with contract managers, CEO's, front-line staff and service users), this paper seeks to answer the following questions:

1.   How far is the personalisation agenda reshaping employment policies in voluntary organisations?

2.   What is the relative influence of other parties outside the standard employment relationship (local authorities and service users) in shaping these outcomes?

3.   What implications are there for service quality and worker morale?

The FairShares Model: a communitarian pluralist approach to the design of social enterprises?

Ridley-Duff, R.
(Sheffield Hallam University)

This paper explores the intellectual antecedents and philosophical assumptions of the FairShares Model - a set of enterprise development guidelines published by the FairShares Association. In post-crisis states with deregulated public services, there is renewed competition between free-market thinking and the concept of a social economy. The FairShares Model aims to integrate entrepreneurs, producers, service users and investors using multi-stakeholder models of ownership and control, and offers this as a a model for social enterprise development. The idea of mutual relations between stakeholder groups challenges both the primacy of shareholder interests and the 'common bond' that is the assumed basis of a mutual enterprise.

The FairShares Model is theorised as a contribution to the development of 'socialised enterprise' that resists both state and free-market approaches to public service delivery. The paper explores the intellectual antecedents cited in the FairShares Model to make explicit the influence of social entrepreneurship and co-operative principles in its development. It is positioned as a communitarian pluralist discourse on ownership, governance and management that challenges both public and private sector norms in the design of workplaces.

Inventiveness to feasibility: Case of a failed workers' cooperative in India

Sarkar, S., Ghosh, A.
(XLRI Jamshedpur)

In this paper we reviewed a case of closed mine in India where we looked at the deficiencies, challenges and eventual failure of the attempt by a group of separated mine workers to reopen the closed mine by establishing a co-operative, in response to their company's decision to shut down the quarry. The present study, carried out in an eastern Indian state during 2009-10, has its focus on assessing the functional dimensions of a workers' cooperative that has hitherto not started and identifying obstacles to success. Evaluation of Fortune Mineral Workers' Cooperative has revealed several deficiencies in its plan, the major ones being the relations of its members with the means of production and allocational efficiency, its failure to generate interests among ex-executives in working for the interests of cooperative, its failure to manage distribution relations, and its poor grasp of financial feasibility and fiscal compatibility. The company being a large central public sector unit over protected by government's policies was incapable of leveraging the opportunities that cooperative created. All these factors have led to some adverse implications insofar as the functioning of the cooperative is concerned. We alluded to the tensions in such situations between the craving and imaginings of workers for something better and more human than capitalism can provide in terms of management, employment conditions and work organization, and between their pragmatic concerns to provide continuing employment when faced with mine closure. Issue of the potential and obstacles for members of co-operatives is of interest both in the contexts of India and other developing economies, as well as in rather different contexts of developed economies.

Body, emotions, health and work, culture, creative work
RAMPHAL 3.41

AESTHETIC & SEX WORK

Embodying Masculinity: The Gendered Work of Erotic Dance

Pilcher, K.
(Brunel University)

This paper utilises participant observation, qualitative interviews and visual data, to analyse the experiences of men who provide erotic dance for women customers in the UK. The paper analyses male dancers' experiences in relation to their women counterparts, drawing upon my own empirical research with women erotic dancers who dance for women customers, and with reference to Sociological accounts of women who perform erotic dance for men. Through an analysis of the aesthetic labour (Nickson et al., 2001), emotional labour (Hochschild, 1983), and body work

(Wolkowitz, 2006), that male dancers perform, the paper questions the potential scope for dancers' performances to disrupt heteronormative gender and sexual roles considered 'appropriate' to their gendered work. The paper will question what considering erotic dance as 'work' might mean, as well as indicating how dancers work with and on their bodies to construct a particular masculinised, and (hetero)sexualised, embodiment. I argue that male dancers perform relatively little emotional labour, and that where they do, it is viewed as 'exceptional' by women customers, as men perform a task not 'naturally' deemed appropriate for their gender. The paper will further highlight how male dancers' performance of body work is intimately related to the autonomy that they can exercise. The paper overall argues that male dancers perform a very particular intersection of aesthetic labour, emotional labour and body work in order to construct their work as a 'hobby' or a 'bit of fun', to directly counter the stigma associated with the 'women's work' of erotic dance.

Work it! Casting a light on precarious labour in Las Vegas

Hardey, M., Geesin, B.
(Durham University)

There are a growing number of workers within the service industry whose labour can be foreground as 'aesthetic labour'. Their work is situated within the context of image-driven organisations who employ 'attractive workers' that must adhere to appealing and tempting modes of production, based on a specific type of embodiment and mode customer-based consumption. Aesthetic labour has been developed by Witz, Warhurst and Nickson who suggest that this context provides '…a vital element in the production or materialisation of the aesthetics of a service organisation' (2003: 34) that exists at the confluence of emotional work and aesthetic effort. This article analyses the mode of promotion of aesthetic labour that forms an ordinary backdrop to the social landscape of Las Vegas in the form of employment advertising from the service industry. We point out how organisations intentionally put in place certain types of aesthetic in order to emphasise and promote distinctive modes of embodiment and communication with customers. A further dimension is the positioning of the worker as they share an expected role and must promote and adhere to a gendered and sexualised defined interaction with customers. We argue that these workers lives are shaped by the money, time and aesthetic creativity devoted to a certain type of consumption that relies on the entertainment of the consumer, their gratification, desire and amusement. In order to theorise the insights provided by the empirical data, we begin with an exploration of the insights provided by sociological perspectives of labour, and in particular the concept of aesthetic labour as holding distinctive (often implied) modes of exchange that go beyond the service description and contract. This emphasis on aesthetic labour is then framed within broader discourses around deskilling within the service industry and attempts at circumventing protections from unions which, within the Las Vegas context, have historically been very strong. This paper considers the implications of this ephemeral and aesthetic labour which places women, in particular, within this precarious employment.

When distinctions between Aesthetic Labour, Sexualised Labour, and Sex work aren't helpful: the case for a new approach.

Grady, J., Elba, V.
(University of Leicester)

This paper will present and discuss data collected from interviews with female employees in the West African banking sector, in order to demonstrate that in practice aesthetic labour, sexualised labour, and sex work can appear collectively. Our case study focusses on a group of women who are employed to attract and retain high net worth customers in a bank in West Africa called Zendra Bank (pseudonym). As part of their employment they are required to explicitly engage in aesthetic labour to attract and retain (mainly male) custom. This expectation, however, is also unpinned with an implicit expectation by Zendra Bank that they also engage in sexualised labour with customers, and in some cases engage in sexual activities.

In this paper we briefly discuss and present our findings, along with other literature that also seeks to analyse how these various forms of labouring often combine together in certain types of employment. In doing so we put forward the argument that a new theoretical understanding of this type of labour is required, and make the case for a continuum approach to analysing this labour, arguing that it can be all three type, and also just one, at any one time; in doing so we hope to make a theoretical development in the field of aesthetic/sexualized labour and sex work.

Negotiating processes in commercial sex: managing interactions and managing emotions in diverse indoor settings

Pitcher, J.
(Loughborough University)

Considerable theoretical attention has been given to the role of the female body in sex work. While embodied labour is undoubtedly a central component of most transactions, more recently, debates have also focused on the skills and emotional labour deployed by sex workers to manage the contract with clients and maintain boundaries between their commercial and private lives. These discussions have related primarily to female sex workers in indoor settings. There has been less consideration of differences in labour requirements across managed and independent forms of sex work and the way in which male, as well as female sex workers negotiate their position within an informal and unregulated industry. Drawing on a recent qualitative study of female, male and transgender sex workers in indoor settings, and contextualised through theories of emotional labour and identity management, this paper will explore how workers in independent and managed forms of sex work develop strategies to manage interactions with clients and differentiate between commercial and private identities as a means of self-protection, resistance to stigma and also to construct a 'professional' business identity. I situate the analysis within the wider context of gendered labour and consider the extent to which the work setting influences sex workers' levels of job satisfaction and ability to perform more creative and productive emotional labour. Factors such as their comparative human capital and social networks, relative autonomy in supervising their own labour, and the overall economic and cultural context shaping their participation in sex work are also key considerations.

Gender, age, youth, family and work
RAMPHAL 1.15

AGEING WORKFORCES

Breakdown of Changes in Pension Inequality: a UK Study

Adami, R., Gough, O., Theophilopoulou, A.
(Westminster Business School)

Changes in retirement income distribution in the UK are decomposed into several factors that contribute to those changes, such as wage, gender, education, household type and geographical distribution. We employ quantile regressions to examine data from the British Household Panel Survey (BHPS) between 1991 and 2008. The method used is designed to estimate unobserved heterogeneity models. The proposed methodology provides the tools for the identification of sources of retirement income inequality observed as it decomposes the changes in the pension distribution into several contributory factors. We find that wages inequality is the single most important factor affecting post-retirement income dispersion across quantiles

Work/retirement cultures: A normative pattern to explain the differences in the labour market participation of older people in Europe?

Jansen, A.
(Institute for Work, Skills and Training (IAQ))

The prospective impacts of the ongoing demographic change are well known and concern almost all member states of the EU. With regard to the labour market, there is widely consensus that an increase in the participation rate of older people is one of the most essential measures to cushion the anticipated outcomes of the demographic change. Thus most European societies have undergone a paradigm shift in pension policy and related labour market policies from early retirement to postponing retirement. However, an analysis of the actual labour market participation of the people aged 55 and older in Europe still shows large variances.

Against this background, the main aim of the presented paper is to explain these variances by broadening the set of possible explanations by a cultural construct, namely the specific 'work/retirement culture' of a country. The term work/retirement culture is the shorthand description of social norms, values, ideals or perceptions in society that structure the ideas of the age-work-relationship. The hypothesis is that besides differences in the particular institutional arrangements as well as differences in the labour market performances, cultural differences are a further piece of the puzzle to explain the observable differences in the labour market participation of older people. To display 'work/retirement cultures', predominant societal values and norms concerning the labour market participation of older people as well as particular age stereotypes and their coincidence with the respective employment rates of older people will be analysed using different sources of quantitative survey data.

Is there a relationship between extending working lives and performance appraisal and management?

Beck, V., Williams, G.
(University of Leicester)

Recent changes in the treatment of retirement have been framed as anti-discrimination measures. This paper examines the way in which these changes have influenced management practice and questions the likely impact on older workers.

The UK drive to extend working lives has been framed as anti-discrimination legislation thus focussing attention on the equality of treatment between workers of different ages. Whilst this should remove employers' ability to discriminate, it also removes possibilities for age-specific protection or other forms of favourable treatment that might previously have been applied to older workers. Rather than implement adjustments appropriate to individual strengths and weaknesses, employers are now required to demonstrate that measures are applied equally and with no detriment to other workers. Employers now require objective, consistent and non-discriminatory criteria for 'retiring' employees.

The need to 'manage staff out' of employment, where they are no longer useful to the organisation but unwilling to leave off their own accord, creates an expanded role for performance management and assessment. We argue that the consequences of this are likely to be at variance with the aims of the legislation. Questions are raised regarding the status given to performance management and whether this has consequences for employment relations that have not been acknowledged.

The paper draws on analyses of LFS data as well as the publicly available WERS 2011 transparency data.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.09

STUDY-TO-WORK TRANSITIONS

How far does higher education reduce inequality of access to opportunity?

Purcell, K., Elias, P.
(University of Warwick)

Using data collected in a large, representative national graduate tracking study, the Futuretrack longitudinal survey of 2005-6 UCAS applicants*, we engage with current debates about the UK class structure, social mobility, the returns to higher education and the relationship between knowledge, high level skills and the changing occupational structure. We provide hard evidence to address the title question, concentrating on Futuretrack respondents aged under 24 when they began their studies as full-time UK-domiciled undergraduates. In addition to examining the relative impacts of prior education, socioeconomic background, gender and ethnicity, we consider type of university, region of study, subject studied, the extent to which students had been offered and had taken advantage of course-related work experience, participated in other paid or unpaid work, and participated in extra-curricular activities that could provide career benefits. Finally, we look at the outcomes; class of degree achieved, early career trajectories and current employment at the time of the Stage 4 survey, between 18 and 30 months after graduation, of those in employment. In this, we draw on a new occupational classification: the substantially-revised SOC(HE), in which we have devised a taxonomy to assess the relationship between development and use of knowledge and high-level skills normally developed in higher education. Our analyses present challenges to recent educational policies and the ideologies that have driven them, and will contribute to a clearer understanding of the extent to which increased participation in HE contributes to changes in social stratification.

* http://www2.warwick.ac.uk/fac/soc/ier/futuretrack

Age norms in organizations: First findings of a study exploring the recruitment experiences of mature graduates.

Morris, F.
(University of Manchester)

In the UK, much of the focus on age within organizations has been polarized and focused on the exploitation of the young or the 'winding down' of the greying population.

This presentation reports on interview data, gathered from mature graduates within the labour market and mature final year students attempting to secure employment. The research reveals how, for this group who challenge traditional, linear career pathway norms, age inequalities are reproduced in three main ways: Firstly, through the embedded and self-imposed acceptance of norms; secondly, through barriers at intermediary level, such as recruitment agencies, careers services, assessment centres and graduate recruitment fairs; and finally, through perceived and real barriers to progress at organizational level.

Demographic and societal change means that the research is timely, as more and more individuals with multiple identities, following non-linear life course trajectories are increasingly becoming potential participants in the labour market.

The expansion of higher education over the last decade has led to an increase in numbers of mature graduates accessing cultural capital through formal qualifications, in a bid to enhance economic and personal development through career pathways. It is vital that Human Resource Management practices of employing organizations are aligned with institutional efforts to support such individuals.

The role of network and connections in elite student's labour market transition

Tholen, G., Brown, P., Powers, S.
(University of Oxford)

This paper explores how networks and connections aid French and British educational elites in gaining entrance into the upper echelons of graduate labour market. Despite the generous research on the role of personal capital on labour market transitions, little is known about how those with elite credentials use networks and connections to improve their labour market chances. This becomes especially relevant within debates on the meritocratic nature of the post-industrial labour market. Using interview data from final year students from two elite higher education institutions, Science Po and the University of Oxford, we asses to what extent their elite educational experiences are translated into networks and connections that aid their future labour market positions. The findings reveal that in both countries students have extensive opportunities to familiarise themselves with elite employers and create useful networks. In addition, students frequently arrange exclusive internships to seek future opportunities. We argue that these networks and connections are inherent to the elite educational experience and could therefore help contribute to a credentialisation of the graduate labour market.

Size Matters: Graduates' skills and knowledge use in small and large businesses

Luchinskaya, D.
(University of Warwick)

In the context of an expanding higher education system, the UK government has highlighted small and medium sized enterprises (SMEs, <250 employees) as graduate employers, to benefit from graduates' skills and knowledge, and increase SMEs' innovation and competitiveness. However, existing research has reported mixed findings on graduates' experience of work and opportunity to use skills in SMEs.

This paper examines whether business size affects the use and development of graduates' skills and knowledge at their place of work for similar occupations (classified using SOC 2010). Using logistic regressions, it analyses the impact of business size on graduates' ability to use and develop skills in their current job. The main source of data is the Futuretrack dataset, which has been following full-time higher education applicants since 2006. The sample used for this analysis comprises UK-domiciled, first-degree graduates employed in the private sector.

The findings indicate that business size does matter for the likelihood of using of certain skills and knowledge when controlling for other factors. For instance, working in a small business (10-49 employees) increases the likelihood of using one's innovative skills and one's research skills 'a lot of the time'. These skills were also positively associated with being satisfied with the opportunity to use one's initiative in the current job. The next stage of this research project is to investigate the link between work in small businesses, innovative thinking and research skills and job satisfaction in more detail through interviews and log entries.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.10

NON-STANDARD WORK & GENDER

When 'non-standard' is the norm: women's employment and careers in female occupations

Martin, B., Hewitt, B.
(University of Queensland)

Many women work in occupations where men are a rarity. Yet our understandings of the employment and career processes that operate in these labour markets are based around the male model of full-time, uninterrupted employment and career. In this paper, we analyse the employment pathways and labour market processes in a number of women's occupations, where periods of part-time work and career interruptions are the norm. Recent theorising suggests that women's caring know-how and legitimacy can be converted to advantage in some female dominated occupations as 'gender capital' or 'feminine capital'. This suggests that career breaks and domestic caring may be key mechanisms in the accumulation of feminine capital, actually conferring advantage in female dominated labour markets where this capital is valued. We use the Household and Labour Dynamics Australia (HILDA) data, a large Australian national longitudinal dataset which currently extends to 9 available annual waves. We focus on three main tasks. First, we identify occupations where over 70% of workers are women. We use sequence analysis to identify clusters of pathways amongst women who have spent at least one year in one of these occupations. Pathways are defined by labour force participation, key job characteristics (f/t vs. p/t), and caring responsibilities. Second, we use multivariate models (including fixed effects multinomial logits) to examine the main determinants of which pathway pattern women follow. Third, we assess whether different pathways lead to different labour market outcomes for women, even though their main 'human capital' characteristics may be the same.

A suitable job for a part-timer? How does the nature of managerial and professional work restrict opportunities to work part-time?

Gascoigne, C., Kelliher, C.
(Cranfield University)

The 'nature' of managerial and professional work is widely believed to render it unsuitable for part-time working. This paper develops the debate on part-time choices and constraints by exploring which characteristics of work are perceived to restrict opportunities for part-time working, and how part-timers craft their jobs accordingly. The contribution is to identify two work characteristics which restrict part-time opportunities, and two working practices which expand them even where such characteristics pertain. In-depth interviews were conducted with part-time engineers and management consultants, chosen for maximum variation in two organizations in the UK and Finland, and some of their managers and subordinates (n = 19). Findings indicate that where the nature of the work was slow-paced and predictable, part-timers could individually craft their own part-time working arrangement – but in fast and unpredictable environments, part-timers' choices were limited to practising 'two-way flexibility' (by working during their planned time off) or switching to another type of work. However, part-time opportunities were also constrained by the discourse of part-time work as an individual lifestyle choice, rather than an element of group-level work design or resource planning. Even in fast and unpredictable environments, two group-level working practices had the potential to expand part-time opportunities: substitutability (the ability to hand work between team members) to avoid delays or gaps in service, and project management directed at reducing unpredictability. Future research and theorizing about part-time opportunities might focus less on people and the reasons for their working-hours 'choices', and more on the design and construction of work.

Strategic Labour Supply: A sociological interpretation of couples' labour time

Olsen, W., Bradsher Schmidt, E.
(University of Manchester)

This paper offers labour market models for the paid work of both members of a couple. Personal choice is informed by individual and couple factors, and is constrained and enabled by social factors. The couple strategically plans, integrating long- and short-term goals as well as responding to events. We offer a sociological perspective on paid working time and we recognize and measure intra-familial dynamics.

Specific findings: 1. the cross-effects of male caring on women's work are stronger than the converse among UK couples 2007-10. 2. Secondly the impact of ill health on paid work hours is a strong effect in that a male spouse's ill health pushes a woman's paid work time downward. 3. Thirdly, the net downward effect of having children is strongly different for men and women. For women it is negative, but for men it is not. 4. Using panel data methods we are able to discern its positive effects on men in the long run as against its negative effects in the short run. In practice this also means that when children leave the household, or the couple otherwise has fewer dependent children, the short-run effect of this is that men's worktime goes down.

We also relate the extra, unpredicted working hours of individuals to their attitude to the gender division of labour. Among Uk women in couples, a modern attitude is associated with higher working hours. Results use both cross-sectional and panel data from the British Household Panel Survey.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.17

LABOUR MARKET REGULATIONS

Where are all the farm workers? Changes to immigration rules in the UK are likely to see a reduction in seasonal migrant labour, so where now to ensure a local and sustainable supply of fresh produce in our local supermarkets?

Robinson, P.
(University of Birmingham)

The current restriction for the employment of temporary workers in the UK from the more recent accession countries in the European Union (EU), i.e. Bulgaria and Romania, is the Seasonal Agricultural Workers Scheme (SAWS). This scheme, which helps to provide a flow of seasonal migrant workers, is due to finish at the end of 2013. This change has implications for farmers/producers who draw upon the readily available pool of labour, particularly as there is a limited and disperse local workforce in many of the UK's agricultural regions. So how will the farmers/producers meet supermarkets' demands for quality assurance standards and labour governance systems based on corporate social responsibility (CSR) policies, when there is a reduced supply of temporary labour? Farmers/producers depend on a well trained and highly motivated workforce, a role currently performed largely by migrants. However, will changes to the UK benefits system and the move towards a process of universal credit ensure a more local and available pool of labour to pick and pack fresh produce up and down the country. This paper will explore and discuss the issues surrounding farmers/producers reliance on migrant labour and the likely impact of the change to SAWS and the recent restructuring of the Gang Licensing Authority (GLA). A key question the paper addresses is how will changes to immigration rules and labour governance systems, e.g. the GLA, impact the employment conditions in the UK's horticultural sector.

Reaping what others sow: causes and consequences of the abolition of the Agricultural Wages Board for England and Wales

Tailby, S., Danford, A., Warren, S.
(University of the West of England)

The Agricultural Wages Board (AWB) for England and Wales comprises worker and employer representatives and independent members. Since 1948 it has had statutory duty to set a minimum wage rate and discretion to set other terms and conditions. The current Order (AWO) provides for six grades, defines the qualifications and sets a minimum pay rate for each, regulates working time, paid overtime, sick pay and other matters. It directly covers 150, 000 workers and has been the reference point for pay and conditions in rural employments beyond farming.

The AWB survived the Conservative government's abolition of the Wages Council system in 1993. The current Coalition government favours labour market deregulation in pursuit of economic recovery and has progressed AWB abolition since July 2010. It claims modern communications and transport redress farm workers' isolation and employer dependence; modern employment protection law (which it is eroding) renders the AWB redundant; and that the AWO is burdensome administratively for farming business, in particular that which is diversified beyond 'mainstream' agriculture. In tension with this is its claim that a dual National Minimum Wage and AWO regime deters vertical integration in the food supply chain.

Our paper draws on interviews with farm workers, farming employers and officials from their representation bodies, and a survey of farming employers in south west England to sift the government's claims, show employers' support for AWB abolition is highly uneven and that aside from climatic conditions and animal disease, the most prominent concern is supermarket power through the supply-chain.

Investigating informal labour: the case of the greenhouses agriculture in Sicily

Piro, V., Sanò, G.
(Università degli Studi di Milano)

The aim of this presentation is to investigate how work is organized and managed within a specific segment of the labour market, namely the greenhouses' sector in the south of Italy, in the province of Ragusa (Sicily). The interest for conducting this analysis raises from the fact that agricultural sector in this area is characterized by a large presence of informal employment and by ongoing processes of substitution between Italian and foreign workforce.

Though several in-depth interviews and thanks to a period of participant observation, conducted inside different work environments (characterized by the presence of both Italian and foreigners employees) it was possible to reconstruct the dynamics that shape these peculiar workplaces, considering the points of view of the economic actors involved (greenhouses' owners, agricultural workers, trade unionists).

In this presentation, we are going to explore the different configurations of informality taking place within the greenhouses sector. Here, in fact, together with a certain amount of undeclared work, it is possible to observe a widespread presence of partially irregular labour. In particular, it emerges that a distorted use of the agricultural unemployment subsidies goes into the direction of encouraging an 'informalization' of the greenhouses labour market. In fact, public unemployment subsidies, originally created in order to face difficulties caused by a seasonal economy, appear to be actually applied in a non-seasonal system of production in a way that facilitates a larger recourse to partially undeclared work.

Bargaining for Sustainability: Environmental Clauses in Australian Collective Agreements

Markey, R., McIvor, J., Wright, C.F.
(Macquarie University)

Climate change and public policy measures to mitigate its impact are likely to lead to significant shifts in the composition of the labour market through the decline and expansion of certain jobs and industries. It is also likely to have an impact on employment relations and job quality. While the growth potential of certain green jobs, skills and industries has been analysed, there is little hard evidence of how this potential is translating into practice at the workplace level. Workplaces generally are one of the greatest sources of carbon emissions, and so it seems reasonable to expect the employment relations actors to have an interest in working together in this sphere, which affects productivity, quality of work, and workforce development. Collective bargaining over environmental clauses represents a major mechanism for employee participation in decision-making in a key strategic issue for organisations. This paper examines the extent to which employers and employees are using collective bargaining to mitigate the impact of climate change at the workplace level. This is achieved through an analysis of 398 enterprise bargaining agreements registered across various sectors in Australia from 2009 to 2011. It examines the incidence and sectoral spread of agreements with clauses relating to climate change and assesses the nature and substance of these clauses. These findings are used to generate conclusions regarding the viability of collective bargaining as a mechanism for allowing organisations to respond positively to the challenges of carbon reduction.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.28

FLEXIBILITY & SECURITY

Labour Market Transitions and Employment Precariousness

Shalla, V.
(University of Guelph)

In the current context of economic restructuring and downsizing, many workers find themselves forced to move either between jobs, often of a precarious nature, or between periods of employment and unemployment and/or social assistance. This transition in workers= position in, and attachment to, the labour market clearly points to employment instability, insecurity and precarity, a shift that is compounded by downward mobility, often both individual and intergenerational. It also raises questions about class identity under neo-liberal capitalism. This paper focuses on the double jeopardy of precariousness and downward mobility faced by workers experiencing labour market transitions. Drawing on qualitative in-depth interviews with workers in the Guelph and Wellington region of Ontario, Canada, the analysis paints a picture of workers= experiences of, and challenges with, labour market transitions, particularly over the past decade. The study locates these transitions in the context of transformations in the local economy. This paper contributes to our sociological understanding of work, employment and society under contemporary capitalism by bringing together scholarly literature on labour market transitions, mobility and class identity to couch the analysis of the everyday lived experiences and decisions of workers struggling within broader structures and forces.

A Precarious Labour Market: Re-thinking Labour through finance

Rafferty, M., Bryan, D.
(University of Sydney)

There is much written about changes in the labour market in Australia and elsewhere. It often goes under the heading of labour market 'deregulation', and the argument is that the state is playing a lesser role in overseeing work and pay. Of course, labour markets are never 'deregulated' and the extent of laws pertaining to forms and conditions of employment are as extensive as they ever have been. The term 'deregulation' is a somewhat rhetorical way of saying that labour regulations and wage bargaining have changed to give more power to employers. Our analysis here gives substance to that conclusion.

Nonetheless, these familiar debates remain very state-centred (and normative)– about what the role of government regulation of employment contracts SHOULD be. Our focus is discernibly different. Our concern is how financialization – calculations based on risk, and framing things in terms of liquidity and derivatives – is driving many changes in the labour market. Our proposition, put simply, is that changing employment relations are about breaking the employment contract down into constituent elements especially in terms of their contribution to profit making for an employer, and thereby revealing the range of risks that lie within employment relations. We observe that this decomposition has enabled a dramatic shift of risk from employers to employees, with the consequence that work and the income derived from it is, for most people, increasingly precarious.

5. Short-term or chronic worries? Studying the duration of self-perceived job insecurity in the life course

Lübke, C., Erlinghagen, M.
(University of Duisburg-Essen)

Self-perceived job insecurity is widely spread in Europe and it can be assumed that affected by the ongoing crisis worries about maintaining employment even increase. Thus, it is not surprising that a large body of research addresses individual as well as societal causes and consequence of job insecurity.

In this context one important, but under-investigated aspect is the duration of job insecurity in the life course. So far, we do not know how long workers fear of losing their jobs. From a theoretical angle it makes a difference whether job insecurity is a short-term or chronic phenomenon. It can be suggested that negative individual consequences of job insecurity (like health or family problems) should increase with the persistence of insecure employment periods. It is also relevant whether worries are limited to certain life course phases. In addition, it is of importance how far chronic job insecurity is a class phenomenon.

Using survey data from the German Socio-Economic Panel (1985-2010), sequence and cluster analysis reveal six clusters of typical patterns of self-perceived job insecurity: It turns out that the majority of workers belongs to the cluster of persistent absence of job insecurity, while a minority is characterized by chronic worries. Besides this, there are groups with mixed patterns. The clusters will be described in more detail, including also objective labour market indicators. Furthermore, the development of these clusters across age and birth cohort is studied. Findings suggest a polarisation of job insecurity, leading to a discussion on possible explanations and implications.

Between Institutions and Market Forces: Labour Market Legacies and the Bargaining on Flexibility and Work Security at the Company-level in Europe

Pulignano, V., De Franceschi, F., Doerflinger, N.
(Katholieke University Leuven)

Flexibility and employment security measures are considered to a considerable extent an important part of labour market regulation and employment systems. However, HR policies as well as the practices negotiated locally between management and unions are also potentially contributing to frame the general context where flexible arrangements and security for workers can be potentially promoted. The paper is based on a cross (and within) country analysis of firm-level practices of flexibility and security in four multinationals' subsidiaries in four countries (i.e. Belgium, Germany, UK, Italy) within the same sector. Research findings illustrate that general market conditions (i.e. the nature of the product market) and the organizational features of the company (i.e. the degree of integration of the operations across borders) both explain across (and within) national variance when considering the bargaining on flexibility and security practices in multinationals. Moreover, occupational categories mediate the extent of this trade-off. In particular, flexibility and security are more likely to be bargained as a trade-off within subsidiaries characterized by a relatively high level of product market standardization and a low level of integration of their operations. These are

usually the firms suffering from high market pressure. Conversely, in situations of low market pressure, usually characterized by highly integrated multinational subsidiaries and engaged in producing different products per plant (low scope for intra-firm competition), the probability that flexibility is traded off against security in local negotiations is low. The extent to which negotiation affects skilled or unskilled workers inside the firm makes a difference. Skilled workers experience less trade off effects in comparison with unskilled ones.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.08

CAREERS & ENTREPRENEURSHIP

'I earn, therefore I exist' - Bedouin women who become entrepreneurs

Allasad Alhuzaeel, N.
(Sapir College, Social Work School)

The changes in the Bedouin sector in the Negev Desert since the establishment of the Israeli state have had far-reaching implications for Bedouin women, including the loss of traditional sources of employment and the lack of suitable alternative employment.

Like many women in traditional, patriarchal societies, Bedouin women are trained to make do with little, and to be obedient, subservient, and passive. Thus, they are marginalized, excluded from public life and the labor market. This exacerbates the economic inequality between Arabs and Jews, institutionalized, inter alia, in the 'Arab enclave', which lacks industrialization and is allocated fewer resources. by the Israeli state.

In this context, a qualitative study was conducted among twenty Bedouin women living in poverty who participated in a microfinance program. The aim of the study was to examine the process that the women undergo.

The results of the study shows women have succeeded, albeit slowly, in creating employment for themselves and family members. Becoming earners raises their status within the family; they are respected for increasing the family's honor, and their opinions become important.

Though Bedouin women are socialized to obey, be subservient to, and accept the authority of men, they are exposed, directly or indirectly, to what is happening around them, thanks to the media and women's organizations. Consequently, changes do take place, but slowly and gradually.

Social stereotypes influence on restrictions in women's mobility and violation of their rights in sphere of employment and work in Russia.

Semina, M.
(Moscow State University)

Studies in Western countries indicate that there is steadily increasing presence of women in the professions, occupations and managerial positions that were previously considered as 'masculine'. However in Russia, we still see the restrictions for upward mobility of women that persist for a long period of time.

The main restrictive moments for social mobility of women are social stereotypes that prevail in the attitudes of decision-makers and inform their practices of hiring, promotion and training of employees. Among such basic stereotypes are:

Stereotypes on gender coloration of workplace, shared both by employers and employees;

Stereotypes about male and female work

On the grounds of O'Connell's concept on gender order in society the author suggests her hypothesis that analysis of repeated sustainable practices of mobility in organizations can serve as a basis for identifying certain features of the organizational culture, which may be the same as the gender order in society, as well as may differ from it. Using the data of her own empirical research based on methodology of case studies in three regions of Russia, the author has showed that in Russia today there are four main gender modes: male, gender-neutral, feminine and 'hard-core male.'

Prevailing gender modes in Russia are still a male and 'hard-core male' ones (especially in military organizations). The gender neutral modes only arise and they are mainly spread in newly established companies.

Most of organizations established in the Soviet era do not change and reproduce the old Soviet practices with restricted women's mobility.

Organizational career of managers in contemporary Russian society: empirical results and theoretical interpretation

Sorokin, P., Efendiev, A.
(National Research University "Higher School of Economics")

Approaching career perspective from-macro level of analysis we may take a fresh look at problems of large-scale social change and economic development. Main question of this paper is: what individual features and characteristics are most important for career growth in contemporary Russian business (professional qualification, competences or personal relations, family ties, etc.)?

Empirical base consists of two elements. First study was conducted in 2008: 509 line and middle managers employed at 80 organizations were surveyed. Second study involved 17 organizations and 254 managers (conducted in 2012).

Theoretical foundations of research are built upon theories of social stratification and social mobility (J.H. Goldthorpe, D. Lockwood, E.O. Wright, J. Scott, etc.), structuration theory (A. Giddens) and theory of social fields (P. Bourdieu).

Key methodological construct that we elaborate is "career model". It integrates: 1) on individual level: career aspirations and characteristics of professional qualification and social capital (ties), 2) on organizational level: "organizational career culture" (set of individual features that are seen by managerial employees as most important for career advancement in particular organization).

Main empirical result is that "Meritocratic career model" (describing qualified managers not having social ties and making career in organizations with meritocratic "career culture") is the less effective one in terms of individual career success comparing with all other "career models".
To sum up, empirical research in managerial career in Russian business-organizations shows that clannish elements play significant role is social mobility which may be serious obstacle in further social and economic development of Russian society.

Migration, ethnicity, equality and diversity, disabilities, minorities
RAMPHAL 2.41

DISABILITY, ETHNICITY & POVERTY

Breaking the Silence for Employees with Mental Illnesses: The Existence, Recognition and Effectiveness of Voice Mechanisms within and External to Organisations

Morgan, K., MacKenzie, R., Forde, C.
(University of Leeds)

At the crux of this presentation is the concept of silence. Whilst academics have strenuously deliberated the employee voice, the alleged 'antithesis' of voice – 'silence' – has received a limited inquiry. In the last decade silence has emerged as an important construct and field of study, however most academics erroneously treat employees as a homogenous group. This study extends the understanding of the research topic to employees with Mental Illnesses (MI. The reality of the voice mechanisms for these employees remains elusive and continues to be uncharted territory for investigations. This research aims to bridge this gap in understanding through mapping out what voice mechanisms exist for these employees, how they are intended to work and whether they effectively encourage and sustain voice. In addition, it intends to explore the terms 'silence' and 'voice' regarding MI within a workplace context. The author has begun to collect data through unstructured interviews with those who have founded various voice mechanisms, such as consultants, experts from mental health charities and disability forums. Interviews have also been conducted with employees who currently suffer from a mental illness or have done in the past. This presentation will discuss some of the early findings, mainly that silence and voice in relation to MI cannot simply be understood as disclosure and non-disclosure, with either the presence or absence of sound being a determining factor. On the contrary, it is a complex phenomenon that requires a deeper and more sophisticated conceptualization, which the author explores.

Income security and labour-market engagement: Envisioning the future of work disability policy

Tompa, E., MacEachen, E.
(Institute for Work & Health)

A critical challenge of work disability policy systems in many developed countries is policy and program erosion within the context of the changing nature of work, workers, and injuries. Adding to the challenge is the fact that academics from various disciplines, disability support program policymakers, and disability communities have often operated in silos. Although disability benefits and labour-market supports can cut across various levels of the public and private sector, system actors from the various programs rarely interact with each other. Academic research on work disability policy also occurs in silos, focusing either on work-injury and workers' compensation program supports or non work-related disability supports provided by other social safety net programs and private insurers. Similarly, injured worker communities have operated independently from other disability communities. In this manuscript we describe the process undertaken to develop a national level initiative to examine the intersection between disability and employment. The initiative, which has given rise to a research centre on work disability policy, is unique in its conceptual focus and bridges the divide between workers' compensation and other social security programs. Our partnership approach, which brings together diverse academic and stakeholder groups, is a new approach to addressing the complex and critical challenge of work disability policy in the new world of work. It offers invaluable insights for actors in other countries facing similar challenges.

Moving out of poverty through work? Examining the relationship between identity negotiation, ethnicity and workplace cultures

Netto, G., Hudson, M., Sosenko,F., Noon, M., de Lima, P., Gilchrist, A., Kamenou, N.
(Heriot Watt University)

Recent government policy initiatives have focused on employability and training as routes out of poverty. However, the extent to which these initiatives are sensitive to the needs of ethnic minority groups is not clear. At the organisational level, the relationship between workplace cultures and equal opportunities policies and practices, particularly as it affects low paid workers, has been under-researched. Yet, the scope for employees of diverse ethnicities to navigate routes to better paid work as a means of achieving a better standard of living is crucial. Based on in-depth case study research in Scotland and England in public, private and voluntary sector organisations involving 65 low paid workers and 43 managers, this paper examines low paid worker aspirations and strategies for progression and the degree to which workplace cultures are conducive of their development. A key aspect of this process for low paid workers is negotiating the degree of conformity between their multi-faceted identities and organisational expectations and norms. Drawing on theories of identity formation and negotiation, the paper reveals the complex processes involved as low paid worker strive to gain access to developmental opportunities and organisational recognition. We argue that the findings call for greater awareness among employers of the ways in which informal workplace processes can undermine equal opportunities policies and processes at the organisational level and increased understanding among policy makers of the relationship between equal opportunities policies and practices and routes out of poverty, and mechanisms which can support this.

Social theory, state and work - Organisation, regulation, resistance
SOCIAL SCIENCES 0.11

STATE & POLITY

'Between Business and Hippydom': Enterprise, Environment, and the Invisible Hand of the State

Taylor, S., Land, C.
(University of Birmingham)

The TED ('Technology, Entertainment, Design') conferences are a globally renowned series of events with a strong web presence, fellowships, and prizes. TED is founded on the notion that there are 'Ideas Worth Spreading' to improve work and life. It is an inspiration behind the British 'Do Lectures', an event organized by a coalition of local businesspeople and involving 80 people camping for 5 days in west Wales to listen to 20 short invited lectures. That event has a clearly stated commitment to changing how we do work, organization and business, with a particular emphasis on the natural environment. It claims to offer a 'holiday camp for people working in sustainability and ecology', where people can make the 'crossover between business and hippydom,' and articulates a utopian image of work and organization free from social, economic and political structures of domination. Using fieldnotes, documents

and photographs of the event, we analyse the absent presence of social structure in the 'Do' discourse, with its emphasis on the entrepreneurial 'Doer'. Both TED and Do consecrate an ideal of the enterprising self, able to work and organize free from state-imposed constraints or cultural conventions. Individual enterprise and innovation (personal risk, breaking rules, rejecting convention, and the primacy of action over words) are presented as the solution to social and environmental injustice and economic development. However the spirit of capitalism embodied in the Do Lectures obfuscates the centrality of state funding for regional economic regeneration and for the organizations involved in the event itself.

'The Inner Workshop of Democracy': Realising the Emancipatory Potential of Meaningful Work through Agonistic Democratic Practices

Yeoman, R.
(University of Oxford)

It is not uncommon for democratic theorists and critical social theorists to conceptualise contemporary workplaces as action contexts devoid of personal and political emancipatory potential. They claim that flexibilisation, subjectification and dominating relations foster an organisation of work which is unavoidably instrumental, crowding out the possibility of difference and contestation essential to democratic politics. But studies of the actual work people do reveal traces of irreducible agency, arising from the struggle to overcome organisational rules, and illuminating the material realities of working together. Even though much of this autonomous action is rendered invisible, and put beyond deliberative evaluation, it is a potentially rich source of inter-subjective encounter, solidarity and positive meaning-making. I use Wolf's bipartite value of meaningfulness (BVM) to propose a critical conception of meaningful work suitable for describing work-in-action, where 'meaning arises when subjective attraction meets objective attractiveness' (Wolf, 2010: 9). We appropriate the BVM to our lives by exercising capabilities for objective judging and subjective feeling, supported by our equal status as co-authorities in the realm of value. I argue that meaningful work, structured by the BVM, is proliferated when work is organised by democratic social practices - where democratic participation is itself a subjectively attractive worthy object. Agonistic democracy is a promising source of practices capable of revealing the necessary agency in every act of work, and therefore of realising the immanent meaning potential of work. As a consequence, citizen-workers can be re-presented as irreplaceable contributors, situated in cooperative relations and imbued with expressive political agency.

Fields, organisations and change: the case of redundancies and restructuring in a period of unsettlement

Taylor, R., Macmillan, R. Arvidson, A. Soteri Protor, A. Teasdale, S.
(University of Birmingham)

The third sector or 'civil society' is facing a radical upheaval in its multiple political and economic environments. Within the sector, service delivery organisations face significant financial pressures as central and local government cuts mean the cancellation, non-renewal and top slicing of contracts with attendant loss of staff and organisational restructuring. We draw on data from Real Times, a qualitative longitudinal study of third sector organisations, to explore the strategies and tactics employed by service delivery organisations to manage this context. Applying a field based theoretical frame (Bourdieu 2005, Fligstein and Macadam 2011) provides the tools for understanding the dynamic nature of organisations and processes of stability and change. We focus in particular on the strategies articulated in relation to staff redundancies and organisational restructuring and how these shed light on the 'rules of the game' in the field of service delivery in the third sector, the contested nature of the field and the tensions at the heart of organisational change and reproduction.

Unions and other forms of employee organisation, representation and voice
RAMPHAL 1.04

EMPLOYERS' & UNIONS' STRATEGIES

Beyond strategy? The social construction of precarious workers organising in the city of Buenos Aires

Atzeni, M.
(Loughborough University)

The paper presents preliminary findings of an ongoing, case studies based, qualitative, research on the organization and collective mobilization of precarious workers in the city of Buenos Aires. The aim of the paper is to show empirically how specific factors structuring workers' social reality create material opportunities and circumstances that can favourably or unfavourably influence workers'attempts at organising. Rather than looking at unions, NGO and/or other labour friendly institutions strategies for organising precarious workers and at workers' responses to these, the paper starts from a bottom up approach at organising centred on workers' self-activity. This is mediated by a complex set of factors, which include the labour process, the institutional and legal framework, the socio-political context and the role of the informal/precarious sector within the overall economy.

This approach helps to raise fundamental questions about the structuring of workers' collective interests, solidarity and democracy and overall to frame precarious workers' organising within debates on class and movement.

What's the point of union organising?

Hodder, A.
(University of Birmingham)

In response to the increasing calls for academics (and unions) to engage with union organising in a broader context (Martinez Lucio and Stuart, 2009; Simms and Holgate, 2010; Simms et al, 2013), this paper uses the Public and Commercial Services union (PCS) as a case study to explore the contested purpose of union organising.

The paper seeks to explore the union's approach to organising at a policy level, but also engages with what organising means to a range of lay representatives and full-time officials. Many existing studies tend to limit the analysis of union organising to a) specific campaigns and b) the workplace level, resulting in research which is too narrow in focus. It is therefore important to analyse union organising in the context of wider theories of renewal and purpose, when applied to studies of a union as a whole rather than specific workplace campaigns. It argued that PCS has developed a systematic approach to organising, focusing efforts on workplace organisation to support industrial action. However, the need for strong workplaces in the civil service is questionable as the locus of bargaining remains at the national (albeit fragmented) level.

Working Together? Investigating managers' perceptions of trade unions in the UK

Ellis, V., Munro, A.
(Edinburgh Napier University)

Within the employee relations literature there is a lack of recent research that specifically examines managers' perceptions of trade unions in the workplace in the UK, although notable exceptions are Poole et al. (2005) and international examples such as (Pyman et al., 2010). Much of the focus in the UK has been on declining union membership; decline in representative forms of employee voice; partnerships between employers and unions; and the growth in direct forms of communication between management and employees (for example, Bryson and Forth, 2010 a and b; Kersley et al. 2006; CIPD, 2011). Less is known about the how managers themselves perceive trade unions, despite the fact that managers at all levels play a central role in communicating and managing employee relations issues in the workplace. Furthermore, with the increased possibility of industrial action and conflict in the workplace in the UK, this research aims to provide a timely insight into the views of managers.

Our research seeks to investigate managers' perceptions of the role of trade unions in the modern workplace; what managers perceive to be good practice in union relations (with a particular focus on employee engagement); and managers' perceptions of future developments in workplace relations for the future. The research involves interviews with managers; an online survey sent to a random sample of 20,000 managers drawn from the Chartered Management Institute (CMI) membership list; and in-depth case studies with selected organisations. This paper will report on the initial findings from this research.

PAPER SESSION 5

Wednesday 4 September 2013 at 17:00 - 18:30

Special Session: Sociological tradition in business schools
RAMPHAL LECTURE THEATRE

For the last thirty years or so, sociologists (like economists, psychologists and others) have migrated to business schools in search of jobs. In the UK, this has meant that there are many business school academics with sociological training, as well as a broader sense that important research traditions on work, employment, industrial relations and critical management studies are significantly influenced by a sociological tradition. In this session, four people who have a particular interest in these matters will discuss the following questions. Have business schools expanded at the same time that sociology seems to have declined? What does this tell us about the contemporary university? Is the sociology of work and employment losing popularity within sociology departments and being displaced to the business school What happens to a sociologist when they work in a business school? Can 'the sociological imagination' survive in a business school, and , do business schools need sociologists? Along the way, panellists have been encouraged to relate their observations to changes which have been happening over the past three years at Warwick Business School, the effects of the RAE/REF in encouraging disciplinary segregation, the relationship between industrial relations and sociology, the fact that sociology journals tend to be ranked as secondary on the Association of Business Schools journal list, and the growth of CMS within the business school.

Speakers:
Paul Edwards, Birmingham Business School
Rachel Cohen, City University
Gibson Burrell, Leicester School of Management

Chair: Martin Parker, Leicester School of Management

After the state - Privatisation, deregulation, resistance, anarchy, decentralisation
RAMPHAL 1.13

NON-PROFIT & CIVIL SOCIETY

What's new about the new austerity? Care work in the nonprofits

Baines, D.
(McMaster University)

Since the global financial crisis, governments and private markets have pursued a course of action that Fanelli and Thomas (2011) call the 'neoliberal redux' (141) in which the risk of banks and large corporations are socialized and the risks of individuals are privatized. Individualization of risk includes offloading public services to the for- and nonprofit sectors. Providing services at the 'leading and bleeding edge' of 'austerity's extreme economy' (Peck, 2012: 2), nonprofits do not always comply with austerity's focus on narrowly targeted services for those unable to be 'authors of their own lives' (Rose, 1996). Preliminary findings from data collected as a part of a larger study of restructuring in the nonprofit sector suggests that the new austerity pulls nonprofit social services more fully into pro-market relations, reducing and removing the differences between non- and for-profit services and further undermining a social care ethos. However, the same conditions that compel agencies to embrace pro-market relations also generate the reasons why some workers, services users and managers resist individually and collectively.

Drawing on qualitative case study data (36 interviews; 8 participant observations) this paper asks:

1.   Are there forms of work organization and resistance strategies emerging in the nonprofit services in response to austerity? Is there something new about these strategies and work organization or are they an extension of what already existed?

2.What does this suggest about the character of austerity in the larger arena of social care, in general and the nonprofit sector in particular?

Exploring the evolving role and influence of the Central Railway Employees Cooperative Credit Society Limited in Indian Railways For Peer Review

Pereira, V., Patnaik, S.
(University of Portsmouth)

Although there is a scholarly growing interest in the emergence of the Indian economy and private organizations, there is a dearth of attention on existing and prospering cooperative institutions. In this paper, we try to address this gap by exploring and examining the evolution of the role and influence of a hundred year old cooperative society, the Central Railway Cooperative Credit Society Limited, affiliated to one of the largest organizations in the world, the Indian Railway. We adopt case study research method and use insights from institutional logics perspective to undertake a historical analysis of this cooperative credit society over three distinct periods, the colonial, socialist and transformational eras respectively. We conclude that it is only in this current transformational era that this cooperative credit society has emerged as an organized and transparent organization striving to fulfil its objectives of a cooperative institution.

Unions, the State and Industrial Regeneration: A Case from North West Tasmania

Barton, R., Fairbrother, P.
(RMIT University)

Labour unions in advanced capitalist societies now face situations where the certainties of the past no longer apply. As the Australian economy restructures, many regional areas, such as North West Tasmania, are transformed, facing challenges about regeneration and the repositioning of these economies. For many trade unions in such areas the future is uncertain with declining memberships and changed relations with employers and political authorities (Pike et al, 2002).

In traditional models of regional development centralised forms of government play a central role (Eversole and Martin, 2005) but more recently regional development has been promoted as a participatory project where empowered local actors are able to influence the future trajectory of their region (Pike et al., 2007). Ideas about different types of local development are contested and reflect the 'relations and balances of power between state, market, civil society and are socially and politically determined within localities and regions' (Pike et al, 2007: 1260).

One argument is that these developments have resulted in an 'institutional space' around regional governance where it is possible for unions to take a new approach (O'Brien et al., 2004). But with industrial decline there has been a retreat of union organisation from the regions (Ellem, 2003) and Australian governments have been attracted to neoliberal solutions to industrial decline (Thomas, 2008). We seek to argue that unions and their members are central in this process, either as advocates and brokers or as objects of reference and that an understanding of the relationship between the state and unions is central to regeneration outcomes.

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Body, emotions, health and work, culture, creative work
RAMPHAL 3.41

THE BODY IN WORK INTERACTIONS

Hiring Managers' Perceptions of Tattoos in Front Line Service Work

Timming, A.R.
(University of St Andrews)

Using Goffman's (1963) theory of stigma as an organising conceptual framework, this paper analyses hiring managers' perceptions of visible tattoos in front line service work. Case study research, illustrated via 15 qualitative interviews, investigates the extent to which staffing decisions are impacted by hiring managers' perceptions of non-concealable tattoos. The paper finds that hiring managers' perceptions of visible tattoos are characterised by stigmatisation, but that there is also an increasing degree of tolerance of body art in the workplace. Much more important than hiring managers' perceptions of visible tattoos are customers' perceptions. It also finds that regional considerations and tattoo genre are two key factors influencing said perceptions. The paper has policy implications for both hiring managers and job seekers.

Managing taint in a high status occupation: executive compensation consultants' in the UK.

Karepova, M., Manson, S., Zakaria, I.
(University of East London)

Recent research on 'dirty work' has provided some insight into the ways in which members of tainted occupations deal with stigma and maintain a positive identity. However, existing studies have mainly focused on low skilled dirty work occupations. This paper makes a valuable contribution to the dirty work literature by shedding light on how members of a high-status, prestigious and highly paid occupation – executive remuneration consultancy – manage moral and social taint. Drawing on the unique data - in-depth interviews with UK executive remuneration consultants, we explore how these professionals deal with mounting accusations of taint. We suggest that the 'status shield' does not eliminate the necessity to manage stigma. Consultants still do identity-management and emotional work, but unlike lower status occupations, they largely concentrate on collective efforts to manage occupational taint. Our findings show that at the individual level consultants often exhibit disidentification, having an opportunity to 'manoeuvre' between identities; despite this, they actively engage in collective defense tactics, albeit only in relation to certain audiences. The paper extends our understanding of the models of dirty work (Ashforth and Kreiner, 1999; Kreiner et al., 2006) through exposing the complexity of the taint-management processes and mechanisms in a high-status occupation. We argue that in order to better understand how higher status occupations manage taint it is necessary to explore and theorise a) the dynamics of the interaction between individual and collective occupational identity, and b) the relationship between image management and identity management.

Father Christmas Do Not Touch Me – Work, Sexuality and the Taint of Purity

Hancock, P.
(University of Essex)

This article addresses the embodied and cultural relationship between gender and sexuality, as experienced by a somewhat unusual group of interactive service workers, namely men who commercially perform the role of Santa Claus. It commences with the recognition that while the category of taint is almost exclusively associated with those that undertake various modes of 'dirty work', this is labour that is tainted as a consequence of a culturally sanctioned mis-recognition of the principle of generosity that underpins their labour. Theirs is the experience of the taint of the sexual deviant; one made possible by culturally dominant notions of apposite gender relations, age appropriateness and wider a moral panic over the relationship between children and adults.

Having established the above proposition, the paper then presents an ethnographic study of such performers and representatives of those organisations that both employ and manage them. In doing so, it explores how those that are employed in a role commonly associated with benevolence and purity experience and manage not only cultural attributions of sexual impropriety but, equally, deliberate practices of manipulation and misrecognition that are orientated towards the reproduction and validation of such negative attributions.

In conclusion, the paper offers up not only an empirical evaluation of the nature and demands of such unique interactive service work, but points towards the need to broaden our conceptual application of categories such a taint

in alignment with broader social pathologies of misrecognition when seeking to understand the lived experience and practices of contemporary service work.

Gender, age, youth, family and work
RAMPHAL 1.15

WORK-LIFE BALANCE

Factors of Men's Work-Life Balance

Bahadur, K., Ross, C., Palmer, G., Francis-Smythe, J.
(University of Worcester)

Work-life balance and its effects have attracted considerable debate in recent years (Frone 2003; Visser & Willams 2006; Haas & Hwang 2009). While most prior research focuses on women, this research highlights the roles of men and how they define work-life balance. The aim of this paper is therefore to identify the factors that help and/ or prevent male employees from achieving a work-life balance.

Numerous studies have highlighted a supportive family network (Mazerolle et al. 2011), supervisor support, co-worker support, organizational policies and teamwork (Ryan & Sagas 2010; Baral & Bhargava 2011) as having a positive effect on work-life balance, while income division, economic instability, cultural expectations and social values (Halrynjo 2009; James 2009) have been reported to negatively influence work-life balance. Other factors such as age, travel, flexibility with work schedules, partner's occupation etc. are identified as having both negative and positive effects (Galinsky 1993 & 2009; Hill et al. 1996). Drawing on these studies, the factors that might affect men's work-life balance have been organized into three categories: individual, organizational and socio-cultural (Dixon & Bruening 2007) where findings suggest that individual (specifically age) and organisational factors most significantly affect work-life balance.

To collect data, an e-survey was administered to male employees (selected via snowball sampling) in public and private sectors across UK. While age negatively affected work-life balance for employees aged 20-39, organizational factors were seen both as a facilitator and a hindrance for all employees.

'Lad's Talk': The Role of Banter in Policing Masculinities

Bradshaw, L.
(University of Hull)

In this case study of Hull, this paper will explore the role that banter or 'lad's talk' plays in policing masculinities in the construction industry. A qualitative mixed-method analysis was used to generate data from the 114 participants (72 young men and 23 young women aged 15-25; alongside 19 key professionals). The majority of the sample were training, teaching or working in a range of construction-related trades. Emerging themes of the research suggest that there are multiple ways for young men to 'do' masculinity. However, banter serves as a mechanism to reinforce and uphold a culturally idealised hegemonic masculinity in the position of power and dominance in the workplace. As exemplified both in sports (particularly football, rugby and ice hockey) and the excessive usage of alcohol (as part of a wider drinking culture in Hull), this discourse enables the enactment of macho posturing and legitimate aggression or violence. Conversely, in the construction trades a discourse of equality and diversity is promoted. On a hidden covert level though, banter regarded as an integral part of the job, is grounded in homophobic and misogynist hegemonic foundations. This male dialogue provides not only sexual validation to [heterosexual] men through the objectification of women, but actively denigrates deviations from regulated 'macho' socially approved acceptable behaviours. Banter therefore can create a hostile environment and 'invisible' barrier for women and some subordinate male identities (for example, gay or sensitive men), who wish to enter what remains an essentially sexist industry.

Does working from home impact on work-life balance? Evidence from Australian time use data

Powell, A., Craig, L.
(University of New South Wales)

There is increasing recognition of the value of work-life balance (WLB) for employee wellbeing, work satisfaction and business outcomes. However, there is limited evidence of whether workplace policies designed to support WLB actually impact on employees' WLB. This paper examines the effects of working at home on WLB. Using data from the

2006 Australian Time Use Survey it investigates the effects of working at home for employees aged 15-64. We examine employees' working at home patterns across three categories: 1) ability to work at home (regardless of frequency); 2) agreement with employer to work from home on an ongoing basis; and 3) works from home at least 50% of the time. We examine the association between each of these working at home categories and a) objective time (time spent on paid work, sleep, domestic work and leisure); b) subjective time (for example, the extent to which respondents feel rushed for time). We find that ability to work from home has little association with objective time use, although it is associated with more subjective time stress. Working from home at least 50% of the time, on the other hand, has a significant impact on paid work and unpaid work, and little effect on subjective time stress. We conclude that patterns of working at home are strongly associated with employees' time use, although further research is required to determine if this due to improved WLB or whether it is a selection-effect due to the characteristics of those who work at home.

Globalisation, international dimensions and comparative studies
SOCIAL SCIENCES 0.13

GLOBAL INEQUALITY

The changing dynamics of social closure in elite organisations: a perspective from the global South

Fernando, D., Cohen, L.
(Loughborough University)

We use Bourdieu's (1986) theory of practice to examine highly skilled workers' accounts of social closure in elite Sri Lankan private organisations. In this rapidly modernizing environment, the assets private firms demanded to secure their elite status were in flux. As private organisations operated across national boundaries serving more foreign clients, they engaged in 'capital trading', substituting international work experience for traditional requirements such as credentials from renowned western universities. In response to this situation, individuals who were squeezed out at junior levels accumulated international experience and secured employment in elite firms on their return home.

Although capital conversion and the dynamic requirements of the field created potential for change, habitus was robust and durable, working to block the way. Most respondents had collectively internalised traditional practices such as targeting known candidates from good family backgrounds resulting in a doxic situation (Bourdieu, 1984). Strikingly, the very people who were disadvantaged by prevailing practices were their most vociferous proponents, illustrating what is called symbolic violence (Bourdieu and Wacquant, 1992). Furthermore most respondents sent their children for elocution classes to develop their soft skills, carefully acquiring the attributes prescribed by the field: demonstrating illusio in Bourdieu's (1977) terms. Drawing on Bourdieu's (1986) theory of practice, we highlight that although the field may change allowing spaces for social mobility, the habitus informed by original views could counterbalance these effects, leading to a perpetual state of flux and contestation.

European companies in Mauritius : sustainable skill development or new risks for workers?

Emilien, B., Casey,C. , Fournier, V.
(University of Leicester)

Liberalised global markets and production regimes have enabled multinational companies to expand outsourcing of business activities to off-shore locations. Researchers have frequently observed these activities in new service industries in post-colonial economies. Mauritius, a former European colony, has recently adopted macroeconomic policies of industry diversification and increased foreign investment. That pursuit over the last decade has seen rapid expansion of multinational investment, with especially European multinational companies setting up operations to utilise multilingual (notably French and English) Mauritian workers and their skills capacities. However, the appeal to firms of taking advantage of cheaper labour, multi-lingual skills and a youthful labour market have brought mixed and complex effects for workers.

This paper examines the impact of the Mauritian government's recent diversification strategy and foreign investment on workers. Based on qualitative empirical research conducted in 2012-2013 focussed on the Business Process Outsourcing sector in Mauritius, the paper identifies and addresses key concerns of Mauritian workers in regard to their skills development and utilisation. The study finds that while the Mauritian government actively facilitated the arrival of large European companies in outsourcing industries, scarce attention was given to the array of challenges and risks that arise for workers. The paper raises questions and concerns especially in regard to the sustainability and

quality of skill development and neglect of worker's rights and protection. It critically evaluates new and complex risks facing workers in a liberalised institutional environment.

Privilege and Prejudice: Performing Transnationality in a Multinational Corporation

Devadason, R.
(Bath Spa University)

The archetypal expatriate is often cast as white, privileged and male. As the presumed drivers and beneficiaries of economic globalization, the lifestyles, social networks and qualities of this category of transnational actor have attracted attention, analytically, in both theoretical and empirical accounts about the transnational capitalist class. As a result of these attempts to describe and classify the emergent transnational 'class' with reference to national and ethnic categories, there has been a tendency to neglect the diversity of expatriates and of global organisations. One aim of this paper is to challenge these depictions of privileged and powerful transnational executives in order to present a more nuanced account about what mobility in the global economy entails. It does so by analysing the accounts of Indian IT professionals in a multinational corporation who have undertaken international assignments for their jobs. It analyses these actors' characteristics, aspirations and biographies, which inform their 'decisions' to work internationally. In doing so it raises critical questions about power, agency and compliance in a global corporation, as well as about the persistence of hierarchies within the global economy. These are enduring themes within the sociology of work, yet have been overlooked in much research about transnational workspaces.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.09

CROWDSOURCING & SOCIAL NETWORKS

Crowdsourced work: opportunities and challenges for employment and employability

Barnes, S-A., De Hoyos, M., Baldauf, B., Green, A.E., Behle, H.
(University of Warwick)

The development of the Internet, and in particular Web 2.0 innovations, have led to new forms of Internet-enabled exchanges, such as crowdsourcing (outsourcing work online), crowdfunding (raising money online, including for start-ups) and online volunteering (giving time with tasks, including ICT and non-ICT related tasks). The focus of this presentation will be crowdsourcing, which is a dynamic and growing activity. It defines the outsourcing of work to a large group through an open call made possible through advances in technology and individual access to personal computers and the internet. Work on offer may range from so called micro tasks to more complex and better paid tasks.

The aim of this presentation is to explore these internet-enabled exchanges and their potential impact on the employability of individuals, i.e. their process of gaining, sustaining and progressing in employment. It will address the following questions: How do internet-enabled models based on exchange or donation of labour (paid and unpaid) operate from both the user and operator perspectives?; and What are the opportunities and challenges that these practices present for employment and employability? The presentation draws on both a literature review and case study research. The research highlights how different forms of crowdsourcing may be regarded as enabling support factors that can assist both individuals and employers by facilitating the connection of labour supply and demand and the exchange of resources such as time and money.

Crowdfunding and employability: A one-off experience or an on-going resource?

De Hoyos, M., Green, A.E; Barnes, S-A, Baldauf, B., Behle, B.
(University of Warwick)

The aim of this presentation is to provide a description of crowdfunding and explore its potential role in helping individuals develop their employability. Crowdfunding can be defined as an online mediated exchange that allows users (organisations, individuals, etc.) to access funding from other users via the internet to solve specific problems or to achieve specific aims. Through crowdfunding individuals can post projects on the internet and ask other internet users to fund them. The model is simple but a closer use of this model reveals that whereas some projects are successful others receive little attention and insufficient funding. Therefore it is relevant to look at what motivates individuals to back specific projects. From an employment perspective it is also important to consider what motivates

individuals to kick-start a crowdfunding appeal and what expectations they have in relation to it. Moreover, from en employability perspective, one may ask what opportunities these exchanges offer to individuals and their community.

This presentation will discuss empirical information providing evidence of how crowdfunding can have an effect on individuals' employability. Crowdfunding has been associated with supporting business formation but it can also support project owners by facilitating the creation of social networks (including potential clients) and marketing. Moreover, beyond businesses start-ups, crowdfunding entails launching a project which requires skills and the ability to marshal resources. This process can enhance a person's employability; a successful campaign can constitute a valuable experience and be used as evidence of having the skills and attributes necessary for employment.

Social Networks in Firms' Recruiting Processes

Rebien, M.
(Institute for Employment Research)

Many studies identify social contacts in firms' recruiting processes as being helpful in searching for candidates, for example, because the information on their vacancies are transported faster via networks than via formal search channels. Therefore, compared to others, firms need less time to collect a pool of candidates via networks. Following this argument, the use of social networks depends on characteristics of the vacancy: Firms will not invest much time searching candidates for low productivity positions. But for filling positions with high qualification requirements, firms invest much more time searching to find the best fitting candidate. The questions are than, whether the use of social networks is appropriate for certain vacancies, but not for others and which factors are relevant for firms' decisions to use social networks.

This article is based on data from a large German employer survey and contributes to enrich the discussion on social networks on the labour market from the employer's perspective. Beside others, the data contain information on the timing of recruiting processes on a daily base that allow to evaluate different time spans of recruiting, such as planned or actual duration of the recruiting process.

First results indicate that firms do not trust in faster information transport through networks: they do not plan less time for recruitment using this search channel. But there is evidence, that the recruitment causes fewer problems in terms of the time span until a vacancy is filled. Furthermore, the use of social networks varies by firm and vacancy characteristics.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.10

DOWNWARD MOBILITY

Job seeking and income smoothing: The role of the household, family and social networks in response to job loss.

Gush, K., Scott, J., Laurie, H.
(University of Essex)

The recession that began in the UK in 2008 has been accompanied by relatively lower rates of unemployment than previous recessions. Despite this the UK unemployment rate has hovered around approximately 7% or 8% during the period from January 2009 to April 2013 . Furthermore, it is widely acknowledged that this time period has been associated with a squeeze in living standards and pressure on household budgets. Linked to a wider quantitative ESRC-funded project on understanding the effects of recession, this paper explores the coping strategies couples employ when one couple-member loses their job; in particular those related to job search behaviour and measures taken to deal with fluctuating incomes. Drawing on 30 qualitative interviews with couple members across 17 households sampled from the Understanding Society Innovation Panel, the findings indicate that when incomes are squeezed couples re-prioritise their spending according to set of hierarchical household preferences, such as privileging expenditure on children/domestic pets, cutting back on entertaining and socialising, shifting spending from market-based goods to home-produced goods. Some used the upheaval of an employment shock as an opportunity to re-evaluate and adjust their lifestyle choices, e.g., taking early retirement, moving into voluntary work, changing employment sectors. Those who were looking for a new job found one relatively quickly, particularly through the use of family/friend information networks; many respondents reporting (a) that there is work out there and (b) a perceived stigma attached to claiming Jobseekers Allowance.

The Trends and Causes of Voluntary Downward Job Mobility: In Search of Archer's Meta-Reflexivity

Angrave, D.
(The University of York)

Archer (2007) has identified voluntary downward job mobility (VDJM) like behaviour as a key indicator of individual reflexivity, notably meta-reflexivity. Consequently, analysis of the incidence and dynamics of VDJM are theoretically interesting as they can be used to test Archer's theory about the growth of reflexivity in modern society. This paper studies the incidence, dynamics and determinants of VDJM in Britain between 1992 and 2011 using panel data from the British Household Panel Survey and Understanding Society. Results suggest that VDJM is a significant and growing aspect of labour market behaviour. It is argued that understanding of the incidences and causes of VDJM is crucial to our understanding of the changing career aspirations and goals of individuals in the labour market.

Overall, results support Archer's argument that reflexivity and individual agency have increased over the last 20 years, particularly meta-reflexivity. On average 4% of the employed population undertake VDJM annually, with evidence of an upward trend in VDJM, at the expense of lateral job mobility and the stagnation of upward job mobility, which Archer associates with autonomous reflexivity. These findings are in line with Archer's proposition that meta-reflexivity is growing increasingly prevalent, both across the employed population and relatively over other forms of reflexivity, as individuals are faced with increasing social change. Further, there is no evidence that VDJM is undertaken predominantly by those suffering labour market disadvantage or the stereotypical 'downshifter', rather VDJM is associated with women who care for young children, and with possession of greater financial resources.

Deconstructing a multi-dimensional construct: Job quality in Australia

Wright, S.
(University of Sydney)

There is a renewed policy interest in job quality at the international level and the European Union, where it is recognized that job quality, not just job creation, matters (Carré, et al, 2011;). Research around better understanding job quality is also underway in a number of individual advanced economies including the UK (Rose, 2003; Gallie, 2007; Goos & Manning, 2007) and the USA (Handel, 2005; Osterman, 2008; Schmitt, 2008; Kalleberg, 2011). However, researchers in Australia have not yet engaged deeply with this topic (Knox, et al, 2011; Warhurst & Knox, 2013).

There is a high level of agreement among researchers that job quality is a multi-dimensional construct. There remains no consensus, however, about the key components of job quality or their relative importance.

In this paper, data from the Australia at Work study is used to consider three objective (hourly rate of pay, skill level and entitlement to paid leave) and six subjective (working time preferences, perception of job security, perception of workplace safety, self-reported work/life balance, self-reported feeling of work intensification and self-reported job satisfaction) indicators of job quality among 4,383 Australian employees. Using a deconstructed approach, findings for each of the nine dimensions are reported. This is followed by an analysis of the degree of overlap between the different dimensions. The findings highlight the problems associated with using a single indicator as a proxy for job quality.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.17

EMPLOYABILITY

The Underemployed: Evidence from the UK Labour Force Survey for a gendered Top-down Model

Cam, S.
(Cardiff University)

Systematic research into underemployment is limited in Britain and specific analyses of its relation to work-status are missing from the academic debate. The present study explores the impact of work-status on underemployment. We analyse Labour Force Survey data, using logistic regression modelling. Our results fit into what one might call a gendered work-status model: As indicated by work-place characteristics, work-contracts, occupational levels and educational attainments, one's status at work inversely correlates with underemployment by and large. This is much contributed to by a decline in demand for lower skills since the beginning of the recession. The evidence also reveals

that the effect of work-status takes a gendered form as, for example, education positively correlates with women's underemployment due to glass ceiling in the case of carrier-building singles. Such a gendered setting, in particular, helps understand the emergence of a relatively higher level of underemployment among women in general amid the economic downturn.

Revisiting the concept of employability: key dimensions of a revised operational framework to inform labour market policy

Green, A., De Hoyos, M., Barnes, S-A., Owen, D., Baldauf, B., Behle, H.
(IER, University of Warwick)

'Employability' is an important underpinning concept for labour market policy, as cited in the Europe 2020 Strategy for Growth, underpinned by the Agenda for New Skills for New Jobs and the European platform against poverty and social exclusion. Yet it is a slippery concept, with no single universally accepted definition. Simply, 'employability' is 'the quality of being employable'; more broadly, it can be conceptualised as 'gaining, sustaining and progressing in employment'. This paper revisits and critiques the concept of employability and presents a new framework of employability to inform policy. The new framework gives prominence to intermediary services in providing 'enabling support' to individuals, households, employers and stakeholders. Amongst other aspects highlighted are 'individual factors' - which occupy a foremost place in debates on employability, and 'individual circumstances'. 'Employer/organisational practices' are afforded a central position in the new framework in recognition of the important role that can (but may not) be played by employers in enhancing employability through training, encouraging lifelong learning, and providing an environment in which skills can be utilised and developed. 'Local contextual factors' are included in the framework because of the role of the local context (at neighbourhood and local labour market scales) in shaping employability. Finally, 'macro level factors', encompassing the regulatory regime and macroeconomic factors, are highlighted. It is argued that individuals' journeys to employability encompass each of the types of factors included in the framework.

Appropriate articulations: the role of voice in employment

Butler, C.
(Newcastle University)

This paper engages with the communication theory of identity and the concept of competent communication – that is, appropriate and effective – to explore the role of voice in work and employment. Drawing on interviews and focus groups with university students, the paper examines what they consider to be an appropriate voice or manner of speech for a range of workplace roles. Emergent themes indicate that an individual's voice or, more correctly, their perception of their voice, may serve to regulate their entrance into the labour market; restricting applications and/or aspirations to professions or fields where there is a supposed lack of speech-role fit. The paper considers the relationship between voice, identity, role and employment; and examines how voice may influence self- and other-regulation in the labour market.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.28

TEMPORARY WORK AGENCIES

Is temporary agency work a sustainable labour market strategy? How and for whom? Insights from fieldwork evidence in UK and Greece

Maroukis,T.
(University of Bath)

In a world of a volatile and international demand and competition where zones of capital surplus and regions of capital scarcity become increasingly connected and the time-frame of production all the more compressed, temporary agency work (TAW) is a way of externalising business risk by pushing it down the labour markets. With this paper I intend to explore the factors that give rise to TAW in a labour market and sustain it over time. I will do so, firstly, by drawing on a diverse body of literature ranging from economic sociology to sociology of labour and migration studies that may not address TAW directly but interpret the wider processes of labour market segmentation that TAW is a vehicle of, from different angles: from firm-centred perspectives that explain why certain firms and not others adopt 'low road' labour market strategies like TAW; to approaches that explain them by reference to the people who do these jobs and the

institutions and social processes that prepare, channel them to, control and maintain them within these jobs. Secondly, I will empirically examine the emergence and reproduction of TAW through the preliminary findings of ongoing qualitative research on the experiences of different groups of temporary agency workers (migrants and nationals of the countries under study) working in the welfare, hospitality and agricultural sectors in UK and Greece, two very different political economies experiencing different and managing differently migration flows.

Protected at last? The first 2 years of the Agency Worker Regulations in the UK

Forde, C., Slater, G.
(University of Leeds)

The EU Agency Working Directive was implemented in the UK in September 2011, with the aim of ensuring equal treatment between agency temps and permanent employeees. This paper examines the impact of the Directive in the UK, through an in-depth study of employer and agency responses to the regulations. Whilst overall use of agency labour appears to have changed little since 2011, there have been significant changes to contractual relations between agency workers, client firms and agencies. These contractual changes include the widespread use of the 'Swedish Derogation' in sectors where high volumes of temps are being used, in which temps become 'employees' of the temp agency after 12 weeks of continuous employment. The paper explores this and other strategies and responses to the regulations, and considers the extent to which the regulations have delivered equal treatment for agency workers.

The paper draws on qualitative research interviews conducted with agencies, users of agency labour and peak-level organisations for ACAS in 2013.

Temporary agency work and new forms of despotism within French car manufacturing

Purcell, C.
(Manchester Metropolitan University)

This paper summarises the findings of a doctoral research project examining how the use of temporary agency work in French car plants modifies the experience and mechanisms of labour control in the labour process. Over the last decade, car manufacturers in France have made extensive use of this form of employment, despite regulations which restrict the use of agency labour to exceptional circumstances. The presence of significant proportions of agency workers on assembly lines for long periods of time has implications for the labour-capital relation on the shopfloor. The research employed Burawoy's (1985) theory of production politics to examine the specific way in which the triadic relationship between the temporary agency worker, temporary employment agency and user-organisation modifies the factory regime within which temporary agency workers labour. The research finds that temporary agency workers in the car sector respond to their employment situation in a more complex way than studies of coercion and consent in the labour process suggest. Employment insecurity and the 'duality of control' (Gottfried, 1992; 1994) which flows from the triadic relationship upon which the temporary agency contract rests, give rise to a factory regime characterised by a deepening of despotic elements. However, it is possible to identify 'traces of consent', illustrating the complex nature of hegemony and despotism in the labour process under the new conditions of work which many younger workers face.

Migration, ethnicity, equality and diversity, disabilities, minorities
RAMPHAL 2.41

MIGRANT PRECARITY IN EUROPE

Migrant precarity and future challenges to labour standards in Sweden

Woolfson, C., Fudge, J., Thörnqvist, C.
(REMESO, Institute for Research on Migration, Ethnicity and Society)

This paper develops an analysis of contemporary challenges to labour standards in Sweden. It suggests that debates over a 'race to the bottom', particularly as a consequence of the opening of labour markets to Eastern European workers (Woolfson, et al., 2010; Krings, 2009), may have neglected other important factors that have the potential to undermine established labour standards. Using Sweden as a case study of a Nordic/Scandinavian labour market model, it is argued that important changes in the institutional context of national industrial relations and reform of the national migration regime need to be taken into account. In considering the possibility of the emergence of a

segmented labour market based on low wage migrant labour three interrelated developments are discussed; first, the more circumscribed power of trade unions following the Laval judgment which has limited the ability of trade unions to prevent 'wage dumping'; second, a new more open migration regime in Sweden that lacks effective systems of labour inspection and enforcement; and third, a longer-term decline in trade union density, particularly in key sectors recruiting low-skill and low-wage migrant workers from third countries outside the European Union.

References:

Krings T (2009) 'A Race to the Bottom?' Trade Unions, EU Enlargement and the Free Movement of Labour. European Journal of Industrial Relations 15(1): 49–69.

Woolfson, C., Thörnqvist. C. and Sommers, J. (2010) 'The Swedish model and the future of labour standards after Laval', Industrial Relations Journal, 41(4): 333–350.

Migrant workers in the British and German construction industries: the creation of precarity

Sitkin, L.
(University of Oxford)

Public rhetoric on migrants' labour market exploitation tends to focus on the role of the employer, rendering the state an invisible actor in defining the employment options available to non-citizens. By contrast, this paper argues that migrant workers' precarity is directly shaped and produced by state interventions. Under this view, restrictive admission policies across the Western world interact with immigration controls to create a host country population of foreign workers whose legal precarity make them ideal fodder for employment in post-Fordist economies - although the manner in which vulnerability is produced varies across different institutional contexts.

Using this perspective as a starting point, the current paper presents research on migrant workers' legal position and labour market experiences in the British and German construction industries. The evidence suggests that different labour market arrangements mean that migrant workers (and policymakers concerned about their welfare) face slightly different challenges in the two countries. Nonetheless, immigration restrictions – most recently and notably, transitional arrangement for Bulgarians and Romanians - have been a key factor in facilitating the spread of precarious employment in both countries. The presentation concludes with a discussion of brief overview of the relative benefits and drawbacks of different policy responses to the issue of migrant worker exploitation.

'Brain drain', recession-induced mobility, or simple mobile European citizens? Migration to a different European country after graduation in the UK

Behle, H., Tzanakou, C.
(University of Warwick)

Recent figures show an increase of highly-skilled migration from the UK to other European countries. In this context, this paper analyses the social composition of graduate migrants in the context of 'Brain Drain', the current recession and other forms of mobility. Using data from a longitudinal study of students (Futuretrack), the paper compares mobile graduates to other European countries with those remaining in the UK after leaving higher education. Three groups of mobile graduates are separated: UK graduates, European returners, and other migrants. Personal and HE related variables together with the current type of employment were significant for the distinction between migrants and those remaining in the UK after their degree. Even though there are some indications of 'Brain Drain' in terms of the type of graduates moving abroad; the paper concludes that this form of graduate migration indicates the new mobility of graduates within Europe.

Open stream
SOCIAL SCIENCES 0.08

ETHNICITY & FAITH COMMUNITIES

'This isnae normal'; Migration, Work and Labour Organization in a neoliberal age

McGuire, D.
(Strathclyde University)

Against a backdrop of dramatic geopolitical change and liberalisation of markets, global economic difficulty has accompanied stricter border controls and limited access to decent work and citizenship across Europe. Based on empirical PhD research entitled Migration, Work and Organization, this paper is an organizational lens – at a UK level – into advocacy work and government relations on the part of organizations concerned with migrants' rights, UK labour markets and immigration policies.   These organizations are Oxfam GB, Anti-Slavery International, The Migrants' Rights Network, and UNISON among others. Informed by analysis of patterns of new labour migration to the UK, an unstructured narrative with a migrant organizer, and 48 thematic interviews, the study reveals an intensification of working practices across organization, highlights a lack of important space for learning and development in policy processes, and questions the grounds for recent changes in national immigration policies.   Workers often turned discussions to the Conservative-led administration. Outlining what this meant for the changing nature of their work, the evolution of their organizations' relationship with the state, and more broadly, how this impacted on different groups of new labour migrants in the UK, the study considers how these important relationships continue to shape advocacy work.

The Ambiguous Parish – Tension between the Faith-Community and the Workplace

Oljarstrand, A.
(Orebro University)

Parishes of the Church of Sweden work under the influence of religious and cultural tradition as well as a societal-, individual- and internal- secularization (Chaves 1994). The organization therefore has to react to the requirements of change alongside the need to preserve its distinctive character. The aim of this paper is to analyze experiences of how a secularized context and internal organizational requirements influence the parishes' organization activities and the role of the employees.

The data consists of an empirical study (carried out in 2009) and is based focus group-interviews with employees, total 34 informants in four different parishes.

The analysis is guided by role theory and focuses on the employees different roles in the parishes, in the light of organizational change. Results show how the different roles are affected by the organizational structure as well as by the societal context.

The study also concludes that a role is not static; instead it is affected by ideas from society, the organization, and other actor's expectations as well as the actor him/herself. The four investigated roles tend to be more and more complex and, despite role, intra and inter role conflicts seems to be usual in the parishes. This can be related to the parish ambiguity as well as the actors many different roles within the organization. Finally, the major challenge for the Church of Sweden's parishes today seems to be; find a balance between preserving traditions and adapting the organization to the ambient society's requirements of market adaptation and rationalization.

International call-centre workers in Belfast: between the crisis and escapism

Quinn, N.
(Queen's University Belfast)

Outsourcing practices are nowadays an established business organization strategy. When not off-shoring to developing countries, companies with international (pan-European) customer bases are likely to concentrate their customer relations operations for different countries in single locations. Their customer services, sales and marketing operations are therefore subcontracted to specialized businesses, mainly call centres, employing workers from a variety of nationalities who migrate from their countries of origin to undertake call-centre employment.

International call-centre workers are an overlooked, small but growing workforce of computer-literate, often highly-skilled migrants. Hired because of their ability to speak foreign languages, they work in multi-lingual occupations and multi-cultural environments.

This paper is based on a first analysis of the data collected for my doctoral research on identity and work in the context of intra-European migration. It combines the findings of a questionnaire distributed to the international workers of two outsourcing call centres and those of in-depth interviews in order to identify these workers' reasons behind their career choices.

In the questionnaire, almost sixty per cent of respondents indicated a university degree which their occupation did not require. While this may be interpreted as a consequence of the current economic crisis which left many graduates without a job to match their skills, data from the interviews revealed a different scenario. The conclusion will challenge the widespread view that work migration is economic migration depending on socio-economic inequalities between countries, suggesting, at least for this particular workforce, an alternative explanation.

Social theory, state and work - Organisation, regulation, resistance
SOCIAL SCIENCES 0.11

WORKER IDENTITY & AGENCY

A balancing act: trust and identity dilemmas in the RAF

Addison, S., Gwen, C.
(Newcastle University)

This paper contributes to a growing body of recent research seeking to apply social theory to the study of trust (e.g. Sztompka, 1999; Bachmann, 2006; Bachmann and Inkpen, 2011), the main focus being to readdress an overemphasis on interpersonal trust at the expense of institutional trust within the literature (e.g. Giddens, 1990; Maguire and Philips, 2008). Institutional trust has been shown to be closely associated with identification processes (Maguire and Philips, 2008). Two separate identities inhabit identification: occupational and moral, both of which are highly relational (Leavitt et al, 2012). Occupational identity is a self-defining concept linking to a profession; it shapes an individual's attitudes, values and behaviour (Larson, 1977; Leavitt et al., 2012). Moral identity concerns moral judgement; it explains individual trade-off behaviour in the workplace. This paper explores the role of identities (occupational and moral) in the development (or erosion) of trust relationships (interpersonal and institutional) in the RAF. Using the critical incident technique, particularly suited to this context (Flanagan, 1954), 21 interviewees from a UK RAF base were asked to recall incidents which had led to trust being built or eroded in their work context. As an extension to Maguire and Philips (2008), the findings indicate the important consideration of two dimensions in the interaction between interpersonal and institutional trust and occupational and moral identity: 1) balance and 2) correspondence and conflict.

Bringing Workers into View: The State and the Emergence of Industrial Conflict in the Garment Sector in Myanmar (Burma)

Gillan, M., Thein, H.H.
(The University of Western Australia)

This paper examines the emergence of open industrial conflict (strikes, worker protests) in the garment sector in Myanmar (Burma), with special reference to two industrial clusters/special economic zones in the urban periphery of Yangon. In recent years, Myanmar has shifted towards quasi-democratic governance and this has led to significant change in both external relations (i.e. the suspension of most trade sanction measures) and internal institutional development. The paper will explain that although worker initiated protest and strike actions in the garment industry preceded democratic reforms, these have enabled more prevalent and open expressions of dissent. Indeed, the growing incidences of conflict, alongside the reformation of institutions and governance, mean that the labour 'problem' has for the first time in contemporary Myanmar come into view as an important area for intervention and management by the State. Arguably, however, the development of mediating labour institutions (law, dispute resolution agencies, trade unions, employer associations) lags behind the expression and management of conflict in the industry, leading to ambiguity as to the capacity and role of the state and workers' conceptions of forms of collective association, citizenship and dissent. We also suggest that the garment industry has been shaped by multi-scalar networks and supra-national regulation, as in, for instance, the historic impact of international trade sanctions on profits and employment; the role of the International Labour Organisation in developing new labour institutions; global civil society networks and local activism; local-regional-global investor and supplier networks; and non-state regulatory pressures such as social audits.

Revisiting the Proletarianization Hypothesis: The case of routine service work in Germany

Staab, P.
(Hamburger Institut für Sozialforschung / Hamburg Institute for Social Research)

Covering the dimensions of rationalization, control and private lifestyles, I will argue that there is a downgrading process in routine service work in Germany. I will exemplify this process with focus on retail assistants, postal workers, janitors and routine service jobs in the context of hospitals. I will complement these three dimensions with a perspective on the role of governmental politics in the creation of the labor market of routine services.

My case studies indicate a process in which the material shape of work is routinized by three tools of rationalization. Interactive service work is in this case confronted with the same strategies of rationalization as is non-interactive service work. I will then argue that rationalization constitutes a special problem for control. While technical rationalization secured control in industrial work, interactive control shapes the labor process in routine service work.

Workers are the object and subject to processes of personal power which create a dynamic of downgrading that harms the workers chances for upward mobility. I will then draw a connection between the dynamics in the work sphere and determinants of private lifestyles. I will argue that the dimensions of the body and of the resources available constitute the outlines of a collective way of living that can be understood not as a new proletariat but as the return of proletarity in modern societies.

Unions and other forms of employee organisation, representation and voice
RAMPHAL 1.04

NEW ISSUES FOR UNIONS

Migrant Workers, Class and Collective Action. Political Engagements among New Migrants in Britain.

Però, D.
(University of Nottingham)

This paper addresses issues of class-based collective action. Through an ethnographic case study examining Latin American migrant workers' collective agency and practices of citizenship in London, the paper discusses the current relevance of this type of action and the significance that culture, identity and intersectionality seem to play in it. Through the case study the paper also questions accounts of class and labour engagements as a thing of the past. This paper intends to contribute to the development of the 'new sociology of class', an emerging strand within the discipline that has begun to explore the identity and cultural dimension of class. In particular, this paper aims to broaden its scope beyond the individual to include the collective and contentious dimension of class and its intersectional interplay with ethnicity. Moreover, building on the new sociology of class the paper develops a critique of social movements studies' representation of unions and class politics.

Dignity enactment on a horticultural worksite: making sense of work

Daly, S.
(Trinity College Dublin)

Using interviews and analysis from a period of ethnographic fieldwork on a horticultural growing site in Ireland, this article considers how workers utilise dignity enactment as a way to resist labour control strategies imposed by the grower. In this regard, whilst resistance as an oppositional strategy is well established, this paper argues that resistance as dignity enactment is a strategy in and of itself and as such is as important for the workers. My findings show that self-worth assertion and moral standards importantly inform a feeling of self-worth on site. Furthermore, such standards may even win out over economic incentives in the day to day performance of work. This draws on a thesis forwarded by Lamont (2000) who has shown that moral standards may be used as key principles of evaluation on self-worth and perceptions of social hierarchy and can function as an alternative to economic definitions of success. In this paper, I show how such tactics also importantly point to the extent to which people's interests are located away from the site of work and are informed by social reproduction strategies developed along a continuum of time. In this way work within horticulture may be just an instrumental feature of a work/life strategy for a group of people who do not identify themselves as an agricultural workforce per se.

What Do Unions Do? Or Rather, What Can Unions Do To Improve the Ethical Performance of the Firm?

Harvey, G., Hodder, A., Marinetto, M.
(University of Birmingham)

In the wake of the global financial crisis, corporate social responsibility and the ethical behaviour of the firm have come under increasing scrutiny. As such, there is both a normative argument and an incredibly strong business case for corporate ethics. In this paper we consider the shortcomings of consumer action in response to corporate miscreancy and build on the contribution of Rhodes and Harvey (2012) in proposing trade unionism as an effective alternative to achieve corporate ethics and corporate social responsibility. The trade union is effective because i) it is independent from management and so provides a challenge to the corporate perspective and ii) it is quasi-

autochthonous in that its members are within the firm accessing information and participating in a way that an external institution cannot. Thus, it is well placed to react more swiftly to potential corporate misdemeanour and to exercise voice to challenge managerial prerogative. As trade union efficacy in this regard is intrinsically linked to power resources, we draw on scholarship in this area, (e.g., Wright, 2000; Martin 1992), to propose an agenda for public support to enhance union power. Moreover, we challenge the prevailing corporate attitude toward unionism as a 'legalised outlaw' (Cole 1949: 65) and offer a business case for powerful, independent trade unionism that rather than eroding competitive advantage might instead provide a source of competitive advantage.

PAPER SESSION 6

Thursday 5 September 2013 at 09:00 - 10:30

Special Session: Migrant workers' struggles - Images and analyses

RAMPHAL LECTURE THEATRE

The three papers in this stream are all based on research combining academic research with innovative forms of dissemination, through photography, gallery exhibitions and film respectively. They thus raise questions, implicitly or explicitly, about the relation between words and pictures in the representation of workers' struggles, as well as a variety of substantive issues in the struggles of migrant workers. The first paper is linked to the exhibition of photographs of migrant workers' struggles in Italy available for viewing in Ramphal R0.03/04. The second paper reports on research on important strikes by South Asian migrant women at Grunwick and Gate Gourmet. This research formed the basis of an exhibition which is available for viewing in the Ramphal Building. The authors will also present the teaching materials and comics they have produced for non-academic audiences. The third paper considers the struggles of undocumented workers in France for regularisation by scholars and film-makers involved in the production of the film shown on Tuesday evening.

Innovation or tradition? Italian trade unions and migrant workers between general solidarity and internal democracy

Marino, S., Totaro, M.
(University of Manchester)

The paper focuses on trade union strategies toward migrant workers in Italy. It is based on the analysis of union documents and on interviews carried out with national, regional and local trade unionists of the most representative Italian confederation (CGIL) and one of its affiliated unions (FIOM-CGIL). The aim is to describe and explain the different approach of the confederation and sectoral trade unions in representing migrant workers.

CGIL focuses on the representation of migrant rights in the labour market and in the wider social and political sphere—and its strategies mainly consist of political pressure and direct service provision. FIOM-CGIL defends labour and industrial rights and its strategy mainly focuses on collective bargaining. While these different approaches are complementary and equally important for migrant workers inclusion, they have different outcomes in terms of migrant workers participation.

The paper outlines factors influencing union strategies. Historical legacies, institutional embeddedness and union identities inform strategies and actions towards migrant workers and are responsible for tensions between the two trades unions. External circumstances (economic and political changes as well as an increase of institutional racism), instead, have a minor impact on union inclusive efforts. However, specific union responses to external changes may result in an increase in tensions between the two different trade unions and in diminishing collaboration on the subject of migrant workers. Despite this, an informal and politicized network of confederal and sectoral trade unionists guarantees continuous support and efforts for migrant workers representation.

Striking Women: South Asian women workers' struggles in the UK labour market from Grunwick to Gate Gourmet

Anitha, S., Pearson, R.
(University of Lincoln and University of Leeds)

This paper introduces the Striking Women exhibition which has been developed as part of an AHRC follow–on project. The initial research "Subverting Stereotypes: Asian women's political activism – a comparison of the Grunwick and Gate Gourmet strikes" sought to document and analyse the struggles of South Asian women workers in London, challenging dominant stereotypes about Asian women's docility and dependence. This research involved life history interviews with women involved in both disputes as well as archival materials, participant observation and interviews with key informants in North and West London, between 2007 and 2009,

The two disputes, at Grunwick and Gate Gourmet, which both involved migrant women workers of South Asian origin, took place almost thirty years apart. The Grunwick dispute is celebrated as a turning point in the UK's trade union history; although the strike was lost, it has become constructed as an iconic moment in the history of the labour

movement: the moment when the trade unions recognised the rights of women and minority workers as equal to those of white working class men. Some 30 years later — at an airline catering company in Heathrow called Gate Gourmet — another group of South Asian, mainly Punjabi women, took part in another high profile industrial dispute. It has left over 60 former workers without a job and without compensation from the company, and without support from their union.

Whilst the original research led to a number of journal articles and book chapters, the follow–on project has involved translating the research findings into materials which can be used by school students and community education projects. We have produced a website with four modules, on migration, women and work, workers' rights and responsibilities and the story of South Asian women workers struggles. (See www.strking-women.org).

We also have produced a 'manga' style comic which documents the stories of two South Asian women from Grunwick and Gate Gourmet respectively. The paper will introduce these materials and discuss the challenges in translating our research findings into materials usable by a non- academic audience.

Organizing Undocumented Migrant Workers in France: The Strike of the 'Sans-Papiers' (2008 -- 2010)

Chauvin, S., Barron, P., Bory, A. Jounin, N., Tourette, L.
(University of Amsterdam)

From 2008 to 2010, with the support of a coalition of trade unions and immigrant rights groups under the leadership of the Confédération Générale du Travail (CGT), thousands of France's undocumented migrant workers conducted strikes and occupied their workplaces, demanding that their employers sponsor their regulatisation applications. Unheard of in French migration and labour history, the mobilization was based on a recent change in legislation allowing employers to solicit the regularisation of a migrant by providing a formal job offer. While the French government's original intent was to make access to legal status contingent on employer decision alone, union action broadened its scope by bringing the whole employment relationship into the process, including the stakeholders and labour rights built into it by decades of social struggles, such as the right to strike and the right for striking workers to occupy their company without police intrusion. Based on three years of extensive participant observation and more than a hundred in-depth interviews with migrant workers, union and civil rights organization staff and activists, employers in the restaurant, cleaning, temporary staffing and construction industries, and French national and local government officials, our paper considers the strategic challenges encountered by this innovative movement which broke simultaneously with the more traditional repertoires of both French trade unions and the 'sans-papiers' movements of the preceding decade.

Body, emotions, health and work, culture, creative work
RAMPHAL 3.41

WORKER WELL-BEING

The relationship between employment quality and worker well-being in the European labour force.

Van Aerden, K., Vanroelen, C.
(Vrije Universiteit)

Background. Analytically, job quality can be divided in intrinsic 'work quality' (job content and working conditions) and 'employment quality' (employment conditions and relations). Although most research focuses on work quality, it are probably employment conditions and relations that have changed the most since the end of the 1970's. These changes are related to the increased flexibility and competitiveness demands following the breaking-down of the post-Second World War model of industrial mass production. Employment de-standardisation is compelling the need to assess its consequences for workers' health and well-being.

Method. This study uses data from the 2005 European Working Conditions Survey. Relations between contemporary employment arrangements and three indicators of well-being are investigated in a sample of EU27 wage-earners: job satisfaction; the perception of health or safety being at risk because of work and the perceived ability to stay in employment until the age of 60.

Results. First, Latent Class Clustering techniques are applied to construct a typology of contemporary employment arrangements, based on different features of employment quality. Five types of contemporary employment

arrangements are found: Standard Employment Relationship-like jobs; instrumental jobs; precarious intensive jobs; precarious unsustainable jobs and portfolio jobs. Afterwards, binary logistic regression analyses are used to relate the typology to the outcomes. These five types of jobs show clear relations with the three outcome variables, even when controlled for intrinsic work quality indicators.

Conclusion. This typological approach provides innovative insights into the structuring of contemporary employment in Europe and the consequences for workers' well-being.

Investigating the relationship between organisational-level entrepreneurship and employee job stress in Greek SMEs: Assessing the role of high-performance work systems

Giannikis, S., Grougiou, V.
(International Hellenic University)

Organisational-level entrepreneurship has gained increasing popularity over recent years since it often results in superior performance and creates a competitive advantage. Considering that turbulent times often bring an explosion of entrepreneurial activity and innovativeness, Europe's unfavourable economic environment is expected, on an organisational-level basis, to trigger incremental entrepreneurial activity. While the effects of entrepreneurial orientation on organisational performance have been extensively examined there is scant evidence regarding the influence of organisational-level entrepreneurship on employee outcomes. Entrepreneurial organisations high demand for dynamic, proactive and innovative systems (i.e., the constant need for new products and procedures) is speculated to bring about an increased workload, work-related pressures, and high levels of overall job stress for employees. Drawing on the theoretical frameworks of internal-external fit and the 'involvement' approach, we address two questions: First, to what extent a firm's commitment to entrepreneurship affect the level of employees job stress?; And, second, can a synergistic system of Human Resources Management (HRM) practices alleviate job stress in entrepreneurial organisations? Based on a sample of 292 employees from diverse Greek SME service settings, we find that, in a highly-entrepreneurial work environment where employees are carefully selected, job positions are carefully designed and entrepreneurial activities are supported by a system of synergistic HRM practices, employees are less likely to report unclear job responsibilities, lack of resources to perform the job and excessive work demands. The results provide theoretical insights and practical implications for HR managers who wish to encourage creativity and innovation in a stress-free work environment.

Investigating the relationship between organisational-level entrepreneurship and employee job stress in Greek SMEs: Assessing the role of high-performance work systems

Simpson, G. W., Gabbay, M., Byrne, P.
(University of Liverpool)

Dame Carol Black's 2008 review of the health of Britain's working age population highlighted that early interventions can reduce employees' short-term sickness absence from progressing to longer-term absentee-ism or worklessness. She proposed a 'Fit for Work Service' (FFWS), offering case-managed, multidisciplinary and personalised support to enable early stage sickness absentees to quickly return to work and also to provide assistance to employees struggling to remain in work as a result of a health condition ('presentees'). The service aimed to fill a 'gap' in existing provision of Occupational Health (OH) services, particularly for those workers employed by small or medium-sized organisations, where OH services are often lacking. In 2010, FFWS pilots were launched in 11 areas across Britain with the intention of testing different approaches to providing the service in contrasting socio-economic contexts. The Government set wide-ranging and ambitious policy objectives for these pilots including facilitating a quicker return to sustained employment than hitherto, reducing flows onto welfare benefits, tackling health inequalities especially by providing support to deprived communities and more effective co-ordination of relevant local health and employment services.

Drawing on the empirical findings of a major national evaluation, this paper provides an in-depth assessment of the effectiveness of this new and innovative form of state intervention, in particular whether it has succeeded in achieving the Government's core policy objectives. The paper offers insights into whether 'niche' state interventions of this nature, inserted into a multi-dimensional policy arena at the local scale, are ultimately successful.

Gender, age, youth, family and work
RAMPHAL 1.15

WORK & FAMILY

Employment and Gender in the new digital economy: An Australian perspective of teleworking engagement

Bamberry, L., Gregory, S.
(Rmit University)

'The internet has changed the world—there is no way to go back. A digital revolution is transforming every part of the economy and individuals, businesses and governments have no choice but to adapt or be left behind. The future direction is clear. The digital economy is now the whole economy—the internet plays a role in every forward-looking enterprise.'

In May 2011 Australia's National Digital Economy Strategy highlighted 'increased teleworking' as one of its eight goals, and in November 2012 Australia's first National Telework Week was promoted. Teleworking is a Government supported flexible work strategy to free staff from traditional office locations via communication technologies. It is the Government's goal that by 2020 at least 12 per cent of employees will report having a formal telework arrangement. The benefits of teleworking include business, environmental and employee well-being combined and assisted by Australia's first National Broadband Network. In March 2013, resistance to teleworking by Marissa Mayer, CEO of Yahoo - an organisation at the forefront of new media technologies – sparked international debate about gender, work and family policy and practice initiatives, and the barriers to them. Despite this, Government support for teleworking in Australia is not waning; however, take-up is slow. Census 2011 show only 4.4 per cent of Australians were working in their main job from home for most of the previous week. This paper draws on early research into teleworking engagement in the Australian digital economy.

Does work-life balance have a cultural face? A case study of women working and living in Lagos, Nigeria.

Gbajumo-Sheriff, M.
(University of Warwick)

The ability to balance work and personal life is getting harder and the boundary line between the two is becoming thinner. This can be problematic for women since the main responsibility of taking care of the house falls primarily on the female and this implies that working women struggle with juggling these two balls. This problem is compounded for the Nigerian woman because she lives in a society where gender is not discussed or even considered a priority. Despite this, global challenges (economic recession, awareness of work-life balance policies in other countries/ multinational organisations, dual income households and women's emancipation) make it important for the woman to work.

Nigeria is a country with weak labour laws, no government-provided daycare centers, inadequate basic infrastructures (bad roads, poor telecommunications facilities), long working hours, long commuting time and generally low government support. All these therefore hinder the effective functioning of the work-life balance strategies in use in developed countries like part-time working, telecommuting and other forms of flexible working.

This research aims to contribute to the limited literature on work-life balance in developing economies by providing research evidence through the examination of the perception of work-life balance of HR managers and those women living and working in Lagos, a major commercial city in Nigeria. It will also investigate the impact of culture in choosing an appropriate work-life balance strategy. Due to the absence of robust literature on work-life balance in Africa, qualitative semi-structured interviews are used to elicit responses from the participants

Women, Work and the State in the Middle East and North Africa: Employed Mothers and Working Time Preferences

Mehdizadeh, N.
(University of Bradford)

This paper contributes to the ongoing debate on the participation of women in the labour market in the Middle East and North Africa (MENA), with particular reference to working time preferences. It examines working time preferences

of employed mothers in four MENA countries with considerable socio-economic, cultural, and political diversity, as well as diverse welfare systems: Iran, Qatar, Tunisia, and Turkey.

When working mothers consider how they could achieve a better balance between work and family, they generally express strong preferences regarding working hours. The main issues involved are total working hours for individual mothers and for households, and the availability of part-time work and flexible working arrangements. Surveys in a number of industrialised countries have found a widespread and growing preference among both men and women for shorter or more flexible working hours. However, in developing countries such as those in MENA, this issue is yet to be fully explored. In particular, research needs to address the issue of preferred working time to better understand labour supply, particularly in regions like MENA where the female employment rate is low. The primary data in the four case study countries were drawn from interviews with employed mothers with good educational qualifications, as well as with policy makers. Analysis of relevant secondary data, such as law and policy documents, was also conducted. The study found that there is a strong preference among mothers for shorter working hours and flexible working time. Overall, the findings suggest a pressing need to review working time regulations to respond to the preferences of employed mothers in the MENA region in order to help them better combine the spheres of work and family.

New Ways of Working and the Implications for Work-Life Balance

Lyonette, C., Anderson, D., Lewis, S., Payne, N., Wood, S.
(University of Warwick)

Recent decades have seen increasing attention to work-life balance (WLB) in workplaces across many countries, with workplace initiatives driven by legislative and normative pressures, as well as economic factors. However, the 2008 global financial crisis and associated austerity cuts, particularly within the public sector, have raised questions about the future of WLB.

WLB policies have often been used by employers as they try to brand themselves in order to attract and retain good staff, especially women who would prefer to work flexibly. However, in the UK public sector, even before the 2008 recession, there were moves towards new ways of working in which flexible working, including home-working, were to play an increasing role. Selling off office space and allowing, and even encouraging, employees to work from home, to work from remote hubs or to "hot-desk." were all becoming increasingly common strategies.

Interviews were conducted with HR professionals in 26 UK public sector organisations. Analysis, which focused more particularly on the 12 local authorities included, reveals that the recession has served to justify and further develop these public sector initiatives which have resulted in so-called mutual flexibility for both employees and employers. However, there is also evidence of a corresponding shift in the WLB discourse from employer-led support for individual employees' WLB to individuals taking responsibility for their own health and well-being, of which WLB is a part. The implications for the future of the WLB agenda will be discussed.

Gender, age, youth, family and work
SOCIAL SCIENCES 0.17

NEW FEMALE OCCUPATIONS

The use of positive action to increase women's participation in construction occupations

Wright, T.
(Queen Mary, University of London)

Construction remains a heavily gender-segregated industry, with little increase in the numbers of women in employment. Therefore targeted actions have been introduced to produce change, a recent example being the Women into Construction project, established to increase the numbers of women working on the construction of the London Olympic Park. As it was considered to offer a successful model for improving women's employment in the construction industry, the project has continued to provide work and placement opportunities for women in construction in London. The paper considers the socio-economic, political and legislative imperatives that led to the establishment of this project, alongside requirements on contractors to increase the numbers of women and other underrepresented groups employed on the construction of the Olympic site. The second part of this paper reviews the evidence from the UK and the USA on positive action strategies that have been employed to improve levels of female participation in the construction industries. In the 1980s in the UK, it identifies that legal advances, feminist campaigning, trade union commitment and progressive local authority leaderships combined to produce opportunities

for women to enter the manual trades in significant numbers (Clarke and Wall, 2004). In the USA affirmative action has been an effective but contested strategy for increasing women's employment in construction (Price, 2004). From this review of the evidence, the paper draws some conclusions about the conditions required for successful intervention and finds political will is an essential component of effective strategies.

Stripping for a Living: Manipulating Precarious and Flexibility Working

Hardy, K., Sanders, T.
(University of Leeds)

The visibility of striptease ('lap dancing') as a workplace and site of consumption has grown significantly over the past fifteen years in the United Kingdom. This presentation draws on the first large scale study of stripping work in the UK, exploring original empirical data on labour market engagement in dancing to examine why women continue to seek work in an industry that is profoundly precarious and highly financially exploitative. We suggest that rather than either a 'career choice' or a dead end job, many women use the precarious and flexible conditions of lap dancing strategically to support aspirations in other areas of work, employment and education. It argues that precarious forms of employment such as lap dancing can be instrumentalised by some workers, though not all, in order to achieve longer term security and class mobility and to develop or achieve work identities outside the sex industry.

Mothers' sustained part-time working: the work of stories in managing a damaged worker identity

MacGill, F.
(University of Bath)

Despite an implicit assumption in public discourse, policy and research that mothers will resume full-time careers once their children are 'older', half of working mothers with their youngest child at secondary school are working part-time. 'Good' part-time work is generally framed as short-term and marginalization of 'part-timers' is a common theme in the literature. The part-time 'hidden brain drain' (Equal Opportunities Commission, 2005) has been described as a waste of education and skills (Connolly and Gregory, 2010) and contributing to gender inequality (Walby, 2007).

This paper explores the life stories of twenty further-educated mothers of older children, focusing on the impact of sustained part-time working on their worker identity. Applying dialogic narrative analysis (Frank, 2010), particular attention is paid to the work these stories do across different time/spaces. Many experience a loss of identity due to lack of career progression – in light of the expectations their further education has set for them. It is suggested that this loss can be conceptualised as a 'creeping' trauma, often unanticipated when they first go part-time. In understanding the work of the stories in managing this damage, comparisons can be drawn with Frank's (1996) Chaos, Restitution and Quest illness narratives. Parallels were also noted in Gabriel et al's (2010) investigation of the stories of unemployed professionals in their fifties. Stories using Quest narratives illustrate how standards of 'good' working can be reframed to achieve fulfilment without climbing a ladder.

Globalisation, international dimensions and comparative studies
Social Sciences 0.13

CAPITAL & LABOUR MOBILITY

What is the Overseas Chinese Production Model? A Review

Smith, C.
(Royal Holloway University of London)

The transition from state socialism to capitalism in China has been accompanied by many attempts to frame the nature of work and employment within China. Approaches have used values and culture; institutions and history; different ownerships and nationality of capital; and space and regional differentiation in economic development across China. There has also been a strong focus given to the way labour is attached to employment and organisations, with special attention to migrant workers, the internal passport (hukou) system, and the contractualisation and casualization of labour contracts, a radical shift from former long-term bonds between worker and workplace.

The outcome of some 30 years of theorising and empirical engagement with reform and transformation has been mixed. Some divide 'sunrise' from 'sunset' industries – each with their own labour regimes, labour supply and working class politics. Some see in China a dominant form of 'bloody Taylorism', epitomised by one reading of the work regime

enunciated by the Taiwanese firm Foxconn – military discipline and ideology; task simplification; intensive work combining production and reproduction of labour power in huge industrial compounds that function like enclosed cities. But Foxconn is one story. Huawei – with longer-term relations between workers, more innovation, more investment in skills and training and share ownership between workers and firm – tells another story. Which represents the Chinese labour process?

This paper examines the 'China case' through the internationalisation of Chinese firms. Working on the assumption that what moves from China provides insight into what is robust within the Chinese firm in China.

Migrant worklife careers and hospitality jobs: from dead ends to stepping stones?

Wickham, J., Bobek, A., Daly, S.,Krings,T., Moriarty, E.,Salamonska, J.
(Trinity College Dublin)

Through a study of Polish migrants in the Dublin hospitality sector during boom and slump, the paper develops two concepts to understand movement through contemporary fragmented globalised labour markets. Worklife career is simply the cumulative stages through which an individual passes. It uncouples career from progression through bureaucratic hierarchies; it abandons the assumption that work is necessarily central to identity. It is useful for researching migrants, who are likely to cross the boundaries of organisations, but by definition also cross national boundaries. At a time when labour market outcomes have become more unequal, such individual agency needs structural contextualisation. Hence worklife pathway is the field of possibilities facing the individual. Just like a physical path, the pathway is made clear by frequent use, but difficult to see if used infrequently. Paths can disappear, but they can also be created by the first people to use them. Finally and crucially paths can cross and people can jump from one path to another. We researched these issues using a Qualitative Panel Study, interviewing a small number of migrants seven times over a five year period. While each wave of interviews had a different focus, the repeated interviews allowed us to track migrants as they moved through the labour market and across organisational and even national boundaries. The methodology also enabled us to chart migrants' changing understanding of their employment and their changing aspirations as they moved out of the 'initiation pathway' of low paid jobs in cafés and restaurants.

Immigrant entrepreneurs: overcoming sociocultural barriers to employment

Downs, C.
(Lancaster University)

Large qualitative studies amongst entrepreneurs are unusual. The ELIE (Employability: learning through international entrepreneurship) project ran in four EU countries, sampling 198 immigrant entrepreneurs & 250 international students using participatory action research approaches. ELIE reported its findings to its funders, EU LLP Erasmus, in October 2012.

A significant proportion of our sample felt forced into entrepreneurship when suitable employment opportunities were not available. Many were nevertheless successful entrepreneurs but we found their enterprise decision making constrained by sociocultural factors that appeared to also have the potential to act as barriers preventing people taking up entrepreneurship. Work with international students found similar sociocultural barriers acting as a strong disincentive to entrepreneurial intent.

We concluded that invisible barriers could prevent a new venture starting, limit enterprise amongst disadvantaged social groups to marginal ventures that often fail to deliver a living wage or severely limit the expansion opportunities of an existing business venture. This correlates with the work of Jayawarna et al., 2007; Rouse, 2004; Meager et al., 2003, MacDonald, 2006. Furthermore, we found that such barriers acted on at least an equal basis to structural barriers to entrepreneurship.

This paper will present key findings of the ELIE project and discuss the roles of entrepreneurial socialisation (as a form of social learning), types of network affiliation and social capital as barriers / enablers for enterprise exploring theoretical perspectives from Bourdeiu (1986) & Granovetter (2005) and explore the potential for policy changes that can assist in mitigating sociocultural barriers to enterprise.

Comparing Chinese Migrant Labour Resistance in Urban China and Singapore: Institutional and Social Differences in Explaining Resistance Outcomes

Tam, C.H.
(SIM University)

Migrant labour resistance in urban China is widespread, strident and well-organized. Migrant workers who come from rural areas employ well-documented resistance tactics against state-capitalist exploitation. Migrant workers also invoke well-articulated and accepted ideological rhetoric and symbols in pressing for their demands. In a post-socialist society where institutional safeguards for labour rights are weak, and capital's exploitation of labour appears excessive with the collusion of state officials, the moral economy of migrant labour resistance in taking justice in its own hands provides legitimation for "rightful resistance". Very often too, such "rightful resistance" is effective in improving labour welfare and norms.

However, when the same resistance tactics and ideology are transplanted in a predominantly ethnic Chinese but institutionally corporatist setting such as Singapore, where Chinese labour is exported to within the global capitalist value-chain, Chinese labour resistance loses its efficacy.

The paper looks at the case study of global Chinese migrant labour, recruited by and worked in a large public bus company, who organized the first industrial action (wildcat strike) in Singapore for over 25 years in 2012. Using established resistance tactics familiar in urban China, these bus-drivers from China sought better pay and fair treatment. However, by using these tactics and perceiving Singapore's tripartite labour management framework using their frame of reference, the leaders of the strike miscalculated and ultimately, the strike was quashed. The paper examines the institutional and socio-cultural differences which led to the failed outcomes of global Chinese migrant labour resistance in Singapore.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.09

STRESS & WELLBEING

Is temporary employment a cause or consequence of mental distress? or both?

Pacheco, G., Dawson, C., Webber, D.J., Hopkins, B.
(AUT University)

Evidence suggests that lower general health status is associated with a deterioration of labour market status. Dominant explanations focus on health as a medically classified condition (Oliver, 1990) and emphasise the impacts of clinical factors on an individual's probability of being in employability per se. This paper presents an investigation into the relationships between three aspects of mental health (psychological distress, psychological anxiety and life satisfaction) and the probability of switching between temporary and permanent employment. This research aims to fill this gap in the literature via the use of a panel data set, to better understand the causal relationship between health status (mental health in particular) and transitioning between permanent and temporary employment. If for instance the temporarily employed are identified as having lower mental health status than those in permanent employment then it is consistent with two mutually inclusive possibilities: (i) temporary employment may generate adverse mental health effects and/or (ii) a selection effect whereby individuals with below average mental health may be drawn away from permanent and into temporary employment. We find that individuals who will be in temporary employment in the future have below average mental health whilst in permanent employment, suggesting that individuals with poor mental health select into temporary employment. This suggests that cross sectional findings relating to the link between mental health and employment status may represent a combination of selection and situational effects.

'Smiling down the phone': a workers' inquiry into call centre conditions.

Woodcock, J.
(Goldsmiths)

This paper will present the initial findings of my PhD research: an attempt at a workers' inquiry into a call centre. The research aims to explore how the labour process is performed, controlled, and the forms of resistance that take place in a call centre. It builds on the theoretical discussions of call centre employment and seeks to elaborate the different arguments through a particular empirical example. The demand to keep 'smiling down the phone' highlights the additional pressures associated with performing emotional labour in this environment. It seeks to address the questions of insecurity and precarity in a particular example of service sector employment. These are conceptualised not as insurmountable obstacles, but as challenges that require adaptation and innovation in the methods of organisation used to try to overcome them.

The research involves working in a call centre and detailing the different processes and experiences. The methodological approach draws on the tradition of the workers' inquiry from the work of Marx in Capital, the Johnson-Forest Tendency in the USA, Socialisme ou Barbarie in France, and the Italian Operaismo. The tensions within the method as an academic tool are explored through a discussion of Burawoy's (1998) extended case method and the inquiry into call centres by Kolinko (2002). The attempts at applying the method provide a series of examples and considerations that can inform further – or different – research in the form of a workers' inquiry.

A visual ethnography of Wellbeing at work: Using the camera

Kunter, A.
(Middlesex University)

This paper looks at the incorporation of the 'counter-culture' into organisational life. It considers the visual representation of this counter-culture as part of the organisational discourse (drawing primarily on Fairclough) within the idea of Wellbeing at Work, and discusses the apparent appropriation of this space, which was once used for the expression of freedom and non-corporate values.

The paper outlines a new type of organisation that uses intellectual, immaterial and communicative labour power in order to provide a work ethic for both the production and consumption of their output. It argues therefore that the promotion and production of wellbeing in the workplace is in fact the production of the symbolic order of hegemonic powers in play.

The paper is based on empirical data, gathered both by camera and through the production of field notes over a seven week period. The organisation studied was chosen as it was perceived to explicitly embrace the concept of wellbeing in the workplace, and ideas around the counter-culture of capitalism. The data analysed includes written field notes, self-made photographs, pre-existing images used by the organisation itself, workplace and product design, colour use and typography.

The findings of this paper identify that discourses about political and social wellbeing made through the construction of a culture both for employees and consumers alike, serve not to further the wellbeing of those people, but in fact to hijack the space once available for an alternative to the capitalist system.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.10

GENDER & REWARDS

Women, work and welfare in contemporary Leeds: behaviour, values and attitudes in challenging times

Kispeter, E., Yeandle, S., Joynes, V.
(University of Leeds)

This paper addresses women's experience of engaging with the labour market in one northern English city (Leeds). It is based on research being undertaken as part of the Collaborative Project 'FLOWS: The impact of local welfare systems on female labour force participation and social cohesion', funded under the EC 7th Framework Programme, SSH-2010-2. The main focus of the paper will be a new survey of 800 women of working age conducted in Leeds in Nov-Dec 2012. The paper presents the first analysis of this data; earlier work explored existing statistical sources (Yeandle & Joynes, 2012).

The paper contextualises the findings of a new survey of 800 women and focus group data collected from a sub-sample of respondents in the previous statistical and policy analysis, highlighting how women in Leeds in late 2012 are experiencing the contemporary changes which are affecting the economy, the welfare system and the probvision of local services supporting women and their families.

It shows that after a period in the early 2000s when women in Leeds were better integrated into the labour market than the average for England, in the wake of the economic and financial crisis, their employment rate has fallen sharply, with increased unemployment and drop-out from the labour force. Care for older/ disabled family members emerges as an important constraint on their labour force participation.

The wider study is being undertaken in 11 EU cities in different countries. This paper will report on the UK element only.

Gender in Science Engineering and Technology SET between 1980-2007: the impact of sociological theorising on workforce policy and practice

Bennett, C.
(Sheffield Hallam Universty)

This paper draws its evidence from the report Meta-analysis of gender and science research: Country group report UK and Ireland countries (Bennett et al 2010) which used the Gender and Science Database to compile an extensive literature review of the research undertaken on women's and men's careers in science since 1980.

It identifies distinct policy positions emerging in each decade to recruit and retain women to the UK scientific workforce. These positions drew on contemporaneous feminist, sociological theories which in turn directed the form of the interventions undertaken. The ways in which a critique of each position has informed the subsequent position is discussed. The paper concludes by examining the proposition of 'gender mainstreaming' to argue that whilst each position has its detractors and weaknesses, all three put forward useful and valid ways of tackling gender inequality in UK science labour markets.

The forty year pursuit of equal pay: a case of constantly moving goalposts

Rubery, J., Grimshaw, D.
(University of Manchester)

Progress towards equal pay is elusive. To explore this elusiveness we review debates on and prescribed remedies for gender pay equality over the past forty years of equal pay policy. It looks at pay from three academic perspectives (the economic, the sociological and the institutional and organisational (see Rubery, J. (1997) Wages and the Labour Market BJIR, D.Figart et al. 2002 Living Wages, Equal Wages Routledge) and explores how and why once an apparent remedy for unequal pay is pursued, the goalposts tend to shift. For example it explores how and why : i) closing the key human capital gaps in education and experience proved insufficient to narrow the gender pay gap; ii) delinking wages from family status and opening up professional groups to women led to new forms of gender segmentation and segregation (e.g. Reskin and Roos 1990 Job Queues, Gender Queues Temple)); iii)progress in wage setting, through job evaluated pay spines and the minimum wage was overtaken by changes to the pay landscape, including the growth in individualised pay (Drucker and White 2000 Reward Management Routledge), outsourcing and compression towards the minimum wage. The final part suggests that the difficulties in securing long term progress may be attributed to the multi-faceted nature of pay as a social phenomenon, the challenge of pursuing social objectives in a rapidly changing and fragmenting environment, the need for political will not technical solutions to achieve redistribution and the potential historically for gender inequalities to re-emerge in new forms.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.28

EMPLOYABILITY & WORK-LIFE BALANCE

Practising work-life balance in small businesses: what matters?

Wu, N.
(Nottingham Trent University)

Despite the potential benefits employers and employees can gain from flexible working/family-friendly, increasing evidence reports high levels of work-life conflict at workplaces with WLB scheme in place. The view that it is up to individual employees to balance their work and family responsibilities increased greatly in Britain in the past decade (Forth et al 2006: Wanrooy et al. 2013), with an even higher uptake in the private sector (77%) than in the public sector (69%).

Given that small businesses accounted for 99.2 per cent of the private sector and a relatively low economic turnover (34.9%) (BIS 2011), the identification of potential factors/constraints to the provision of WLB practices would be of great importance both to the adoption of WLB practices and its potential impact on performance in small businesses.

This analysis uses linked employer-employee data from the 2011 British Workplace Employment Relations Study (WERS 2011) management questionnaire and employee questionnaire.

The findings suggest WLB practices are prevalent in small businesses with a high proportion of female professionals, supportive management attitude towards employee's responsibility outside their work, as well as in those workplaces with an internal labour market and equal opportunity policy in place.

The analysis also finds that, contrary to the expectation, employers setting targets for employee job satisfaction are less likely to introduce flexible working/family friendly practices. WLB practices are also less prevalent in small businesses with a long business history compared to new and young small businesses.

Combining paid work and early parenting: employment characteristics and their implications for maternal and infant health and wellbeing.

Zadoroznyj, M., Xiang, N.
(University of Queensland)

Trends in many countries including Australia reveal increasingly early return to paid employment by mothers following the birth of a child. In this paper we explore how workplace conditions, particularly employment sector, flexibility and autonomy, impact on women's self-rated health and on infant feeding patterns.

We utilise data collected in 2010 – 2011 as part of a comprehensive evaluation of Australia's first Paid Parental Leave (PPL) Scheme, including a survey of 2, 587 mothers, and in-depth interviews with 109 mothers. We analyse various outcomes for women employed in the public (State) sector, the private sector and those who were self-employed one year following childbirth. Qualitative interviews provide in-depth descriptions of women's experiences of paid work before and after the birth of the baby, their self-assessed health status and their experience of infant feeding. Self-employed women returned to work in the shortest average time following childbirth (2.9 months compared to 6.9 month for the sample overall), while those in the public sector had the longest periods of parenting leave. Nonetheless, self -employed women reported better health outcomes and longer duration of breastfeeding than either of the other groups. This research demonstrates the importance of flexible work arrangements, particularly insofar as they allow autonomy over when work is done. These characteristics are central to facilitating the health and wellbeing of mothers and their infants when combining paid work with caring responsibilities.

Investing in the employability of hospital workers: a study of the influence of job and organizational characteristics

van Harten, E.J., Leisink, P.L.M., Thijssen, J.G.L., Knies, E.
(Utrecht University)

The need for highly employable (i.e. competent and flexible) employees is increasing in the hospital sector for two reasons. First, the population in Western advanced economies is ageing meaning that the demand for care is increasing, while the labour force is shrinking. Employers feel obliged to invest in the employability of their employees in order to maintain the level of service provision to patients. Second, the hospital sector faces ongoing technological and organizational changes. In order to face these changes, hospitals need employees who possess a variety of skills and are willing to adapt to changing job demands.

Clearly, employers benefit from improved employability of hospital workers. Thus, there is a shared understanding in the Dutch hospital sector that employers are responsible for providing learning and development opportunities at the workplace, in order to realize increased employability. However, we do not know to what extent employers live up to this understanding because empirical studies pay little attention to job and organizational characteristics such as task variety or training possibilities, which are the areas where employers can demonstrate taking their responsibility.

This paper aims to make a contribution to the literature by examining the present state of job and organizational characteristics, such as autonomy, task variety, supervisory and HR support, and their joint contribution to the employability of various categories of hospital employees. The data for this study come from 1880 Dutch hospital employees working in various occupational groups in four hospitals.

Open stream
SOCIAL SCIENCES 0.08

WORK CONCEPTUALISATION

Volunteering as unpaid work or unpaid help: differences in reports of voluntary activity

McCulloch, A.
(Higher Education Careers Statistics Unit)

This paper focuses on how research is being done in Industrial Relations in Great Britain and Germany. Historically, employment research has been similar in both countries in many ways, for example in method traditions. However, especially lately one can witness substantial divergence between British and German research practices in this field. Frege (2007, 2008) argued that from a macro perspective such differences are due to national institutions, research traditions and state traditions. Interviews with IR scholars in Great Britain and Germany confirm this, but add a micro perspective. Those interviews (and their neo-institutionalistic interpretation) suggest that the national research context needs to be emphasised and taken into account systematically. It is the RAE/REF that systematically shapes how British employment research is done nowadays. Therefore, this presentation calls for a contextualisation of research practice.

Why British and German Industrial Relations researchers work differently. For a contextualisation of research practice

Pflüger, J.
(University of Erlangen-Nürnberg)

This paper focuses on how research is being done in Industrial Relations in Great Britain and Germany. Historically, employment research has been similar in both countries in many ways, for example in method traditions. However, especially lately one can witness substantial divergence between British and German research practices in this field. Frege (2007, 2008) argued that from a macro perspective such differences are due to national institutions, research traditions and state traditions. Interviews with IR scholars in Great Britain and Germany confirm this, but add a micro perspective. Those interviews (and their neo-institutionalistic interpretation) suggest that the national research context needs to be emphasised and taken into account systematically. It is the RAE/REF that systematically shapes how British employment research is done nowadays. Therefore, this presentation calls for a contextualisation of research practice.

What is Employability: A systematic review of conceptualisations and discussion of HEI's role.

Williams, S., Dodd, L., Randall, R.
(Newman University)

Purpose: A systematic review of conceptualisations of employability was carried out to inform a better understanding of the nature of Higher Education (HE) Institutions contribution to employability, and assessing the similarities and differences between the components of employability conceptualisation (i.e. models, frameworks, theories). Background: Current literature indicates dissatisfaction with the way HE success in developing employability is being measured, which is not rooted within an operationalization of a clear theoretical base (Harvey 2001; Clarke 2008). While a number of conceptualisations exist, as yet there is a lack of consistency from which to develop an operationalized measure. Methods: Relevant publications were identified through a sensitive search strategy of eight electronic bibliographic databases from inception to October 2012, hand searches of nine subject relevant journals and reference lists of extracted articles were conducted. Data was extracted from 14 eligible studies. Results: The review identified that conceptualisation of employability were made up of five types of components which explained employability. These components were; human capital, opportunity, personal motivation, adaptability and job market know-how. Conclusions: Findings indicate that HE's success in developing employability within graduates needs to be contextualised within a conceptualisation of employability as a multifaceted construct.

Social theory, state and work - Organisation, regulation, resistance
SOCIAL SCIENCES 0.11

MARKETISATION

The new surveillance: The internal impact of state-funded Voluntary Sector Organisations: Employees experience through ethnographic interviews

Choudary, N.
(London Metropolitan University)

Over the last two decades, state funding for Voluntary Sector Organisations (VSO) has significantly changed. Prior to these changes, the state would award grants which entrusted employees within VSO to utilise their expertise to use the funds as they see most beneficial for the groups they work with. Increasingly, this trust has been replaced by a set of performance indicators with benchmarks. Many argue, that this has had a big collateral effect on the practices of voluntary organisations. Arguments suggest that this switch from a trust in expertise in the voluntary sector to evaluative benchmarking is a global phenomenon with serious implication. Foucault argues that when there is a combination of all-round surveillance of performance, meticulous recording of the results, hierarchical examination of results, and a system of penalties, there is a new 'Disciplinary Technology'. Foucault identifies two effects among others: first, the new technology disciplines everyone caught up in it; no-one holds power. Second, the technology changes practices radically, drawing them into itself – practices become compliance with the technology (cited in Danaher et al, 2010). Given the implications explored to date about the changes in the voluntary sector, I intend to evaluate his grip on the issues facing the voluntary sector in the UK. This paper will explore this change through a series of ethnographic interviews with voluntary sector employees, asking what it like is to experience this shift as an employee?

The UK's 'Work Programme': preliminary findings from the front line of welfare change

Jordan, J.D.
(Manchester Metropolitan University)

This paper will convey preliminary findings and analysis from PhD research investigating the UK government's 'Work Programme'. The Work programme is a compulsory, privately administered government scheme putatively geared towards getting the long term unemployed back into employment. The Work Programme is a 'black box' franchise sub-tendered to a range of local 'providers', each enjoying complete autonomy in the design, innovation and application of local programme regimes. Approximately 3.3 million people are expected to pass through the Work programme between 2011 and 2016. Contractors are paid primarily on successful outcomes, i.e. per person placed back into sustainable work. Such 'marketisation' of welfare has been described as both the key to successful welfare reform and also as a punitive neoliberal project to force the unemployed to accept low wage, precarious employment futures in a globally 'competitive' labour market. This paper will be based on currently ongoing interviews with Work Programme attendees in the North West of England, and will present the conference with empirical insights into the practical realities of Work programme centres, their operating practices and outcomes, and the responses and thoughts of those seconded to the scheme. The findings will be framed in a summarised theoretical scheme outlining the key potential sociological implications of welfare reorganisation in the UK. The outcome will be to provide conference with empirically founded insights into what is currently the UK's most important domestic topic.

Professional differentiation in the legal profession: A case study of Scottish Advocates

Siebert, S., Wilson, F.
(University of Glasgow)

This paper focuses on an elite professional group – the Advocates and Queen's Counsel (QCs) – a body of independent lawyers who appear before the Scottish courts. Our aim is to analyse how advocates differentiate themselves from other related occupations in light of the ongoing changes in the ways legal services are organised and funded. Our analysis is set within the theoretical framework of Georg Simmel's concept of social differentiation. Traditional analyses of differentiation are based on Durkheim's division of labour, and they do not encompass distinct qualitative aspects of individual and group activity. Simmel focused on qualitative spheres of activity, and a creation of a more abstract common social consciousness that unifies one group (Frisby, 2002). Drawing on our ethnographic study of advocates, and using the theoretical lens of Simmel, we contribute to sociological understanding of workplace learning.

Advocates are organized in 'stables', they are normally self-employed and in private practice. Like barristers in England, advocates wear wigs, white bow-ties, straps and gowns as formal dress in court. In this study we look the ways in which candidates for advocates (the so called devils) advocates become enculturated into the profession through the acquisition of professional symbols, formal dress, ceremonies, modes of behaviours and customs observed in their workplace. Our analysis will also focus on the place of work – the Advocate Library – and the ways in which the norms of behaviour in the Library are indicative of professional hierarchies.

Unions and other forms of employee organisation, representation and voice

RAMPHAL 1.04

UNIONS, DIVERSITY & NEW TECHNOLOGY

From gender equality to diversity democracy? - Putting diversity representation and mutual respect into practice in the Danish union 3F

Hansen, L.L.
(Roskilde University)

During the last decade the trade unions affiliated to the Danish LO have become increasingly committed to gender equality and the inclusion of ethnic minorities and migrants. Yet, women are still underrepresented in leadership and ethnic minorities are strongly underrepresented both as members and in leadership. Also a traditional masculine trade union culture is mainly left unchanged, however not unchallenged. But, the unions have become increasingly challenged and in consequence union renewal strategies gain ground. On the one hand this supports a commitment to gender and diversity equality, on the other a simultaneous process of cutting down supports old power centres and constructs a narrow union agenda.

At the congress in 2010 the United Federation of Danish Workers (3F) decided the Agreement on Diversity. Since then they have been struggling with putting the agreement into practice. The paper will discuss this process within a theoretical framework building on research in intersectionality, gender equality strategies, diversity management, democracy forms and unions.

The paper is based on on-going research (Feb2012-July2013). It is partly funded by 3F and will result in a report with recommendations. The research consists of individual and group interviews with leaders and activist in 3F and in the British trade unions, UNISON and UNITE; participant observation at meetings and seminars in 3F and at UNISON Women's Conference; one focus group with leaders and activists in 3F; and document studies.

Confounding expectations: are arguments accounting for obstacles to dimensions of gender equality in trade unions correct?

Dean, D.
(University of Warwick)

If one were to design a trade union from scratch to make 'equality bargaining' a commonplace part of mainstream negotiating agendas and to make gender equality of representation in lay and official structures probable, what elements might be included?

First, ensure that the occupation to be organised is practised at all levels of achievement by both men and women and that it has been this way for several hundred years. Have both women and men co-found the union. Have an even gender split in membership throughout the life of the union. Establish and maintain national and sectoral-level collective bargaining arrangements.

This paper explores a trade union where all these criteria are fulfilled and yet it looks like most other unions in the issues it negotiates with employers and in distribution of women lay and full-time officers.

The paper engages closely with Colling and Dickens's (1989, 1998) work on obstacles to equality bargaining; Dickens's (1999) 'three pronged approach' to establishing readiness to take equality action; and Heery's (2006: 539) conclusions on the influence of models of 'voice, choice and '(institutional) opportunity' on union behaviour. The centrality of a business case in stimulating equality activity is found to be as relevant to unions as to employers, as is the part played by ideologies in shaping models of union behaviour and each of the three prongs. This leads to an expanded definition of equality bargaining and an enhanced understanding of Cockburn's (1989) 'long' equality agenda.

Using social media: the experiences of trade unions and employer groups.

Barnes, A., Balnave, N., Thornthwaite, L.
(Macquarie University)

The prolific and rapid embrace of net-based technologies has profound implications for how people communicate and interact. This is affecting the nature of employment relationships and the relationships between employers and

employees and their representative organisations. In particular the growth of social media technologies, such as facebook, blogs and twitter, present a range of challenges and opportunities for trade union and employers associations. These include techniques and approaches to employee voice and resistance, managerial control, and the organising and servicing of trade union and employer association members. Drawing on interviews with trade union and employer association practitioners, developments in case law, and the emerging secondary literature exploring the ramifications of social media, this paper examines the experiences of unions and employer associations with social media to date, how these organisations use social media to achieve their purposes and the operational issues arising for them and their constituents. The findings presented in this paper are based on a pilot study for a larger longtitudinal analysis exploring social media and work.

Breaking the silence in a UK Business School: speaking out through the Internet

Greene, A-M., Parker, M.
(De Montfort University)

The literature on employee voice has engaged little with the Internet as a means of employees speaking out. This paper focuses on an area of growing interest amongst scholars of employee voice, employee silence, and how the internet provided employees with a means of speaking out to break this silence. The paper explores how, when potential job losses were announced, an online comment forum on the UCU website was transformed into a mechanism not just to protest at the potential job losses but also to discuss wider issues of management style and strategy, which had been hitherto denied in the Business School

The paper brings together analytical frameworks from different areas of the study of voice. We demonstrate how management constructed an atmosphere of silence based around closing down avenues to discuss managerial actions. This discussion is then placed within wider debates about the potential of electronic forms of communication as a means of providing voice, particularly within the trade union context. While previously utilised to look at challenges to the forces of oligarchy within trade unions, the notion of the 'distributed discourse' provided by electronic forms of communication (Hogan and Greene, 2002) is evaluated here as a mechanism to challenge oligarchic tendencies within the context. The paper discusses the potential and the limitations of the Internet as a voice mechanism.

References
Hogan J. and Greene, AM. (2002) 'E-collectivism: On-line action and on-line mobilisation' in Holmes, L. and Grieco, M. (eds.) Organising in the Information Age: Distributed Technology, Distributed Action, Distributed Identity, Distributed Discourse, Ashgate: Gower, pp 57-79

PAPER SESSION 7

Thursday 5 September 2013 at 13:30 - 15:00

Special session on the work of Rosemary Crompton

RAMPHAL LECTURE THEATRE

This session is designed to be the first stage of a more substantial evaluation and celebration of Rosemary Crompton's contribution to sociology and to research on work, employment and society. She was a founding member of the journal's first Editorial Board and went on to be its second editor. The title of the journal title neatly encapsulates the inter-related interests that fuelled her research throughout her distinguished academic career.

The presentations in this session, by colleagues and friends who worked closely with her at different stages of her career, reflect on both her scholarly contribution and her impact on their own theoretical and empirical work.

Gareth Jones, Fellow of the Centre for Management Development at London Business School, Visiting Professor at the *Instituto de Empresa* in Madrid and at INSEAD in Fontainbleu, and former Director of HR at the BBC', under the title is *A Sociologist with Dirt under her Finger Nails*, will focus on Rosemary's methodological interests, the consistency of her research interests and her contribution to stratification theory.

Bianca Beccalli, Professor of Sociology of Work, Faculty of Political, Economic and Social Sciences, University of Milan will talk about *Work orientations, but not preferences: Tracing Crompton's thinking on class and gender.* Drawing on four decades of intellectual dialogue with Rosemary Crompton, she will follow the evolution of their debates on class and gender from work orientations, through rational choice, to preference theory, and the different forms they took in the UK and Italy.

Nicky Le Feuvre, Professor of Sociology, Lausanne University's presentation title is *L'entente cordiale?: On how Franco-British comparisons influenced the decline of the male breadwinner thesis in Rosemary Crompton's work.* She will retrace some of the stages in Rosemary's enthusiastic embracing of a comparative perspective, and how this led her to modify her "guarded optimism" as to the possibility of securing equality by ensuring women's equal access to material resources, arguing that the "French case" was to become something of a cornerstone for Rosemary's ultimate reflexions on work, employment and the family in general.

Jackie O'Reilly, Professor of Comparative Employment Relations and HRM at Brighton University, under the heading *Gender at work: Does it make any difference which country you work in?* will re-examine the arguments developed from Rosemary's cross-national comparisons, looking at the differential consequences for women working in distinct occupational groups and the simultaneous ubiquity of the undervaluing of care work, whether performed by women or men.

The session will be introduced and chaired by **Kate Purcell**, Emeritus Professor, Warwick Institute for Employment Research.

After the state - Privatisation, deregulation, resistance, anarchy, decentralisation

RAMPHAL 1.13

CARE & EDUCATION SECTORS

Contextualising choice: why workers take agency work in social care

Gamwell, S.
(Warwick University)

This paper represents part of a wider research project which set out to examine the gender patterns within nursing careers in Scotland and to explore the importance of various factors in explaining the influence of gender on the career pathways. In nursing women constitutes 88.9% of the nursing workforce, men represent 27.6% of the senior management positions (ISD, 2005). It was therefore evident that men attained a disproportionately higher percentage of senior posts relative to their numerical presence and it was this that provided a unique opportunity to examine the impact and extent of gender and associated stereotypes upon the career outcomes of women. This paper is therefore concerned with the intersection of two realms of stereotypical attributes: that nursing is predominately female while nursing management is disproportionately male.

The qualitative study found that perceptions concerning parenthood actively informed women's access to and receipt of training and that gender stereotypes played a significant part in women's career outcomes. Professional values appeared to compound the agency and importance of the gender perceptions with their weighting of full-time working and professional flexibility and commitment at the expense of individual requirements. The active fusion of these factors combined to reduce the career outcomes of women with children of a school age in comparison to women without childcare responsibilities and men regardless of their circumstances.

The impact of zero hours contracts on pay, working time and conditions in domiciliary care

Moore, S., Stuart, M., Forde, C., Bessa, I.
(University of the West of England and University of Leeds)

This paper explores the impact of zero hours employment contracts in the domiciliary care sector. In particular it looks at the way that hourly rates defined by the National Minimum Wage (NMW) can be accommodated through unpaid labour and the use of zero hours contracts. Drawing upon the example of domiciliary care the paper considers the increased significance of zero hours contracts and unpaid work in the UK labour market.

It reflects the findings of research undertaken for the Low Pay Commission, drawing upon the National Minimum Data Set for Social Care (NMDS-SC) between 2008 and 2012, supported by five case studies of local authorities highlighting the arrangements for the commissioning of domiciliary care. Multivariate analysis probes the interaction between hours, contractual arrangements and hourly and weekly pay.

The research highlights the complexity of translating hourly pay into earnings. Whilst the average pay (median) for care workers was 15 per cent above the NMW, in the context of local authority commissioning, there is evidence that this benchmark is sustained through the widespread use of zero-hours contracts and the intensification of paid work. Following the financial logic of outsourcing, this is most evident amongst private providers, where eight of ten workers are on zero-hours contracts. The use of these contracts along with 'minute-by-minute' commissioning, often regulated electronically and entailing the non-payment of travel time between visits, creates uncertainty over the identification of paid working time and means social care is dependent upon the unpaid labour of a largely female workforce.

The human resource professional and the public interest: The case of the Mid Staffordshire NHS Trust

Roper, I., Kline, R., Higgins, P.
(Middlesex University)

This paper examines the role of human resource (HR) practitioners, as 'managerial professionals' in public services in the context of government plans for reform. It uses, as the basis for discussion, an analysis of the Francis Enquiry's investigation of alleged malpractices at the Mid Staffordshire NHS Trust between 2002 and 2008 and highlights those actions (and inactions) that could be said to fall within the remit of the HR function. The essential dilemma posed by this analysis is: to what extent can and should the HR function, operating in a public service context, exercise professional discretion and independence in advising on issues clearly within its professional remit?

The paper will proceed as follows. First, a consideration will be made of the professional content of HR. This will include a review of the expert power held by new managerial professionals compared to traditional professionals; a review of the dilemmas of the HR practitioner's position in organisational politics; and a consideration of recent reflections made within the HR professional body about its role in organisations and society. Those themes will then be linked to developments in public sector management reform and the context in which the Mid Staffordshire Trust will be considered. The empirical element will then consider, using the Francis Report as a documentary source, the specific areas of failure that could be attributed to the areas of competence that the HR function could be said to hold expertise on.

Body, emotions, health and work, culture, creative work
RAMPHAL 3.41

EMOTIONAL LABOUR

Emotional Labour and Precarious Work: The Servers' Dilemma

Haiven, J.
(Saint Mary's University)

Tourism is one of the major industries in Atlantic Canada. The workplace is a restaurant or bar; the worker is a part-time or seasonal employee – often a server or bartender. Though usually paid minimum wage ($10.30 or £6.50 per hour), workers receive tips or gratuities over and above their wages.

As a result of findings from a study on tipping, this researcher has also accumulated anecdotal comments from more than 200 subjects who work in bars and restaurants in Halifax, NS.

Usually tips are 'tipped out' or shared among other staff on the shift. Commonly, management charges wait staff about 5% of total sales which management distributes as the 'tip out'. However, often management 'skims' some of the money.

Some respondents note that management regularly urges them to "be friendly" to the customers, in order to increase tips. The preliminary data suggest that "friendliness" is a scale: at one end is 'acting pleasantly', at the other is wearing 'sexy' clothing. The interpretation of 'friendliness' tends to anchor the server in behaviours that she thinks will assist her in maximising the tips she receives. Accordingly, she is expected to offer 'emotional labour' in addition to providing the physical demands of the job such as walking, carrying and serving.

Serving jobs are considered 'precarious work' because peoples' incomes are reliant on tips which, in turn, are contingent upon the generosity of customers. This paper focuses on 'emotional labour', and precarity in waitperson jobs in the hospitality industry.

A trainer and a confessor: overflowing of the professional role of business trainers, coaches and HR consultants

Dembek, A.
(University of Warsaw)

Both the theories of contemporary corporate organizations and the management theories emphasise the importance of the so-called soft skills, in particular of emotional and interpersonal competences. Because they are perceived not only as personal resources, but also as human resources of a company, they are constantly measured, exercised and developed through different HR development methods, such as trainings and coaching. Interestingly, the role of the externally hired professional business trainers, coaches and HR consultants often extends the standard delivery of expertise and tuition. Entering the organizational culture and company's internal interpersonal network, often in the time of change or crisis, they might find themselves in the position of a mediator, a catalyst for change or even a confessor or conflict moderator. In result, they may have to face diverse personal consequences, including the emotional burdens.

The paper presents findings of the qualitative research conducted in 2011-2012 aiming at reconstruction of understanding and practices of work of business trainers, coaches and HR consultants in Poland. The deepened interviews showed that in the process of providing their services to the clients and negotiating their actual goals and objectives they usually engage in complex emotional work. Michel Callon's concept of framing and overflowing (1998) will be used to discuss the issue of responsibility for the effects of HR development programs and different roles they play in corporate organizations and cultures.

Callon, M. (1998). An essay on framing and overflowing: economic externalities revised by sociology, in: The Laws of the Markets [ed. M. Callon]. Oxford, Malden: Blackwell Publishers/The Sociological Review.

Emotional labour and instrumentality: how Human Resource Management shapes the emotional labour process

Cartwright, J.
(Manchester Business School)

The debate regarding the concept of emotional labour by Bolton (2009) and Brook (2009) in the September 2009 edition of Work Employment and Society was pivotal in questioning the clarity of our definitions, in particular whether or not it is appropriate to define all emotions managed in the workplace as emotional labour. The paper aims to develop on this by exploring emotional labour in combination with HRM in order to examine whether this might explain differences in the nature of emotions managed in the workplace.

The study involved 2 retailers in the electrical retail industry and used 18 semi-structured interviews with line managers and sales advisors along with the analysis of HR documentation. The nature of HRM and the associated extent of autonomy/discretion was found to be related to the type of emotion management used by sales advisors. Asteroid Co provided minimal autonomy through HRM and concurrently sales advisors demonstrated a highly instrumental attitude towards customers; describing 'moral agents' (social customers) as time wasters (Bolton and Houlihan, 2004). Hi-Tech Co on the other hand provided significant autonomy though HRM and in accordance sales advisors lacked an instrumental attitude towards customers; for example actively resisting using their emotions to enchant 'mythical sovereigns' (Bolton and Houlihan, 2004). The nature of emotion management was found to be related to HRM and the extent to which it provided autonomy/discretion in the service interaction. The study therefore contributes to the debate because it explores how particular emotional identities are shaped by factors such as HRM.

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Bolton, S. 2009. Getting to the heart of the emotional labour process: a reply to Brook. Work Employment & Society, 23 (3), 549-560.

Brook, P. 2009. In critical defence of 'emotional 'labour': Refuting Bolton's critique of Hochschild's concept. Work, Employment and Society, 23 (3), 531-548.

The moral economy of tipping: Emotional and body The moral economy of tipping: Emotional and body work in tipping transactions.

Mulinari, P.
(Department of social work and welfare)

In this paper I argue that tipping can be used as a vantage point of entrance to explore how values, norms and emotions shape and affect economical interactions. By exploring the practice of tipping, and the ways in which it affect the relationship between customers, employees and employers we can examine how norms are gendered coded, and the ways through which values and emotions located in specific bodies are embedded into economic relations. The studies is based on interweaves and observations with customers and employees. Using the concept of moral economy I examine the relationship between the gendered culture/economy through the practice of tipping.

Gender, age, youth, family and work
RAMPHAL 1.15

GENDERED CAREERS

Effect of gendered social culture, social class and educational attainments on women's career development in private companies: a comparative study of France and Japan

Ishiguro, K.
(Bunkyo Gakuin University)

This research investigates the effects of gendered social culture, social class and related educational attainments on women's career development in private companies based on qualitative data derived from life-history approach interviews with female managers in France and Japan. Japan is notorious for the underdeveloped status of women's advancement in politics and economy. In France, conversely, women's success and advancement recently have been notable, especially after the introduction of the parite principle. The French government's family policies have also improved fertility rates and work-life balance. However, women's advancement in companies still lags behind many other developed countries. By comparing Japan and France, the study seeks to elucidate factors which inhibit women's advancement in the business world. The study has found a similarity between the two countries: gendered social culture still greatly affects companies' employment and personnel policies. In France, it was significant that

social class and subsequent educational attainments are key elements that determine career advancement. Consequently, relative lower educational attainments of women have in many cases a negative impact on women's career advancement. However, French women seem to be in better positions than Japanese women, as French companies have started seriously committing the utilisation of women given the current global recession. This study argues that we need to give more attention to deep-rooted gendered culture, as well as rigid social classes in societies, in managing organisations to utilise talent regardless of gender and to improve women's advancement. Moreover, the government's further involvement in the area of business is called for.

'Living with the marriage bar': Attitudes to women working, past and present

Jeanes, E.
(University of Exeter)

Drawing on data collected during a British Academy funded project 'Living with the Marriage Bar', this paper explores attitudes towards women working, primarily during the 1920s - 1940s. The focus of the research is on the requirement for women in many institutions to give up work once married, and attitudes towards women working at this time. The paper explores the arguments presented for and against the marriage bar, and attitudes towards women working, their responsibilities and perceived role in society. In particular, it focuses on their family responsibilities, the hierarchy of work entitlement in which men and single women were deemed to be more worthy recipients of employment, and the prevailing societal perspective(s) of a women's (and specifically married women's) role in society. These issues are discussed in light of contemporaneous legislation that offered women affected by the marriage bar, and other forms of discrimination, recourse to a form of redress but which was not relied upon. The paper thus draws upon the discourse and silences around sex discrimination, and seeks to understand how sex discrimination became acceptable, in some cases desirable, to women and men. This study draws on archival material and interviews conducted with women affected by the marriage bar.

The paper will focus on the empirical material, and, whilst focusing on historical data, will explore the relevance of attitudes to women at work that have relevance for today, both in terms of practice and academic study.

Producing working mothers: maternalist labour control in a Hungarian factory

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The paper is based on ethnographic research carried out in a Hungarian electronics factory. The author discusses the ways in which the management elicits the commitment of blue-collar women workers through special, 'maternalist' practices, and conceptualizes these practices as methods of labour control. The paper explores how a stable and highly trained, yet cheap workforce of 'working mothers' is created, which in turn enables the management to meet the contradictory demands of the skill-dependent labor process and the competitive product market. The locally specific work regime is termed 'maternalist hegemony': it is characterized by a high level of informality and an emotional, protective relationship between the management and shop-floor workers. Both of these characteristics contribute to the lack of labour organization.

The paper draws on and contributes to the theory of the politics of production. The regime of maternalist hegemony is in sharp contrast with the hegemonic work regime discussed by Burawoy (1979, 1985): it is not based on shared economic interests between labour and capital or on workers' rights negotiated by trade unions, rather, it emerges as management incorporates workers' gender ideology into labour control (Bank Muñoz 2008, Lee 1998, Salzinger 2003). The state, seen as a powerful influence on production regimes in the literature, is argued to be an important factor shaping the maternalist work regime as well, however, its effects are exerted through gendered state-level work-family policies.

Gender, age, youth, family and work
SOCIAL SCIENCES 0.17

CARE WORK & PAID WORK

Work-At-Home-Mum, Mumpreneur or Businesswoman? An Exploration of How Female Home-Based Entrepreneurs Construct Themselves in Relation to Their Work.

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In this paper, I explore the phenomenon of 'mumpreneurship', which refers to mothers running home-based businesses, as well as caring for children. With the introduction of support websites (e.g. see www.mumpreneuruk.com, www.mumpreneursonline.com, www.themompreneur.com) and recent academic attention (e.g. Ekinsmyth, 2011; Duberley & Carrigan, 2012), the term 'mumpreneur' has garnered awareness. However, amongst women who could be classified as 'mumpreneurs', the language used to define themselves incites debate. In this paper, I draw on an online discussion forum for Irish home-working mothers, scanning 65470 posts on the site between its introduction in 2005 and January 2011. The 69 posts that were most relevant to the research focus were then subjected to a more detailed discourse analysis focusing on how these women use the terms 'Work-At-Home-Mum' (WAHM),'Mumpreneur', and 'Businesswoman' to position themselves in relation to their work. Specifically, I investigated how the terms are used by some women to construct an identity that combines motherhood and business ownership, whereas other women distance themselves from any 'mum' connotations in order to legitimate their work and their enterprises as 'serious' businesses. The implications for the relationship between the domains of home and work are discussed, as are the consequences for the creation of a 'mumpreneurship' community.

The Great Escape? Work-related travel and household strategies for combining work and care

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Workers are on the move. Workers increasingly travel domestically and internationally as part of their job. But work-related travel demands differ across occupations. Not all occupations require travel, and of those that do, these travel demands can vary (Jeong et al., 2013). Work-related travel demands vary across other important sociological dimensions as well. Research on work-related travel is limited and fragmented, but recent scholarship points to important correlations between the demands of work-related travel and occupations, gender and family status, in particular care responsibilities (Bergström Casinowsky, 2013; Gustafson, 2006; Jeong et al., 2013; Westman et al., 2008). Yet an understanding of how these work-related travel demands are experienced by men and women, across varying occupations and with attention to care responsibilities remains absent. The focus of the present paper is on the experiences of managers in the private sector and their partners in relation to work-related travel demands and household strategies for combining work and care. Using findings from a qualitative study of 30 Australian couples, the paper investigates couples' experiences of work-related travel and how and in what ways travel demands affect the ways in which couples combine work and care. Data from in-depth couple interviews (data collection ongoing) will be used to demonstrate and explore gendered experiences of work-related travel, such as travel as a temporary 'escape' from care responsibilities. The paper concludes with a critical discussion on how gendered patterns in work-related travel help to sustain gendered divisions of labour in the home.

Examining the impact of parents' working time arrangements on children's well-being: Findings from the UK Millennium Cohort Study

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Recent years have witnessed an increased research and policy interest in working time arrangements and schedule flexibility of working parents. The majority of previous research has focused on issues of accessibility to flexible schemes, and on their contribution to gender equity and work-life balance. Fewer studies have examined the effects of working time schedules of parents on children's well-being, which is a social indicator of key interest. This study rectifies this omission by focusing on the contemporary UK context. Given the acute diversity in working time schedules and the widespread use of flexible working schemes in the UK, it is particularly important to better understand the effects that this de-standardization of working time may have on children. We capitalise on data from the UK Millennium Cohort Study (MCS), a multi-purpose, multi-disciplinary longitudinal study following the lives of around 19,000 children born in the UK in 2000-2001. MCS provides rich longitudinal information on both parent's working time as well as on the occurrence of weekend work, shift work, and the use of different flexibility/childcare schemes. This allows a joint consideration of parents' schedules and circumstances and the construction of different working time typologies at a couple-level. We focus on a sub-sample of dual-earner couples and we examine a range of children well-being outcomes at age 14 such as emotional difficulties and general happiness.

Globalisation, international dimensions and comparative studies
SOCIAL SCIENCES 0.28

EUROPEAN COMPARISONS

The Language Challenge in Comparative Industrial Relations: Some Considerations

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Comparison is, at one and the same time, an engaging and demanding task. Those who dabble in such a practice are seduced by the lure of likening overseas notions to familiar ones. Yet this temptation is often accompanied by the complexity of dealing with parochial concepts. While grappling with international comparative research, the linguistic challenge comes to the fore. This aspect is apparent in the discipline of Industrial Relations, for at least three main reasons. First off, comparing IR practices cross-nationally often implies a translation process, an exercise which is as arduous as comparison itself. Secondly, national IR discourse is often replete with terminology adopted as the result of negotiation. As referred by Hyman (2007) the battle of ideas is often carried forward through a battle of words, the modes of which differ cross-nationally and need to be investigated in context. The third point goes far beyond translation issues; not all concepts and practices can be translated, for they might not exist in other IR systems. Accordingly, the present paper sets out to reassert the role of language in comparative industrial relations. After providing some introductory remarks and reviewing the relevant literature, the paper will consider the IR system in Italy and some Anglo-Saxon countries, discussing instances of misleading translations of concepts from Italian into English and vice versa. Thereafter, examples will be explored of specific IR practices for which an equivalent cannot be found in the target system. Finally, existing differences in IR terminology arising from the variety of English spoken worldwide will be broached.

Youth unemployment debates in Greece and Ireland: the impact of institutions and the crisis

Papadopoulos, O.
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The paper investigates the youth employment debates in Greece and Ireland before and after the outbreak of the financial crisis. The objective of the paper is to assess the impact of the crisis on the social partners youth employment discourses. The paper also seeks to address the ideological underpinnings of the social partners' youth employment discourses in Greece and Ireland and identify their differences and similarities.

Specifically the objective is to identify how the Greek and Irish social partners (trade unions, employers' organizations and public agencies) conceptualize the youth unemployment problem and what policies they propose as means for resolving the high unemployment in both countries. Therefore the aim is to examine the extent to which the Greek and Irish social partners have incorporated/challenged the neoliberal ideology. Furthermore, based on the responses and strategies of the social partners on the issue of youth unemployment, this paper will assess the degree of consensus and contestation in the youth employment discourses of the two countries.

The comparative perspective of the paper has been selected in order to test the theoretical and analytical lenses of the institutional literature in the light of the current economic crisis. In that respect the research examines whether and if so how the different national institutional structures and industrial relations systems of Greece and Ireland differentiate the responses of the social partners or if their responses converge and therefore the institutional differences are not of any importance.

A Comparative Analysis of Evolution of the social consequences of Lean Production in the International Automotive Industry in Britain and Poland: 2001 – 2013

Stewart, P., Danford, A., Mrozowicki, A., Murphy, K.
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In this paper we report on initial findings of research conducted at General Motors UK and Poland; BMW-UK; VW Motor Poland. Making use of both quantitative survey data and qualitative interviews with employees and union officials, we discuss the development of a range of managerial practices at the workplace level in Poland and the UK often described as lean production techniques. We examine these with respect to their impact on employees' perceptions of the quality of work-life-home-life. While advocates of lean have argued consistently that with the right management cadre in the right place, the positive effects of lean for both employers and employees will prevail,

evidence demonstrating higher levels of employee satisfaction in lean regimes is scant. This is not surprising for at least two reasons. In contrast to the ideology of lean, the impact of systems so defined is deleterious to the quality of life at work and to worker health more widely defined including life beyond employment. Furthermore, there is some evidence that the impact lean may be impacting negatively on worker decisions to take early retirement or to exit the sector. While there are variations within and between the plants in our study, nevertheless, the data highlights the growing disjuncture between claims and evidence both in the UK plants in which the lean production system was introduced in the late 1990s, and in the Polish greenfield plants build upon the assumptions of lean since their beginning.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.09

RECRUITMENT

On the relationship of working conditions and difficulties during the recruitment process

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The German economy recently struggles with skills shortages in certain segments of the labour market. This has, among others, set a new focus on the topic of quality of work because job searchers have now gained bargaining power. Therefore, 'unpleasant' working conditions such as physical or psychological strains or working in shifts are more likely to cause difficulties for firms in the recruitment of new employees. However, some occupations are intrinsically tied to certain rather undesirable characteristics: nurses or doctors, e.g., are supposed to work in shifts, while construction workers will surely face heavy physical labour. These unpleasant working conditions are inherent to particular occupations and persons are aware of them before their occupational decision. Therefore, occupation-inherent working conditions should not be crucial when it comes to difficulties during the recruitment process. In fact, additional unpleasant working conditions which vary between firms, such as working overtime, can cause problems if they only occur in one firm but not in the other.

In this paper I analyse the effect of unpleasant working conditions on the occurrence of difficulties in the recruitment process from the firms' perspective. By controlling for the required occupations the effect of working conditions differing between firms – and not occupations – will be exposed. I use data from the 2011 German Job Vacancy Survey which offers detailed information about firms' most recent hires, the properties of the open position, characteristics of the hired person, and the process of the recruitment. Binary logistic regressions are used for the analyses.

With a little help from my supervisor? A longitudinal study on how internships influence the school-to-work transition of young vocational education graduates

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From the premise that internships facilitate the school-to-work transition for young graduates, this study focuses on the mechanisms through which internships influence the career success of vocational education students. Although several researchers explored the career benefits of internships for students and stressed the importance of supervisory support, little is known about how internships influence students' career success. This study aims to provide a more comprehensive perspective on how internships are related to career success of vocational education graduates by clarifying the role of supervisors. Findings from internships studies were combined with insights from vocational development and mentoring literatures to develop and test a conceptual framework on the relationships between supervisory support for interns, career exploration and career success after graduation.

Longitudinal survey data from 405 young students were collected before and six months after graduation from a Dutch vocational training institute. Preliminary results indicate that the degree and nature of support supervisors provide to interns is a relevant factor for career success as this enhances interns' career exploration which in turn relates to their career success after graduation. However, results also show that students' career success depends mainly on their career exploration and individual characteristics.

This study provides insight into the role supervisors play in the school-to-work transition of vocational education students by showing that students' career success depends on a complex interplay between the support they get from their internship supervisor and their own career exploration and individual characteristics.

Returns from apprenticeship training in Germany – Individual decisions, institutional arrangements and the stratification process – Alain Kerckhoff (1995) revisited

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Typically the quality of the first labour market entry (ISEI status and wage of the first job) of young people is associated with educational or training success under control of social origin. In our paper we follow that standard model of educational attainment as precondition for labour market success. We apply that model to the transition from apprenticeship training into a first employment position in Germany. Data base is matched register and survey data for 3.700 individuals, born between 1962 and 1982 in the former West-Germany. We control for both selectivity into apprenticeship training and into a first employment.

The sorting into different training firms depends on both social background and individual school performance, and the first employment after apprenticeship training depends on both individual and firm specific characteristics.

In contrast to other institutions of the educational system, the rationale of apprenticeship training includes a strong firm side effect. The transition from apprenticeship training to work seems to be more complex with respect to income and status dynamic: leaving the occupational field of training or the training firm might improve income but decreases the socioeconomic status reached in the first employment position.

Our findings indicate a complex interplay of status- versus income-attainment at the first employment of training graduates. That interplay is affected by individual characteristics of training graduates such as educational attainment and the productivity of training graduates partially observed by the training firm during the three years of apprenticeship training.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.10

MIGRANT WORK & JOB CREATION

'Migrant workers, temporary labour and employment in Southern Europe – A case study on migrants working in the agriculture submerged economy of Sicily'

Urzi, D.
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This paper revolves around a qualitative study of migrants working in the Agriculture sector of Southern Sicily. Following the economic growth of the Agriculture sector in this area over the last 40 years and the emergence of networks, a conspicuous number of migrants, initially from the Maghreb (particularly Tunisians) have been attracted to what has been defined as one of Europe's most remarkable greenhouse districts. However, this geographical area has received far less scholarly attention than other important Agriculture districts of Southern Europe. This paper demonstrates that the problematic work and employment conditions of migrant agriculture workers in Sicily should be considered if we are to better comprehend the deep and complex relation between migration and the underground economy and migrants' discrimination in the labour market. Although the incredible growth, the sector has been going through periods of crisis and migrant labour has been often seen as a strategy to reduce production costs. More recently, with the escalating arrivals of a new migration flow from Eastern Europe (particularly Romanians), the striking presence of irregular migrants from the Maghreb and the mounting global financial crisis the scenario have been drastically changed towards more precarious work and life conditions and the worst employment relations. The paper also reveals the extremely essential role played by trade unions helping migrants on their everyday life and on their relationship with the public administration.

Employment Integration of Skilled Immigrants in Canada

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In the past two decades, Canada has seen an increase in migrant influx to counter the ageing active population and labour shortages. The country has adopted an economic immigration policy that favours the young, highly skilled, and French- and/or English-speaking. Despite increasing numbers of immigrants, professional integration is more difficult for newer migrants, notably for the most highly skilled. Many studies and government reports associate socio-professional integration difficulties primarily with language barriers, the non-recognition of abilities and skills, discriminatory practices, and the lack of social networks.

Most immigrants in Canada have invested in schooling and vocational training in their country of origin as well as in Canada to climb the educational "ladder," improve their human capital and thus position themselves favourably in the labour market line-up. However, statistics concerning the employment integration of skilled immigrants in Canada tend to contradict the basic premises of the human capital theory. In its most general form, this theory supposes that an individual who has invested in schooling or training will receive returns to this investment in the form of a better employment situation and a salary superior to that of someone who has invested less in his or her education. Statistics show that skilled immigrants have more difficulties on the labour market than the native-born. In addition to high unemployment rates relative to individuals with equivalent skills, these difficulties concern the ability to integrate a position corresponding to their skills, and the deskilling that can result. Also, skilled immigrants' average salaries are inferior to those of the native born with equivalent education levels. Thus it seems that human capital is no longer sufficient and that skilled immigrants must have varied social networks and social capital in order to help them integrate the labour market.

Based on a qualitative study, this article aims to analyze the integration process of Canadian immigrants in the last ten years. We will answer many questions: Is investment in education and training enough for skilled immigrants in Canada to obtain a job related to their skills? What are the main obstacles they face? What are the salary gaps between skilled immigrants and skilled natives? Is there a significant risk of deskilling? What public policies exist to match immigrants' skills to labour market needs? What is the role of social capital and of networks in the "quality" of the integration of new immigrants? Are female immigrants particularly threatened by "bad" employment integration and by deskilling?

MultiFactory Model: a New Approach to Job Creation

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The MultiFactory model is the formalization of an emerging European trend and was developed starting from the direct observation of different real cases within Eu-rope, assuming an ethnographic point of view.

A MultiFactory is a territorial entity, a self-organized system under the supervision of a coordinating agent, and takes form as a Shared-Working space. It's something different from a classical co-Working, as it's not intended as a "desk farm", but a place where things are produced.

In a MultiFactory there are production entities (artisans, crafts makers, micro factories), services entities (consultants, communication agencies, architects, engineers, photographers) and artists. These act by themselves, but also as an integrated entity.

In a MultiFactory, each company/worker is free to act by himself, but has also the opportunity to use the strength of other people working with him. A MultiFactory is an facilitating environment where people can experiment new forms of job creation. Competency transfer and mutual support are everyday practices and in a MultiFactory unemployed people can start their own activity also without a previos experience.

The MultiFactory changes the condition of workers from "single and weak" and let them feel part of a working community. Institutions and political entities can then interact with a MultiFactory as an homogeneous entity and this allows a completely new range of opportunities in the interaction between workers and institutions.

Migration, ethnicity, equality and diversity, disabilities, minorities
RAMPHAL 2.41

MIGRATION POLICIES & ATTITUDES

Interactional Injustice, Organizational Cynicism and resistances for Chinese workers: An explanation based on social identification theory

Zhang, Y., Frenkel, S.
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In an era of global competiti

on and uncertain markets precarious employment has become more widespread and workforces have become more clearly divided between valued and so-called dispensable employees. We extend this line of enquiry by arguing that employee perceptions of limited interactional justice lead to low organizational identification which in turn encourages employees to adopt an attitude of organizational cynicism. We suggest that this has two likely workers resistances: a higher intention to quit the organization and a tendency to collectively oppose management. Our empirical research was undertaken in a Western Chinese city against a backdrop of rapid economic growth, rising economic inequality (Lu & Gao, 2011; Qin et al., 2009; Reed, 2012). Our analysis is based on archival data, workplace observation, interviews with manufacturing employees and managers at a large factory and a survey of 234 semi-skilled and skilled manual workers. A second, comparable survey, executed in two stages, included 353 service employees in a medium-sized hotel. Our main contribution is a better understanding of the processes that connect interactional justice with the two outcomes referred to above. The chain mediation analysis supports our theory. This finding and our interpretation challenges previous research by showing that social identification is a more powerful explanation than social exchange in accounting for variations in quit intention and collective opposition to management. Our research underlines the importance of interactional justice in China and the consequences of treating workers unjustly. This conclusion raises questions about the future role of guanxi in Chinese enterprises.

The increasing impact of Europeaniation and migrating labour on the Danish labour market

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Somewhat unexpectedly from the experience of integrating new Southern European members, the enlargement of the European Union with the Central and Eastern European countries has quite far-reaching effects on the Danish labour market by facilitating labour migration. Since the Danish transitional agreement ended in May, 2009, and contrary to theoretical predictions from the economic crisis and the following down turn in employment, the number of workers from EU8/2 has increased by 70 per cent in Denmark, with the total increasing from just above 10.000 in 2004 to more than 75.000 in 2012. Even though EU8/2 workers still only accounts for around three per cent of total Danish employment there may be more significant regulatory and institutional effects since employers use the labour inflow to put pressure on wage levels, working conditions and the general scope and range of the collective agreements especially for low-skilled labour in sectors like agriculture and cleaning, that have high inflows. A large number of Eastern Europeans are working significantly below the de facto minimum wages negotiated between the social partners. This paper provides case study research from the agricultural sector and cleaning, where large cohorts of workers now are Eastern European, on how e.g. collective bargaining and wage levels experiences high pressure. The outcome might be increasing dualisation between EU 8/2 workers and native workers and low-skilled Danish workers may be pushed out of the labour market resulting in increased pressure on public benefits and the welfare state.

Explaining anti-immigrant attitudes in the EU: the role of economic and cultural threat

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A vast body of research focuses on determinants of anti-immigrant attitudes and finds that individuals in the lower strata of society (e.g. the unemployed, those performing manual labour, having low income levels and/or low educational attainments) have more negative attitudes towards immigrants. In most studies, people's perception of immigrants as a threat to their well-being is proposed as being the crucial mediating link between social conditions and anti-immigrant attitudes, but this relation has hardly ever been tested empirically. Moreover, perceived ethnic threat is generally considered a one-dimensional concept, while there is a clear economic and cultural component to it (e.g. Sniderman, Hagendoorn & Prior, 2004; Schneider, 2008). Economic threat is linked to intergroup competition over scarce resources (Realistic Group Conflict Theory), whereas cultural threat is related to group identity (Social Identity Theory).

This study aims to fill this gap by looking at the level of tolerance towards immigrants in 27 EU countries. We will empirically examine (1) which individual socio-economic characteristics determine anti-immigrant attitudes (next to country-level characteristics), and (2) whether these relations are mediated by perceptions of immigrants as an economic or a cultural threat. Employing data from the 2008 European Values Study (EVS), preliminary multilevel regression analyses show that education, income and social class are negatively correlated with intolerance towards

immigrants, and these coefficients are indeed mediated by perceived economic threat. In addition, the effect of education is mediated by perceived cultural threat.

Open stream

SOCIAL SCIENCES 0.08

MEANINGS OF WORK

Transcending the self: understanding the role of 'the other' in meaningful work

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The majority of organisational scholarship on 'meaningful work' has proposed that pathways to meaningfulness arise through work experiences oriented towards the self, such as self-actualisation or self-concordance, whilst the potential significance of the 'other' has been relatively overlooked (Rosso et al., 2010). Yet, philosophers and psychologists such as Heidegger, Kierkegaard and Maslow have argued that meaningfulness is both self-transcendent and relational, suggesting that experiences 'beyond the self' are fundamental to a sense of meaningfulness. This sense of transcendence may be what differentiates meaningfulness from other, similar self-oriented positive work experiences such as satisfaction and engagement (Truss et al., 2013).

We report on the findings of a qualitative study of meaningful work involving workers in a wide range of occupations, including academics, solicitors, retail staff and those employed in the creative industries. Interviewees reported deriving meaningfulness from 'peak experiences' in which the 'other' plays a central role, but not from experiences that just involved the self. The notion of 'other' that emerged from the interviews moves beyond traditional organizational theories of 'othering' in the context of essentialism and resistance (O'Mahoney, 2011) towards an 'other-ontology' which implicates the nature of both the 'self' and the 'other', and the self-other relationship. Thus, the 'other' can take multiple forms, including for instance known individuals or society at large, and the self-other relationship emerges as multi-faceted, including altruism and generativity. Our study lends support to the Heideggerian notion that the meaning of work can only be fully realised through a deferral of the self.

Management as a dirty word: (Re)interpretations of Managerial Identity in the Public Sector

Rodriguez, J., Ewington, E.
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This paper problematises managerial identity in the public sector by engaging in discussion about how individuals engage with the 'New Public Management' (NPM) discourse in the way they enact and narrate their managerial identities and make sense of being a manager in the public sector. Using findings collected from a sample of managers working in the public sector in the UK, the paper explores the way individuals narratively negotiate the concept of 'management' and what it means to 'be Management'. Findings suggest that individuals distance themselves rhetorically from 'Management', choosing to narrate their identities in terms related to their professional or technical background. Furthermore, through their narratives, individuals reject the NPM discourse, linking the term 'public sector manager' with negative notions of the marketisation of the public sector. The paper contributes to macro-individual level discussions about managerial identity narratives, as well as the relationship between NPM and managerial identity.

Management as a dirty word: (Re)interpretations of Managerial Identity in the Public Sector

Wimalasena, L., Maclean, G.
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Colonisation has resulted in the altering, recreating and de-establishing of many traditional forms of social stratification. This paper, based on Sri Lankan context, concerns the complex social configurations identified in postcolonial societies. As a result of the colonisation process, a dual social structure has emerged within postcolonial Sri Lankan society – a traditional pre-colonial type social structure mainly based on agriculture, religion and caste system and a modern social structure that is mainly characterised by social class. Many segments of people have remained bonded to the pre-colonial social structure with their natal contexts debarring them from social mobility.

Individuals are constrained into the same caste by the morphostatic pre-colonial social system that has generated relatively enduring caste-specific habitus and social identities. Therefore many suppressed segments of the population have identified opportunities for social mobility offered by colonisation such as education, skills and occupations.

Through the work of Bourdieu and Archer, this paper examines how postcolonial agents mediate the dual social structure and whether they reflexively effect class mobility through shedding inferior or undesirable dispositions or gaining a desirable class habitus. The findings demonstrate that postcolonial agential reflexivity fails to overpower an undesirable habitus completely, or fully acquire a new habitus even on a relatively longer term. Using 75 life and occupational histories this paper concludes that agential reflexivity and habitus are necessary conditions to better understand the postcolonial social reality. This study empirically contributes to the on-going debate whether reflexivity and habitus can operate in tandem.

Social theory, state and work - Organisation, regulation, resistance
SOCIAL SCIENCES 0.11

EXTRACTING VALUE FROM LABOUR

Labour process theory and the vexed question of value

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Post-Marxist core labour process theory (LPT) rejects Marxism's labour theory of value (LVT) as an explanation of the generation of surplus-value through the labour process (Thompson & Smith, 2001). Despite LPT claiming that a Marxist 'value theoretic approach' fails to demonstrate causality in labour processes (Thompson, 2010), it does not possess an alternative value theory. This undermines its claim that the labour process is privileged for the analysis of capital accumulation (Jaros, 2005) and leaves it open to autonomist Marxist arguments that LPT should adopt an ontological version of labour value theory that de-emphasises the centrality of the employment relationship (Böhm & Land, 2012). However, LPT's rejection of LTV is based on a version of LTV that erroneously assumes it should explain concrete labour process outcomes, such as the equalisation of wages (prices) with employed socially necessary labour time. Nevertheless, LPT's current concern to build connections between workplace analysis and wider-political economy (Thompson, 2010), via global value chain analysis (Taylor et al, 2013), demands a reconsideration of LVT (Cumbers et al, 2008). This is because LVT is premised on an inherent incongruity between prices and magnitudes of value within actual labour processes (Marx, 1976). Thus, LVT argues that the complexities in the full-circuit of capital mean that the law of value tends to operate, principally at the system-wide level of commodity production-exchange (Carchedi, 1991). In short, LVT can offer an underpinning explanation of surplus-value generation in global value chains, comprising a network of inter-dependent and inter-competitive labour processes (Fitzgerald, 2012).

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The impact of recession on HRM, and the intensity of work: capitalising on insecurity.

Cook, H.
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This paper uncovers the processes through which a successful organisation can use economic recession as a tool to intensify work, through intensive case research at the UK's largest private sector employer. Opportunities to study the impact of economic downturn on HRM strategy are limited. Ramsay (1977) suggested a weakening of labours' stance in the employment relationship during times of economic turmoil, while Forde et al. (2006) demonstrated increased organisational performance under high unemployment.

Data is taken from an embedded case study of a major UK retail establishment. Forty-five semi-structured interviews were conducted with varying levels of employee: store directors, human resource managers, department managers, general assistants, various union representatives and full time union officers. Company financial data was obtained, including UK personnel statistics and UK profit per employee, which was triangulated with the qualitative data.

Despite ever-increasing profits throughout the recession, it is argued that the organisation opportunistically capitalised on an altered balance of power in the employment relationship to intensify job tasks and responsibilities to the extent that; from 2008 to 2011, sales capacity increased by 20%, while labour capacity increased by just 3.2%. This contributed to an increase in profit per employee by 37% over the same period. While the quantitative data is suggestive of work intensification, it is the qualitative data which strongly draws out the detail of this finding, and crucially uncovers the processes and HRM practices through which it was achieved.

How do perceptions of social justice in China affect worker behaviour?

Zhang, Y., Frenkel, S.
(University of New South Wales)

Modern China is characterized by a high level of social inequality giving rise to strong feelings of social injustice (Gustafsson et al. 2008). Research shows that Chinese people are less tolerant of income inequality than in Hong Kong (Wu, 2009). Meng (2012) found that over a third (36.8%) of Chinese people did not accept that economic outcomes were just. While these and other studies (e.g. Jansen & Wu, 2012) highlight possible adverse consequences for social stability, they are silent on how perceptions of social injustice influence Chinese workers' attitudes and behaviour. We address this issue by developing and providing evidence for a model based on insights from institutional theory and class analysis. We propose that employees' perceptions of social injustice will lead workers to feel alienated from society reducing their desire to contribute to its success. This 'spill-over' of social attitudes to work motivation and work effort will be adversely affected despite perceptions of respectful treatment by management. Our empirical data are drawn from two manufacturing workplaces and a service firm in Hanzhong, western China. In addition to archival, workplace observation, and interview data, a total of 893 workers were surveyed. Based on path analysis, consistent results supporting our proposition were found in the three workplaces. We discuss this society-to-workplace mechanism might be a major contributor to the rise in strikes in China, where striking workers apparently experience both social and workplace injustice. The paper concludes by highlighting some further important theoretical and practical implications of our ongoing research.

Unions and other forms of employee organisation, representation and voice
RAMPHAL 1.04

CONFLICT & REPRESSION OF VOICE

Asking for it? Practices and structures that perpetuate employee silence in pursuing customised work arrangements

Cathcart, A., McDonald, P., Townsend, K., Pocock, B.
(Queensland University of Technology)

A component of broader scholarship addressing the social context in which individuals work, has focused on the role of 'employee voice' in determining flexible-work outcomes (Donnelly et al., 2012). Employee voice incorporates a spectrum of practices designed to give employees a say in organisational decisions (Dundon et al., 2004). This paper extends work on voice and workplace flexibility in two ways. First, it focuses not simply on 'voice' but on its antithesis,

employee silence, which is defined (following Van Dyne et al., 2003) as the intentional withholding of ideas and opinions. We utilise an alternative reading of silence to the majority of literature which interprets it as a product of employee motivation, by focusing on the role of management and by adopting a framework which considers silence as a control dialectic (Donaghey et al., 2011). Second, the study examines silence with respect to preferences for customising the terms/conditions of employment beyond narrowly defined notions of 'flexible work' (e.g., reduced hours; home-working). The study utilises 30 telephone interviews with employees who had been previously identified as 'discontent non-requesters' (Skinner and Pocock, 2011: 75), that is they had expressed a desire to request flexible working provisions, but had not done so. Interviewees were asked to articulate the reasons for, and consequences of, their silence. The findings reveal nuanced workplace practices and structures that close down possibilities for employee voice and perpetuate silence on matters relating to customising work. They also illustrate a disjuncture between espoused organizational goals and everyday practices and norms encountered in workplaces.

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Conflict at Work and Individual Conflict Resolution – A cross-country comparison

Schulze-Marmeling, S.
(University of Manchester)

How is work-related conflict dealt with in modern capitalist labour markets? An often forgotten institution of conflict resolution are the labour courts, although there is evidence that their importance changed dramatically over the last decades. This research systematically analyzes the incidence of individual labour court claims in the European Union and seeks to find predictors that help to understand both differences between countries and changes over time. Theoretical and empirical literature suggests two broad streams of explanations – variations in labour market institutions and labour market economics.

The expected role of institutions is twofold. First, it is argued that the existence of strong collective industrial relations, in particular trade union workplace representation and collective bargaining, favours conflict avoidance, its resolution within the workplace and, in turn, has a negative impact on the incidence of labour court claims. Second, the amount and complexity of labour law is argued to have an impact on the incidence of court claims. If that was true, labour courts in countries with extensive employment regulation should experience a higher caseload. Finally, changing economic dynamics of the labour markets, especially increased job insecurity and higher individual costs of unemployment, are often associated with higher rates of labour court claims.

This paper will present findings from my PhD research, which systematically analyzes the relevance of these arguments from a cross-country time-series perspective, and assess to what extent modern approaches of comparative capitalism and institutional change contribute to our understanding of the role of labour courts as conflict resolution bodies.

Migration, racialization and forms of unfree labour: Dilemmas of union solidarity in Sweden

Neergaard, A.
(Linköping University)

Globalisation, here understood as tendencies purporting increasing informalisation of the economy - guided by a neoliberal logic, and accompanied by the fragmentation of 'citizenship' and accelerating migration - currently challenges central features of the so-called Swedish model of industrial relations. Trade union organization has been on a route of decline since the beginning of the 1990s, as has the societal status and strength of trade unions; developments most severely experienced by the blue collar trade unions. The burden of informalisation is especially carried by migrants and racialised groups, most poignantly brought out by reports on the exploitation of forced or

unfree labour. The article sums up these changes and focuses on the response of trade unions. The trade unions are struggling with capturing and analyzing the changes, in resisting the declining role and strength of trade unions and in re-evaluating their own strategies and record. What stands are to be taken on migration, and what strategies is to be developed in relation to various forms of migrant labour. From studies of the documentation of four blue collar trade unions, exposed to these social forces and processes of transformation, a picture emerges of often contradictory analyses of the present conjuncture, and different positions on inclusion and exclusion concerning migrant workers. Thus, the central question that the trade unions are struggling with is who should be included in the 'we' that should underwrite the work of the trade unions.

PAPER SESSION 8

Thursday 5 September 2013 at 15:15 - 16:45

Special Session on the ESRC New Dynamics of Work programme
SOCIAL SCIENCES 0.11

The 'New Dynamics of Working' has recently been adopted as an ESRC priority area.

A speaker from the ESRC will outline the state of play on the work and allows an opportunity for delegates to provide feedback.

Body, emotions, health and work, culture, creative work
RAMPHAL 3.41

BODY WORK & CARE WORK

Complementary therapy as a calling? Extending the theory of protean careers through the lens of embodied sociology and in the context of health care sub-cultures

Gale, N.
(University of Birmingham)

As one part of a multi-method and longitudinal qualitative study on education and careers in complementary therapy (CT), I conducted narrative interviews (Cohen 2006) with osteopaths and homeopaths in the UK. The interviews covered practitioners' expectations of a career in CT; experiences of training; setting up an independent practice; and current experiences of 'making a living' (or not). In this paper, I analyse data from the first and last stages of these narratives.

Deciding to train as a CT, like many health/care occupations, is often assumed to be a highly 'protean' (Hall & Moss 1998; Hall 2004) career choice (a 'calling'), perhaps all the more so because CT sits outside the domain of power, status and financial reward that characterizes medicine. Practitioners' accounts do, to a large extent, reflect this protean orientation; however, additional nuance and explanatory power can be drawn in when an embodied sociological approach is grafted onto this classic theory.

This, then, provides a useful basis on which to make sense of accounts provided once the 'realities' of a career in a marginalized and often (although not always) financially unrewarding occupation are experienced. 'Protean' values, when underpinned by embodied experiences and habits, occupy an experientially troublesome position in relation to these realities. This value-reality dynamic is mediated by socio-economic context and so to further explore the transferability of the concepts I discuss, the paper concludes with a critical reflection on careers in CT in the context of other body work occupations (Wolkowitz 2006, Twigg et al. 2011).

The Body Work Economy of South Florida

Wolkowitz, C.
(University of Warwick)

This paper puts the human body at the heart of contemporary developments in global capitalism by highlighting the importance of 'body work' as an economic activity. It uses the example of south Florida to explore the extent to which particular locales now specialize in the provision of services for the body, including health and social care, aesthetic services and sex work). It therefore concentrates on the local economic environment in which body work employment relations are located.

Body work is defined as paid work that takes the human body as its immediate site of labour through touch or close proximity (Wolkowitz, et al. eds 2013; Wolkowitz 2006; Twigg, et al. eds 2011; Gimlin, 2007). Drawing on ongoing research on south Florida, it uses still photographs to capture the scale and density of body work developments and

interview data to explore the processes behind them. Bodies are drawn into the body work economy of south Florida from far afield; they include not just migrant labour but the bodies on which work is targeted: the ageing bodies of retirees and the vacationers and residents of fashionable hot spots such as South Beach. The health care sector is of particular interest because so much of its growth depends on the public insurance schemes that underpin the value accorded to bodies seeking care.

'Time keeps on slippin...into the future': gender, time and the bottom line in non-profit care work

Daly, T., Baines, D.
(York University)

With exceptions, care work's temporal dimension has received less attention than its affective one. Lopez (2006) highlights meso and macro level practices that directly affect the timing of the care relationship. Baines (2004) draws our attention to the conscription of unpaid labour from paid care workers when insufficient financial, material, physical, human or time resources are allocated for care, creating what she refers to as a 'work ethic of caring'. In a similar way, Davies (1994) argues that caring for people is not linear, continuous or truly measurable; caring for someone requires a carer to be present when things need to be done, not when time allows. Her ideas run counter-tempo to the dominant rationality of lean management, which espouses efficiency, accountability and rationalization, and highlights linear, task-oriented actions while subverting relational process-oriented approaches to care. While much of the care work literature has highlighted how care is time consuming, she argues it fails to problematize time, assuming there are shared understandings of how time is used and understood (Davies 1994).

Drawing on two qualitative studies in each of nonprofit nursing home care and nonprofit social services settings, this paper takes up Davies' invitation to problematize time. It explores how these two sets of care workers' practices are organized temporally, by asking the following questions:

1.   How does the organization of care work in these settings hinder workers ability to spend time caring?

2.   How do workers negotiate their roles as care providers when austerity measures may limit their caring?

Care workers and emotional labour: if, when and why does emotional labour become a gift?

Hebson, G., Grimshaw, D., Rubery, J.
(Manchester Business School)

This paper explores the different types of emotional labour performed by paid domiciliary care workers and contributes to debates that have called for the need to differentiate between the different types of emotion management that workers perform in the workplace. The utility to the concept of emotional labour to analyse the work performed by care workers has been questioned. Domiciliary care workers are given very few feeling rules to adhere to and the amount of discretion due to the 'unmanaged spaces' workers occupy means it is less controlled than other forms of frontline service work (Bolton, 2005). This combined with a research focus on the philanthropic and altruistic nature of the motivations of care workers has led to alternative ways to describe the emotion work performed by care workers, such as organised emotional care (Lopez 2006) and philanthropic emotion management (Bolton 2000).

This paper will aim to contribute to this debate by comparing case study data of care workers who are employed by a local authority and care workers working for a private domiciliary care provider to explore what factors are more likely to lead workers to engage in philanthropic emotion management (Bolton, 2000). A contrast between a public and private sector provider illuminates the need for distinguishing between the different types of emotion work care workers perform and highlights the need to interrogate the working conditions and motivations that lead care workers to make sense and present their labour as a gift rather than a form of skilled work.

Gender, age, youth, family and work
RAMPHAL 1.15

GENDER EFFECTS OF THE CRISIS

Describing households in poverty: The links between economic status and skills

Lord, C., Barnes, M.
(NatCen Social Research)

The Government is trying to identify key policy solutions to help eradicate child poverty by 2020. One of the main findings from the Leitch Report was that improvements in the skills distribution could lead to poverty and inequality decreasing. However, recent research has highlighted the complex interplay between an individual's labour market capital and the economic position of their family. For example some low-skilled or low-paid individuals may be living in higher income families (Brewer et al, 2012).

The central purpose of this research is to improve targeting of initiatives on families in poverty. It uses secondary analysis of data from the Family Resources Survey (FRS) and the Households Below Average Income series (HBAI) to explore the links between economic status and skills of families with different levels of income.

Graphical methods are used to show the distribution of families according to their economic status (caring for home, sick/disabled, unemployed, working part-time, working full-time) and skills (level of highest educational qualification), including details of both the mother and the father in couple families. Comparisons are made across families in four income groups; i) families below the poverty line, ii) low-middle income families, iii) middle-high income families and iv) high income families.

Latent Class Analysis is used to create typologies of families in each income group, for example 'low-skilled, workless poor'; 'skilled, father breadwinner poor'; 'both low skilled, full-time workers poor'. The typologies are described further using additional data on socio-demographics, health status and work aspirations.

Recession, work-time and class in the UK

Warren, T.
(University of Nottingham)

The current economic crisis has ignited interest in the ramifications of recession for multiple aspects of our working lives. This paper focuses upon work-time in the UK. Recessions can have contradictory impacts on the number of hours committed to the labour market. Certain developments in the labour market in a recession can lead to drastic cuts in paid work-time, but – during the same recession - longer hours in the labour market can result for some workers. The UK stands out in Europe for its recessionary expansion of 'work-time underemployment'. The paper shows that workers in lower level occupations are experiencing the most substantial post-recessionary growth in working 'too few' hours. It is argued that these work-time changes have serious consequences for classed inequalities in financial wellbeing. It is concluded that this so-called 'first middle class recession' has widened not narrowed class inequalities in financial insecurity amongst workers in the UK.

The impact of organisational culture on career progression opportunities within the financial services

Quinlan, M.
(Trinity College Dublin)

Drawing on empirical data gathered from case-studies of three multinational financial services companies operating in Ireland, this paper will outline how organisational structure and culture is found to impact on the equality of opportunity to progress in these companies.

Using a mixed quantitative and qualitative methodological approach – this study aimed to understand the importance of so-called 'person-centred' barriers to individual's progress in these companies, compared with the importance of structural or organisation-centred barriers.

Looking at issues of 'unconstrained choice' versus the idea that career choices are constrained by social and structural factors, this paper will outline how organisational culture is found to be a more significant barrier to progress for most people than person-centred factors such as ambition or commitment to the job.

Vertical gender segregation is found to be a key feature of these financial services organisations, however some companies are proving 'more equal' than others – by promoting a culture which serves to level the playing field for both men and women. The characteristics of these 'good' companies will be compared with the characteristics of the companies where equality of opportunity remains elusive to many employees – men and women alike.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.13

PROFESSIONAL IDENTITIES

Professionals and Cultural Capital: a comparison of public and private sector accountants

Spence, C., Husillos., J., Archel, P.
(University of Warwick)

Recent studies on the sociology of the professions have documented the withering of traditional professional archetypes. For example, it has been shown that historical commitments to the public interest have been displaced by commercial and entrepreneurial values in Big Four and Magic Circle professional services firms. The present study suggests that the demise of the traditional professional might have been overstated as a result of an empirical focus on private sector professional service firms. We report upon an in-depth qualitative study comparing auditors from the public sector with successful accountants from the Big Four professional service firms. Adopting a Bourdieusian field approach, interviews with professionals from each sector were undertaken in order to understand: the different types of cultural capital that were valuable for career ascension in each sub-field; and the different types of cultural capital that were cultivated or accumulated outside of the workplace. Our results allow us to produce two very different profiles of accounting professionals. Whereas Big Four accountants had cultivated the specific cultural capital of technical expertise in the workplace and had virtually no space outside of this for extra-professional activities, a significant sub-group of public sector auditors possessed less specific cultural capital and more broad, or deep, cultural capital that was cultivated largely outside of the workplace. In conclusion, whilst the meaning of professionalism is changing across a range of professions, the existence of very different types of professional as documented here suggests that more attention be paid to intra-professional differences.

Corporate governance configurations, organization, work and employment relations

Martin, G., Farndale, E., Paauwe, J., Stiles, P.
(University of Dundee)

Corporate governance has become a core topic in organizational studies and management research, especially following the Global Financial Crisis and earlier governance scandals. The key issues that corporate governance deals with - the generation, protection and distribution of wealth, the role company boards and senior executives play in these processes, and setting standards for people and performance management – have strong links to employee relations. Yet employee relations and human resource management have been relatively silent on the corporate governance agenda. In this paper, we integrate work on corporate governance with organizational theory and employee relations to develop an understanding of how the management of people is connected to different structures of control and decision-making approaches in organizations. By categorizing the extant corporate governance literature into four core models, this review paper develops a new conceptual framework based on institutional complementarity theory for analysing how these different corporate governance models shape modes of organization, work and employment relations, and, in turn, are shaped by them. In so doing, we provide new directions for research for organisational theorists and employee relations academics to help them engage with key issues facing the role of organizations in society and the management of people

Collective Memory and the Re(dis)covery of Class in Post-Soviet Work Organisations

Schwartz, G., Morrison, C.
(University of Bath)

This paper explores the role of memory in the emergence of a new working class identity in the post-soviet space. On the basis of findings form case study research in Russia and Moldova, the paper argues that workers have developed memories of the soviet past which are distinct from official discourse. These have become a yardstick for critically engaging with the new social reality of neoliberal 'sovereign democracy' as well as an important tool to legitimise mobilisation in the workplace. While Soviet society was saturated with class symbolism and collectivist institutions, these mostly functioned as a legitimising tool for the ruling elite. Working class agency was confined to interstices, individualised and informal, limited to informal workplace bargaining. The new institutional framework following the restoration of capitalism has seen neither the straightforward emergence of class conflict nor the westernisation of management. Consequently, post-socialist 'legacies' have become central to transition scholarship. Yet, their impact on working class behaviour has been regarded negatively, blamed for breeding passivity and preference for individual solutions. As the effect of such ostensible legacies has declined, and class divisions consolidate and appear more

clearly, judgements over what constitutes the soviet past have begun to diverge, delineating the basis for distinctive class identities. Nostalgia has become an important 'commodity' in the political market and the elites continue manipulating the socialist past for control and legitimising purposes. The workers, however, have proved able at extricating from it those elements consistent with their interests and use them independently to raise their grievances.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.09

STUDENTS & WORK

The meaning of work as an object of consumption: A study of students' work orientations

Korczynski, M., Chertkovskaya, E., Taylor, S.
(University of Nottingham)

Over the past decade, there has been a rise in employer presence on university campuses. Recruitment is no longer its key feature. Traditional 'milkround' recruitment has been replaced by year round marketing campaigns, which are part of the recent trend of employer branding practices in human resource management. As a result, students are continually exposed to a selection of employers promoting a specific image of work and work orientations. This image was closely associated with consumption opportunities, marketed to students through corporate presence on campus. The consumption of work is central to shaping students' work orientations and only a few of them resisted the 'common sense'. Those who made 'alternative' choices articulated doubt about these. In this paper we first introduce the concept of 'consumption of work', connecting it with commodification of the meaning of work and positioning it within the literature on work orientations. Second, using the Gramscian notion of 'common sense', we analyse the rhetoric on work present on campus. Finally, we give voice to students by recounting how they engage with such 'common sense'. The analysis is based data gathered during fourteen months of fieldwork. This includes longitudinal interviews with students, participant observation at careers fairs, documents, and interviews with careers advisors. We argue that there is a strongly normative image of work constructed around the novel 'consumption of work' orientation.

Job upgrading and the expansion of higher education: does one follow the other?

Holmes, C., Tzanakou, C., Luchinskaya, D.
(SKOPE, Oxford University)

The UK has seen a rapid expansion of higher education since the 1980s. Although policymakers have argued that this expansion is necessary as jobs are upgraded and demand higher skills, some commentators have suggested that supply has gone beyond this demand, leading to increasing skills under-utilisation. University leavers are found in many jobs which previously did not require graduate skills, and even in graduate-dominated jobs, there are concerns how high skill demands actually are.

This paper considers the extent to which jobs have upgraded to make use of the large and increasing pool of graduate labour and skills. Unlike the few existing studies of upskilling which have been limited specific sectors and case studies, it makes use of data from the Workplace Employment Relations Survey (WERS) on influence, discretion and skill use between 1998 and 2011, to provide a holistic analysis of job upgrading in the UK.

Comparing graduates and non-graduates, this paper will argue that job upgrading has been rather limited in many occupations and sectors, with declining levels of discretion and skill use in both absolute terms and relative terms. The paper highlights a number of segments of the labour market where graduates have lower levels of discretion and skill use than certain non-graduates, such as those who followed apprenticeship routes. This evidence contrasts with earnings data that shows graduates typically have a pay gap over non-graduate counterparts. The paper offers some conclusions from these findings for human capital theory.

Is the potential of PhD graduates being utilised effectively? The Greek case

Tzanakou, C.
(Institute for Employment Research/SKOPE)

Academic research has been rather concerned with the growing supply of higher education graduates and the implications that this might entail for skills under-utilisation. While increasing emphasis has been concentrated on the careers and impact of PhD graduates in the knowledge based economy, the latter have rarely been investigated in

terms of their skills and knowledge being utilised effectively. This paper aims to address this gap through a mixed methods' research study of Greek PhD graduates in natural sciences and engineering educated in Greek and UK universities. Using an online survey and interviews with PhD graduates and employers, this paper argues that creating a supply of highly qualified staff might lead to skills under-utilisation especially when demand for such qualifications has been rather limited in the national context. Under the current economic climate in Greece, this situation raises concerns for brain drain of Greek scientists and engineers and highlights the need for an integrated education, research and employment policy to utilise this supply effectively for the benefit of the Greek economy.

Labour markets, employment, professions and regulations
SOCIAL SCIENCES 0.10

FLEXABILITIES

'Beyond the Call of Duty' - Excessive Working Hours in the Inspecting Ranks of the British Police Force

Turnbull, P., Wass, V.
(Cardiff University)

In order to close the gap between falling police strength and constant service demand, police officers are increasingly working long hours. Job cuts have been greatest in the professional ranks (Inspector and above) where overtime is not remunerated and officers are expected to manage their own hours. Average weekly hours among the Inspecting Ranks are closer to the 48 hours maximum stipulated in the Working Time Regulations (one of the few employment laws that expressly applies to the police service) rather than the 'normal' (remunerated) working week of 40 hours. Using data from a census survey of police Inspectors and a series of focus group interviews, this paper describes the 'time squeeze' faced by Inspectors in a service with insufficient resilience. Most Inspectors rarely, if ever, refuse to work long hours. Driven by professional pride and a 'can do' work culture founded upon strength, stamina and personal competence, all underwritten by a command and control management system, Inspectors are now working 'beyond the call of duty', to the detriment of their own wellbeing and the service standards of the British police force.

From work-life balance to work-work-life balance: challenges in increasing the use of volunteer Reservists in the UK Armed Forces

Loretto, W., Morrison, Z., Cunningham-Burley, S.
(University of Edinburgh)

Recent policy developments in the United Kingdom have initiated significant re-configuration of the United Kingdom (UK) Armed Forces (HM Government, 2010, 2011). The development strategy (known as Future Reserves 2020) requires an increase in volunteer reserves of more than 60% to achieve new ways of working within an integrated force structure (National Audit Office (NAO), 2012). This presents significant challenges with regard to recruitment and retention of reservists, yet little is known of the factors affecting support for reserve military service in the UK. This presentation reports the findings from a preliminary study into the social and relational dimensions of volunteer reserve service, conducted in collaboration with the UK Military of Defence (MoD), in order to inform the current legislative review (MOD, 2012) and identify areas for further investigation. The study involved semi-structured interviews with: reservists; family members; employers' representative and organisations working to support reservists (total = 32). Findings indicated a worrying lack of awareness, understanding and support of the experience of reservists. Part-time military employment was not conceptualised as work, but regarded more as a demanding hobby that detracted time available for family life and civilian livelihoods. The tensions between civilian employment, military employment and reservists' private/family lives often served to marginalise them in all of these arenas. Resultant challenges in negotiating multiple identities across two working worlds and home life threatened individual resilience and well-being. Findings suggest that enhanced social and legislative support for volunteer reservists will be required to achieve both near and longer-term defence priorities.

Negotiation model of flexicurity-relevant collective bargaining

Tangian, A.
(Hans Boeckler Foundation)

The paper develops a negotiation model for flexicurity-relevant collective bargaining. Flexicurity is a European labour market policy which should compensate the ongoing flexibilization of employment relations by advances in employment security and social security. Flexibility is promoted by employers, whereas trade unions are concerned with security. First, the opposite interests of negotiating sides are expressed by indicators which evaluate flexibility and security aspects of a collective labour agreement (CA). A fair agreement should have 0-balance, by analogy with credit–debit 0-balance in finances. Since the flexibility and security indices are expressed in different scales ('in different currencies'), the substitution rate ('exchange rate') should be determined. In our case it is done by regression analysis of flexicurity-relevant CAs from the past practice. The data are taken from the Dutch computer archive of about 5400 CAs in years 1995–2007. For a given CA, a positive deviation from the flexibility–security 0-balance means that flexibilization issues are well compensated by security measures (better than on the average). A negative deviation means that flexibility prevails over security, implying that trade unions are disadvantaged.

The model outputs tables and graphics and can be regarded as a kind of interactive check-list. It shows shortages and advantages of a given collective agreement with several indices, and displays its relative position with regard to all reference CAs considered, to those of the given year, to those within the branch, or within the branch in the given year. Finally, the total evaluation of the CA is made in terms of so called flexicurity balance. This approach can be easily extended to issues beyond flexibility and security.

Besides pragmatic goals, the study provides empirical evidence of increasing flexibility at the price of security. This is a serious warning against improper implementation of flexicurity and one-sided use of this policy in favour of employers. The computer tool developed is just aimed at enhancing the position of trade unions to the end of surmounting this negative trend.

Migration, ethnicity, equality and diversity, disabilities, minorities
RAMPHAL 2.41

ETHNICITY & INEQUALITY

'Work, life and the Latin American migrant - the complex, intersectional experiences of Colombian highly qualified migrants in the UK.'

Healy, G., Quintero Obonaga, M.
(Queen Mary, University of London)

There is often an assumption that highly qualified migrants are protected by their human capital from the worst effects of discrimination, yet studies inform us that ethnic penalties often remain (Heath and Cheung 2006) often supported by structural barriers (Healy and Oikeleme 2011). However, migration effects are complex and are shaped by intersectional factors such as gender, ethnicity, class, occupation and country of origin. Despite widespread discussion and often hysteria in the media, one group remains somewhat invisible from the public and researcher gaze, Latin Americans (exceptions include McIlwaine, 2005; Wills *et al.*, 2010). This research aims to contribute to the gap in the literature by exploring the experiences of work and life of Colombian migrants to the UK. It seeks to a) compare their pre-migration and current employment status; b) legal status at initial migration with current status, and c) perceptions of their work experience with respect to salary and satisfaction, d) social ties. Thus it is seeking to bring together the Kalra et al (2005) triadic relationship relating to social and cultural ties to country of origin, collective identity with their dispersed group, and the nation state in which they live.

The few existing studies that seek to make Latin Americans more visible consistently find that they are a socially disadvantaged group that often works in low paid jobs and precarious conditions, despite their high qualification level (McIlwaine, 2005; Wills *et al.*, 2010). High qualification levels have also been confirmed by Guarnizo, 2008 and McIlwaine, 2012. Colombians are therefore an interesting group to study because of a) their high human capital on migration, b) their points of entry to Britain do not relate to British colonialism but indirectly to EU membership through Spanish Colonialism, and c) Colombians may be disproportionately viewed with hostility by the Border Agency. The study adopts a mixed method approach that includes a (mainly) on-line survey followed by in-depth interviews. This paper will report on the preliminary findings of the survey The final sample consists of 64% female, 36% male, 74.5% from *Estrada** 4-6, 46% from Estrada 5-6 and the majority are under 40 years old with a degree on leaving Colombia (and half adding to their Colombian qualifications in Britain). Thus this is a fairly young, socially privileged and highly educated sample. The paper will report on preliminary findings which reveal Colombians' post migration trajectories, their perception of their comparative socio-economic positions vis-a-vis similarly qualified non-migrants and other migrants, their multiple migration statuses and the intersection with gender and *Estrada*.

*Estrada 1-6 is a recognised social system in Colombia, with 6 being the highest class.

Education, Labour Market Segmentation and Class Reproduction: a case study of South Asian Ethnic Minority in Hong Kong

Ku, H.B., Shi, Q.
(Hong Kong Polytechnic University)

Underneath a veneer of racial harmony and acceptance, racial discrimination is widespread at many different levels of life in Hong Kong, the so called 'global city'. For decades, some minority communities have lived with subtle but institutionalized and cultural discrimination permeating their existence. In recent years, social exclusion has been one of the important themes in policy debates in Hong Kong. It is increasingly recognized that there is a close relation between 'ethnicity' and 'social exclusion'. According to our research on the life situation of the South Asian minority in Hong Kong, experiences of exclusion are common. This paper focuses on investigating how education and labour market segmentation limit the life chance of second generation of South Asian ethnic minority and block their way of class upward mobility in Hong Kong.

Open stream
SOCIAL SCIENCES 0.08

VISUAL WORK & MARKETS

The use of time-lapse photography in visual research on work: a rhythmanalysis of Billingsgate fish market

Lyon, D.
(University of Kent)

The difficulty of apprehending the sensory environment of London's Billingsgate Fish Market through observation in real time prompted me to explore the potential of time-lapse photography as an analytical tool for researching the elusive quality of market space and the work that takes place within it. Inspired by Lefebvre's project in Rhythmanalysis, together with film-maker Kevin Reynolds (http://www.verymovingpictures.co.uk/), we made a film based on time-lapse photography of a day's work at the market, speeded up so one hour is presented in 30 seconds, and combined with sound corresponding to the same hour in which the images were made. This use of the visual allows us to perceive and analyse multiple rhythms, patterns, flows, interactions, temporalities and interconnections of market work, whilst the use of sound connects the viewer to the felt-experiential aspects of moving through space-time (Simpson, 2012: 431). In this presentation, I will show the film (at: http://www.nowaytomakealiving.net/post/2332/) and critically consider the methodological issues in documenting and depicting work in this way and the insights such an approach can generate for understanding the everyday organisation and experience of work at the market.

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Killing twenty four hours a day: An Ethnographic Study of "Dirty Work" in a Slaughterhouse

Hamilton, L., McCabe, D.
(Keele University)

This paper highlights findings from an exploratory ethnographic study of a slaughterhouse in Britain, a form of workplace that has come under increasing scrutiny in the wake of recent scandals. The paper seeks to draw out the distinctive features of life in the abattoir in order to contribute to the 'dirty work' (Hughes, 1951,1958) literature. It does so in several ways. First, 'dirty work' has been argued to vary 'across occupations' (Kreiner et al, 2006) and 'within' groups (Baran et al,2012) but we show here that it also varies 'between' groups. To illustrate this we develop a contrast the experiences of production line workers with those of meat inspectors. Second, it has been argued that dirty workers form 'strong occupational and workgroup cultures' (see Ashforth and Kreiner, 1999:414) and this is seen as a significant feature of the experience of such work. By contrast, however, we highlight the importance of considering the broader context of doing 'dirty work' - including factors such as economics, the itinerant workforce, technology and product qualities. Finally, in contrast to a culture of consent that has been identified in previous studies

of slaughterhouses (see, for example, Ackroyd and Crowdy, 1992), we develop our findings to provide some limited evidence of the ways that conflict and resistance emerge in the factory.

Open Stream
SOCIAL SCIENCES 0.28

FAMILY & AGE

Retirement: Evolution, Revolution or Reaction?

Vickerstaff, S.
(University of Kent)

It is clear that we are witnessing some profound changes to retirement in the countries of the global north. What appeared to have evolved in the 20th century into a relatively predictable part of the life course is now undergoing a series of changes such that the word itself is often qualified: gradual retirement; partial retirement; working retirement, retirement career or unretirement. Whilst there is much agreement that retirement is changing there is considerable debate about how and why and importantly what we should think or do about it. For example trade unions in the UK have found themselves simultaneously wanting to support anti-age discrimination measures so that older workers are not forced to retire whilst also defending the hard won right to retire.

This paper reviews these debates and some of the evidence for change. It considers three main lines of argument: first that we are witnessing a series of changes which represent a relatively benign evolution of retirement in the context of increased wealth, health and aspirations; second that an iron cage of social expectations for what is appropriate for older generations has been rent apart, especially by the large baby boomer generation who want to continue partying into old age; and third that a new set of risks and responsibilities are forced on older people in the context of ageing populations and governmental fears about rising pension and health care commitments. The paper also shines a light on the neglected gender differences in retirement aspirations and pathways.

Raising the Limits: The Realities of an Ageing Society. Contemporary Research Methodologies: Distortion or Reflection of Social Realities?

Tilling, S.
(Coventry University)

The overall aim of my research is to provide a critique of the proposed cuts to public sector pensions and the raising of the State retirement age with a specific analysis of the impact these changes will have on women in the UK. The specific aims are to:

1)   Highlight the potential implications of extending women's working lives.

2)   Add to theoretical debates surrounding gender inequality and ageing.

3)   Contribute to existing research on gender and poverty in later life.

The poster presentation will focus on qualitative data collection and how the unequal power relationship between researcher and respondent that 'directs research' can be addressed. I will raise questions about the androcentric nature of dominant research methods and how the role and position of the researcher impacts both data and data collection. I will question how research is undertaken in contemporary social sciences and how knowledge is determined through definitions and representations of a constructed social reality and the impact this has on researching Gender and Employment.

Case study on influence of economic and political factors on task assignment and compensation for family members running their textile business in Japan

Miyashita, S.
(Kyushu Sangyo University)

This study examines the work performed by family members in male-owned, family- run small and medium sized enterprises (SMEs) in the Japanese textile industry. Using data from in-depth interviews of the owners and their families (n=25), as well as public documents held by the local textile cooperative, I found that family engagement in

the business and compensation for their own labour are influenced by three major factors: 1) the stability of the business they run, 2) the local labour market, and 3) the definition of the family by the government and local community.

Feminist research on the husband's appropriation of the wife's labour, such as that done by Finch (1983) and Delphy & Leonard (1992), has provided a comprehensive picture of the exploitative relations between spouses. Those studies typically emphasize the common structure between the roles of wives within the marriage relationship rather than the differences in the husband's profession or status. By contrast, my case study suggests that more attention should be paid to the overall structure of production and politics.

This study explored the need for gender-conscious policies that include family workers. This is an issue in both highly industrialized countries, especially those that promote entrepreneurship (which often starts from small businesses) against the background of a contraction in formal employment, and in industrializing countries in which the importance of the family as a production unit remains high. Findings of this study are expected to contribute to the understanding of gender relations in SMEs.

Unions and other forms of employee organisation, representation and voice
RAMPHAL 1.04

UNIONS & THE EUROPEAN UNION

European Industrial Relations and Social Dialogue: From Factors to Actors

Brandl, B.
(The University of York)

Previous research (e.g. Keune and Marginson, 2012) has highlighted and described the complexity of transnationalisation of industrial relations in Europe. The reason for the complexity is the existence of multiple actors on different levels with different institutional characteristics, and with horizontal and vertical relationships and interdependencies. This complexity makes it hard to identify general patterns for the functioning of a transnational social dialogue and for the efficacy of transnational institutions. On the basis of an 'agent-based' approach described by Macy and Willer (2002), this paper develops an approach that models industrial relations in Europe as interactions among adaptive actors, who influence one another in response to how they are influenced. With this approach, transnational patterns on a macro level are explained not simply by an aggregation of activities of multiple actors, but with a bottom up dynamic model on the micro-level. The paper shows how transnational phenomena on the macro-level in the field of industrial relations, such as transnational agreements between social partners and the (non-)efficacy of transnational institutions, can be described, modelled and explained by a general set of behavioural assumptions on the micro, i.e. the actor, level.

Comparing the development and challenges for trades unions in China and the European Union

Cameron, J.
(Erasmus University of Rotterdam)

The development of all societies and their institutions has an element of path dependence preventing rapid responses to changing circumstances. This has presented problems to trades unions as western European experience suggests labour markets have experienced a series of significant changes over periods of ten to twenty years in the last sixty years that have been difficult to predict leaving trades unions in reactive rather than proactive positions. Western European experience suggests effective trades union policies depend on developing capacity to foresee changes in the labour market that western European trades unions have failed to develop.

Worker representing trades unions have a dialectical nature in that they present employers and government with a possibility of collective bargaining, but that bargaining can only be meaningful if they represent their members effectively in a genuinely oppositional manner. Wage workers expect to participate in their trades unions' decision-making if they are to accept them as negotiators in their interests. A successful trades union does not prevent strikes, but uses strikes to test employers' determination to deny workers' claims. Western European experience suggests industrial disputes are mainly due to unreasonable denials of justifiable claims by working people that have been reasonably represented by trades unions. The Chinese Communist Party has strong ideological claims to represent the Chinese wage-earning working class, but as the economy becomes more capitalist in nature a worker-based

trades union movement may be a useful institution in ensuring working class interests remain influential in Chinese developmental strategy.

Corporate Social Responsibility as a vehicle for good working conditions? A critical perspective from German unions

Haunschild, A., Krause, F.
(Leibniz University of Hannover)

Corporate Social Responsibility (CSR) is a concept raising more and more attention. Advocating CSR is believed to be a way to ensure good working conditions as well as sustainable management practices, in particular when local governments fail to enforce laws or to ensure companies' compliance towards existing labour and ecological standards. However, trade unions as one key actor have so far not played an important role in CSR-debates, which seems surprising since unions have traditionally been important for protecting the interests of employees.

The paper looks at CSR as a vehicle for good working conditions from the perspective of German unions. Our study is part of a comparative European research project on trade unions and CSR in Europe, coordinated by Gold/Preuss/Rees (Royal Holloway, University of London). It draws upon interviews with CSR-Experts from the three biggest German unions, covering around 5 Mio. members, as well as the DGB (umbrella organisation). In addition, we analysed a broad range of union documents and were participant observers in meetings of a union-lead CSR project.

The position of German unions on CSR provides a sceptical view towards voluntary agreements to ensure workers' rights. This critical view results from unions' strong position in the institutional context in Germany and also from negative experiences with voluntary agreements in the past. But we could also identify traditional union activities that seek to integrate CSR. The paper explores Germans unions' view on CSR in detail and relates it to the German industrial relations background.

Worker Participation at the European Company Level: what kind of voice ?

da Costa, I.
(CNRS-IDHE (National Centre for Scientific Research))

Participation and representation are important elements of the ways work is socially regulated. Worker representation and participation at the workplace have been organised in a variety of forms depending on the labour movement and industrial relations traditions of each European country. At the transnational European company level worker participation has taken both legal (information and consultation rights through EWC and SE bodies) and voluntary forms (European and international framework agreements). The aim of this communication is to analyse the recent evolution of these forms of worker participation at the European company level from the perspective of the strategy of the actors involved. Their articulation with the national levels will also be outlined. The conclusion will assess the kind of 'voice' these forms of participation give workers confronted with increasingly transnational changes. The analysis is based on recently published work (see bibliography) as well as on field work conducted between 2002 and 2012 including interviews with representatives of the European Trade Union Confederation (ETUC), the Global Unions, the European industry federations, several members of European works councils (EWCs) having negotiated agreements with transnational companies, and officials of some national unions in several countries.

Bibliography:

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Work, employment and society - E-Special Issue

The customer in the sociology of work: different ways of going beyond the management–worker dyad

By Marek Korczynski, *University of Nottingham*
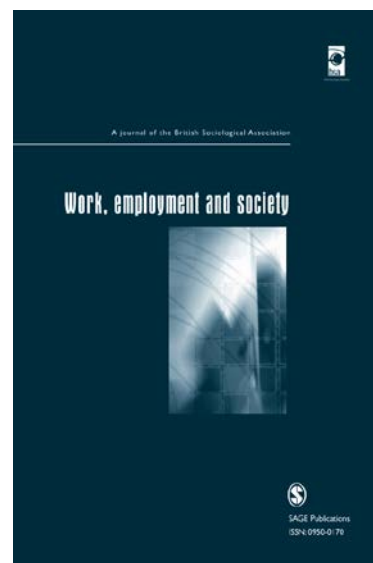
One of the most important developments within the sociology of work that has occurred since the birth of WES in 1987 has been the rise in the sociology of service work. Customers play a key part in the working experience of a significant proportion of the working class in contemporary service work. This e-special issue features articles selected from previous issues of *Work, employment and society* which have made significant contributions to our understanding of the role of the customer within the social relations of interactive service work.

The literature in this area is implicitly comprised of three approaches: an approach which sees worker–customer relations merely as an additional dimension; an approach which sees the customer's role as having knock-on implications for a limited number of dimensions of work organization; and an approach which sees implications of the customer across the whole of work organization.

This E-special Issue is now available at http://wes.sagepub.com/cgi/collection

The British Sociological Association Annual Conference 2014

Wednesday 23 – Friday 25 April 2014
(Postgraduate Workshop: Tuesday 22 April 2014)
University of Leeds

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Participants can present on any sociological research topic.

The theme for the 2014 annual conference is: **Changing Society**

Suggestions for grouped sessions within the open streams are welcomed. All BSA
Study Groups are encouraged to contribute posters/papers and other activities.
There will also be an opportunity for study groups to meet independently

Online Abstract Submission
www.britsoc.co.uk/events/conference

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Friday 17 January 2014   Last date for presenters to register

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BRITISH
SOCIOLOGICAL
ASSOCIATION

3

A B C D E F G H I J K

1 2 3 4 5 6 7

WESTWOOD

SPORTS PITCHES

warwick conferences

1. Arden

55. Scarman

51. Radcliffe

56. New Conference Reception for 2013

Block 3 Flats 17-24
Block 4 Flats 25-32
Block 2 Flats 9-16
SHERBOURNE
57
Block 6 Flats 40-4
Block 5 Flats 33-39
Block 1 Flats 1-8
TENNIS COURTS
LAKESIDE APARTMENTS
HERONBANK APARTMENTS
WEST
HERONBANK
22
EAST
NORTH
32
LAKESIDE
SCARMAN
55
RADCLIFFE
51
CRYFIELD COTTAGES
CRYFIELD BARN
43-50
CRYFIELD
38-42
REDFERN 51-56
33-37
63-71
12-16
6-11 1-5
57-62
72-77
13
17-24 HURST
84-89
90-95
25-32
61
SPORTS PAVILION
BENEFACTORS
54
5
62
58 76
WHITEFIELDS
INTERNATIONAL HOUSE
BLUEBELL
Block 1 Flats-1-18
Block 2 Flats-19-35
7
26
53
ROOTES
53
ROOTES
JACK MARTIN
JM1. JM2. JM3. JM4.
31
21
AV1. AV2. AV3.
ARTHUR VICK
3
TOCIL
64
55
1-6 7-12 13-18
19-24
25-30
31-36
37-42
43-48
49-54
CLAYCROFT
10

WESTWOOD HEATH ROAD
TO BUSINESS PARK
KIRBY CORNER ROAD
ARDEN
18 17
63
1
72
35
14 71 75
4 45
15
TO COVENTRY (A45)
SCIENCE PARK
43
65
MILLBURN HILL ROAD
SCARMAN ROAD
PUB
19
68
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37
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9 16
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59
34
23
28
12 38
25
2
LIBRARY ROAD
UNIVERSITY ROAD
GIBBET HILL ROAD
LEIGHFIELD ROAD
TO KENILWORTH
SPORTS PITCHES
HEALTH CENTRE ROAD
8
67 56
60
SIR WILLIAM LYONS ROAD
LYNCHGATE ROAD
CANNON PARK SHOPPING CENTRE
TAXI RANK
N

P13 P12 P17 P16 P11 P10 P10a P9 P10b P15 P14 P8 P8a P7 P5 P4 P3 P2 P6

Map 3 BUILDING KEY (Map numbers correspond to main University map)

Arden...................................1.....G2
Argent Court.......................2.....I3
Arthur Vick.........................3.....G7
Benefactors........................5.....D6
Bluebell.........................7 D7/E7
Chaplaincy.........................8.....E5
Claycroft..........................10....H5
Computer Science...............12....G4
Cryfield Centre...................61....A6
Cryfield, Redfern & Hurst....13....C6
Engineering........................16....F4
Games Hall.........................18....G2
Gatehouse..........................19....E3
Health Centre.....................21....E7
Heronbank..........................22....B4
Humanities Building............23....F5
International Digital Laboratory(IDL)..25....G5
International House..............26....D7
International Manufacturing Centre..28....F4
Jack Martin.........................31....F7
Lakeside.............................32....C3
Library...............................34....E5
Materials and Analytical Sciences Building..37....E4
Mathematics & Statistics....38....G4
Millburn House....................43....G3
Physics..............................48....E4
Radcliffe............................51....C4
Ramphal Building................52....E4
Rootes Residences..........53 D6/D7
Rootes Building...................54....D6
• Chancellors Suite • Panorama Suite
• Rootes Restaurant • Sutherland Lounge
• The Bar/Bar fusion • Costa
Scarman.............................55....D3
Sciences.............................9.....E4

Senate House......................56....E5
• Conference Reception/Registration
Sherbourne........................57....C2
Shops.................................58....E6
Social Sciences...................59....E5
Sports Centre......................60....F6
Students' Union incorp banks..62....D6
Tennis Centre......................63....G1
Tocil..................................64....G6
University House Incorp Learning Grid..65....F2
Warwick Arts Centre...........67 E5/E6
• Butterworth Hall/Meeting Rooms
• Cafe Bar
• Cinema
• Ensemble Room
• Le Gusta Oven & Bar
• Mead Gallery
• Music Centre & Helen Martin Studio
• National Grid Room
• Theatre
• The Woods-Scawen Room
Warwick Business School (WBS) .68 ....D4
• Main Reception...............68....D4
• WBS Social Sciences........69....D5
• WBS Teaching Centre.......70....D5
WarwickPrint.......................71...I2
Westwood.......................72 .H2/I2
• Avon Building incorp Drama Studio..4...I2
• Dining & Social Building...14...I2
• Multimedia CeNTRE & TDA Skills Test Centre..15...J2
• Engineering Management...17...H2
• Lifelong Learning............35...I1
• Music.............................45..I2/J2
• Westwood Lecture Theatre..75..I2/J2
Westwood Teaching and Whitefields.......76....E6

SYMBOLS

University Buildings
Student Residences
P Car Parks
Building Entrances
Wheelchair Access
Controlled Access
Footpaths
Footpaths/Cycleways
One way Road
B Bus Stop
No Entry
Lakes

SCARMAN

SCARMAN ROAD

RADCLIFFE

LIBRARY ROAD

UNIVERSITY ROAD

GIBBET HILL ROAD

TAXI RANK

WHITEFIELDS

BENEFACTORS

TOCIL

JM1.

JM2.

AV1.

67. Warwick Arts Centre

56. New Conference Reception for 2013

23. Humanities

WES Conference 2013

52. Ramphal Building – WES conference registration & academic sessions

59. Social Sciences Building – academic sessions

54. Rootes Building – conference dinner

56. Senate House – accommodation check-in & check-out

Building Key

Benefactors 5
Chaplaincy 8
Sciences 9
Computer Science 12
Senate House
(Conference Reception/Registration) ..56
Engineering 16
Gatehouse 19
Humanities Building 23
International Digital Laboratory (IDL) ...25
International Manufacturing
Centre (WMG) 28
Library 34
Mathematics & Statistics 38
Radcliffe 51
Ramphal Building 52
Rootes Building 54
Physics 48
Shops 58
Social Sciences 59
Sports Centre 60
Students' Union incorp banks 62
Tocil 64
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Warwick Business School (WBS) ...68
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• WBS Teaching Centre 70
Whitefields 76