



UNIVERSITY OF LEEDS

Work in Crisis

Work, Employment and
Society Conference 2016

6th - 8th September

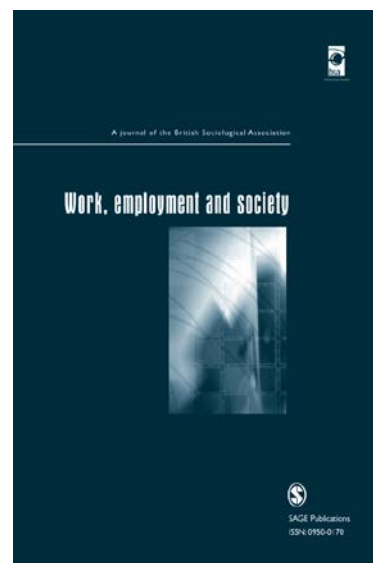


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Work in Crisis

Work, Employment and Society Conference University of Leeds

Tuesday 6 - Thursday 8 September 2016

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Leeds University Business School

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UNIVERSITY OF LEEDS

Dear all

As Dean of Leeds University Business School I am pleased to welcome you all to the *Work, Employment and Society 2016* Conference. This is an exciting time for researchers in the area of work and employment and this conference aims to capture some of those developments in over three hundred papers, plenaries, special sessions and keynote presentations. It is an honour to host such an event.

I am proud of the Work and Employment Relations division here at Leeds University Business School. Our researchers produce agenda-setting work of recognised international excellence. The division's high quality of teaching is reflected in a 100% overall satisfaction score in both the 2015 and 2016 National Student Surveys. My thanks go to the organising team who have put together a stimulating conference programme.

Welcome to the conference, to the University and to Leeds University Business School.

Yours sincerely

A handwritten signature in black ink that reads "Peter Moizer". The signature is written in a cursive style with a large, stylized 'P' and 'M'.

Professor Peter Moizer
Dean, Leeds University Business School

Deputy Vice-Chancellor
Professor Lisa Roberts

University of Leeds
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UNIVERSITY OF LEEDS

I am delighted to be able to welcome delegates to the *Work, Employment and Society 2016* Conference to both the University and the City of Leeds. Leeds is one of the world's Top 100 Universities. Leeds University Business School is triple accredited, by EQUIS, AMBA and AACSB and was assessed to be in the top 10% of Business Schools in the UK's 2014 Research Excellence Framework (REF) with the Work and Employment Relations Division particularly commended for the strength of its research.

The links between Leeds and the *Work, employment and society* journal are strong. Leeds staff publish in the journal and sit on its Editorial Board. No fewer than seven members of Leeds staff have served as Editors (one for two terms of office) and between 2011 and 2015 we hosted the journal. This Conference is intended to help to maintain and strengthen these connections, which are highly valued by the University.

I hope that the discussions in this conference are stimulating, that it will be a venue for challenging received wisdoms and engaging in debate. I hope too, that you will be able to find the time to see something of the wider city and I look forward to welcoming you here again in the future.

Professor Lisa Roberts
Deputy Vice-Chancellor: Research & Innovation

WELCOME TO THE WORK, EMPLOYMENT AND SOCIETY CONFERENCE 2016 AT THE UNIVERSITY OF LEEDS

Welcome from the Leeds organising team

It is a great pleasure to welcome you to the WES 2016 Conference at the University of Leeds. The conference promises to be the largest to date, with well over 300 papers, nearly 400 delegates and an exciting range of keynote speakers, plenary and special sessions. Delegates attending the conference have come from 25 countries

The theme of the conference is **Work in Crisis**. This clearly has a double meaning. Much academic attention has focused in recent years on how employment levels and working conditions have fared during the Great Recession and the slow, austerity managed, period of growth. For the majority in work, real wages have fallen, pensions have been eroded and precariousness has become more pervasive, while those without employment have been subject to ever more punitive sanctions. Inequalities have been and are set to continue increasing. This raises a series of deeper, sociological questions about how we understand work in contemporary societies, the struggles that are taking place and the possible alternatives that may exist to work in crisis and the crises of work.

The conference is also taking place at a time of immense political uncertainty. This is aptly illustrated by the crossroad depicted on the cover of the conference programme. The question of 'Brexit' has animated public conversation in the UK, ruptured the political landscape and sent shockwaves across and beyond Europe. Meanwhile in the USA, voters are facing a highly divisive Presidential campaign. Across the political left and right questions are being raised about the pernicious effects of globalisation, inequality, migration, labour mobility, working conditions, poverty and those that have been 'left behind' by economic development. Many of the papers at this year's WES conference will explore these pressing questions and will, we hope, inspire some challenging and insightful debate.

The conference will take place at a number of locations across the University of Leeds, though most sessions will be in Leeds University Business School (LUBS). There will be a number of volunteers on hand to help with the smooth running of the conference, and we would like to thank them for their support. If you have any questions then please ask a member of the team, one of our helpers or the reception desk in LUBS.

There is a pre-conference trip organised on Monday to the Victorian model village at Saltaire, a UNESCO World heritage site. At the end of the first day of the conference, we look forward to hosting you at the drinks reception in the historic Great Hall, generously supported by SAGE. The main conference dinner will take place on Wednesday night at Aspire, the site of the original Leeds infirmary, in the heart of the city of Leeds, where you will be served fine food along with live music and dancing. We look forward to welcoming you all and hope that you enjoy the conference, the intellectual debate, the social events and Leeds itself.

Mark Stuart, Jennifer Tomlinson, Gabriella Alberti, Ioulia Bessa, Zyama Ciupijus, Irena Grugulis, Kate Hardy, Jo Ingold, Vera Trappmann, Charles Umney
Centre for Employment Relations Innovation and Change (CERIC).

Delegate Information

REGISTRATION / HELP DESK

A BSA staff member will be available in the foyer of the Leeds University Business School, (LUBS) to register delegates and answer queries at the following times:

Tuesday	6 September	09:00 - 17:00
Wednesday	7 September	08:30 - 17:00
Thursday	8 September	08:30 - 17:00

At registration you will be given your conference programme and name badge.

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 LUBS 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 815957. These messages will be displayed on the conference message board near the registration desk.

LOCAL TRAVEL INFORMATION

The Work, Employment and Society Conference 2016 is taking place at the University of Leeds, Woodhouse Lane, Leeds, LS2 9JT.

On foot

The University campus is a pleasant 20 minute walk from Leeds city station. Come out of the station into City square; with the Queens Hotel behind you, walk straight up Park Row. Continue up Park Row until the first major junction. Cross straight over The Headrow and continue up Cookridge Street. At the next set of lights go straight on passing Millennium Square on your left and Leeds City Museum on your right.

Turn left on to Woodhouse Lane, a busy main road. You'll pass Leeds Beckett University on your left and our University campus begins in another 50 metres or so, on your left. When you reach the Parkinson building, keeping the Parkinson Building on your right hand side carry on past security, through the arches and along University Road. Please refer to the map of campus at the back of the programme indicating the location of registration in LUBS.

Buses

There are a number of bus services in Leeds. Visit the West Yorkshire Metro website www.wymetro.com and First Leeds www.firstgroup.com/ukbus/leeds for timetables and general information.

The City Bus stops at the bus and train stations and the southern end of the university campus (near the back of Leeds General Infirmary A&E, Calverley Street) every 10 minutes from 6:30am - 7:30pm Monday to Saturday.

Taxi

Delegates should request to be dropped off at the Parkinson Building, University of Leeds, Leeds LS2 9JT or the University Road entrance.

Streamline Taxicabs: 0113 244 3322
Leeds Bradford airport taxis: 0113 821 4816

ATL: 0113 285 2200
City Cabs Leeds: 0113 246 9999

ACCOMMODATION and LUGGAGE STORAGE

For those booked to stay on campus, accommodation will be in Storm Jameson Court, Charles Morris Hall. Check in time on day of arrival is 14:00 and check out by 10:00 on the day of departure. Keys must be collected from the reception desk in Storm Jameson Court and returned to the same registration desk on the day of departure.

The Storm Jameson Court contact number which is staffed 24 hours is 0113 3432750. Left luggage facilities will be available in LUBS. Please ask at the conference registration desk for more information.

For those delegates booked to stay in the Queens Hotel, please register at the hotel reception. Please note, breakfast is not included in your booking and is an additional £6 per day if required. Check in time on day of arrival is 15:00 and

Delegate Information

check out by 11:00 on the day of departure. The Queens hotel is located at the entrance to Leeds train station.

MEALS, REFRESHMENTS and DRINKS RECEPTION

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

Tea and Coffee

Refreshments will be served in the foyer of both LUBS and the Liberty Building. **Please make full use of the various points to avoid queues**

Tuesday 6 September 2016

Tea & coffee 09:00 - 10:30

Tea & coffee 16:00 - 16:30

Wednesday 7 September 2016

Tea & coffee 10:30 - 11:00

Tea & coffee 15:00 - 15:30

Thursday 8 September 2016

Tea & coffee 08:30 - 09:30

Tea & coffee 14:45 - 15:00

Lunch

For all registered delegates, lunch will be served in the Refectory. To avoid queues delegates are encouraged to make use of the full range of opening hours. Lunch times are as follows:

Tuesday 6 September 12:30 - 13:30

Wednesday 7 September 12:30 - 13:30

Thursday 8 September 12:30 - 13:15

Tuesday Welcome Drinks Reception

The organising team look forward to welcoming all delegates to the SAGE sponsored drinks reception in the historic Great Hall starting at 19:00, where a selection of drinks and hot and cold canapes will be served.



Wednesday Conference Dinner

The conference dinner will take place at the Aspire, Leeds from 19:00. The dress code is smart 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 Monday 22 August 2016.

Special Dietary Requirements

Special dietary requirements, vegetarian and vegan meals have all been pre-booked as advised 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 Leeds.

Dining and night-out suggestions

Leeds is a very lively city, offering numerous options for different international cuisines and places to have a drink or a nice evening out. Leeds is very well known for its curries, steak houses and much more. Below you can find some suggestions we hope that you will consider helpful (and delicious).

Asian Cuisine

Sukhothai - <http://www.sukhothai.co.uk/> One of the best Thai restaurants Leeds has to offer. Although you can find it across the Leeds area, the restaurant is not a chain but a local specialty!

Thai Edge - <http://www.thaiedgeleeds.co.uk/> A great choice and very popular amongst the faculty in Leeds

Tharavadu - <http://tharavadurestaurants.com/> Indian cuisine from Kerala, offering vegan, halal, and various other options

Delegate Information

Bundobust-<http://www.bundobust.com/> A modern craft beer bar with superb Indian street food, offering vegan options too

Chaophraya-<http://chaophraya.co.uk/> Thai restaurant of high quality and very close to Queens Hotel

Red Chilli- <http://redchillirestaurant.co.uk/leeds/> Chinese restaurant specialising in Beijing and Sichuan dishes

Aagrah- <http://www.aagrah.com/restaurants/leeds-city/> The classic choice for many in Leeds

Hansa-<http://hansasrestaurant.com> A high quality vegetarian Indian curry house

European

Stockdales- <http://stockdales-restaurant.com/> A new addition in Leeds that comes highly recommended

Iberica- <http://www.ibericarestaurants.com/> Spanish cuisine, dubbed the new “gem” in Leeds

2 Oxford Place-<https://2oxfordplace.com> Superb choice, particularly for vegetarian, vegan and gluten free food

Kendell's Bistro- <http://www.kendellsbistro.co.uk/> French restaurant and regular venue for LUBS Christmas parties

Friends of Ham- <http://www.friendsofham.co.uk> For a glass of wine, ham, cheese and tapas

Blackhouse-<http://blackhouse.uk.com/leeds> For steaks!

South American

Gacho - <http://www.gachorestaurants.com> For meat-lovers!

Estabulo Rodizio Bar & Grill - <http://estabulo.co.uk>

Coffee

Laynes Espresso - <http://www.laynesespresso.co.uk>

La Bottega Milanese- <http://labottegamilanese.co.uk>

Sociable Folk- <http://sociablefolk.co.uk>

Mrs Athas- <http://www.mrsathasleeds.com/> Not a huge amount of space but good atmosphere, and the drinks, service and cakes are excellent! Also great Brunch during weekends!

Bars

Whitelocks- <http://www.whitelocksleeds.com/> Is the oldest bar in Leeds

The Pourhouse (Granary Wharf) – highly recommended!

Angelica (in Trinity Mall)

The Botanist and The Alchemist (in Trinity Mall)

North Bar (on North Street) -tried and tested many times by our division in multiple occasions!

Headrow House- <http://headrowhouse.com/> A multi-space with many uses: restaurant, bar, offering brunch on Saturdays as well.

Calls Landing- A traditional bar next to the river Aire.

Lamb and Flag - Leeds brewery for those inclined to try local ale

The Maven - has been good on previous LUBS nights out too!

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 login details at registration. **Please use your own laptop if you wish to use this facility as neither the venue nor the BSA will provide them.**

eduroam

The University of Leeds is an **eduroam**-enabled institution. **eduroam** is the roaming infrastructure used by the international research and education community.

Being part of **eduroam** allows users to access a wireless network at a host institution who are also connected to **eduroam** using the same credentials (i.e. username and password) the users would use if they were at their home institution. As an end-user, you will only be able to use **eduroam** if your institution provides an electronic identity (e.g. account for network access). If you have not been provided with this information you will need to contact your home university administrator and ask for an account. You (or your network administrator) will have to configure your computer to enable **eduroam** access.

Work, Employment and Society Conference 2016

CONFERENCE DINNER

ASPIRE

Infirmery Street, Leeds

Wednesday 7 September 2016
19.00 until 23.30pm

The WES conference dinner will be held in the historic Aspire building, located in Leeds city centre. The venue is rich with historic interest and stands where the original Leeds General Infirmary was built in 1771. Following demolition of the infirmary, the original head office for the Yorkshire Penny Bank was then built on the site, a Victorian building, which opened in 1894, designed by GB Bulmer. Aspire (<http://www.aspire-leeds.co.uk/gallery/>)

After a busy conference programme, relax with delegates and old and new friends at the WES conference dinner, for an evening of drinks, fine food, music and dancing. (pre booking required)

Evening events:

Arrival drinks reception on the Mezzanine, with live jazz music

Three course, fine dining, conference dinner with wine, in the historical Banking Hall

Following dinner live music from Jenny Smith and Vibetown.



Jenny Chamberlain Smith is a passionate and dynamic performer, bringing excellent technique and style to every style of music she performs. No stranger to the big stage, Jenny has performed backing vocals for such acts as Katrina (Katrina and The Waves), Chip Hawkes of The Tremeloes, and Jaki Graham, as well as supporting acts such as The Corrs and Jools Holland on their recent tours. She is also proud to be performing as backing vocalist and flautist with the Up On The Roof tour, showcasing the music of Carole King and James Taylor. When she's not performing, Jenny can also be found teaching at Leeds College of Music, where she is a Vocal Tutor. She has made various radio appearances including on BBC Radio 3 and Radio Leeds.

Jenny will be performing with the award-winning group Vibetown, which has become one of the most sought after party bands in the Leeds and Manchester areas; see <http://vibetown.net/>

Conference Programme at a Glance

Tuesday 6 September 2016

09:00 onwards	Conference Registration	<i>University of Leeds Business School (LUBS) Foyer</i>
09:00 - 10:30	Refreshments - tea and coffee	<i>LUBS Foyer</i>
10:30 - 11:00	Welcome and Introduction	<i>The Great Hall</i>
11:00 - 12:30	Plenary: The EU in Crisis: Work, Financialisation and the State - Costas Lapavistas, SOAS, University of London - Janine Leschke, Copenhagen Business School - Engelbert Stockhammer, Kingston University London Chair: Vera Trappmann, University of Leeds	<i>The Great Hall</i>
12:30 - 13:30	Lunch	<i>Refectory</i>
13:30 - 15:00	Paper Session 1	<i>LUBS and LIBERTY</i>
15:00 - 16:00	Keynote: Jill Rubery, University of Manchester Chair: Jennifer Tomlinson, University of Leeds	<i>The Great Hall</i>
16:00 - 16:30	Refreshments - tea and coffee	<i>LUBS Foyer / LIBERTY Foyer</i>
16:30 - 18:00	Paper Session 2	<i>LUBS and LIBERTY</i>
18:00 - 19:00	EU referendum debate	<i>Western Lecture Theatre</i>
19:00 - 20:30	Welcome drinks and canapés reception sponsored by SAGE	<i>Great Hall</i>

Wednesday 7 September 2016

08:30 onwards	Conference Registration	<i>LUBS Foyer</i>
09:00 - 10:30	Paper Session 3	<i>LUBS and LIBERTY</i>
10:30 - 11:00	Refreshments - tea and coffee	<i>LUBS Foyer / LIBERTY Foyer</i>
11:00 - 12:30	Plenary: Disparities: Rich and Poor in Times of Austerity - Andrew Sayer, Lancaster University - Tracy Shildrick, University of Leeds - Imogen Tyler, Lancaster University Chair: Kate Hardy, University of Leeds	<i>Western Lecture Theatre</i>

Conference at a Glance

12:30 - 13:30	Lunch	<i>Refectory</i>
13:30 - 15:00	Paper Session 4	<i>LUBS and LIBERTY</i>
15:00 - 15:30	Refreshments - tea and coffee	<i>LUBS Foyer/ LIBERTY Foyer</i>
15:30 - 16:30	Keynote: Ching Kwan Lee, University of California, Los Angeles Chair: Mark Stuart, University of Leeds	<i>Western Lecture Theatre</i>
16:30 - 18:00	Paper Session 5	<i>LUBS and LIBERTY</i>
18:00 - 18:45	Meet the WES Editors	<i>LUBS 1.02 Boardroom</i>
19:00 - 23:30	Conference Dinner (pre-booked delegates only)	<i>Aspire, Leeds</i>

Thursday 8 September 2016

08.30 onwards	Conference Registration	<i>LUBS Foyer</i>
08:30 - 09:30	Refreshments - tea and coffee	<i>LUBS Foyer/ LIBERTY Foyer</i>
09:30 - 11:00	Paper Session 6	<i>LUBS and LIBERTY</i>
11:00 - 12:30	Plenary: Changing Forms of Work, Worker Organisation and Protest - Anne Alexander, University of Cambridge - Kate Hardy, University of Leeds - John Kelly, Birkbeck, University of London Chair: Gabriella Alberti, University of Leeds	<i>Western Lecture Theatre</i>
12:30 – 13:15	Lunch	<i>Refectory</i>
13:15 – 14:45	Special Sessions	<i>LUBS 1.02, Moot Court LIBERTY, Yorkshire Bank Lecture Theatre LUBS, LUBS 1.32, LUBS 1.33</i>
14:45 – 15:00	Refreshments - tea and coffee	<i>LUBS Foyer / LIBERTY Foyer</i>
15:00 – 16:30	Paper Session 7	<i>LUBS and LIBERTY</i>
16:30	Conference Close	

KEYNOTE SPEAKER

Professor Jill Rubery

Tuesday 6 September, 15:00-16:00
The Great Hall

Challenges and Contradictions in the 'Normalisation' of Flexible Labour Markets

Flexible labour markets involving non-standard forms of employment (nsfe), have become the new standard in Europe. Although employment remains mainly open-ended and full-time, there has been a process of normalisation of flexibility, through extending employment rights and social protection, increased pressure on the unemployed to take up nsfe and state compensation for low wages. Drawing on examples from six EU countries, this paper identifies the extent and form of normalisation, remaining and new protective gaps and the resulting impact on inclusivity of labour markets. Normalisation gives rise to three types of contradictions, in the role of welfare systems in both subsidising and promoting nsfe, in the generation of new rigidities and in extending evasion of regulations. These problems call for a more holistic approach to re-regulation to generate more inclusive systems that also re-establish employer responsibilities.

Jill Rubery is Professor of Comparative Employment Systems at the Alliance Manchester Business School, University of Manchester. She is the founder and co-director of the European Work and Employment Research Centre at Manchester and a fellow of the British Academy. Her research focuses on the interdisciplinary comparative analysis of employment systems, including internal labour markets, wage structures, employment regulation, working time arrangements and welfare systems. She is an international expert on issues relating to gender and employment. Recent European comparative research includes projects on national socio-economic models, on social dialogue and minimum wage systems, on public sector pay and procurement, on women and austerity and on reducing precarious work. Recent books include: G. Bosch, S. Lehndorff and J. Rubery eds. (2009) *European Employment Models in Flux* Palgrave; D. Anxo, G. Bosch and J. Rubery eds. (2010) *The Welfare State and Life Transitions* Edward Elgar; and M. Karamessini and J. Rubery ed. (2013) *Women and Austerity: The Economic Crisis and the Future for Gender Equality* Routledge



Chair: Jennifer Tomlinson, University of Leeds

KEYNOTE SPEAKER

Professor Ching Kwan Lee

Wednesday 7 September, 15:30-16:30
Western Lecture Theatre

Prairie Fires or Flickering Lights? Reflections on Recent Labor Unrest in China

Since 2010, large-scale strikes in prominent foreign-owned manufacturers in China have inspired a narrative of “worker empowerment”. Scholars and journalists alike are optimistically forecasting a new era of labor activism, spearheaded by a second generation of migrant workers who are reportedly more social media savvy and rights conscious than the first. This talk critically assesses this empowerment thesis, drawing on ethnographic data on the micro-mobilizational dynamics of recent strikes and surveys of labor market trends, all in the context of China's transition to a new normal of slow growth, overcapacity and heightened state repression on civil society.

Ching Kwan Lee teaches sociology at the University of California, Los Angeles. Her research interests include labor, political sociology, development, ethnography, China and the Global South. She is author of *Gender and the South China Miracle: Two Worlds of Factory Women* (University of California Press 1998), *Against the Law: Labor Protests in China's Rustbelt and Sunbelt* (University of California Press 2007), and *The Specter of Global China: Contesting Chinese State Investment in Africa* (University of Chicago Press, forthcoming). In 2008, she won the Sociology of Labor Book Award in the American Sociological Association, Labor and Labor Movement Section for her book '*Against the Law*'. She is currently working on two projects, the first focuses on Chinese investment and labor practices in Zambia, a major copper producer and the site of the first of several Chinese-run Special Economic Zones in sub-Saharan Africa. The second project is an ethnographic study of the Chinese grassroots state and looks at the micro-foundations of durable authoritarianism in China.



Chair: Mark Stuart, University of Leeds

PLENARY

The EU in Crisis: Work, Financialisation and the State

Tuesday 6 September, 11:00-12:30
The Great Hall

Europe is struggling through a profound and ongoing crisis, with many of its institutions, economies and governments in a state of intractable disarray. Workers across the continent are being forced to bear the brunt of this situation, in the hope that stability can be restored through their sacrifices. This plenary examines the current policy landscape across Europe after years of financialisation and instability, assessing the consequences for work and employment. What kind of trends can we identify in economic and social policy, and how is this affecting workers, their representatives, and labour markets? How should we evaluate recent attempts to challenge Europe's current trajectory, and how can these challenges be made more successful in future?

To address these questions, the panel comprises speakers from different traditions, including macroeconomists who have published extensively on financialisation, crisis and their consequences for the working class, alongside experts on pan-European employment and social policy. Through this discussion, it will offer a nuanced and multi-layered examination of the prospects for the European working class.

Costas Lapavistas
(University of London)

Has financialisation peaked?

Financialisation can be usefully analysed as a historical period of mature capitalism with three defining characteristics: i) relative detachment of productive enterprises from finance; ii) rise of bank profits from financial trading and transacting with households; and iii) increasing engagement of households with finance. The foundations of financialisation are inherently tenuous and its rise has been facilitated by the state. During the 1990s and 2000s financialisation witnessed extraordinary expansion, culminating in the crisis of 2007-9. In the period since 2009 its weaknesses have become apparent as households have limited their exposure to finance and profits from financial trading have stagnated. Developments since 2009 have emphasised the pivotal role of the state. During the same period state indebtedness has been rising, but at negligible interest rates. The peak of financialisation appears to be over, perhaps leading to stagnation.



Costas Lapavistas teaches economics at the School of Oriental and African Studies, University of London. He has done research in the political economy of money and finance, the Japanese economy, the history of economic thought, economic history, and the contemporary world economy. During the last three years his interests have focused on the Eurozone crisis, and he has undertaken research on it with a group of researchers associated with Research on Money and Finance at SOAS. His longer-term research interests, however, include the financialisation of capitalism, its characteristic trends, variable forms and manifold implications for contemporary society. He has published widely in the academic field, and also writes frequently for the international and Greek press. His most recent books are: 'Profiting Without Producing', Verso, 2013; 'Crisis in the Eurozone', Verso, 2012, together with several RMF researchers. 'Financialisation in Crisis', (ed), 2011, Brill.

Janine Leschke
(Copenhagen Business School)

European youth in crisis - the labour market flexibility-security interface

Using theoretical perspectives on securing transitions the presentation discusses implications of the economic crisis and ensuing European initiatives on the labour market flexibility-security interface of young people in Europe. Drawing on research from the FP7 STYLE project (Strategic Transitions for Youth Labour in Europe) it addresses developments in unemployment and temporary employment (external flexibility) including with a focus on EU migrant workers. On the security-side it focuses in particular on reforms and developments in income security.

Janine Leschke is an associate professor at the Department of Business and Politics at Copenhagen Business School. She is Ph.D. coordinator for DBP in the Doctoral School of Organisation and Management Studies (OMS). She joined DBP in 2012. Previously she worked as a senior researcher at the European Trade Union Institute and as a PhD candidate at the labour market policy and employment unit of Wissenschaftszentrum Berlin für Sozialforschung. She holds a PhD in Political Science from Free University of Berlin. Her research interests encompass EU labour market, social policy and comparative welfare state analysis. She has co-led a number of small international network projects and has been part of a range of European funded projects (e.g. Senior partner in Marie Curie Initial Training Network 'Education as welfare: Enhancing capabilities for socially vulnerable youth in Europe'). She has been member of several European and national advisory committees among them the European Statistical Advisory Committee (ESAC) at Eurostat, the Council of Europe (committee on fostering social mobility) and Eurofound (advise on projects on job quality and youth). She is associate editor of the Industrial Relations Journal, member of the scientific advisory board of WSI Mitteilungen, and IZA policy fellow.



Engelbert Stockhammer
(Kingston University London)

Neoliberal growth models, monetary union and the Euro Crisis. A post-Keynesian perspective

The paper offers an account of the Euro crisis based on post-Keynesian monetary theory and its typology of demand regimes. Neoliberalism has transformed social and financial relations in Europe but it has not given rise to a sustained profit-led growth process. Instead, growth has relied either on financial bubbles and rising household debt ('debt-driven growth') or on net exports ('export-driven growth'). In Europe the financial crisis has been amplified by an economic policy architecture (the Stability and Growth Pact) that aimed at restricting the role of fiscal policy and monetary policy. This neoliberal economic policy regime in conjunction with the separation of monetary and fiscal spheres has turned the financial crisis of 2007 into a sovereign debt



Engelbert Stockhammer is Professor of Economics, Kingston University London. He received his PhD from the University of Massachusetts at Amherst (in 2000) and has worked at the Vienna School of Economics and Business (until 2010). He is a leading post-Keynesian economist and has worked on financialisation, wage-led demand regimes and economic policy in Europe. He is ranked among the top 5% of economists worldwide by REPEC. He is research associate at the Political Economy Research Institute at the University of Massachusetts at Amherst, Committee member of the 'Research Network Macroeconomics and Macroeconomic Policies' (FMM), the Post Keynesian Economics Study Group (PKSG) and the European Association of Evolutionary Political Economy (EAEPE). He has published widely in academic journals and is author the book *"The rise of unemployment in Europe"* (2004) and is co-editor of *Macroeconomic Policies on Shaky Foundations - Whither Mainstream Economics?* (2009), of *Heterodoxe Ökonomie* ([in German] 2009), a *Modern Guide to Keynesian Economics and Economic Policies* (2011) and *Wage-led Growth. An Equitable Strategy for Economic Recovery* (2013).

Chair: Vera Trappmann, University of Leeds

PLENARY

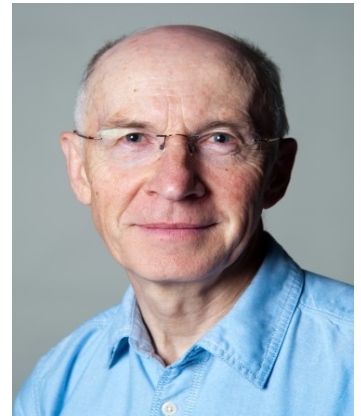
Disparities: Rich and Poor in Times of Austerity

Wednesday 7 September, 11:00-12:30
Western Lecture Theatre

Andrew Sayer
(Lancaster University)

Rich and poor: what's the connection?

Official views of inequality represent it in terms of simple differences – in wealth, opportunities and culture, rather than as differences formed through social relations. No-one ever got rich or poor outside economic relationships: employer/employee; buyer/seller; manager/worker; landlord/tenant; lender/borrower; or carer/cared-for. While inequalities are also structured through relations of recognition and misrecognition, these are largely responses to the effects of economic inequalities. In the talk I'll argue that we need to draw attention to how the rich have got richer at the expense of others through these economic relations.



Andrew Sayer is Professor of Social Theory and Political Economy at Lancaster University. He has worked mainly in these areas and on the production and effects of inequalities, and on ethics in everyday life, often through dialogue between social science and philosophy. For example, in relation to the interests of Work, Employment and Society he has written on moral economy, divisions of labour and contributive justice, dignity at work, and economic injustice and the return of the rich. His most recent books in this area are *The Moral Significance of Class* (Cambridge University Press, 2005); *Why Things Matter to People: Values, Ethical Life and Social Science* (Cambridge University Press, 2011) and *Why We Can't Afford the Rich* (Policy Press, 2014).

Tracy Shildrick
(University of Leeds)

Poverty and insecurity: Life in low pay, no pay Britain

Poor, damaging and unrewarding working conditions are on the rise in the UK and increasingly people in poverty are in paid employment, despite the long-standing rhetoric that work is the best route out of poverty. Insecurity in employment seeps into many other aspects of people's lives, creating long lasting effects on health and wellbeing. Alongside of this, we are seeing an increase in stigmatising rhetoric about those experiencing poverty that runs alongside of an equally powerful discourse about the supposed 'hard working' majority who are 'struggling to get by' and 'doing the right thing' (Theresa May 2016). This paper draws on the findings of a research project funded by the Joseph Rowntree Foundation that looked at the low pay, no pay cycle and recurrent poverty. The paper reports on the lived realities of poverty and the low pay, no pay cycle and further it questions the current political rhetoric and the potential implications of this for individuals trapped in the low pay, no pay cycle. Finally the paper reflects briefly on some of the wider implications of the research findings for the future of 'poor work' in the UK.



Tracy Shildrick is Professor of Sociology and Social Policy at University of Leeds. Prior to this she was Professor of Sociology at Teesside University. She has undertaken many years of research in deprived communities, exploring issues around youth transitions to adulthood, youth exclusion and the experience of poverty and the low pay, no pay cycle for both older and younger workers. Her co-authored book *Poverty and Insecurity: Life on Low Pay, No Pay Britain* won the British Academy Peter Townsend Prize in 2013

Imogen Tyler
(Lancaster University)

From 'Hardening Centres' to Poundland: 80 years of Workfare in Britain

In 2011 the Government implemented the Work Programme, the largest workfare programme in British history. While this programme formally ended in 2015, workfare schemes are still proliferating (see Boycott Workfare). Approximately two million people have been referred to workfare schemes since 2011, and refusal to 'volunteer' risks benefits sanctions for between six weeks and three years. On 30th July 2016, British courts ordered the Government to reveal the names of over 500 companies, charities and councils that had participated in its welfare for work programmes. Barely an aspect of national life, from shopping to leisure, from hospitals, and local councils to charities, is untouched by workfare.

Contemporary workfare policies are fairly well researched, they are frequently understood as a neoliberal phenomenon. Less attention has been paid to how a longer history of workfare in Britain shapes current policy formations. This paper examines contemporary workfare regimes through the lens of workfare experiments in the interwar period (1929-1939) in order to illuminate how the current 'workfare offensive' might be better understood and contested.



Imogen Tyler is a social theorist and sociologist of inequalities and borders (of multiple kinds). Her research is concerned with social inequalities, power, injustice and resistance. It examines why inequalities exist, why inequalities are currently growing (for example, patterns of neoliberalism, marketization, privatisation and the erosion of democracy in the transition to postwelfare state formations), the intersections of different histories and forms of inequality (for example, gender, citizenship status, disability). My work is concerned with how inequalities are measured and classified, the ways in which inequalities are reproduced & resisted and the kinds of subjectivities and identities which are constituted through unequal social relations. In 2010 she was awarded a Leverhulme Research Fellowship and the major outcome of this fellowship was the monograph *Revolting Subjects: Social Abjection and Resistance in Neoliberal Britain* (London: Zed, 2013) which was nominated for the Bread and Roses Prize for Radical Publishing. In 2014 Imogen was awarded a prestigious Philip Leverhulme Prize to undertake a new project on stigma and inequality provisionally entitled *Rethinking the Sociology of Stigma*.

Chair: Kate Hardy, University of Leeds

PLENARY

Changing Forms of Work, Worker Organisation and Protest

Thursday 8 September, 11:00-12:00
Western Lecture Theatre

Anne Alexander
(University of Cambridge)

Egypt's workers' movement from revolution to counter-revolution and beyond

The role of organised workers in the 2011 revolution in Egypt has generally received less attention from researchers than that played by youth activists, or the technologies they used to communicate. Yet from the 18-day uprising which culminated in the downfall of Mubarak, to the mass mobilisations two years later against Mohamed Morsi, collective action in the workplaces was a crucial element in making Egypt at least temporarily ungovernable.

This paper will draw up a provisional balance sheet of the state of the independent labour movement in Egypt, as Al-Sisi's military regime enters its fourth year. It will argue that self-organised collective organisation by workers still constitutes an important locus of opposition to the regime, as recent mobilisations by civil servants and steel workers demonstrate. However, the experience of the last two years underscores that in order to reopen or defend spaces for continued resistance to the military's neoliberal agenda, worker organisers face the challenge of overcoming political as well as organisational obstacles to effective action.



Anne Alexander is the co-ordinator of the Cambridge Digital Humanities Network, a network of researchers at the University of Cambridge who are interested in how the use of digital tools is transforming scholarship in the humanities and social sciences. This transformation spans both the content and practice of humanities research, as the diffusion of digital technologies opens up new fields of study and generates research questions which breach traditional disciplinary boundaries. The focus of Anne's research is on leadership, collective action and social movements in the Middle East, with a particular interest in Egypt, Iraq and Syria post-1945 and labour movements across the region. Her current project which will investigate the relationship between the dissemination of new media technologies and mobilisation for political change in the Middle East by exploring how three distinct generations of political activists have used ICTs to build networks, create 'spheres of dissidence' and generate new activist cultures.

Kate Hardy
(University of Leeds)

Abstract to follow

Kate Hardy is a Lecturer in Work and Employment Relations at the University of Leeds. Her research interests include paid and unpaid work; gender; agency; the sex industry; materialist feminism; collective organizing; political economy; the body; disability and theorizing work and employment. Her work has been widely published academically and disseminated through radio and news media. She has co-authored a monograph with Teela Sanders, entitled *Flexible Workers: Labour, Regulation and the Political Economy of the Stripping Industry*. Kate is committed to developing methodologies which work alongside research participants, in order to undertake socially and politically transformative research.



John Kelly
(University of London)

Changing forms of work, worker organisation and protest: a global perspective

The advanced capitalist countries (ACCs) have witnessed a dramatic decline in levels of strike action against employers since the early 1980s. This 'resurgence of quiescence' is the result of a number of interacting factors that together constitute a massive and sustained shift in the balance of power (as well as income and wealth) from labour to capital.

The locus of strike action has shifted over time: strikes against employers are increasingly concentrated amongst public (or ex-public) sector workers in essential services whilst Western Europe has witnessed an upsurge of general strikes against governments. Despite some success stories trade unions are still struggling to reconstruct effective 'repertoires of contention' that will begin to reverse the adverse balance of power and to rebuild enduring forms of worker organization.



John Kelly is a Professor of Industrial Relations at Birkbeck College, University of London. His research interests include trade unions, industrial conflict, labour movements and contemporary Trotskyism. His most recent books include *Comparative Employment Relations in the Global Economy* (with C. Frege, 2013) and *Parties, Elections and Policy Reforms in Western Europe* (with K. Hamann, 2011). He has also published in a wide range of journals including *Comparative Political Studies*, *Comparative Politics* and the *British Journal of Industrial Relations*.

Chair: Gabriella Alberti, University of Leeds.

Conference Programme - Paper Sessions

Paper Session 1 Tuesday 6 September 13:30 - 15:00

Leeds University Business School (LUBS) / Law School (LIBERTY)												
	LUBS 1.01	LUBS 1.02	LUBS 1.03	LUBS 1.04	LUBS 1.05	LUBS 1.06	LUBS 1.09	LUBS 1.31	LUBS 1.32	LUBS 1.33	LIBERTY G32	LIBERTY G33
Chair	Irena Grugulis	Andy Charlwood	Sian Moore	Danat Valizade	Vera Trappmann	Tracy Warren	Ioulia Bessa	Tracy Shildrick	Hugh Cook	Zyama Ciupijus		Chris Forde
	Open	Open	New technology, the green economy and sustainable economy and work	Professions, occupations, skills and social mobility	Unpaid and unfree work	New and old inequalities	Gender, work and social reproduction	In and out of work poverty/ precariousness	Body work and emotional labour	Transnational labour migration		Global political economy, comparative analysis and the changing regulatory role of the state
	Warhurst W0013424 Uberisation: the death of employment and the death of work	Koo W0013432 Student labourers- the formation of the new working class in China	Felstead W0013320 Changing places of work and the consequences for job quality	Tiemann W0013438 Work in the workers' perspective: Changes in occupational contents from 1979 to 2012	Clark W0013240 Unpaid wages: It's all about the money	Hoque W0013518 Disabled employees' experience of the recession: Evidence from the 2011 british workplace employment relations survey	Young W0013541 Women in the middle: Lived experiences of transition to flexible work in professional and managerial occupations	Shildrick AB01577 'Resilient professionalism' with marginalised youth	Holdsworth W0013402 Fear of failure and keep on going: Emotional and temporal labour among young entrepreneurs in the UK and Portugal	Keles W0013665 Social networks and transnational mobility among highly skilled British-Kurdish young people		Waters W0013568 Market liberalisation and individual regulation: Suicides at La Poste
	Pour W0013471 Driving the gig economy: Road to freedom or Übercapitalism?	Smith W0013442 China crisis: Work, class and employment relations in contemporary China - a review of the field	Helmrich W0013440 Old skills for new jobs or new skills for old jobs: The challenge of changing job requirements	Wildschut W0013444 Changing nature of artisanal work and occupations in South Africa	Cooper W0013391 The re-discovery of workfare in the UK: Unpaid work for benefits in the Birmingham poor law in the 1930s compared with post 2010	Scholz W0013274 Changing recruitment and selection practices: Accessibility and challenges	Finnear W0013526 Rendering the invisible visible: The dynamics of accessing flexible working arrangements	Fisher AB01579 Community mediators reject 'clock-time' and re-invent 'professionalism'	Jarvis-King W0013695 Time is money: The management of time and emotional labour in the indoor sex industry	Oommen W0013400 Work and play: The work trajectories of temporary migrants on Tier 5		Ozoglu W0013493 Employment relations in Cyprus in advance of a resolution period
	Sanchez-Mira AB01651 Households and the	Zhu W0013414 Managing labour mobility:	Iseko W0013363 Understanding the contemporar	Cutter W0013685 Revitalising? Union learning reps and new	Hunt W0013369 Paid and unpaid internships	Dibben W0013328 Critically evaluating the business case	Cooper AB01645 Enabling, inhibiting and practicing	Cover AB01578 Social strategies, digital media	Sitko W0013375 Emotional labour of sexual	Korkmaz W0013360 Transnational social space, public sphere		Buttler W0013628 Unemployment and life satisfaction.

	economic crisis in Europe	embracing or detaching from the labour market?	y UK labour market with the use of social networking sites	forms of workplace activism	and the UK graduate labour market: Participation, outcomes and implications	for disability: Attitudes and actions in manufacturing companies in South Africa and Brazil	flexible work: The role of managers	and social change: The resilience of health workers and service providers working with LGBTI youth in Australia	harassment, verbal violence and bullying: evidence from Polish migrant women	and Turkish immigrant workers in Germany		Why do we observe cross-country differences?
					Lain W0013624 Grandparents and later-life working: How grandparent care affects decisions around working and retirement			Slade AB01580 Emerging professionalism with marginalised youth				

Leeds University Business School (LUBS)/ Law School (LIBERTY)												
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Chair	Nick Bacon	Paul Thompson	Reece Garcia	Jo Cutter	Vanessa Beck	Kim Hoque	Rae Cooper	Danat Valizade	Hugh Cook	Ian Greer	Mark Stuart	Steve Vincent
	Open	Open	Professions, occupation, skills and social mobility	Professions, occupation, skills and social mobility	Unpaid and unfree work	New and old inequalities	Gender, work and social reproduction	In and out of work poverty/ precariousness	Body work and emotional labour	Transnational labour migration	Social movements, unions, representation and voice	Global political economy, comparative analysis and the changing regulatory role of the state
	Rodriguez-Gil W0013464 Financialisation, wage inequality and secular stagnation	Vidal W0013319 Socialization versus alienation in the capitalist labor process: Reclaiming Marx from the neomarxists	Theys W0013563 Mismatches on the Brussels-Capital regional labour market	Yeomans W0013669 Internships for all? A critical review of unpaid labour and questions for marketing, public relations and advertising students in the UK	Garland W0013396 'Reductio ad absurdum': Workfare and bogus 'volunteering' to discipline the unwanted surplus labour of capital	Warren W0013357 Part-time work in crisis?: Exploring the quality of part-time/full-time jobs in Britain	Bennett W0013596 Gender relations and gender orders from a non-Western perspective: Women's entrepreneurship in Pakistan	Smith W0013235 'I do these four jobs and work hard to provide for my kids': The challenges and complexities of low-paid multiple employment and work-life articulation	Oxenbridge W0013314 On the frontline every day emotionally, mentally, physically': Home care worker job stress and strategies to alleviate it	Poblete W0013536 Regular but unregulated flows: Migrant domestic workers in South America	Brook W0013376 The making of junior doctors and their activism in England (2014-2016)	Isiorho W0013341 Now is the winter of our discontent: Selective interviews on Black clergy marginality in the Church of England
	Tarim W0013630 Exploring the sociological dynamics of coping with uncertainty in financial markets: Can Bourdieu help?	Dunn W0013233 Marx, Keynes, unemployment and the current conjuncture	Hardy W0013389 Orientations to work in the labour market: Modelling the influence of local context on work preferences	Flecker W0013567 Creative work between local milieus and digital spaces- Austrian creative workers' lived experiences	Shachar W0013509 Loyalty and ideology in a neoliberal labour regime: a multi-sited ethnography of corporate volunteering	Piasna W0013498 Non-standard workers: Quality of work and patterns of exclusion during the crisis	Hussein W0013183 Reconstructing classed gender identity of respectable femininity: Women in service sector and work-life balance in Bangladesh		Brooks W0013535 Negotiating identity in the 'workplace within a workplace': Physically disabled people and their personal assistants at work	Bergfeld W0013436 From 'forced' mobility to 'forced' immobility? The case of Spanish nurses and care workers in Germany	Umney W0013267 Blocked and new frontiers for trade unions: Contesting 'the meaning of work'	So W0013675 When the gender issue is not gendered: The role of industrial and labour relations in the comparative study of gender wage equality in Singapore and South Korea

	Warhurst W0013425 It's me (and you) wot dun it: The global financial crisis and developing a more effective nexus between researchers and policy makers	Daskalaki AB01591 Life after work? Refusing the neoliberal work ethic in an era of chronic unemployment	Duberley W0013687 Career pathways and retirement: Resource capture and cumulative advantage	Tse and Peirson-Smith W0013203 Creative industries in flux: A critical investigation into the challenges, agency and potential of cultural and creative workers in Hong Kong	Jandric W0013583 Contemporary postgraduate management students: An emergence of a new category of worker identity	Murgia W0013408 The social construction of precariousness: The case of solo self-employment in Italy		Vickerstaff W0013343 Extending women's working lives... all the way to the precariat?	Poletti W0013404 The 'uneasy' relationship between child protection social workers' emotional experiences and the current general 'emotional politics' of child protection in England and Italy	Baxter-Reid W0013371 Central and Eastern European migrant workers, mobility power and the employment relationship	Lentell W0013638 The rise and fall of distance education in campus universities: Distance education as work	Sarter W0013559 Doing more with less? Financial constraints, competitive tendering and employment
					Van Dyk W0013692 Active society and the rise of community capitalism. On the ambivalences of 'post-work-politics'					Zinovijus W0013398 Interpreting socio-economic experiences of labour migrants: the role of translator and translation in qualitative migration research		

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Chair	Rachel Cohen	Andy Danford	Heather Connolly	Sarah Oxenbridge	Ian Clark	Joanne Neary	Kate Hardy	Vanessa Beck	Abigail Marks	Zyama Ciupijus	Charles Umney	Paul Brook
	Open	Open	Open	Professions, occupation, skills and social mobility	Open	New and old inequalities	Gender, work and social reproduction	In and out of work poverty/ precariousness	Body work and emotional labour	Transnational labour migration	Social movements, unions, representation and voice	Global political economy, comparative analysis and the changing regulatory role of the state
	Castillo W0013327 The challenges of sociology: in times of crisis and hope	Adamu W0013482 Young people in the informal economy	Hadjisolomou W0013276 Stretching the service triangle: The double role of the customer as coping mechanism and source of employment degradation in food retailing	Sarkar W0013326 British Pakistani taxi drivers: In a taxi stuck or going places?	Handrick W0013462 The unyielding flexibility in Amish working life: Avoiding a crisis in times of change	Neary AB01585 Exploring lived experiences of worker activation policies in the UK	Borgkvist W0013427 'I wasn't expecting my employer to subsidise my parenting': Men's uptake of flexible work policies and masculine identity	Dagdeviren W0013470 Squeezed out of the labour market and the welfare system under austerity: Citizens in need of charity in the UK	Timming W0013001 Body art as branded labour	Thondhlana W0013679 Negotiating migration pathways and employability: The case of Zimbabwean highly skilled migrants in the UK labour market	Heery W0013193 Trade unions and the living wage	Rasmussen W0013336 Temporary agency work eroding the Nordic model? The case of Norway
	McGovern W0013586 Generalizing from workplace studies: Some problems in theory development	Burchell W0013589 Youth self-employment: The answer to the world's unemployment problems?	Veliziotis W0013331 Mind the (twin) gap: Job Quality and the Greek Work Crisis in Historical and Comparative Perspective	Payne W0013308 Pakistani women's labour market participation in the UK: Exploring structure, culture and agency	Ivaldi W0013605 The coworking phenomena: A way for looking beyond the crisis?	Brown AB01587 Disabled people's experiences of back-to-work support	Milner W0013594 Towards negotiated equality? An analysis of workplace gender equality bargaining in France	Hudson AB01632 Precarity, health and well-being: Insights from foodbank service users	Holman W0013497 Gentleness in organisations: An empirical investigation	Fry W0013491 Lives apart: Feelings of loneliness and isolation on tour	Hermans W0013645 Searching for productivity coalitions after the Great Recession: A cross-national qualitative analysis of labour union engagement in 'workplace innovation'	Hammer W0013629 Privatising Workplace Regulations in the UK? An Investigation of Buyer-driven Value Chains
	Thompson W0013640 Work trends and meanings	O'Reilly W0013544 The crisis in youth employment: Attitudes, policies	Wintersberger W0013392 The impact of the low cost model on the nature of work, employment and trade union	Parry W0013545 Contesting the individualism of flexible work negotiations: Labour quality, security and	Musilek W0013634 Work as a way of living; Reflecting on co-living as a new development in work-life	Neary AB01586 Supporting older people into work (SOPIE): Over 50s experiences of	Ishiguro W0013330 Women's career advancement in organizations and governmental	Wolkwitz W0013411 Home-based employment in London social housing: A social spatial			Harvey W0013417 Trade union strategy and lessons from social marketing	Hertwig W0013315 Substituting precariousness for precariousness? Temporary work, onsite

		and ethnicity	representation in the Brazilian civil aviation industry	the older workforce	integration	health, unemployment , and the Work Programme	policies: A comparative study between Denmark and Japan	analysis of responses to the pressures of austerity				subcontracting and the erosion of German industrial relations
						Kaufman AB01588 'Behavioural conditionality' in action: Some street-level perspectives on mandatory participation in welfare to work programmes						Wilson-Kovacs W0013614 'As good as your last job': Forensics support and professional dynamics in an English police force

Paper Session 4 Wednesday 7 September 13:30-15:00

Leeds University Business School(LUBS)/ Law School (LIBERTY)												
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Chair	Andrew Timming	Matt Cole	Axel Haunschild	Nik Hammer	Carol Wolkwitz	Jackie O'Reilly	Jennifer Tomlinson	Maria Hudson		Odul Bozkurt	Tony Dobbins	Elizabeth Cotton
	Open	Open	Professions, occupation, skills and social mobility	Professions, occupation, skills and social mobility	Gender, work and Social reproduction	New and old inequalities	Gender, work and social reproduction	In and out of work poverty/ precariousn ess		Transnation al labour migration	Social movements, unions, representati on and voice	Global political economy, comparative analysis and the changing regulatory role of the state
	Grugulis W0013502 Technology and tradition at work: Problem solving in computer games	Cole W0013670 The value of value theory for the political economy of work and employment relations	Charles W0013433 Elitist earnings across occupations: The white group effect in the US and UK labour force	Kessler W0013352 Emergent careers: Mapping the work experiences of healthcare support workers	Laurie W0013383 Who is doing the housework in multi- cultural Britain?	Raittila W0013420 Changes in physical and psychosocial working conditions of ageing female public sector employees: A follow-up from 2000 to 2012	Gardiner W0013569 Gender, care and crisis	Marks W0013359 Where does it end? The impact of the welfare reforms on the employability of those with mental health conditions		Polkowski W0013207 Structures of feeling, migration and ethnicity in a sectarian labour market: The case of CEE migrant workers in the North of Ireland	Wright W0013439 Equality in the UK Fire service: Modernisatio n, change, resistance and the Fire Brigades Union	Bessa W0013542 The Implications of employee and employer- centered flexible work arrangements on employee extensive and intensive work effort
	Dumont W0013374 Exploring creative work beyond the creative industries	Pitts W0013257 Measuring Creative Labour: Billable Hours in Design, Branding and Advertising Agencies in the UK and Holland	Gaitsch W0013260 Bureaucratic challenges- challenging bureaucracy: Affective labour of Swiss public employment agents	Batta W0013574 Defining 'work': The hidden dimensions of mental health care	Calvert W0013332 Gender and employment patterns: Does rural matter?	Van der Horst W0013456 Later life careers in the UK and US: Two 'liberal' welfare states compared	Garcia W0013698 Negotiation and egalitarianism in the sexual division of labour	Beck W0013441 Capabilities and choices of vulnerable, long-term unemployed individuals		Siebers W0013406 Communicati ve skills as passports: Discussing the exclusion of migrant workers stemming from post- Fordist redefinitions of work and labour control	Pero W0013501 Work in crisis and migrants' agency: Grassroots organising mong low- paid Latin American workers in London	Olsen W0013364 Matching of job preferences and job qualities across Europe through times of crisis
	Byrne W0013418 The antinomies of autonomy: A comparative	Vidal AB01613 Marxist value theory and the sociology of profit	Wickham W0013613 Casualising the Irish middle? Employment change during	Charlwood AB01590 How do we make our way through the world?	Mehdizadeh W0013656 Reconciling work and family life in the absence of	Handley W0013405 'Potential' and middle-aged workers: A contradiction?	Gash W0013557 Female alpha earners: An investigation into gendered	White W0013457 Psychosocial pathways to poor health: The		Belaidi W0013325 From the disqualificatio n conversion to social	Connolly W0013388 Trade union responses to immigration in France and	Mori W0013426 Reconsidering the nature of skills demands beyond a

	case study of the stressors of working lives in Ireland and Denmark		the Irish crisis	Examining the roles of class and reflexivity in labour market behaviour	public support: the experience of women in the MENA region		norms and hierarchy in Britain.	sociopsychological impact of insecure work on health and the reproduction of reduced self-efficacy and self-esteem as pathways to poor health		decommissioning of Algerian immigrants in Canada	the UK: A comparison of the CGT's sans papiers movement and Unison's Filipino self-organised group	'Demand-driven' paradigm: toward dynamic skills formation in Vietnam
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Leeds University Business School(LUBS)/ Law School (LIBERTY)													
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Chair	Ian Greenwood	Ian Clark	Matt Vidal	Jo Cutter	Jo Ingold	Melanie Simms	Jean Gardiner	Danat Valizade	Juliet Nagy	Carol Atkinson	Andy Charlwood	Chris Forde	Bob Carter
	Open	Open	Professions ,occupation , skills and social mobility	Professions, occupation, skills and social mobility	In and out of work poverty/pre cariousnes s	New and old inequalities	Gender, work and social reproductio n	In and out of work poverty/ precariou sness	Open	New and old inequalities	Open	Social movemen ts, unions, represent ation and voice	Global political economy, comparative analysis and the changing regulatory role of the state
	Moore AB01608 Memory, BNIM Methodology and the World of Work	Erdogan W0013565 A "Western-Modernised" Factory Regime under the "Political Islam" in Turkey	Woodcock W0013379 Professional gaming and eSports in the UK: Digital labour and the blurring of work and play	Butler W0013234 Knowing evidence in practice: Exploring the interaction rituals of speech and language therapists	Adriaensse ns W0013548 What we talk about when we talk about precarious: Work as choice or necessity- a case study of toilet attendants	Brynin W0013453 Changing ethnic and gender wage inequalities	Smith W0013249 Is there a paradox of the contented female worker? A study of pay satisfaction in higher education	Wood W0013650 The new frontier of outsourcing online labour markets and the consequence for poverty in the Global South	Korczynski W0013366 'The drugs don't work': music and meaning in contemporary service work	Sheely W0013606 Collateral consequences of criminal convictions in the United States: assessing effects on employment and welfare use among low-income lone mothers	Bone W0013682 Young academics employed precariously at an Australian university: influences on wellbeing over the course of a year	Ashman W0013316 The challenges of social media for conflict management	Mizen W0013450 Precarious pathways? The initial labour market experiences of young people in the midlands of England who do not (intend to) enter higher education]
	Greenwood AB01607 Industrial restructuring and redundancy: What happens to the union activists?	Laurie W0013386 Under pressure: Gender and job-related stress following the UK Great Recession	O Riain W0013683 The varying contested terrains of software work in Denmark and Ireland	Siebert W0013421 Deprofessiona lization of doctors through organisational spaces	Kremakova W0013516 The Schrodinger postdoc: precarious labour, self-exploitation and fragmented careers in the neoliberal university	Schreyer W0013443 Young tolerated refugees as skilled workers: policy shift and new inequalities in Germany	Healy AB01604 The impact of the 'Crisis' in the Financial Services sector on the gender pay gap and inequalities	Tartanogl u W0013259 The invisible precariat; the hidden dynamics of home-based garment work in Turkey	McDonough W0013480 Bodily-presence and mediating technology at work: superlative and deficient ways of communicating with others	Wright W0013202 The changing nature of criminal work	Essiaw W0013575 Bullying among Ghanaian nurses: causes and effects	Gent W0013552 Repurposi ng dashboard s: what do cybernetic technologies mean for workplace struggle	Ishii W0013399 The social consequences of youth employment in rural areas in Japan

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Leeds University Business School(LUBS)/ Law School (LIBERTY)													
	LUBS 1.01	LUBS 1.02	LUBS 1.03	LUBS 1.04	LUBS 1.05	LUBS 1.06	LUBS 1.09	LUBS 1.31	LUBS 1.32	LUBS 1.33	LIBERTY G31	LIBERTY G32	LIBERTY G33
Chair	Jackie O'Reilly	Liz Oliver	Matt Cole	Paul Brook	Vera Trappmann	Meenakshi Sarkar	Chris McLachlan	Ian Greenwood	Ioulia Bessa	Gabriella Alberti	Andrew Smith	Juliet Nagy	Charles Umney
	Open	Open	Professions occupation, skills and social mobility	Professions occupation, skills and social mobility	New technology, the green economy and sustainable economy and work	New and old inequalities	Gender, work and social reproduction	In and out of work poverty/ precariousness	In and out of work poverty/ precariousness	Social movements unions, representation and voice	Open	Social movements unions, representation and voice	Global political economy, comparative analysis and the changing regulatory role of the state
	Rebien W0013445 Concessions : Explaining unexpected success in wage negotiations	Borghouts-Van de Pas AB01603 Active Labour market policies and their impact on employers' behaviour in crisis: Can we expect downsizing organisations to hire disabled people?	Subramanian W0013323 Unfolding the service triangle; resolving tensions through cooperation among frontline workers	Luchinskaya W0013593 It's not already laid out for you in a small company: Graduates' experiences of career development in small and large businesses	Pettinger W0013356 Negotiations and compromise s in green collar work	Healy W0013474 Experiencing Europe's changing worlds of work: Intensity, insecurity, intrusion and income stress in workplace regimes	Kispeter W0013015 The economic crisis and women's part-time work: A case study from a Hungarian city	Dobbins W0013361 The self-employed precariat in a post-crisis fragmented labour market	Refslund W0013608 Reducing precariousness in a strongly regulated labour market	Runciman W0013289 Phansi labour broking, phansi The mobilisation of precarious workers and the changing labour relations landscape of post-apartheid South Africa	Cartwright W0013317 "Selling yourself": Self-commodification, performance and the unpaid labour of job-seeking	Papadopoulos W0013607 The Greek tourist industry: Management strategies and workers' mobilizations in times of crisis	Timms W0013539 Responsible work and the rise of private social certification schemes: Investigating thorny power struggles in the cut flower industry
	Friedman W0013030 Mind the gap: London and the regional class pay gap	Lethbridge W0013627 Basic income-further dismantling the welfare state?	Tuite W0013454 An alternative banking inquiry: Stories from workers in an industry in crisis	Brozely W0013492 The impact of biographicity and confidence on youth transitions in an hourglass economy	Glover W0013342 Creating sustainable local economies through redistributing the global value chain of bread to the UK: Developing new business models and new ways of working	Mies Bombardi W0013702 All (dis)quiet on the Western front: Rural life and death on Brazil's commodity frontiers	Charlesworth W0013689 The (re)production of employment conditions for migrant care workers: Cross-national perspectives	Lloyd W0013523 Precarious work, insecure labour and the harms of capital	Kuesters W0013561 Individual potential for making a most unlikely transition: Getting a job after years of unemployment and social benefits receipt	Chen W0013297 Precarious work, the struggle for jobs and inter-union conflict in a globalized industry	Cohen W0013611 Rethinking the sociology of self-employment	Burgmann W0013255 Labour in the twenty-first century	Taylor W0013494 Legislate or voluntary code: The weak state problem in CSR

	Fitzgerald W0013231 Labour mobility, the survival of a national collective agreement and the financial crisis: the long-standing NAECI agreement	Meyer W0013666 Overcoming long-term unemployment: The role of social networks, fictional expectations, and activation measures	Bradley W0013219 A generation in crisis? Young graduates' pathways in a precarious economy	Burke W0013401 Exploring institutional habitus in the development of career capital of graduates	Garvey W0013525 This changes nothing: The old villains and new heroes of agroenergy	Rasaily W0013467 Hierarchies at work and health: Case of the tea plantation sector in Darjeeling	Fakier W0013486 Working on the crisis of social reproduction : Gendering 'useful work' in South Africa	Johnson W0013601 Accounting for decent work: The challenges of incorporating social value consideration into public procurement	Stewart W0013546 Punishing jobseekers? UK jobseekers' lived experience of support and sanctions	Lopez W0013368 Protest and conflict in times of precarisation : The strike in Movistar's contractors in Spain	Leyk W0013646 The experience of uncertainty. Coping with flexibility and insecurity of work in Poland	Bertolini W0013490 Bargaining power of the outsiders: The subjective experience of temporary workers in Italy and the UK	Grimshaw W0013610 Minimum wages as a contested practice: Comparative analysis of the garment industry in developing countries
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Special Session Thursday 8 September 13:15-14:45

Leeds University Business School(LUBS)/ Law School (LIBERTY)				
LUBS 1.02	Moot Court, LIBERTY Building	Yorkshire Bank Lecture Theatre, LUBS	LUBS 1.32	LUBS 1.33
Marketisation and the crisis of work in health and social care	Labour migration in (post) crisis Europe: Transformations of labour and social citizenship for migrant workers in the EU	The crisis in youth employment: Attitudes, policy and ethnicity	Employer engagement with employment and skills initiatives: A path to greater labour market inclusion or deeper inequalities	Culture, creativity and inequality: A special session on work in cultural and creative industries
Convenors: Ian Greer; Charles Umney	Convenors: Gabriella Alberti; Barbara Samaluk; Francesca Alice Vianello; Marek Caneek	Convenors: Jackie O'Reilly; Janine Leschke	Convenors: Patrick McGurk; Jo Ingold ; Rik van Berkel; Thomas Bredgard	Convenor: Dave O'Brien
Other participants: Jennie Aufferberg; Graham Symon; Genevieve Coderre-LaPalme; Lisa Schulte	Other participants : Devi Sacchetto	Marge Unt; Jennifer Shore; Paul Marx; Carolina Zuccotti; Marge Unt; Kadri Täht; Michael Gebel; Jonas Voßemer; Björn Högberg; Jennifer Shore; Patrick Emmenegger; Paul Marx; Dominik Schraff	Melanie Simms; Danat Valizade; Michael Orton; Anne Green; Gaby Atfield; Sally-Anne Barnes; Conxita Folguerra-i-Bellmunt; Xavier, Fernandez-I-Martin; Joan Manel; Batista-Foguet	Bridget Conor; Sam Friedman; Dave O'Brien; Lynne Pettinger; Mark Taylor

Paper Session 7 Thursday 8 September 15:00-16:30

Leeds University Business School(LUBS)/ Law School (LIBERTY)													
	LUBS 1.01	LUBS 1.02	LUBS 1.03	LUBS 1.04	LUBS 1.05	LUBS 1.06	LUBS 1.09	LUBS 1.31	LUBS 1.32	LUBS 1.33	LIBERTY G31	LIBERTY G32	LIBERTY G33
Chair	Irena Grugulis	Laura Cartwright	Mark Stuart	Jo Cutter	Irena Grugulis	Kate Hardy	Wendy Olsen	Phil Mizen	Nik Hammer	Ian Cunningham	Matt Cole	Sian Moore	Frederike Scholz
	Open	Open	Open	Professions occupation, skills and social mobility	Gender, work and social reproduction	New and old inequalities	Gender, work and social reproduction	In and out of work poverty/ precariousness	New technology, the green economy and sustainable economy and work	Global political economy, comparative analysis and the changing regulatory role of the state	Global political economy, comparative analysis and the changing regulatory role of the state	Social movements, unions, representation and voice	Social movements, unions, representation and voice
	Formankova W0013592 Negotiating the Values of Work and Care in the Family Policy Reforms during the Time of Crisis in the Czech Republic and Slovenia	Atkinson W0013382 Fragmented time and domiciliary care quality: 'No one sets out to provide bad care, but you're dragged to it, dragged into the gutter'	Borghouts-Van de Pas W0013349 Employment security in times of crisis: from work to work transitions	Tholen W0013373 Careers and graduate work: Some insights from case studies on software engineers, financial analysts, press officer and biotech scientists	Oldridge W0013409 The conflicting demands of the UK Government on older women's careers	Nagy W0013513 Career advancement and diversity in SMEs law firms in Leeds	Olsen AB01600 Labour and Marital Negotiation of Work Patterns in Rural North India and Bangladesh	Dietrich W0013475 Bogus self-employment: When the market rules- chances and risks of own-account self-employment	Joyce W0013705 Estimating participation in the online 'gig economy'	Heery W0013353 The state and the evolution of British employers' organisations	Cabaco W0013222 Public engagement and deliberation in economic decision-making: Constructing an Economic Democracy Index	Hourigan W0013212 'Decent work': Protest responses to the re-configuration of work in Ireland by the Irish anti-austerity movement	Valizade W0013387 Re-emerging national trade unions? The analysis of trade union responses to Euroscepticism
	Kuz W0013529 Reshaping the informal labour market: Recent policy reforms in Turkey	Cunningham W0013232 A view from here: Perceptions of job quality from social care workers during austerity	McLachlan W0013693 Socially responsible restructuring : Developing a framework	Luchinskaya W0013590 Do jobs upgrade as graduate recruitment increases? An analysis of job influence using the Workplace Employment Relations Survey	Bennett W0013609 Jobs for the boys: is the lack of part-time employment a barrier to the growth of women working in UK scientific industries?	Wilkowska W0013661 Dignity denial in ICT sector	Dubey AB01598 Causes of defeminisation of work in rural India over the long term	Danson W0013558 Self-employment and business ownership as contexts of poverty	Baldauf W0013479 Prolonging working life through ICT: The role of crowdsourcing	Griffin W0013303 The others at the other end of human resource management; The state, its laws, their unemployed and the markets.	Ashley W0013503 Understanding Social Class and Access to Elite Professional Services Firms: Repertoires of inclusion and exclusion	Robertshaw W0013419 'Since the workfare row...': Contesting the coalition's welfare reforms (2010-2015)	Browne W0013674 Trade unions and their duty of care to members- Legal fact and operational myth

	Veliziotis W0013339 The 'dual challenge': Employment relations practices in Greece during the recession	Graby W0013413 Personal assistance as employment in times of disablement: A unique relationship or a job like any other?	Morrison W0013560 Changing the mindset? Understanding and addressing the challenges involved in reconfiguring the UK armed forces		Ishiguro W0013329 Childbirth, child-rearing and women's career advancement: case of Japan	Taylor W0013422 Experiences and realities of out-of-work partnered fathers in the UK: Lessons from France	Mishra AB01599 Unpaid women worker as disguised exclusion: An experience from rural India	Doogan W0013616 Temporal divergence and labour market change		Adham W0013612 Labour Management in patrimonial capitalism	Garvey W0013530 The perforated borders of labour migration and mob-regulation	Mercer W0013197 Labour isn't working: the necessity of post-work imaginaries as a response to crisis capitalism	Wang W0013377 Formal employee representation and workforce performance: A pan european study
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PAPER SESSION 1

Tuesday 6 September 2016 at 13:30 - 15:00

Open LUBS 1.01

Uberisation: the Death of Employment and the Death of Work?

W0013424

Warhurst, C., Mathieu, C., Wright, S.
(University of Warwick)

The current creative destruction driven by disruptive technology that heralds a second machine age is threatening to either eradicate work or eradicate employment. The first prediction is associated with the substitution of human labour by that of robots, the second with the new business models associated with platform capitalism. To date the two potential developments have been treated separately. This paper starts with the second but ends with a version of the first. A highly innovative new business model, most debated to date about 'Uberisation' and its various brand forms, e.g. Crowdsourcing and TaskRabbit, has focused on lost tax revenue, the funding of public services and citizens' income. Only now is debate emerging about its employment implications. Uberisation eradicates the employment relationship: no work is promised and no labour mandated, instead tasks are brokered. For some this eradication heralds a liberation of workers, ending the real subordination of labour as the new freelancers choose when to work, how much to work and the acceptance of the spot price of their labour. For others these workers represent a hyper-precariat with insecure working hours and wages, and lacking protection. However, we argue that more is to come: as driverless cars take to the roads, the death of employment transmutes into the death of work not just employment. Drawing on a range of secondary material, this paper first outlines the robotisation thesis and the new Über-type business model in the context of the second machine age. It then explores the death of employment and death of work scenarios, exploring the three possibilities offered by Uberisation. The final section that reflects on the historical lessons of the first machine age when remedial regulatory interventions were required that shaped work and employment in the face of then new technological developments.

Driving in the Gig Economy: Road to Freedom or Übercapitalism?

W0013471

Pour, J.
(London School of Economics and Political Science)

This paper reports some preliminary findings and reflections from an on-going qualitative research project exploring the lived experiences of Uber drivers working in London.

The rise of the gig economy has been met with conflicting responses. Some hail it as providing a new form of liberating work, while others denounce it as facilitating greater precarity. This debate has been stimulated by discussions surrounding the ride-hailing company Uber, which many see as the chief pioneer of the gig economy. While there has been increasing academic interest in the company, almost all of the corresponding scholarship has been based in the United States and very little of the literature has actually looked at the lived realities of Uber drivers. Therefore, this analysis is based on in-depth semi-structured interviews with a sample of Uber drivers, and takes their experiences as a case study of working in the on-demand gig economy. If this form of 'gig' employment continues to grow globally, as some predict, the issues considered here will become increasingly central for the sociology of work.

This paper questions the notion that Uber is a radically innovative technological phenomenon, and argues that it can instead be seen as part of a longer-term reconfiguration of the social relations of production. Despite the rhetoric of Uber drivers 'being their own boss', stemming from the idea that they control their own working hours, I claim this form of work can be conceptualised within an uneven structure of time and temporalities; that Uber drivers are compelled to maintain a 'temporal infrastructure' (Sharma 2014) of immediacy and convenience at the expense of their present and future security. This paper also highlights how features of the Uber driver experience challenge the company's portrayal of them as self-governing 'microentrepreneurs'. These findings can help inform the current impasse in regulatory disputes about whether Uber drivers are independent contractors or employees.

Households and the Economic Crisis In Europe

AB01651

Sanchez-Mira, N., O' Reilly, J.

We examine the rise of dual earner households in Europe drawing attention to differences within and between countries during the period preceding and following on from the Great Recession using data from the EU-SILC. Theoretically this empirical evidence is used to address questions about the emerging gender contract or new forms of reproductive bargains as captured by the household organisation of paid employment. The decline of the traditional male breadwinner family model has been widely recognised as increasing numbers of women and mothers have taken up and continued in paid employment. However, the form and quality of the employment they can avail of varies significantly not only by their qualifications and preferences, but also by the types of jobs available to them in the regions in which they live. The consequences of the Great Recession has impacted unequally across Europe, and especially on countries seen to have more traditional gendered arrangements, particularly in southern Europe. We examine the extent to which there has been a decline, or revival, of the traditional male breadwinner family model. And, for dual earner couples we are interested in knowing to what extent this arrangement reflects greater gender equality or is it the result of economic necessity?

Open
LUBS 1.02

'Student-Laborers' – The Formation of the New Working Class in China

W0013432

Koo, A., Ngai, P.
(Hong Kong Polytechnic University)

The rise of China as a world workshop has been accompanied by the emergence of a new generation of migrant workers and new form of labor subjects in both manufacturing and service sectors. In addition to traditional rural migrant labor, this new source of labor subjects is driven from the vast amount of student interns from vocational high schools. This group of students, mounted of over 20 million since 2008, has often called as 'student laborers' who work to fuel up China's economic growth in the age of labor shortage in post-financial crisis period. Based on the fieldwork data collected in vocational schools in Chongqing and Chengdu (two fast growing inland cities in China with over 10% annual GDP growth in 2010s), we find the students are trapped between the hopes of having a decent job after acquiring educational credentials and the reality that large proportion of vocational school students end up working on assembly lines in factories. This paper describes the 'learning to labour' experience among this new generation of young laborers during their vocational school years. It also investigates the expansion of vocational schooling and internships that operates in the guise of training skill development, and self-investment that match the needs of industrial development. During the months of compulsory internship, vocational school students work side by side with other migrant workers in the same workshops. Student interns are used as cheap and unskilled labour, forced to endure the same exploitative labour conditions as other uneducated vulnerable migrant workers. They found no connection between their learning and the work; felt frustrated and angry about the situation. This paper showcases the reproduction of China as the world factory that accompany by the emergence of new laboring subjects coming from vocational schools. We argue that although both the class structure and the labour process of this new generation of laborers are similar to those of the previous generation, there are new life expectations and dispositions, new nuanced meanings of work, and heightened potential of collective labour actions among these diligent, skilled and well-educated working subjects who had grown up in the reform period.

China Crisis: Work, Class and Employment Relations in Contemporary China - A Review of the Field

W0013442

Smith, C., Zheng, Y., Liu, M.
(Royal Holloway University of London)

China has been through a systemic shift from state socialism to forms of state and market capitalism, and has acted as a magnet for global manufacturing capital. In the process, China has constructed a new working class, new employment relations and new forms of intensive working. Individual ethnographic studies of work and workers (Pun, 2005, 2016; Otis, 2012; Kim, 2013; Zhang, 2015), edited collections (Lee, 2007b; Kuruvilla, et al 2011; Chan, 2015; Liu and Smith, 2016) and industrial relations and human resource management texts (Chan, 2010; Warner, 2013; Leung, 2015) have tried to capture these changes.

There have been common observations across different classes of workers, especially strong evidence of managerial authoritarianism and causalised employment relations. However, very recent debates on class, work and

employment in China are moving towards binary polarisations for characterising the nature of class and employment relations. Lee in a recent discussion paper set up two camps: the first arguing that the new or 2nd generation of post-reform Chinese workers (those born after 1990) are entrapped in 'precarization', with informal contracts, non-bureaucratic work relations, legalist dispute resolutions and 'factory' not 'class' consciousness (Lee & Kofman, 2012). This is set against what Lee calls an alternative 'empowerment' thesis, promoted by writers such as Leung & Pun, (2009) Pun & Lu (2010), who suggest that the new generation of workers are more class conscious and class active. The occupational focus in both camps is largely on new migrant workers, although Lee (2007a) has earlier suggested two class politics, employment situation and work experience for China's old (state owned enterprise workers) and new export-orientated migrant worker industries.

The question of where Chinese workers are going and how the emergence of new workers fits within class relations and labour institutions has become a critical question as China's growth has faltered and crisis deepened. This paper offers a critical review of recent literature on work, class and employment in China, and aims to stratify the debate and disaggregate what we consider to be different forms of argument about different categories of Chinese workers within a new class system. We do this by focusing on the following four dimensions:

- Clarify the differences between employment status and class. Institutional dualism, segmentation and differentiation of workers create status differences such as hukou status, citizenship and welfare claims. Status differences do not undermine class at a structural level.
- Company and industry differentiation – company forms and community and non-community forms; dormitory and non-dormitory labour regimes;
- Class relations –ownership relations, conflicts between worker and farmer status, and the particulars of the proletarianisation process in China;
- Class-occupational relations and conflicts – the changing class situation of managerial, technical and white-collar workers.

By looking across the class structure in China, at institutional, occupational, organisational and employment relations, we aim to weigh up ideas of polarising, fragmenting or shared work experiences for a range of categories of Chinese workers.

Managing Labour Mobility: Embracing or Detaching from the Labour Market? **W0013414**

Zhu, J.
(Newcastle University)

Labour mobility is a key element in the organisation of labour processes within firms (Smith 2006). Existing literature has focused on the issue of labour turnover in order to understand how firms manage labour mobility. This literature examines factors that affect the turnover intention of employees (e.g. Khatri et al. 2001; De Gieter & Hofmans 2015; Chang et al. 2013). It also discusses practices that firms use to increase employee retention (e.g. Smith et al. 2004), or to minimize the organisation from negative effects that often follow from employee turnover (e.g. Mowday 1984). However, the majority of existing studies exhibit both a managerialist perspective and a firm-level analysis at the cost of a wider assessment of labour market conditions and the relationships between firms and their embedded labour market. Drawing on a comparative study on two Chinese offshore service providers, this study aims to address this narrow focus by investigating how and the extent to which firms could manage labour mobility by actively managing its relationships with the labour market conditions.

Both firms in the study are located in highly mobile and deregulated labour markets, and face similar pressures in relation to employee recruitment and retention. However, our findings reveal two contrasting strategies of managing labour mobility, focusing respectively on 'embracing' the local labour market or 'detaching' from the local labour market. The firm which adopts an 'embracing' strategy makes use of the high mobility of the labour market and deal with its seasonal fluctuations in business by letting employees 'voluntarily' leave the firm. In contrast, the one following a 'detaching' strategy creates a 'close' system of employment and decouple their employees from the external influences as much as possible. We discuss the social-economic and corporate conditions under which each strategy is pursued and in doing so, we argue that managerial policies and practices are seldom the direct manifestations of the institutional and organisational pressures faced by the firms. Firms not only have the capacity to work with other local institutions and develop distinctive approaches to managing the labour mobility, but also have spaces to strategise their relationships with the structural forces to which they expose themselves.

New Technology, the Green Economy and Sustainable Economy and Work

LUBS 1.03

Changing Places of Work and the Consequences for Job Quality

W0013320

Felstead, A., Henseke, G.
(Cardiff University)

The movement of work out of conventional workplaces, such as the office, and into places not primarily designed for work is well documented. These include the home, the vehicles used by workers to move from place to place, and so-called 'third places' such as hotels, coffee shops and rail station waiting rooms which are neither home nor conventional places of work. Official evidence in the UK appears to back this up. Analysis from the Office for National Statistics (ONS), for example, suggests that in 2014 13.9% of those in work could be classified as 'homeworkers' (ONS, 2014). However, while there is considerable debate about the definition of 'homeworking', and hence the precise point estimates, there is agreement that location independent working (as it is sometimes called) has grown year on year (Felstead et al, 2005).

Set against this background, the paper has two aims. First, it examines the extent to which the trends identified in the Labour Force Survey (and used by ONS over a number of years, see, for example, ONS, 2014; Ruiz and Walling, 2005; Hotopp, 2002; ONS, 1995) can be explained by the changing occupational, industrial and contractual status composition of the UK labour market. After all, particular groups of workers such as those who work in offices and those who are self-employed have historically been more prone to work in this way. Since the economy has shifted towards these types of work, the paper examines the extent to which at home/from home working has grown after taking into account these compositional effects. The results therefore shed further light on the scale of these spatial changes. For this we draw on an uninterrupted Labour Force Survey series going back from 2015 to 1992 (and extending as far back as 1981 when location of work questions were first asked of survey respondents).

Secondly, the paper examines the claim that carrying out work away from a central workplace is beneficial to employers and workers alike. Employers are reckoned to benefit from the increased work intensity and longer hours triggered by the detachment of work from place. Workers are also thought to benefit from greater flexibility they are given to decide when and where to work, hence increasing their organisational commitment, enthusiasm for the job and satisfaction levels. This position has received recent research support (Bloom et al., 2015; Sardeshmukh et al., 2012; Wheatley, 2012; Fonner and Roloff, 2010). However, previous analyses have either been based on small sample sizes, have focused on company trials or have used data using a limited range of job quality indicators. This paper's second contribution, then, is to add to this debate by drawing on data provided by around 15,000 workers to surveys carried out in Britain in 2001, 2006 and 2012 (Felstead et al., 2015). On this basis, the paper examines how work location, and the extent of detachment of work from place, is associated with job quality outcomes such as work intensity, organisational commitment and worker well-being.

Old Skills for New Jobs or New Skills for Old Jobs: The Challenge of Changing Job-Requirements

W0013440

Helmrich, R., Tiemann, M.
(Federal Institute for Vocational Education and Training (BIBB))

The aim of this paper is to assess the effects of changes in economic and technical production on the national workforce and occupational tasks. It contributes to recent research on polarization and task biased technological change in developing a theory-based model for analyzing occupational activities (their routine, knowledge and object-oriented shares) in different contexts (branches, occupations). The central question of this article is concerned with how and which jobs will change in structure and requirements. So far, this question cannot be answered directly, since there is no empirical evidence yet of the development of smart Industry in the economy itself.

The globalization and the digitization of production and consumption, technological progress, demographic changes (national and international), the changing of educational behavior towards an increase in academic qualifications, resource scarcity or climate change act as megatrends on economic development. Over time, this changes the demand for goods or production processes. This will also affect the occupational requirement structures (Helmrich / Hummel / Neuber-Pohl 2015).

Theoretically the study is based on a combination of three frameworks. The first reference framework draws on work by PREDIGER/SWANEY (2004) who developed dimensions used to describe certain aspects of occupational

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contents and for mapping occupations. The second framework assesses requirements on knowledge work by VOLKHOLZ/KÖCHLING (2001), where the working population is partitioned according to the type of knowledge work of their employment. The third framework is the task-approach initiated by a paper from AUTOR et al.(2003) about the share of routine tasks of occupations, which is an enhancement of the 'Skill-Biased Technological Change'. With these frameworks we can assess the characteristics of tasks, occupations, goods, and branches which determine their respective contents and thus tradability.

We examine requirements on the level of the working place: Firms structure their working places according to new requirements. Being able to describe occupational content and its links to new qualification demands puts us in a position to examine a) what the new requirements for firms and employees are and b) what their effect on the occupational structure is.

In order to assess these developments we need to analyze the division of labor from different perspectives: the employers' and the employees' perspective. Firms have to amend to new trends and are innovative in developing new products and services; and these innovations put changing requirements on the employees. We link both perspectives on the level of branches, occupations, tasks and requirements, based on quantitative survey-data like the BIBB-BAuA Employment Survey 2012 (HALL et al. 2014) and Employer-Surveys.

As an example, we here present the development in the energy and health branches und occupations. The energy transition in Germany will produce no recent tasks. But the current tasks will be more varied and sophisticated. In the health and care sector however activities and requirements will change.

Understanding the Contemporary UK Labour Market with the Use of Social Networking Sites (Snss)

W0013363

*Iseko, A.
(University of Surrey)*

This study is a qualitative research interested in contributing to the understanding of the contemporary labour market by using the specific area of social networking sites (SNSs). The UK labour market is constantly changing and there is a need for us to continuously understand how employees are adapting, handling and negotiating these changes. Studies such as Standing (2011), argues that Neo-liberal policies and institutional changes have produced a huge and growing number of people with sufficiently common experiences who belong to a new social class. This class he referred to as the 'precariat' deal with job insecurity with respect to short-term jobs, unstable occupational identities or careers, unstable social protection and so on. This area of job insecurity and the precarious society has attracted a lot of debate and there is a growing need to understand how people that belong to this emerging class are handling the changes happening in the labour market. We are in an era where the use of SNSs have become very popular and have been incorporated into our daily lives. Deborah Lupton (2014) argues in her book 'Digital Sociology' that newly developed technologies have so thoroughly infiltrated everyday life that the digital world should now become a central feature of sociological investigation. Also, a recent study conducted by PricewaterhouseCoopers (PwC, 2014) states that at least 75 percent of employers (potential and actual) in the UK monitor their employees' online activities. So therefore, at a time where there is an increase in online employee monitoring and a constantly changing labour market, it is necessary for us to understand how employees in the UK are handling and negotiating these changes with respect to the use of SNSs. With the use of 40 semi-structured interviews, this study explores how these employees describe the changes in the labour market and thereafter proceed to understand the role SNSs plays in how they are handling and adapting these changes. Thus, these findings will contribute to the understanding of the contemporary labour market by using the specific area of social networking sites to explore how these employees' negotiate and handle the changes in the labour market.

Professions, Occupations, Skills and Social Mobility

LUBS 1.04

Work in the Workers' Perspective: Changes in Occupational Contents From 1979 To 2012

W0013438

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This paper contributes to current debates on polarization and changing work by analyzing what happened in the past when new technologies were implemented. The well-known polarization thesis of Frey / Osborne (2013) is based on the assumption that routine work will be substituted by machines. The paper sheds light on the question whether this was the case in Germany in the past.

Frey / Osborne (2013), drawing on Autor et al. (2003) state that computerization potentially leads to job loss and negative income effects for certain employees (especially middle skilled employees). Since they want to make predictions about the future, it is important to understand the effects underlying this assumption. It can be shown that there is a direct link between high shares of routine contents of occupations and subsequent introduction of computerized machines in these occupations. But this does not answer the question whether people will have to change jobs or become unemployed.

Firms do at least have two options: either they substitute workers by machines or they reorganize the work in a way that still makes use of employees skills. Also, new technologies can be implemented in different ways, substituting or supplementing tasks, according to employees skill levels (Ben Ner/Urtasun 2013).

Regarding occupational contents, the discussions always draw on expert ratings of occupational contents. This is a major drawback when we want to learn about what happens to employed persons on the labor market.

The data used here are the Qualification and Career Surveys of 1979 to 2012. They hold representative data of at least 20.000 respondents in core employment (10 hours paid work / week) on their subjective assessment of requirements, tasks, skills used, work and qualification career paths and more. The data are aggregated on the level of occupations to show how occupational contents changed over time and whether these changes were driven by technological change.

It is shown how occupational contents can be described with a theory-based model. Overall routine shares of work decline throughout the labor-force but do not always lead to the extinction of jobs. In some groups of occupations though this is the case (e.g. commercial backoffice occupations). Also, a positive relation of routine-dominated job activities and the introduction of technology can be shown. But the underlying assumption of the current debates polarization (esp. with Frey/Osborne) of substitution of workers as the sole or most important effect of the introduction of new technology cannot be verified for the past. Instead, a number of alternative strategies become visible, which help fostering a more profound discussion about the future of work.

Changing Nature of Artisanal Work and Occupations in South Africa

W0013444

Wildschut, A.

(Human Sciences Research Council of South Africa)

The social and political conditions, the milieu within which artisans are required to work, have shifted globally. The South African policy concern is to train bigger quantities and improve the quality of artisanal skills, while at the same time opening up more opportunities for young, black and women artisans to shift historical trends of unequal access and success. South African data on the employment of crafts and related trades (CRT) workers (the occupational group where artisanal employment is recorded) however, indicates the labour market for artisans has been contracting between 2001 and 2012 (Bhorat et al, 2013), and there are indications that this trend has been continuing and intensifying in particular sectors over the last few years. What makes this information noteworthy is that these sectors are historically strong employers of artisans.

This causes a seeming disjuncture between policy driven imperatives to increase and accelerate the production of artisans, and the ability of the South African labour market to provide employment. Of course this analysis has limits. It does not take into account the opportunities for artisanal employment that might arise out of the informal labour market. It assumes that past employment trends are good predictors of future employment trends and it does not take into account the changing nature of work and how this would affect the nature of demand for artisanal skills.

Engaging with such concerns, this paper presents findings from research into three artisanal trades in South Africa, undergoing different facets of change. One is a new and emerging multidisciplinary field of practice recently recognized as a trade (mechatronics in the automotive sector), the other a traditional trade having to function in more technology driven work contexts (electricians in the mining sector), and the third a high status trade also having to contend with the implications of increased application of technology (millwrights in the metals sector).

Drawing on the sociology of work and occupations and labour process literature, the paper uses the concepts of knowledge, skills, materials, tools and the division of labour, to analyse changes to artisanal work from the perspectives of artisans, apprentices, technicians, engineering- and human resources professionals in one of the three focus cases. The analysis illuminates the interface and process of social construction that underpin the connection of the more tangible with less tangible elements of an occupational domain. This highlights that in order to better understand work change and its implications for labour markets, sociological investigation into the nature of work will become increasingly critical.

Revitalising What? Union Learning Reps and New Forms of Workplace Activism

W0013685

Cutter, J.
(University of Leeds)

The provision in UK law in 2002 of statutory rights for a new workplace activist role, the union learning representative (ULR), was a notable development, especially in the context of wider union decline and the erosion of other legal supports. ULRs were heralded with the potential to revitalise UK trade unions. Revitalisation was assessed in terms of ULR characteristics 'new blood' for the union movement (Hollinrake, Antcliff & Saundry 2008: 394), in terms of growing the membership through learning or through progressing partnership (Cassell & Lee 2009). Other commentators were more sceptical of the revitalisation thesis and critiqued ULRs as being inherently a-political (Daniels & McIlroy 2009), distracting unions from their core business or being heavily constrained by employer resistance (Hoque & Bacon 2011; Wallis, Stuart & Greenwood 2005). This paper contends that to better understand the ULR role, the revitalisation thesis needs to be revisited. The findings illustrate that some recruitment of new members does occur as a result of ULR activities, but not at significant levels. However, ULR activity contributes to union revitalisation in two interesting ways. Firstly, through engaging worker participation in the life of the union. Secondly, that although ULRs are constrained by management ambivalence they can create opportunity structures within which to successfully negotiate for low-paid workers to access education and training at work. This is achieved through advancing an independent union agenda based on inclusion and persistent engagement with local management to challenge unitarist assumptions.

Unpaid and Unfree Work

LUBS 1.05

Unpaid Wages: It's All About the Money

W0013240

Clark, N., Herman, E.
(Middlesex University)

This paper is a work in progress examining 'the lived experience of employment law' (Hay & Craven, 2004) through the phenomenon of unpaid wages in Britain, and considers what we might learn from it. The research from which the paper is drawn aims to develop fresh insights to the construction of and resistance to 'vulnerability' at work, previously discussed for example by Anna Pollert (2010), by focussing on the crucial element of the work/wage bargain – paying the wage.

The paper will describe the ubiquity of unpaid wages (which we consider to be a completely or partially unfulfilled promise of payment for work done, as distinct from unpaid work more generally) in Britain. This will draw on secondary analysis of data from the Labour Force and Family Resource Surveys, Citizens Advice and ACAS, together with primary data gathered from the Employment Tribunals Registry and a series of Key Informant interviews with practitioners and employers.

It will also discuss the development, through a collaborative mapping exercise involving unions, regulators, academics and others, of a draft typology of non-payment, and how this was used to select case studies illustrative of the types. Tracking the process of decision-making by affected workers via casework diaries will be described, and we will examine existing policy, advocacy and enforcement mechanisms, which should lead to recovering unpaid wages, and compare their efficacy with workers' own agency. However, our study is not simply concerned with the processes and mechanisms but with the beliefs that underlie them. If to be a wage labourer is to be alienated, providing the labour but not receiving the wage must be doubly so, illustrative of Marx's argument that 'the more (he) works, the less wages (he) receives' (Marx 1976). We will argue that the imbalance of power exhibited in laws enforcing the wage contract are not created by those laws, but reflected by them.

While the phenomenon of unpaid wages is so far unexamined in Britain, there is a substantial body of work relating to the US, Russia, and elsewhere and we will consider insights from these studies and how they might apply in the British context (e.g. Lehmann & Wadsworth 2006, Bobo 2009, Bernhardt et al 2012).

We will examine the extent to which non-payment is tolerated or even accepted and the implications of this. There is a gap between legislators' priority of dispensing punishments (for trafficking and 'modern slavery' for example), and that of workers for whom recovery is paramount, but problematic. For them it really is all about the money. This has implications for dichotomous notions of free and unfree labour, which lead to policies targeting exploitation at the most

extreme end of the continuum only, as opposed to the 'continuum' of exploitation described by O'Connell Davidson (2010) and Skrivankova (2010) among others.

This paper will provide a nuanced perspective on a so far under-investigated aspect of exploitation, exploring the rich potential for both theoretical insights and policy development contained in the non-payment of wages, particularly where this is systematic.

The Re-Discovery of Workfare in the UK: Unpaid Work for Benefits in the Birmingham Poor Law in the 1930s Compared with Post 2010

W0013391

Cooper, M.
(University of Warwick)

The UK's 2010-15 Conservative/Liberal Democrat government's introduction of 'workfare' schemes for claimants of unemployment benefits has received much comment and criticism. Policy makers have justified this as an essential means for maintaining or restoring the employability of the unemployed whose work ethic has been called into question. The development of modern 'workfare' in the US in the 1990s and its spread to the UK had been well documented by researchers.

Yet these practices bear a striking and less discussed resemblance to those of earlier periods of modern history. The practice of setting the unemployed to unpaid labour had a long history in the English poor law and survived up until World War 2. Its last decade, the 1930s may prove to be a particularly constructive point of comparison. This was a period where a relatively modern liberal policy apparatus struggled to cope with the mass unemployment generated by economic crisis.

This paper will seek to develop a comparative analysis of the policy problematics of unpaid work schemes put in place in the 1930s and since 2010.

It will draw upon the contribution of the Foucauldian 'governmentality' literature on unemployment to analyse the forms of subjectivity policy aimed and aims to instil in the unemployed. The paper will examine the way claimants were constructed in discourse to justify policy and how these assessments of claimants were institutionalised in policy. For instance benefits in the 30s were divided between contributory insurance and reformed poor law systems in which only the latter claimants could be compelled to undertake unpaid work. Post 2010 'workfare' has been deployed upon a range claimant group's (particularly young people) based on their perceived lack of labour market norms. The administrative devices or 'technologies of power' used to distinguish between claimants can provide insights into changing ways of seeing and governing populations as well as new structures of work.

The paper will do this through a documentary analysis of the records of national government departments' from the 1930s and Birmingham City Council (responsible for the schemes at a local level). It will make a contribution to knowledge in assessing a scheme which has not previously been examined, and by developing the sociological understanding of 'workfare' through a comparative analysis of how it has existed in different periods of modern history.

Paid and Unpaid Internships and the UK Graduate Labour Market: Participation, Outcomes and Implications

W0013369

Hunt, W.
(University of Portsmouth)

Internships are a growing feature of the UK graduate labour market. They are thought to enable individuals to gain work experience, develop employability and industry-specific skills and knowledge. At the same time concerns about equality of access, potential exploitation, and the replacing of paid staff with low or unpaid labour (e.g. Lawton and Potter, 2010; Milburn, 2009; Frenette, 2013; Siebert and Wilson, 2013). However, the extent to which these contrasting views may be true has so far not been demonstrated empirically. The current paper examines the extent and function of paid and unpaid internships from the perspective of individuals, whilst also exploring how they fit in with different conceptions of the graduate and wider labour market. For example, do they represent a mechanism of socio-economic reproduction or are they a means to improve one's chances in an essentially meritocratic labour market? Are they a way for graduates to set themselves apart in an increasingly competitive and polarised world of work, or just another form of precarious working? The research involved analysis of secondary data from the 2011/12 Destinations of Leavers from Higher Education (DLHE) survey and a separate quantitative survey of 615 creative arts and mass communications and documentation graduates surveyed two to six years after graduation.

The analysis of DLHE data showed that internships are a small but significant feature of the UK graduate labour market, and that the practice is more common in sectors that might be considered as particularly desirable, such as politics, the media, creative art and design, PR, business and finance, advertising and the third sector. Furthermore,

the controversial practice of unpaid internships was found to be more common than previously thought and particularly prevalent in the same sectors where internships were most common (with one or two exceptions). Findings from the quantitative survey showed that, by two years after graduation, most creative graduates had finished doing internships. But by this stage one quarter had done some form of graduate internship and two-thirds of these had done at least one unpaid internship. While there was little evidence that either paid or unpaid internships resulted in increased chances of landing a graduate level or creative job, the data suggest that engaging in an unpaid internship actually decreases earnings in the short to medium term. Reflecting findings from other research that found that unpaid work was associated with less favourable labour market outcomes (Purcell, et al. 2012).

The findings indicate that, for individuals, early labour market experiences, and particularly landing paid rather than unpaid opportunities, are crucial. The findings also lend weight to both 'meritocratic' and socio-economic reproduction conceptions of the graduate labour market. While educational achievement and institutional signifiers were found to influence participation in internships and graduate outcomes, there was evidence that graduates from more privileged backgrounds may have better access to the best opportunities. Furthermore, the prevalence of unpaid internships and lack of favourable outcomes associated with them raises questions about the true function of the practice within the graduate labour market.

Grandparents and Later-Life Working: How Grandparent Care Affects Decisions Around Working and Retirement

W0013624

Lain, D., Loretto, W.
(University of Brighton)

In the context of population ageing, many governments including that of the UK are encouraging people to extend their working lives. Policy changes including raising state pension ages and introducing legislation to outlaw age discrimination and abolish mandatory retirement have raised the effective age of retirement in the UK, especially for women. The changing pensions landscape is also prompting expectations of working longer for financial reasons. Nevertheless, at the same time, many of the 'older workforce' (aged 50+) are an important source of childcare provision for working parents, with one third of workers with children aged under 15 receiving regular help from parents (Glaser et al, 2010). There may therefore be some significant tensions between working longer and providing childcare support (Wellard, 2011).

Previous research indicates that some women over-50 are choosing to 'retire' early so that they can support their daughters working full-time (Loretto and Vickerstaff, 2013); more men may be involved in grandparenting than previously thought (TUC, 2014); and younger women may be increasingly expecting their own retirement to incorporate some form of grandparent childcare (Loretto, 2014). However, we are lacking in-depth understanding of the experiences, preferences and perspectives of grandparents providing care and how their decisions interact with their work, career and retirement choices.

The results presented are from a project interviewing 60 grandparent-carers. Qualitative, in-depth interviews were conducted with grandparents that provide care for their grandchildren while their adult children are working. Purposive 'snowball' techniques were used to achieve a sample of working and non-working grandparents that were stratified on the basis of income, housing circumstances, and education. The interviews incorporated a life-course perspective, asking grandparents about their work, educational and caring histories. The interviews lasted from 1 to 2.5 hours, and covered the nature of the grandchild care they have provided; the family context; the influence of paid work on caring; their financial position; and the impact of caring on their wider lives. This paper will focus on the ways in which grandparenting affects attitudes and behaviours in later working life and will consider the intergenerational implications for labour market participation across the lifecourse.

New and Old Inequalities

LUBS 1.06

Disabled Employees' Experience of the Recession: Evidence from the 2011 British Workplace Employment Relations Survey

W0013518

Hoque, K., Jones, M., Wass, V., Bacon, N.
(University of Warwick)

Prior research exploring the recessionary impacts on disabled people has focused largely on the cyclical sensitivity of employment (Fogg et al. 2010; Kaye 2010; Kruse and Schur 2003: 31; Berthoud 2009, 2011). Recessions also have the potential, however, to impact on employees' in-work experiences. Although there is some research on this issue concerning gender (Biddle and Hammermesh 2013) and race (Johnston and Lordan 2016), there is no work on whether disabled people's in-work recessionary experiences are more negative than those of the non-disabled. Drawing on unique questions introduced in the 2011 Workplace Employment Relations Study's employee survey, this paper addresses this issue.

The paper's first aim is to identify whether disabled people report poorer experiences of the recession than the non-disabled, while the second aim is to identify whether the gap between disabled and non-disabled employees is smaller in workplaces that might be expected to have a positive equality culture (workplaces with a positive justice climate (Schur et al. 2009) or supportive EO practices (Hoque and Noon 2004; Forth and Rincon-Aznar (2008); public sector workplaces (Jones et al. 2015); and unionised workplaces (Hoque and Bacon 2014).

In the event, the multivariate statistical analysis finds that disabled employees are more likely than non-disabled employees to report negative recessionary effects, particularly regarding workload, work organization, wages and access to training. In explaining this, we find relatively little support for: human capital theory arguments that the gap is due to differences in personal characteristics such as age or qualifications (Gore and Parckar 2009); or labour market segmentation theory arguments (Doeringer and Piore 1971) that it is explained by the clustering of disabled people into less secure jobs (Kaye 2010) and/or in industries that are more likely to be recession-affected (Gore and Parckar 2009). Instead, the disability gap appears to exist among otherwise comparable workers within the same workplace. This finding suggests that disabled people may face greater discrimination from employers during recessionary periods given that the costs of discrimination may be lower when labour markets are slack (Biddle and Hammermesh, 2013). Alternatively, there may be disparities in the way disabled and non-disabled employees experience organization-wide policies implemented across the whole workforce in response to the recession. For example, changes in work organization applied to the whole workforce may disproportionately effect on disabled employees.

In terms of whether disability gaps regarding recessionary effects are smaller in workplaces that might be expected to have positive equality cultures, we find very little evidence of smaller disability gaps in: workplaces with positive justice climates (Schur et al. 2009); workplaces with substantive EO practices (Hoque and Noon 2004; Forth and Rincon-Aznar (2008), public sector workplaces (Jones et al. 2015); and unionised workplaces (Hoque and Bacon 2014). This suggests that positive equality cultures may not be particularly resilient during recessions, possibly as short-term performance or organizational survival come to be prioritised at the expense of equality (Foster and Scott 2015; Rubery and Rafferty 2013).

Changing Recruitment and Selection Practices: Accessibility and Challenges

W0013274

Scholz, F.
(University of Leeds)

This UK based study is primarily concerned with disabled people and employment, and seeks to understand the practical implications that recent developments from traditional towards web-based recruitment and selection practices can have on disabled people's labour market participation. The precise aim is to examine whether these evolving recruitment and selection practices create additional accessibility barriers for disabled jobseekers. This study is situated within a social model of disability framework highlighting that economic, environmental and cultural obstacles are part of the (online) hiring process and hinder disabled people from obtaining a job.

Compared to traditional recruitment methods (such as, newspaper advertisements) the critical aspect of the online-hiring process is said to be the attraction phase (Cappelli, 2001) with the use of the Internet as a medium, to attract and reach a large pool of applicants (Chapman and Webster, 2003). Although the advantages of web-based recruitment tools are evident, there is a growing concern on the negative impact of relocating recruitment and

selection practices to the Internet. Indeed, most Human Resource (HR) literature states that there are some commonly identified benefits and downsides for both the hiring organisation and prospect employees (see, Chapman and Webster, 2003). Thus, the impact that technology has, in particular, on disabled people is not always considered by employers.

The use of the Internet to recruit begs the question whether or not job opportunities are found and if employers miss out on reaching a particular group of individuals. Previous studies investigating applicant preferences, reactions and potential impacts on certain groups have been sparse or restricted on ethnic minorities (Kuhn and Skuterud, 2000). In fact, no study to date has yet examined, the impact of web-based recruitment and selection practices on disabled jobseekers.

The unique contribution of this paper is the way it attempts to synthesise ideas and different theoretical approaches from across disciplines including HR and disability. It adopts a qualitative multi-method approach by using participant observation in two disabled people's organisations and semi-structured interviews with employers, disabled jobseekers and their employment advisors. This paper in particular focuses on highlighting disabled jobseekers reported personal experiences in the labour market, which find also acknowledgment of employment advisors who have supported most of these individuals.

Findings clearly indicate that individual's impairments are not the main barriers to work. Participants are genuinely aware of the impact it can have on their performance, but once reasonable adjustments are provided this would not be an issue. Much of the blame however has been directed towards the inaccessibility of webpages or the difficulty with online applications, despite having access to a computer or Internet at home. This is also present when individuals use the library for their job search, where Internet access is time-restricted. In fact, what seems to be still a major barrier for many disabled jobseekers is the discriminating behaviour of employers that they encounter. This is evident during the hiring process, especially in the application or interview stage, where jobseekers declare their disability.

Critically Evaluating the Business Case for Disability: Attitudes and Actions in Manufacturing Companies in South Africa and Brazil

W0013328

Dibben, P., Johnson, P., James, P., Meira, J., Wood, G., Deeney, D., Bairsto P., Croc, G.
(University of Sheffield)

The business case agenda has been praised since it promotes the financial benefits of employing disabled people, and leads to competitive advantage. However, sole reliance on the business case can be contested. Firstly, it is difficult to prove the financial benefits of employing disabled people and secondly, it could be argued that employing disabled people 'disables' business. In other words, it may not be financially viable, at least in the short term, to make necessary adjustments to workplaces in order that disabled people can perform effectively. Thirdly, reflecting neoliberal discourses and associated neo-classical propositions, its utilitarian logic potentially clashes with a perceived desirability for organisations to pursue employment strategies that are most likely to enhance both their economic performance and societal well-being more generally.

Rather than solely promoting the business case, it could instead be argued that there is a moral case for employing disabled people. The golden rule to follow might then be 'do unto others what you would like them to do to you'. This perspective, which can be linked to a Kantian rights-based philosophy that is, in turn, informed by Judeo-Christian beliefs, may support the introduction of legislation aimed at ensuring that welfare provision addresses the diverse needs of disabled people, that their political freedom (voice) is promoted, and that businesses employ a particular proportion of disabled people.

In reality, these two philosophical positions are not mutually exclusive since the implementation of relevant legislative rights may occur alongside supportive business beliefs and objectives which emphasise the value of people, market competitiveness and corporate reputation. Indeed, new laws may largely involve extending and standardising existing practices. The fact, however, remains that the way in which rights-based and business case logics interact in practice has been little explored in business and sociological journals, particularly in relation to emerging economies.

This paper uses qualitative data from research undertaken in manufacturing companies in South Africa and Brazil to investigate the ideological assumptions that managers hold regarding the employment of disabled people, and how these are translated into practice in relation to why provisions are (or are not) being made, and for whom. In doing so, it draws on in-depth interviews with CEOs, HR managers, accountants, production managers and trade unionists. The countries under investigation are important given their shared status as 'rising economies', their different political and economic histories, and consequently their different legislative frameworks.

The paper reveals a lack of priority given to the employment of disabled people, despite affirmative action policies, and the limited attempts made to ensure that their needs are addressed within the workplace. However, it also

highlights areas of good practice. The conclusions provide recommendations for how to address gaps in research, and make both policy and practical recommendations that are directly relevant to the countries concerned and also have much wider significance.

Gender, Work and Social Reproduction

LUBS 1.09

Women in the Middle: Lived Experiences of Transition to Flexible Work in Professional and Managerial Occupations

W0013541

Young, Z.
(University of Sussex)

The transition to a flexible working pattern is one that mothers in the UK are more likely than fathers to make (Gatrell, 2008), and is less prevalent among professionals occupying the middle and senior management levels of organisations (Durbin and Tomlinson, 2010). This qualitative longitudinal study of 30 professional and managerial mothers in the middle of their careers addresses a gap in empirical work examining the lived experience of flexible working (e.g. part-time, job-sharing, home-working) in always-on, extreme jobs (Gascoigne et al, 2015; Ely, 2014) at a time of intensification and precariousness in working lives. Women's experiences of implementing flexible working arrangements were characterised by trial-and-error and isolation. Most expected, demanded, and benefited from very little practical involvement of their employing organisations in developing effective job-designs and new working practices so that roles could be performed within new temporal and spatial boundaries. Reducing working hours without re-designing jobs compelled women to work intensively and to privilege organisational priorities over satisfaction and personal development. Few succeeded in converting full-time to part-time jobs and most felt fatigued by a felt pressure to present the façade of full-time. Three persistent discourses obscure the considerable effort at the individual level to make flexible working work and inhibit transformation of jobs and ways possible to perform them: combining career with motherhood as a personal choice (Tomlinson, 2006; Crompton & Harris, 1998); flexible working as an employee benefit (Lewis, 2010); and the ideal worker norms (Acker, 1998) of availability and visibility as taken-for-granted indicators of professionalism.

Rendering the Invisible Visible: The Dynamics of Accessing Flexible Working Arrangements

W0013526

Finniear, J., White, P.
(Research Centre for People & Organisations)

Flexible Working Arrangements (FWAs) are deemed to have positive impacts for individuals (Lunau, et al., 2014) and organisations (Scandura & Lankau, 1997) being discursively situated around employee privilege (Mescher, et al., 2010). Through an analysis of in-depth interview accounts of mothers and line manager's, we examine the individual, familial and organisational implications of FWAs within UK organisations. We show some unintended effects (Merton, 1936) located around the interplay of privilege, accounts and dependencies and note how employees experienced the hitherto invisible rules that accompany the process of securing access. In turn we examine the reasons and justifications (Garfinkel, 1967) for granting or not granting FWAs and show how seeking access of itself renders visible workplace relations (Munro, 1996) as a situated discretionary activity.

Through attempting to access FWAs, individuals unknowingly expose themselves to (or sanction the instantiation of) a precarious work form. What employees take as a right is witnessed in turn as a right to apply, which transforms the encounter to one of an interactional accomplishment (Garfinkel, 1967) based upon a host of personal, situational and strategic contingencies. What this study reveals is how access to flexible work was based less on need, but upon a host of managerial, promotional, dramaturgical and social contingencies. Crucially, we show how the very forms of social and employment protection associated with flexible work and maternity rights appear threatened by the primacy of the market in the form of the business case, reinforcing Munro's (1996) assertion that 'only some accounts count' (p 2).

Tuesday 6 September 2016 at 13:30 - 15:00

Enabling, Inhibiting and Practicing Flexible Work: The Role of Managers

AB01645

Cooper, R., Baird, M.
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There is growing research interest in the important role that line and mid-managers play in framing the access of flexible working arrangements for employees (Michielsens et al, 2014; Budd and Mumford, 2006; Wise and Bond 2003). In the context of significant policy development both at the national scale and in workplaces, this is a vital process to understand. In Australia in the past five years we have seen significant movement in national policy and legislation including the establishment of a 'right to request' flexible working in the headline industrial relations legislation – the Fair Work Act - and an upwell of interest among employers in developing policies to promote flexibility in the workforce, such as the increasingly popular 'All Roles Flex' approach (Cooper and Baird, 2015). In this paper we are interested in the ways in which the agency of managers shapes the effective access to and application of these policies. We find that managers variously interpret, enable and inhibit employee access to flexible working arrangements and investigate the factors which motivate and explain these actions. An area that has received little research attention, although this is an emerging area, is that of the impact of managing flexible working on the work of managers themselves. This is a key theme of our paper. We investigate the ways in which managers who work flexibly themselves make flexible 'work' in their own roles and also in their management of flexible working staff. We find that flexible working managers, despite numerous organisational obstacles, are key sponsors of flexible working practices. The paper employs a case study method, investigating how policies translate to practice within two large companies in Australia. The primary data focuses on 66 in-depth interviews with line managers, employees and key organizational informants. These interviews are triangulated with legislative, company and union policy documents.

In and Out of Work Poverty / Precariousness

LUBS 1.31

'Resilient Professionalism' With Marginalised Youth

AB01577

Shildrick, T.
(University of Leeds)

Neo-liberal states are witnessing unprecedented levels of welfare retrenchment. Within this context new forms of 'professionalism' are emerging to address the needs of marginalized communities which are disproportionately affected by the measures of austerity. This session considers the findings from two studies, one in Australia and one UK-based, which present understandings and enactments of resilience among diverse groups of service providers (professionals, semi-professionals and community volunteers) working with children and young people in situations of adversity. Working from a critical and questioning position regarding the utility of the concept of resilience (as traditionally understood), the session engages with understandings of resilience, derived from personal and 'professional' experience, and how these impact on service providers' approaches towards fostering resilience amongst children and young people in situations of adversity. The strategies adopted by the service providers range from orthodox to highly innovative approaches, the latter being prevalent amongst service providers whose work is often financially precarious.

Both studies are part of a collaboration, including the University of Leeds, brought together by the Worldwide Universities Network (WUN) and which has identified a number of 'Grand Challenges' including Public Health. One of the identified public health themes is that of resilience in young people. For more information see project blog: New Perspectives on Resilience. International partners include Dr. Janet Giddy & Professor Steve Reid (University of Cape Town, SA); Associate Professor Rob Cover (University of Western Australia); Professor Ansie Fouche & Dr Elmien Truter (North West University, SA); Professor Tracy Shildrick, Dr. Lisa Buckner, Dr. Pamela Fisher and Dr. Richard Slade (all University of Leeds).

The first paper in this session examines resilience among professionals, semi-professionals and volunteers working with LGBTI young people in both urban and rural settings in Australia. Three domains of resilience are identified, with each domain apparently related to the status of the service providers. Papers two and three are drawn from a UK based study that investigated the role of community mediators in resolving conflict amongst children and young people in Sheffield. Community mediators, who are mainly volunteers and often former gang members, identify and enact

forms of resilience in their work (with children and young people). Their approaches pose a number of challenges when working in cooperation with risk averse statutory services.

Our starting point is with the socio-ecological perspective of resilience that emphasize that resilience is contingent on access to resources. The focus is on how groups and communities secure for themselves the social, material and emotional/spiritual resources which contribute to human wellbeing. That said, we argue that ecological approaches are not in themselves sufficient as they tend to perpetuate normative understandings of citizenship, deviance, health and wellbeing. Therefore, in addition to socio-ecological perspectives of resilience, the paper reveals 'hidden' forms of resilience which are aligned with value-based, if highly unorthodox, practices. A key point in the session is that resilience should be regarded as context dependent and embedded within specific localities. This contrasts with normative discourse on resilience whilst also pointing to emerging, newer and potentially valuable ways of working young people within precarious and marginalised contexts.

Community Mediators Reject 'Clock-Time' and Re-Invent 'Professionalism'

AB01579

Fisher, P.

(University of Leeds)

Since the 2008 financial crisis state retrenchment in the UK has added to the harshness of life for marginalised groups, including many children and young people. Within this context, new forms of community activism have emerged which promote human capacity and wellbeing in ways that challenge approaches adopted by statutory services. This study, based on action research, investigates the work of a community mediation service (CMS) based in Sheffield, South Yorkshire. The community mediators (often former 'gang' members) work on a mainly voluntary basis with young people under the age of 25 in order to prevent conflict within and between groups of children and young people of white British, South Asian and Roma heritage. In official discourse, issues of conflict between children and young people are often homogenised as 'gang-related' behaviour. The study shows how community mediators are developing unorthodox approaches to working with children and young people in Sheffield in ways which challenge traditional employment models which are based on objective detachment and clear divisions between the private and public spheres. Specifically in relation to the latter, it is argued that the community mediators are reflexively developing temporalities which replace the linear, calculated time orientation of modernity with a situationally 'open time' praxis. It is argued here that the time 'anomalies' which characterise the community mediators' engagement with the children and young people point to an innovative, context specific and values-based professionalism which is embedded in affective and cognitive engagement.

Social Strategies, Digital Media and Social Change: The Resilience of Health Workers and Service Providers Working with LGBTI Youth in Australia

AB01578

Cover, P.

(The University of Western Australia)

Resilience is a necessary ingredient in the personal, practical, policy and social setting of many workplaces, and is vitally important for those who work in health/wellbeing and support service provision with sometimes-vulnerable sexually-diverse young people. This is particularly so where 'vicarious trauma' can affect the ability of the service provider to manage their own wellbeing and where witnessing the stress or suicide attempts of a young person can have an impact on one's capability for work. Little is known of how service providers working with sexually-diverse young people perceive and manage their own resilience, and how they understand the relationship between resilience, the care of the self, and the provision of care to others.

Using a post-structuralist, culturally-informed and social/ecological understanding of resilience, this paper presents a study which examines resilience among professionals, semi-professionals and volunteers working with LGBTI young people in both urban and rural settings in Australia. The study interviewed twenty service providers, including health practitioners, social/youth workers, volunteers with support organisations and those who otherwise work in everyday mental health. Three domains of resilience were identified: (i) deliberate personal and social strategies; (ii) a range of situational resources in the workplace; (iii) the emergent use of digital networks.

This presentation addresses perceptions of resilience in each of these three domains differed depending on the 'classification' of youth health service provision work (professional, semi-professional and volunteer) and the distinctive circumstances of each of these classifications in producing resilient service provision environments in both recognised and unorthodox employment scenarios.

Tuesday 6 September 2016 at 13:30 - 15:00

Emerging Professionalism with Marginalised Youth

AB01578

Slade, R.

(University of Leeds)

Post 2008 austerity and underpinning neoliberalism have seen a new form of professional emerge in communities. As the state pulls back from providing services, citizens are encouraged to become more 'resilient'. In our research community mediators can be understood as community activists, who have stepped into the space vacated by shrinking public agencies. In addressing the concerns which energise mediators, for example 'gang' related antisocial behaviour, these activists draw on rich life experience, the acquisition of new skills and an intimate knowledge of complex 'street-life' codes of behaviour. Their role as mediators can be seen to echo elements of traditional professionalism and professions where status rests in part on bodies of knowledge and codes of practice. These act to preserve occupational territory and restrict access through peer established academic and practice routes. Community mediators represent a challenge to these traditional structures. The journey undertaken by those delivering the mediation role can reflect a complex struggle with inner self and external pressures. These processes act as a springboard to developing and applying creative, innovative and unorthodox interventions. Yet whilst agencies are struggling to make an impact on young people through mainstream interventions, community mediation can be met by traditionalist professionals with a cynicism that questions credibility and values; these new 'professionals' generate suspicion and the need for distance. This paper argues for a reinvention of working relationships between traditionalist and new professionals that focuses on the voices and needs of young people and embraces the unique difference of community mediation.

Body Work and Emotional Labour
LUBS 1.32

Fear of Failure and Keep on Going: Emotional and Temporal Labour Among Young Entrepreneurs in UK and Portugal

W0013402

Holdsworth, C., Mendonca, M.

(Keele University)

Since the emergence of the economic crises, the EU has tried to actively promote youth entrepreneurship as a strategy in addressing high unemployment rates and economic growth. Despite the numerous programmes and policy interest in this issue, there remains a lack of research on youth entrepreneurship (Damon & Lerner, 2008) and relatively little is known about their experiences and how the promotion of youth entrepreneurship is reshaping youth employment (Eurofound, 2015). This paper considers how youth entrepreneurs in the UK and Portugal interpret their experiences of entrepreneurship with reference to more standardised employment practices. In particular we consider the temporal aspects of being a youth entrepreneur. While many young people are motivated towards entrepreneurship as a way of getting out of conforming to standardised working practices and rejection of 9-5 working, their experiences of running their own business do not necessarily provide more flexibility. Rather distinctions between work/leisure become blurred as their commitment to entrepreneurship demands constant effort and the need to 'keep on going'. This emphasis on continual engagement also demands considerable emotional effort and resilience. In particular youth entrepreneurs have to navigate the risks of failure. For many this is achieved through embracing failure as much as success and not distinguishing between outcomes. Hence their experiences are non-teleological; it is about being an entrepreneur that matters rather than if the outcome is success or failure. The paper will present empirical analysis of biographical interviews with a cohort of youth entrepreneurs in Portugal and UK (aged between 18 and 33). The analysis will draw on recent theoretical developments around the 'entrepreneurial self' (see for example Bröckling, 2015) to consider how the project of entrepreneurship is reshaping the temporality and emotional labour of work.

Time is Money: The Management of Time and Emotional Labour in the Indoor Sex Industry

W0013695

Jarvis-King, L.
(University of Leeds)

Time is a significant commodity in the current economy; often being described in economic and financial terms. Subsequently, regulation through time is commonplace, both overtly and covertly through management structures, workplace systems and internalised discipline. This has become more pertinent following recent financial crisis, where both public and private sector organisations have reacted through cost-saving measures: workers are increasingly asked to achieve more within less time. There are also issues surrounding control over time, with many precarious forms of work not offering any time or wage security. The exploration of how time is experienced and managed is therefore an insightful approach to understanding the changes of work and labour within the current economic context.

This research looks specifically at the indoor sex industry as an informal economy, operating in a complex legal and socio-economic sphere. In many ways the sex industry should operate outside of mainstream time conventions because of the informality of work organisation. Yet there is growing evidence to demonstrate the mainstreaming of the sex industry (Brents and Sanders 2010; Sanders and Hardy 2012), which enables parallels to be drawn between formal and traditionally informal economies. Similarly to mainstream economies, the sex industry has been effected by 'austerity' measures and neoliberal values of efficiency and individualisation. Sex workers are exposed to increased precariousness, with many now offering 'more for less'.

It is the sex worker's time which is bought and sold, although the intensity of emotional labour required during these appointments shape the worker's experience of time. In particular, the girlfriend experience, which imitates intimacy in conventional relationships is becoming increasingly popular and demands the sex worker to not only perform heightened emotional labour during the transaction (Bernstein 2007), but often to maintain relationships outside of the transaction in order to promote regular custom. Work-time and personal-time become confounded, which leads to the question of when the emotional labour stops.

Findings within this PhD research indicate that time is used as a tool for control and regulation by both sex workers and clients. Sex workers are responsible for the management of time during the exchange and have found subtle ways of doing so in order to maintain the authenticity of the engagement while protecting themselves from the strain associated with emotional labour (Vanwesenbeeck 2005). Similarly, clients are judged as 'good' or 'bad' based on their time-keeping skills. Elias (1992) writes that this level of co-dependence, such as that between service provider and consumer, requires us to regulate each other and our behaviours through time in order to manage expectations of the relationship. This paper explores how time is managed and negotiated in these co-dependent relationships – especially in relation to the broader economic context – and proposes implications for the power relationships within a sex worker-client relationship.

Emotional Labour of Sexual Harassment, Verbal Violence and Bullying: Evidence from Polish Migrant Women

W0013375

Sitko, R., Sang, K., Richards, J.
(Heriot-Watt University)

In her seminal book, *The Managed Heart*, Arlie Hochschild explained how Delta Airlines' flight attendants were trained to manage their emotional behaviour (Hochschild 2003). Through a series of interviews she examined normative demands of emotional labour, its incidents and particular practices associated with it. Hochschild's conceptualisation of emotional labour has been regarded as an invaluable tool for analysing employees' emotion work (Steinberg & Figart 1999) and continues to attract scholars (Brook 2009). This paper aims to examine through the lens of Hochschild's emotional labour how a combination of sexual harassment, verbal violence and bullying, experienced by Polish women in the Scottish hospitality industry could also be regarded as a form of emotional work.

This study sheds light on the theoretical understanding of emotional labour through the context of Polish women working in Scotland. Understanding Polish women's work experience in the hospitality industry may be an important factor for Scottish policy makers. Scotland, relative to the rest of the UK, contains fewer young people and more elderly. Long term projections suggest that this trend will continue (ONS 2011). The EU expansion and opening borders in 2004 created an opportunity for Scotland to attract migrant workers. Despite the improved fluidity and scale of immigration, attracting and retaining migrant workers still remains an important concern for Scottish policy makers (de Lima and Wright 2009). Qualitative data about the work experience of the biggest non-UK born migrant group in Scotland, i.e. Polish people, is limited.

The study is informed by 34 interviews and fieldwork notes. The early analysis suggests that Polish women were subject to discrimination on the basis of their intersecting identities of gender and migrant identity. The disadvantage took form of additional physical and emotional labour.

Transnational Labour Migration

LUBS 1.33

Social Networks and Transnational Mobility Among Highly Skilled British-Kurdish Young People

W0013665

Keles, J.

(Middlesex University Business School)

The political and economic advances in post-conflict countries have increasingly become pull factors for migrants to 'repatriate' to their country of origin and play a crucial role in post-conflict reconstruction process. In this sense, the phenomenon of 'return' migration has not only become an important feature of sociology of migration but is also an emerging issue of economic and political significance. A significant number of British citizens with Kurdish ethnic background, in particular, young people born and/or educated (18-35) in the UK have left to Kurdistan-Iraq to work in the public and private sectors including education, health, oil and communication sectors. However, little is known about the motivations and the decision-making of the British-Kurdish young 'returnees'.

This paper is based on the British Institute for the Iraqi Studies funded research on transnational mobility and (digital) social networks. The (digital) social networks constitute resources and opportunities for individuals and social groups and play a central role in social and geographical mobility. Drawing on 20 in-depth interviews with diverse age, gender, income, political affiliation, occupation and religious background, this paper provides insights into the motivations of the highly skilled British-Kurdish young people's transnational mobility from the UK to Kurdistan-Iraq. In addition to the face to face interviews, the employment-related Kurdish websites and virtual networks have been analysed from September 2015 to January 2016 to get a better understanding of the role of the virtual networks in facilitating digital bonding and bridging social capital and influencing young people's decision to move to a post-conflict region.

The paper discusses the strategies used by young people to generate and maintain (digital) social capital and the process of settlement, adaptation and socio-economic participation in their 'new' home. The 'returnees' play a crucial role in post-conflict reconstruction, however as we know from the literature every 'return' migration entails cultural, political and economic disappointments and conflict in the imagined and mediated homeland. Therefore, this paper will also discuss the challenges that they face at their workplaces and in their personal lives in Kurdistan and analyse the social and political structural problems and cultural values causing disappointment among some highly skilled British-Kurdish young people in Kurdistan. The research findings show that the unstructured labour market, insecure political environment and cultural and social conflicts have led to a sense of alienation of the highly skilled British-Kurdish young people and even circular migration back to the UK or elsewhere.

Work And Play: The Work Trajectories of Temporary Migrants on Tier 5 (YMS) to the United Kingdom

W0013400

Oommen, E.

(University of Warwick)

The paper will explore the trajectories of work and employment of young temporary migrants in the age group 18-30 who are on the Tier 5 Youth Mobility Scheme (YMS) to the UK. The Youth Mobility Scheme (YMS), which is part of the points-based immigration system of migration to the UK from the non-EU countries, has been operational since November, 2008 and replaces earlier working holiday maker schemes. In this paper, I seek to identify and explain the key factors shaping participants' experiences of work and labour market participation in London.

Previous research has shown that young people on a working holiday provide casual and temporary labour in the countries of destination (Lyons et al, 2012; Tan et al, 2009), while also contributing to 'middling' forms of travel that coexist at the intersection of travel and migration (Clarke, 2004; Clarke, 2005). But there is little existing research on where they work, how they find employment and how they contribute to the local economy, especially as compared to other migrants.

Data was collected between November 2014 and August 2015 through semi-structured interviews with 29 participants who were working in the UK on the YMS visa. Participant observation at social events and document analysis of relevant policy documents such as immigration policy since 2008 was also undertaken.

The distinctive mode of travel and temporary migration inherent in the YMS scheme has to be seen as supplementing traditional routes of international migration to the United Kingdom and particularly to London. The findings show that the specific visa categories that distinguish between the nationalities and citizenship of migrants are crucial to the process of 'assembling transnational migrant labour' (Batnitzky and McDowell, 2013). The temporality and limits

placed on the length of stay on a temporary visa like the YMS scheme shape the organisation and spatializing of their labour in ways that make it difficult for them to use the recruitment agents and other middlemen accessed by other migrants. In addition, the continuing importance of white Commonwealth identities for the participants from countries such as Australia, New Zealand and Canada for obtaining jobs is in stark contrast to the experiences of the participants from the East Asian countries of Japan, South Korea, Taiwan and Hong Kong. The data point to the polarising of work trajectories among YMS participants on the basis of first language, nationality and historic links to Britain, while also contesting the assumption that working holiday participants enjoy a form of privileged migration. The paper therefore contributes to our knowledge of how immigration policy, specific visa categories and social identities interact within the labour market.

Transnational Social Space, Public Sphere and Turkish Immigrant Workers in Germany

W0013360

Korkmaz, E. E.
(Istanbul University)

This paper analyses the participation and representation of Turkish immigrant metal workers at trade unions and works councils in Ruhr Region (Germany) within the scope of the relation among migrants' own transnational social space with the public sphere that they share with native workers. Based on a field study at Ruhr Region (Germany) including surveys, focus groups and in-depth interviews at selected workplaces (Ford, Mercedes, Thyssen Krupp and Piersburg) between November 2015 and January 2016 this research aims to synthesise 'transnational social space' theory together with the 'public sphere' theory of Habermas. In the conference findings of the field study will be shared.

Trade unions and works councils provide a fertile ground to develop this theoretical framework. These are voluntary organizations that immigrant and native workers may meet, act and demand together. They are one of the first social organizations that immigrants are recruited and they may join democratic processes to represent themselves. In these organizations, migrants share a common public sphere with native workers. Such public sphere provides opportunities for immigrant worker to be visible vis-à-vis his/her co-workers, benefit from democratic mechanisms, and perceive himself/herself as a member of a new class. This engagement process to local working class of the host country provide necessary conditions for immigrant workers to adopt new conditions much before the commence of the citizenship procedures. Research aims to provide a framework for the current mass migration by focusing on the engagement process of Turkish migrant workers into the local working class.

Global Political Economy, Comparative Analysis and the Changing Regulatory Role of the State

LIBERTY G33

Market Liberalisation and Individual Regulation: Suicides at La Poste

W0013568

Waters, S.
(University of Leeds)

France has experienced what the international media has described as a 'suicide epidemic' in the workplace with rising numbers of individuals choosing to kill themselves in the face of extreme pressures at work. One of the companies worst affected is the French postal services (La Poste) which experienced a 'suicide wave' when the company was privatising and restructuring. According to the trade union SUD, there were 200 employee suicides between 2008 and 2012. This paper draws on a corpus of testimonies (letters, e-mails, audio-recordings) written and produced by suicidal individuals themselves in which they explain and interpret the causes of their self-killing. This paper examines the ways in which at La Poste, market liberalisation was accompanied by an intensification of regulatory controls on the individual. In the new restructured workplace, all human activity was subject to strict quantification in the name of expropriating value and maximising profits. Whilst the company liberalised, lifting constraints on its economic activity, the employee was subject to intensified methods of surveillance, pressure and control. These methods destroyed subjective values and identity rooted in work and for some, made life unbearable.

Employment Relations in Cyprus in Advance of a Resolution Period

W0013493

Ozoglu, B.

(Middle East Technical University Northern Cyprus Campus)

This paper will be presented as a 'work in progress' aiming to assess the current structure of the employment relations in Cyprus (North and South), specifically considering the agenda of recent peace negotiations. It is a descriptive analysis with a brief historical assessment.

Since the employment/labour relations sphere provides critical information for understanding a country's socio-political and economic structure such an assessment requires a comprehensive country survey. Studying the employment/labour relations in Cyprus should be considered as part of such a concern. Having some critical peculiarities, regarding some antagonist issues as a divided country, Cyprus becomes a challenging geography to assess in terms of employment relations.

In this study, after covering an overall historical analysis, the current period will be assessed via: the economic sectors; the employment relations; institutional structures of the related parties and conflicting and/or consensual issues. The Republic of Cyprus has been through an austerity period for couple of years within the EU, while the North part has been under the direct influence of Turkish Republic's neo-liberal economic and political preferences.

Regarding the ongoing negotiations and peace talks, it could be said that, any probable resolution is expected to cover social and economic issues which directly affect employment and labour topics. Especially if the talks would lead to a bi-communal unified resolution, the importance of consolidated knowledge on economic and social issues will gain importance.

Topics covered by employment relations are assessed by secondary quantitative data of economic indicators such as: employment & unemployment figures; economic activity of citizens within the sectors; wages; political and administrative issues regarding the labour market; public employment numbers. Additionally structures like the social security system; labour law and related regulations besides the international relations and labour related criteria are analysed in the paper.

For Cyprus, one of the important clusters for analyses appears to be the 'collective actors', which also indicates the current dynamics and mechanisms of the unionization and mobilization of the social classes both in North and South Cyprus.

When it comes to the particular literature on Cyprus, starting from historical analyses, it will be in line with the theoretical and methodological approach of the study like: perspectives on the island's history on multiple issues; on the economic developments of the period between 1960-1974 and later; collective academic works on the Island's international, political and economic analyses; studies which provide insight from different aspects and biographies and personal recollections or other documentary sources which may be considered as individual contributions to the social history of Cyprus and reports which forms references for current data and information (Papadakis, Peristianis and Welz 2006, Mauros 1989, Türel 2002, Bryant 2002, An 2011, Tuncel 2011, Eichengreen et.al.2004).

Unemployment and Life Satisfaction. Why Do We Observe Cross-Country Differences?

W0013628

Buttler, D., Michon, P.

(Poznan University of Economics)

The detrimental effect of joblessness on individual well-being, life satisfaction or happiness has been the subject of many studies and is relatively well recognized (usually in the context of Western economies) as an additional, non-pecuniary cost of unemployment (Winkelmann, 2014). However, the strength of the relationship between the employment status and life satisfaction varies considerably among countries (Michon, 2015). Relatively little is known about what forces drive these discrepancies. The aim of the proposed paper is to identify the macro factors influencing the strength of the relationship between the employment status and the level of individual satisfaction or happiness. In other words, we try to answer why in some countries the decrease of the individual level of life satisfaction due to the unemployment is bigger than in the others. The possible macro factors to be considered are, for example, the unemployment rate, the level of the employment protection, the design of the labour market institutions, the societal attitudes towards work, the social norms.

In the empirical part of the paper we apply the two-step regression procedure developed by Woessmann (2004). In the first step we use the micro data from the European Social Survey and regress the individual life satisfaction on the employment status (controlling for other variables). This procedure allows to estimate the strength of the relationship between the employment status and the life satisfaction separately for each country and for each year covered in ESS. In the second step the estimated country-level coefficients become dependent variables regressed on the macro factors potentially influencing the strength of the relationship between the employment status and life satisfaction. These independent variables measured at the country level will be taken from various sources of data, e.g. World Value Survey, OECD Employment Database, ILOSTAT Database.

PAPER SESSION 2

Tuesday 6 September 2016 at 16:30 - 18:00

**Open
LUBS 1.01**

Financialisation, Wage Inequality and Secular Stagnation

W0013464

*Rodriguez-Gil, A., Sawyer, M., Fontana, G.
(Leeds University Business School, Economics)*

The past three decades have been characterised as an era of 'financialisation', namely a period where the role and power of the financial sector in the economy has increased. Relationships between the financial and non-financial sectors have been modified, including to a rise in the share of finance in both GDP and employment. It is also increasingly evident that financialisation has also led to a deterioration of the power relations between workers of the financial sector and the rest of the labour force, which sometimes is characterised as the rise of 'financial elites'. Similarly, the bargain powering of CEO over workers and other stakeholders has also increased (see, e.g. 'World Wealth and Income Database' project).

Most of the financialisation literature has aimed to examine the rising role and power of the financial sector in terms of the effects of different regimes of accumulation. These effects are modelled with a class of rentiers that extract rents from other economic sectors, mainly industrial capitalists. However, this representation is incomplete as it does not reflect the effects of financialisation on the labour force, and within it on different categories of workers.

This paper acknowledges that financialisation is a broad phenomenon. It involves a rise of rent-income, that is, dividends and interest payments, but it also includes the rise in wage inequality fuelled by CEOs and financial workers being able to extract a greater share of this rent income. We elaborate a formal model of aggregate spending that explicitly accounts for the distribution of income between firms, CEOs and finance workers, the average worker and rent earners. It is also recognised that different social groups, receiving different types of income, have different saving/consumption behaviours.

The model is used to assess the effects of two key features of financialisation. First, a rise of rent-income. Second, the rise of inequality due to rising bargaining power of CEOs and financial workers. This is undertaken under different characterization of rent earners, first as wealthy individuals that do not need to withdraw their rent, and second as workers that need to dis-save when reaching retiring age, i.e. pensioners.

We find that higher inequality due to greater power of finance workers and CEO leads to lower capacity utilization and capital accumulation. Similar results are found when inequality is due to higher rent-income. Our analysis contributes to exploring the effects of financialisation in terms of inequality between different sectors of the economy and among various categories of workers, the rise of rent incomes on capacity utilisation (and thereby employment), capital accumulation (growth).

Exploring the Sociological Dynamics of Coping with Uncertainty in Financial Markets: Can Bourdieu Help?

W0013630

*Tarim, E.
(King's College London)*

This paper draws on the increasing sociological focus on financial markets to explore how finance professionals cope with inherent uncertainty in financial markets. Financial markets, despite being saturated with facts and commentary on past events are generally ill-defined with reference to the possible directions they can take in the immediate and long-term future. This inherent uncertainty about future financial values is the main source of challenges and innovations in financial markets. The recent sociological studies on financial markets demonstrate the power of new financial technologies of valuation and calculation in reducing uncertainty in financial markets (MacKenzie and Millo 2003; Callon et al 2007). In doing so, these studies cast light on the historical sociological dynamics of the emergence and widespread adoption of such technologies. Nevertheless, this focus on the historical and current sociology of so called market devices and 'homo economicus' has the potential to conceal the dynamics and consequences of 'homo social'. Like any other realms of society, financial markets and professions are expected to exist along grids of social

Tuesday 6 September 2016 at 16:30 - 18:00

divisions such as gender, ethnicity, and class. Finance professionals and their work might not be directly amenable to an analysis of social divisions thanks to the widespread adoption of financial technologies of observation, valuation and calculations across seeming social divisions. Yet the existence and widespread use of financial technology should not mean that we should do away with any social structural understandings of finance professionals' ways of coping with uncertainty in financial markets.

This paper therefore attempts to map out the social-structural dynamics of finance professionals' work by making use of the central concepts of Pierre Bourdieu's field theory such as habitus, and types of capital. The paper's data comes from a field study in the Istanbul Stock Exchange (ISE) between 2007 and 2009, and a follow up study in 2014. The ISE is an instrumental case for the study of electronic and globalized financial markets. The market has gradually introduced the state of the art financial technologies and attracted different investor and finance professional types from Turkey and the rest of the world over the years. The field study and its follow up generated observation and interview data on the patterns, continuities and changes in the ways different investor and finance professional types in the ISE routinely coped with uncertainty. Their analysis, built on Bourdieusian concepts, was complemented with a review of secondary data and literature on the ISE's various statistical and econometric properties to fully understand the effects of social division on finance professionals work and thus market outcomes.

It's Me (And You) Wot Dun It: The Global Financial Crisis and Developing a More Effective Nexus between Researchers and Policy-makers

W0013425

Warhurst, C.
(University of Warwick)

The intent of this paper is to provide better understanding of how a more effective nexus between policy-makers and researchers can be delivered. The premise of the paper is that sociology can have two functions: to help better understanding of the world and to help change the world. The context is that, like most of the Bank of England's Monetary Committee, most British sociologists failed to see the global financial crisis (GFC) coming. According to Dunne et al. (2008), this myopia is underpinned by a mixture of indifference and complicity. Analysing articles published in the '20 top business and management journals' management academics were accused of 'silence ... lack[ing] response to the troubles of the world' (pp.275-276). One of the journals named and shamed was the British Sociological Association journal *Work, Employment and Society* (WES). As Dunne et al. were making their charge, I was part of a new team about assume a three-year editorship of WES. Even before our editorship, as judged by the contents of the journal, the accusation by Dunne et al. would seem to be misplaced for WES if the charge simply rested on researching 'pressing social and political issues' (p.272). However, at a time when all UK researchers are being pressed to have more 'impact', it does raise the issue of how researchers can best engage public policy development. There are attempts to offer abstracted models of 'public sociology' (e.g. Burawoy 2005). This paper however offers more practical insights about how researchers can better engage policy-makers and hence policy deliberation and development. Based on more than fifteen years personal input into policy deliberation and development with government and advocacy groups in the UK and overseas, this paper has three parts. This first lays out the charge of silence made against sociologists (and management academics) with regard to the GFC. The second outlines the challenges to these researchers' effective engagement with policy-makers. The third offers a model of the knowledge, skills and inclinations needed for researchers to better engage policy-makers.

Open
LUBS 1.02

Socialization Versus Alienation in the Capitalist Labor Process: Reclaiming Marx from the Neomarxists

W0013319

Vidal, M.
(King's College London)

Existing labor process theory has focused on how capitalist management leads to the degradation of work, and specifically on how various managerial control regimes impact workers, largely negatively, in terms of reducing autonomy, intensifying work and/or engaging in ideological manipulation. While I agree that such control regimes are often detrimental to workers, in this paper I want to shift the focus from the effect of control regimes on workers to the role of capitalist management in generating organizational inefficiency. The emphasis on inefficiency is meant to provide a new basis for the marxist critique of capitalist management and capitalist markets.

The legitimacy of capitalist ownership and markets rests on the idea – the assumption – that private, for-profit firms maximize technical efficiency and that markets maximize allocative efficiency while ensuring technical efficiency

through competitive discipline. If, however, relative technical inefficiency is systematically produced by capitalist management and permitted by markets as part of their normal operation, then their legitimacy comes into question. If, further, capitalist management systematically obstructs adoption of the most efficient operational practice, then efficiency becomes political. If, finally, private ownership and free markets can be shown to impede efficiency maximization, then the use of 'efficiency considerations' as a justification for nearly any firm practice, from downsizing to work intensification, and for free market policy, loses its punch.

This paper begins by presenting a classical interpretation of Marx focused on the contradictory structural tendencies that generate global technical progress alongside local and regional forms of struggle and degradation. I build theory by way of intellectual history. In doing so, I carefully review six foundational, book-length theoretical statements on labor process theory: Braverman (1974), Friedman (1977), Edwards (1979), Burawoy (1982), Littler (1982) and Thompson (1983). It is necessary to focus on these six books because they set the foundation for all of subsequent labor process theory, which has, particularly following the most influential of the three – Braverman, Edwards and Burawoy – taken labor process theory in a neomarxist direction which has lost the most important analytical tools Marx developed for understanding competition and labor management today. Following this, I review subsequent labor process research that has used the neomarxist 'core theory' (Thompson, 1990).

I argue that within the capitalist labor process, the structural contradiction between the forces and relations of production is expressed as an internal tension between organizing the labor process as efficiently as possible and ensuring labor valorization, that is, securing sufficient output from labor. The focus of capitalist managers on valorization may actually undermine the most efficient organizational form. This contradictory dynamic is expressed in a tension managers face between the roles of coordinating production and controlling labor. In terms of the workforce, it is expressed as a tension between productive socialization and alienation. In the postfordist context, best practice is to empower workers to have decision making authority, but managers find that empowering alienated workers is exceedingly difficult and thus often fail to do so.

Marx, Keynes, Unemployment and the Current Conjuncture

W0013233

Dunn, B.

(University of Sydney)

This paper argues that Marxists can and should appropriate Keynesian insights to better understand the persistence of unemployment. Marx and Keynes had quite distinct, even incompatible, social ontologies and any combination has to be affected with considerable caution. However, Marx's analysis of unemployment is insufficiently theorised and adding Keynesian insights into the way firm decisions are made and markets are structured can add critical purchase to an understanding of unemployment, its persistence and the particular experiences at different times and places.

Marx and (particularly) Engels particularly stress the creation of an industrial reserve army through the displacement of labour by machines. At the same time, capitalism is dynamic and expansionary creating a constant dialectic of rising and falling of employment. However, the identification of these processes is not in itself sufficient. Marx's analysis is not an equilibrium one, so it is quite possible that one or other of the processes might not 'win out'. Marx also stresses how the existence of the reserve army benefits capital, substantially setting the wages of the employed. Although Marx's own argument is not substantially functionalist there has been a tendency in later Marxist scholarship to read unemployment and the existence of the reserve army in this way. The identification of functions cannot explain a cause but it may be legitimate to argue that if something works for capital it is likely to be encouraged and to persist.

Keynes's arguments for unemployment equilibrium are then reviewed. First, there is an outline of a 'conventional' Keynesian view in terms of savings and the paradox of thrift. Secondly, emphasis is put on arguments about labour market inflexibility. It is suggested that Keynes provides a more sophisticated version of 'frictional' unemployment, allowed by the mainstream, but that friction is quite capable of not simply offsetting motion towards equilibrium but of bringing it to a halt. Thirdly, Keynes's rejection of Say's Law in terms of time, money and uncertainty, suggest that there are potentially more radical ways in which we should understand economic 'failures', that these are hard to formalise but that they weaken Keynesian hopes in state-based solutions.

Finally, it is argued that Keynes's framing of his argument in the General Theory involved the adoption of an essentially orthodox perspective, which left the source of profits unexamined and which (for the most part) adopted a static short-period analysis, eliminating the vital context of capital accumulation. However, it is argued that accumulation is indeed discontinuous at the level of the firm so that firms make decisions including hiring decisions and operate at less than full capacity in ways which are likely to lead to persistent unemployment. That this proves functional for capitalism then means that there are unlikely to be systematic political pressures towards reorganisation. These become particularly acute in the context of open economies and international competition.

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Life After Work? Refusing the Neoliberal Work Ethic in an Era of Chronic Unemployment

AB01591

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Almost seven years since the beginning of the 2008 Global Financial Crisis, more than seven million people have already lost their job in the so-called developed world and this number is still rising (Moore, 2013). At present, the youth unemployment rate is 20% in the European Union and 22.3% in the Euro area, with the highest official rates recorded in Greece (49.5%), and Spain (47.5%) . The large-scale job losses are comparable to those of the interwar crisis of advanced capitalist countries and may be difficult to restore as arguments of jobless recovery may prove to be true (Lehndorff, 2012; Gialis and Leontidou, 2014). The GFC seems to institute a historical period, which, not only sustains high levels of unemployment in several parts of the world, and contributes to the growth of precarious employment (Standing, 2011; Tridico, 2012) but, as this paper is going to claim, also transforms the processes through which we conceive ourselves in relation to 'the attachment to work' (refs).

As previous studies proposed, attachment to work constitutes 'a major obstacle to its politicization and substantial transformation' (Weeks, 2014: 343). However, in environments of high unemployment, financial crisis and austerity politics, finding a job becomes an ontological question that redefines being-in-the world in its entirety, and presents a context within which work can be resisted. Contributing to the post-work literature (Aronowitz and Cutler, 1998; Weeks, 2011; 2014; Fleming, 2014; Fleming 2015; Cremin, 2015), this study explores the possibilities of a politics of and against work during acute financial crisis. While many studies reveal how unemployment creates an inflated fixation with work (see Lane, 2012; Southwood, 2011) we are interested in social movements and politics that transform unemployment into an opportunity to build new forms of resistance against neoliberal capitalism, especially as it enters into extreme crisis.

We draw on unemployment and crisis in Greece, where regardless of employment history and skills, no, or very few opportunities for employment are actually available . In an environment with high rates of unemployment and economic stagnation, it is significant to explore how individuals, who 'have to become employable again' (refs), challenge the dominant ideology of work and problematize work futures. Thus, we explore how unemployed contest work and the neoliberal work ethic and narratively construct post-work imaginaries.

We will analyze the diary entries of 100 unemployed individuals who have contributed as bloggers to an online platform ('Stories of the Unemployed'), which was created two years ago . In these stories, the unemployed narrate their experience of having no work or having to work under precarious conditions, job loss and its impact on their relation to work and finally, their strategies (not) to find a 'proper job'. We will unveil the processes through which work, as conceptualized within a neoliberal capitalist paradigm, is rejected based on discourses of subversive humor, silence and creative disengagement.

In this respect, the overall objective of our paper will be threefold. First, to demonstrate how unemployment is often saturated with the ideology of work, creating peculiar dynamics around identity and social purpose. Second, that this presents a fissure or disconnect in the political imaginary among the working/non-working population since if work is a basic social obligation in the age of austerity, why is it systematically denied to so many? And third, we seek to understand how this impasse can create positive or productive political interventions (e.g., co-operatives, post-work communities, etc.) that seek to disconnect from the ideology of work all together.

Professions, Occupations, Skills and Social Mobility

LUBS 1.03

Mismatches on the Brussels-Capital Region Labour Market

W0013563

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The Brussels-Capital Region is a region well-suited to study the paradoxical combination of high labour demand and high unemployment. The region has long experienced a high degree of unemployment, a problem which has only deepened during the aftermath of the financial crisis (17,5% in 2012). These numbers are even more worrisome when focusing on the vulnerable groups on the labour market, such as the low-skilled and non-EU immigrants. These groups seem to experience a number of extra barriers that keep them from finding jobs. At the same time, a significant proportion of the vacancies for low-skilled labour seem difficult to fill. This paper contributes to the debate on the determinants of high unemployment in inner-city areas by quantifying various forms of mismatch.

Our analytical starting point is the spatial mismatch hypothesis. This thesis was originally developed as an explanation for the low labour market participation and lower wages of the black inner-city population in large American cities. Essentially the thesis states that job seekers do not live where the vacancies can be found (Gobillon, Selod, & Zenou, 2007).

We expand this hypothesis by taking other mismatches into account that may reinforce the spatial mismatch: a) a qualification/skill mismatch and b) a language mismatch.

The Brussels-Capital Region shows a clear spatial socio-economic and linguistic segregation (Dujardin, Selod, & Thomas, 2008), creating a situation where spatial mismatch might covary or interact with other mismatches. The potential language mismatch has not received the attention it deserves, even though governments and international organizations such as the OECD never stopped highlighting the importance of language in job opportunities (Høj, 2013). The Brussels-Capital Region makes a perfect case to test this mismatch. While 95% of Brussels inhabitants master the lingua franca, French, this is much less the case for Dutch (Janssens, 2008). At the same time, a fair proportion of the vacancies in the region and its hinterland requires a certain level of Dutch.

For this research, we have access to a unique administrative database, containing data on the full population of job seekers registered in the Brussels-Capital region at the start of 2012 and all the vacancies that were registered during the same year. The data are highly detailed in a geographical sense, as all job seekers can be linked to a neighbourhood (average area: 0,22 km²) of residence.

To estimate the different mismatches in the labour market, we build upon a measure of spatial mismatch proposed by Martin (2001). This measure is based on a classic dissimilarity index and calculates mismatches through estimating the difference between the percentage of job seekers in an area to the percentage of vacancies in the same area.

The resulting dissimilarity index gives an indication of the level of mismatch. It also allows us to look at the spatial mismatch of specific groups with comparable language, qualification and immigration backgrounds.

In short, this paper identifies the underlying mismatches that create barriers on the Brussels-Capital Region labour market between job seekers and vacancies, with a special focus on vulnerable groups.

Orientations to Work in the Labour Market: Modelling The Influence of Local Context on Work Preferences

W0013389

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Debates surrounding the influence of the work situation as opposed to wider labour market circumstances on various outcomes in the labour process are at the root of a number of disputes within the sociology of work and social class. In this paper, evidence is presented that local employment conditions may affect the experience of work by influencing workers' orientation to employment. I begin with a short conceptual discussion of the interplay between work and labour market situations focusing on Peck's (1996) discussion of the fundamentally local dynamic of the regulatory, economic and power relationships shaping labour market experiences and processes. Using Albert Hirschmann's (1970) 'exit, voice, loyalty model', I extend this idea to describe how individuals interpret their work and labour market situation in relation to potential exit or voice options existing in the labour market 'territory' they occupy (Fevre, 1992). I then present the results of multi-level regressions from the 2012 Skills and Employment Survey, in which the influence of local labour market conditions on two employment preferences or 'orientations' (Beynon and Blackburn, 1972) – the intrinsic value and the material rewards of employment – are explored.

In general, the importance of the material or economic aspects of work appear to have a greater association with conditions in the local labour market than the value individuals ascribe to the intrinsic rewards of work. This is supported by an Intraclass Correlation Coefficient (ICC) of 5.9% for the importance of economic factors, but only 2.6% for the intrinsic orientation. Amongst local employment conditions, the strongest predictors of an economic or material orientation relate to the general buoyancy of the labour market in the travel to work area. Interestingly, the proportion of individuals claiming job seeker allowance is a stronger predictor than other local employment statistics such as the activity rate or jobs density. For the intrinsic orientation, the most important correlations are not with the level of unemployment – or other indicators of labour market buoyancy – but with the share of associate professionals in the occupational structure and the proportion of business services in the local economy.

These effects are statistically significant regardless of the social class, education, age, and gender of respondents, suggesting that employment conditions in an area may influence attitudes and strategies taken up by individuals in response to conditions in the labour market environment. The inclusion of regional controls slightly weakens, but far from eliminates the significance of local labour market factors, refuting a potential counter-explanation that differences in work orientations are the result of regional cultural differences or the specific character of London and the South-East.

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Career pathways and retirement: Resource Capture and Cumulative Advantage

W0013687

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Longer life expectancy, the removal of the default retirement age and rises in the statutory pension age are changing the context and meaning of retirement. The experience of work has also changed as a result of globalisation and economic turbulence which have reduced security of employment in most sectors and impacted on income security in older age (Blossfeld, et al. 2011). In addition, rising female participation in the labour market has been associated with more diverse career forms (Duberley et al, 2014). In parallel to these changes, there has been a discursive shift away from the portrayal of old age as a period of dependency and decline towards a contemporary discourse which accentuates active and productive ageing (Laliberte Rudman, 2006; Simpson, Richardson and Zorn, 2012) as longer, healthier lives provide opportunities for people to enact being 'old' in new and different ways (Angel and Settersten, 2013). The combination of these factors has been argued to have resulted in greater individualisation and de-standardisation of retirement (Sargent et al. 2013).

This paper utilises a life course perspective to examine the impact of diverse career pathways upon retirement. Understanding of how career histories evolve and how they shape the lives of people in late or post-career is limited. In this paper we utilise an innovative mix of qualitative and quantitative measures to examine how the career histories of 50 men and women are linked to their experiences of retirement. Quantitative analysis of occupational history calendars capturing the long working lives of a sample of 50 older people identifies six different career pathways. Qualitative interviews with the individuals involved enabled us to explore how these trajectories unfold, their impact in later life, particularly on the samples access to resources and consider the effect this has on their perceptions, and in many cases experiences of retirement.

Six clusters or patterns of career were identified from our findings and we outline each of these in depth. We consider the implications of the different career pathways for retirement utilising Wang and Schultz's (2010) 'Resource Based Dynamic Perspective' (Wang et al, 2011) to examine retirement outcomes in relation to access to resources over time. We find that long, professional careers perhaps unsurprisingly provide access to multiple resources in later life and leave both men and women feeling enabled into retirement. However delayed professional careers and mid-career transitions leave others feeling financially and emotionally vulnerable. For those in our sample who had held relatively low paid, administrative office jobs, mainly women, family life was generally prioritised over work and retirement was seen as an opportunity to focus more on family in later life. Men and women who had followed more fragmented career paths or had worked mainly in semi-skilled and manual occupations, had access to the fewest resources and were the least confident about their retirement. The analysis highlights the role of cumulative advantage and disadvantage though a focus on the resources that different groups develop over the course of their careers and the impact this has on retirement

Professions, Occupations, Skills and Social Mobility

LUBS 1.04

Internships for All? A Critical Review of Unpaid Labour and Questions for Marketing, Public Relations and Advertising Students in the UK

W0013669

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Employers favour graduates who have gained work experience, often via internships, to those who have not (Gault, Leach and Duey, 2010). In the UK, the issue of unpaid internships is controversial, especially within the more 'glamorous' fields of marketing, public relations and advertising. Practitioners within these three fields work on behalf of commercial interests to sell not only commodities but to shape 'values, norms and beliefs about society, markets and human relations' (Davis, 2013, p. 29).

This working paper draws on literature in the cultural industries, the sociology of work, and relevant studies in marketing, public relations and advertising to problematise internships as unpaid labour. In selecting this topic, we respond to calls for critical studies of exclusionary practices, particularly in the field of public relations (Edwards, 2014). From the review of existing literature, we will pose research questions for empirical exploration.

While a fair wage for interns is fundamental to social mobility (Lawton and Potter, 2010; BIS, 2012; TUC, 2013), the issue of unpaid labour is complex. Siebert and Wilson (2013) argue that students and graduates do not perceive they

are being exploited and therefore do not challenge the status quo. Further, processes of 'self-exploitation' and 'self-commodification' and individualised labour may be relevant (Hesmondhalgh, 2010).

This preliminary review raises important questions which are unexplored within the professional fields themselves, and yet, as indicated, the responses of young people who have internship experiences could be particularly intriguing, given their aspirations and roles in promoting the values that underpin market ideologies.

Creative work between local milieus and digital spaces – Austrian creative workers' lived experiences

W0013567

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The creative industries are often regarded as displaying new and even future forms of work. Easy access to the internet increasingly allows creative producers to work online and connect themselves to clients, for example, via crowdsourcing platforms. Such online platforms act as new intermediaries in establishing contacts between clients and workers or in measuring and displaying reputation. Equally important are aspects of a growing 'place independence' as far as immaterial products and digital delivery are concerned. Commentators attribute the de-localisation of creative work to the 'world-flattening' effects of ICT. In this contribution we analyse creative workers' lived experiences in the context of rapid technological change, asking if and how their work practices, working conditions and spatialities of work are changing.

Project Design and Methods - The submitted paper is an output of a just finished research project (10/2014 – 2/2016). It empirically analyses how new technological advances influence the creative production, the working conditions and the power relations between clients and workers. It is based on 20 qualitative interviews with people who have worked in Austrian creative industries for 10 to 20 years and had been interviewed in a first wave already 10 years ago. The focus was on changes in work during this time span. In addition 20 qualitative interviews were carried out with crowdworkers and with crowdwork-platform operators. All interviews were fully transcribed and interpreted using sociological hermeneutics and content analysis.

De-localisation of work? - The interviews with experienced, mostly self-employed creative workers reveal that they are reluctant to engage in online work, i.e. to offer work via crowdwork platforms. Direct and regular contact with clients is their biggest asset which cannot be achieved by working on a de-localised basis. However, they see it as a feasible option to draw on crowdworking platforms for example to buy intermediary products. Working over online platforms may help to start creative work, to reach new clients, to acquire new skills or to be able to work where and when one desires. However, our findings question spatial and temporal autonomies: Crowdworkers find it increasingly difficult to act autonomously because of their strong subordination under the online-clients' demands and expectations regarding availability and response times leading to long working hours or night work. As a result, crowdwork is highly individualised and often subject to uneven power relations between crowdworkers and clients further aggravated by the crowdworking-platforms' communication means and practices. As a consequence, those creative workers who can offer their work in a traditional way and do have direct contacts to clients do not switch to crowdwork voluntarily. Rather, they aim to further capitalise on the advantages of local milieus.

Creative Industries in Flux: A Critical Investigation into the Challenges, Agency and Potential of Cultural and Creative Workers in Hong Kong

W0013203

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The cultural and creative industries (CCI) have proven to be a driving force of economic growth in today's globalized economy. In light of the rising importance of the 'knowledge economy', the SAR government has in the past decade emphasized creative industry development as a new and significant pillar of the Hong Kong economy, which can be seen through extensive coverage of its inclusion in annual policy addresses and continual allocation of budgets since 1999. With an annual growth rate of 9.4% (compared to 5.6% of general growth), the creative industry contributed 4.9% to the GDP in Hong Kong in 2012. From 2011 to 2012, the GDP generated by the creative industry increased by 9.2% to HK\$9.78 billion, and sustains approximately 200,000 creative jobs across a range of sectors from media, fashion to the animation industry. The future of Hong Kong's creative industries seems to have great potential for economic growth and generating jobs given the favourable work conditions of creative labour that are increasingly attracting a considerable amount of young, educated individuals to enter the field.

Beneath this ideological optimism, however, the real conditions facing creative workers globally often contradict popular assumptions. Cultural industries scholars Hesmondhalgh and Baker (2010: 18) have observed that the realities of this creative sector are not so positive as large proportions of creative industry workers often struggle with

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the levels and quality of work. These problems appear to reside in feelings of 'self-exploitation', a blurring of work and leisure, feelings of isolation and anxiety, lack of solidarity, autonomy, job security plus a perceived lack of social recognition (Gill 2002; Ross 2003; Ngai, Chan and Yuen 2014; Chan, Krainer, Diehl, Terlutter & Huang 2015; Tse 2015).

There is a critical need to undertake a rigorous qualitative investigation into the creative industries policy discourse aiming to boost the local creative economy and to match this up with the actual experiences and working conditions of creative workers, in addition to the resulting impact on future sustainable development for the creative industries. Starting in May 2016, the study will generate in-depth, qualitative findings to complement the previous quantitative research focused on deriving economic values of the industries. An ethnographic study of the industries drawing upon subjective experiences of creative workers will identify areas that will aid in formulating policies of higher relevance and applicability. By investigating the professional and social lives of industry workers, crucial structural measures may be suggested, such as those that mitigate the exploitative nature of work conditions to retain a substantial and capable pool of creative labor.

This project is expected to inform the direction of the rapidly evolving creative business environment, and signal the most appropriate government policy response to ensure equitable creative labor management. By focusing on three selected industries – public relations and advertising, television and print media, qualitative research methodology including interviews will elicit ethnographic narratives of work experiences, to generate research data for analysis resulting in future policy recommendations.

Unpaid and Unfree Work

LUBS 1.05

'Reductio ad absurdum: Workfare and Bogus 'Volunteering' to Discipline the Unwanted Surplus Labour of Capital'

W0013396

Garland, C.
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Since at least the mid-1980s, parties of all shades have been in agreement over the need for 'welfare reform' aka 'active labour market policies' meaning the neoliberal imperatives of 'welfare-to-work', along with the immutable 'accepted truth' that unemployment must be individualized accordingly.

However in the UK, whilst the first notable example of 'active labour market policies' could be said to have appeared in the mid-80s with compulsory 'Restart' interviews for unemployed claimants, replaced by similar measures such as 'Project Work' and New Labour's 'New Deal' the latter lasting from its introduction in the late-1990s until 2011, the Conservative-led coalition government and since last year (2015) the incumbent Conservative government have intensified the various 'workfare' schemes in a way previously unseen.

With such conspicuous 'ramping up' of state programmes operated by private welfare-work industry subcontractors and organisations commercial, public sector and voluntary acting - with or without prior knowledge - as 'placement providers', there has however been very effective contestation and resistance to such a wholesale 're-writing' of the substance and reality of unemployment. Indeed as of November 2015, the DWP announced that it was "not renewing" two of the most punitive of such programmes, 'Mandatory Work Activity', and 'Community Work Placements', the latter only having been launched the previous year (2014).

This paper will aim to critically analyse the ideological nature of the intensification of workfare and bogus 'volunteering' in the contemporary UK, identifying in it the neoliberal determinant of 'flexible labour markets' and indeed a social authoritarianism frequently if not always framed in terms of 'positive thinking' and self-help (Fiedelli & Stern 2015 , Garland 2015 , forthcoming 2016).

To be sure, the precarious reality of underemployment and temporary employment in the famously 'flexible labour markets' of the UK, finds a market discipline overseen by the state and the growth industry in its own right that is 'welfare-to-work', in the bulwark of workfare in which inductees - are forced to - do the same thing as the paid employees of an organisation whilst being neither, paid nor employees. In addition to this very unpaid and unfree work which is removed from the unemployment and claimant total, there is bogus 'volunteering' in which unemployed claimants are made to 'volunteer' under implicit threat of 'sanction' for non-compliance.

This paper will seek to give a critical overview of how workfare and the implicit threat of workfare operate very much in keeping with both 'flexible labour market policies' and indeed its far less celebrated obverse, 'precarity'. The paper will

also aim to set out some of the notable examples of contestation and resistance as well as defeats inflicted on workfare in the contemporary UK.

Loyalty and Ideology in a Neoliberal Labour Regime: A Multi-Sited Ethnography of Corporate Volunteering

W0013509

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Corporate volunteering – an increasingly popular method for corporate exhibition of 'social responsibility'– requires the employer to harness employees' time and efforts for a cause external to the firm's direct business activity. In various working contexts this volunteering activity may occur within the official working hours, or fully or partly outside of it; either way, it is organized and directed by the company. Therefore, rather than viewing corporate volunteering as a form of 'gift exchange' (Booth, Park and Glomb 2009), the paper maintains it is useful to analyse this practice as a form of work that is often under- or unpaid (Krinsky and Simonet 2012-3; Taylor 2004). The paper examines the importance of this form of work for the overall organization of labour under neoliberalism.

This perspective also differentiates the paper from the 'instrumental' perspective (in the sense proposed by Mosse and Lewis 2006) that prevails in most studies of corporate volunteering (e.g., Grant 2012; Peloza, Hudson and Hassay 2009), which aim to examine how to maximize the benefit of all actors involved in corporate volunteering. Our paper conjoins to the rare examples of critical and ethnographic explorations of corporate volunteering (Barkay 2011; Bory 2013) by discussing what motivates corporations to invest in community engagement schemes, and why do employees comply with these corporate strategies and even actively participate in them.

The paper is based on a multi-sited ethnographic study that explored a transnational network of corporate volunteering activities. This network is organized around educational programs operated in public schools by a transnational non-profit, which heavily relies on corporate sponsorship and involvement of corporate volunteers. Through its US headquarters and 11 international partners, this non-profit aims to stimulate entrepreneurial skills among youth identified as being 'at risk'. A multi-sited fieldwork of 10 months was conducted in the US, Belgium and Israel, and included participant observation in volunteering activities and organizational settings, as well as 79 in-depth interviews with non-profit employees, CSR officers and corporate volunteers.

By actively involving highly-skilled employees in teaching basic capitalist principles to youth, the corporation is able to maintain its employees' ideological adherence to their workplace and to the broader project of capitalist accumulation (cf. the notion of ideology at Chiapello 2003). This adherence also implies loyalty to the range of actions and social imaginaries that is considered legitimate within the confines of the corporate world. Interviews with CSR officers and analysis of corporate content demonstrated how representations of volunteering activities become important for attracting 'young talents' and retaining existing employees' loyalty. Interviews with corporate volunteers indicated that corporate volunteering is helpful in maintaining a coherent and ethical self-image of the employee that appeases moral and emotional doubts which could emerge during corporate work. This ethical image could also be projected to others, from professional contacts to friends and family members. Maintaining employees loyalty and positive self-perception can only be partly achieved by the management of emotions (Hochschild 2003 [1983]), and should be complemented by moral and ideological engagements, such as participating in corporate volunteering activities.

Contemporary Postgraduate Management Students: An Emergence of a New Category of Worker Identity

W0013509

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Characterised by media and political discourse as a generator of the labour force for maintenance of contemporary knowledge intensive economies, the higher education (HE) sector in the UK was in the aftermath of recent financial crises faced with overwhelming criticism and a growing need to change. The ongoing changes in managerial, pedagogical and evaluation practices are grounded in the belief in free markets system as the most suitable approach for achieving an efficient and financially sustainable HE system, e.g. the 2010 Browne Review and the more recent 2015 Green Paper. Amidst the changes, little attention is paid to students as the central stakeholders in higher education. The transformative, complex student role is instead reduced to the consumerist role as the students are invited to demand value-for-money education with a tangible and measurable set of outcomes.

This study investigates business education as a distinctive field within HE, described in 1959 by Gordon and Howell as '...a restless and uncertain giant in the halls of higher education'. Its pivotal role in development, dissemination and support of free markets ideology has resulted in business education being by far the most developed HE market in the UK, maintained by unprecedented numbers and variety of market mechanisms – specialised league tables and accreditations – and high levels of investment in image management, marketing and PR. In an attempt to challenge

this simplified perspective of students, a longitudinal inductive ethnography-inspired research was conducted on a UK based business school, with a cohort of postgraduate students on an MSc in Management programme. While regularly ranked on league tables, the School has also recently become one of less than a hundred triple accredited business schools in the world. Out of a total of 61 students in the cohort, over 90% of the enrolled students are international, with around a third of the student population coming from China. Most students do not have prior academic background in business related studies.

Findings suggest that the influence of HE public policy transformed students not only in consumers, but has also resulted with the formation of a new identity of students as unpaid workers. Through their narratives, students described the changing material and spatial characteristics of business schools, the everyday routine (e.g. the dedicated office space, or a 9-to-5 workday), and the use of language that reflect the corporate world by emulating the workplace environment, and leading to a distinctive unpaid worker identity among students. The formation of such identity among postgraduate business students appears to be resulting from the social and political changes in the perception and management of business education in the aftermath of recent economic and societal changes and crises. Following these insights, this paper contributes to our understanding of students as distinctive members of HE institutions, and invites for further investigation of students' position within the fast-changing HE system.

Active Society and the Rise of Community Capitalism: On Ambivalences of 'Post-Work Politics'

W00123583

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Unpaid work is the highly gendered lifeblood of capitalism. After having been neglected and downgraded for decades and centuries, the gender implications of unwaged care work are increasingly addressed these days. Parallel, we witness fundamental changes of gender and family relations, which can be traced back to women's movements, gender troubles in everyday practices and a growing interest in women's human resources. With women of all ages being increasingly included in the waged labor force, a crisis of social reproduction appears and raises the question, who shall prospectively serve as the cheap or gratis lifeblood of capitalism. Even though the gender-based division of work is pervasive and far from being overthrown at once, the rise of community capitalism 'is an attempt to extend the realm of unpaid work that can be appropriated' (Dowling/Harvie 2014: 882). Against this backdrop there is a growing interest in and exploitation of volunteering, civic engagement, neighbourly help and caring communities, which represent only the most well-known forms of unpaid or slightly compensated activities – beyond family care – nowadays.

We actually witness a 'boom of community' with different, even conflicting roots: On the one hand the affirmation of the 'big society' (David Cameron) and community-based forms of solidarity is part of a state-led strategy of crisis coping that establishes post-work forms of voluntarism as a pivotal pillar of the future welfare state. Contrary to this 'governance through community' (Rose 1996) there is a rise of post-work politics 'from below', since sharing economies, subsistence-related forms of living and 'caring communities' are highly en vogue in alternative social movements. These alternative attempts thrive for a co-operative livelihood beyond market and state and they are characterized by a certain romance of community.

Against this backdrop the conference paper addresses the ambivalences of 'post-work politics' in today's community capitalism with a special focus on voluntarism and civic engagement in Germany. Two dynamics are of major interest: First, I will argue that the transitions between work and non-work become increasingly fluid, since the slight monetarization of voluntarism starts blurring the formal boundaries between civic engagement, low-pay-sector and shadow economy. Whereas civic engagement used to be a middle-class phenomenon, monetarized programs of volunteering – be it in the sector of long-term care or refugee assistance – become more and more attractive for permanently unemployed persons. In this informal grey area between paid and unpaid work, work-related standards and regulations are avoided and the voluntary character becomes highly questionable. Second, I will address the role of alternative post-work politics and discuss their possible co-optation within this context of informalisation and overexploitation. In my concluding remarks, I will ask for strategies to do both, to develop alternative livelihoods in times of crisis and to criticize the exploitation of post-work activities at the same time.

New and Old Inequalities

LUBS 1.06

Part-Time Work in Crisis?: Exploring the Quality of Part-Time/Full-Time Jobs in Britain

W0013357

Warren, T., Lyonette, C.
(University of Nottingham)

Drawing on the thematic focus of the conference, the paper focuses upon job quality to ask whether part-time work is in crisis in Britain. It returns to a familiar post-war depiction of part-time jobs and part-time workers and interrogates it in light of the impact of the 2008-9 recession and enduring economic turmoil.

Part-time jobs have long been a vital but debated part of the British labour market. It is well known that the majority of workers with part-time hours are working class women with caring responsibilities and that these women are over-concentrated in poor quality jobs, reinforcing gender inequalities in working lives. Part-time jobs have demanded fewer skills and lower levels of education and training than have full-time jobs, whilst offering low wage rates and little workplace discretion.

The paper asks whether recent labour market developments have altered this picture. Has part-time work moved into crisis? Has the quality of part-time jobs plummeted or, conversely, improved? New opportunities for better quality part-time jobs might have been created, resulting perhaps from employer efforts after 2008 to retain key staff. Improvements in job quality might be accompanied by more male part-timers and a welcome narrowing of the substantial gender gap in work-time. Conversely, a heavier concentration of part-time jobs in lower level occupations and a growth in 'involuntary' part-time workers, amongst women and men, suggests a less positive picture of developments over time in the quality of part-time jobs.

To answer whether part-time work is in crisis in Britain, the paper draws upon a new data-set: the 'Skills and Employment Survey'. This merges data on job quality from the 1986 'Social Change and Economic Life Initiative'; the 1992 'Employment in Britain' survey; the 1997, 2001 and 2006 'Skills Surveys'; and the 2012 'Skills and Employment Survey'.

Non-Standard Workers: Quality of Work and Patterns of Exclusion During the Crisis

W0013498

Piasna, A.
(ETUI)

The demise of the standard employment relationship as the normative model of employment has been well under way across most industrial societies when the global financial and economic crisis struck in 2008. Although the origins of the crisis can be to a large extent linked to regulatory failure, the remedy applied to the European labour markets was based on further de-regulation. As a consequence, nonstandard forms of employment, including largely involuntary temporary and part-time work, currently constitute the majority of jobs created in the EU. The purpose of this study is to explore the impact of these changes for workers and to critically examine regulatory measures and policy responses pursued since the onset of the crisis in the EU. The objective is to understand cross-national differences in the quality of work and patterns of labour market inequality and exclusion associated with nonstandard work arrangements. Moreover, the paper focuses on the role, value and limitations of labour market regulation. This paper thus contributes to the debate about precarious work, labour market inequalities and a direction of Europe's employment policy.

The preliminary results point to the persistent penalty in the quality of work and employment conditions associated with nonstandard employment. There exist strong compositional effects, with a concentration of 'bad jobs' in certain segments of the labour force (vulnerable workers) and labour market (sectors and occupations). Moreover, patterns of labour market inequality and exclusion associated with nonstandard employment in the EU are considered, i.e. trends in the in-work risk of poverty, patterns of individual labour market transitions, as well as volatility of the nonstandard labour market segment. Finally, comparative part of the analysis shows that the job quality penalty among non-standard workers follows different patterns across the EU, pointing to a need for a more nuanced and individualised approach to combating labour market segmentation.

In sum, the rise in nonstandard employment, largely involuntary, can be expected to have negative consequences for workers in terms of their labour market attachment, quality of work and career development, but also, in the long run, for productivity of the economy. The high volatility of temporary jobs points to an increasing risk of segmentation of the labour force, with low transition rates into permanent jobs and weak contribution to the net growth in employment. The

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findings point to the urgent need to redirect European-level policies and employment strategies, as they largely rely on the mistaken diagnosis of mechanisms behind labour market segmentation and a misconception about the role of employment regulation for increasing the inclusiveness of labour markets.

The Social Construction of Precariousness: The Case of Solo Self-Employment in Italy

Murgia, A., Pulignano, V.
(University of Trento)

'Precarious work' refers to employment that is uncertain, unpredictable, unstable and risky from the point of view of the worker. Work structures such as occupations, industries, workplaces, and related macroeconomic pressures – and not merely individual attributes – have been much explored in new structuralist studies in sociology to understand the transformations underpinning the growth of precarious work and its social consequences. Yet Kalleberg (2009) proposed a renewed focus on employment relations, conceptualised as the dynamic social, economic, psychological, and political linkages between worker and employer when exploring the rise of precarious forms of employment. In addition, by focusing on the broader cultural and ideological processes that affect the public conceptions of work, Vallas and Prener (2012) state that employment transformations can be interpreted by examining the complex interplay between structural and discursive influences, and the ways in which workers think about and experience the employment relationship.

By drawing from these studies, the paper argues that in order to understand precarious work it is crucial to contextualise structural changes in subjective conditions, which is to embed subjectivities in work structures. This means conceptualising precarization as a social process (DellaPorta et al. 2015; Lorey 2015). This is because, understanding how particular events are lived by the individuals within current labour law and social security frameworks is relevant in explaining which risks and challenges they face and how they cope with them. To illustrate this, we study the case of solo self-employment in Italy. We conducted thirty interviews in Northern Italy in 2012-2013, with solo self-employed aged between 27 and 34, with a tertiary education level and at least five years of work experience.

Solo self-employment is an interesting case for examining how precarious work is socially constructed because it contests the dichotomy between self-employment and dependent employment. It comprises workers – usually named freelancers – who are the main target of the 'enterprise discourse' (duGay 1996) that idealizes flexible employment and pushes people to perceive personal responsibility and uncertainty as emancipatory in a process of 'self-entrepreneurization' (Dardot, Laval 2009). The focus of the paper is on explaining how solo self-employed workers in Italy experience precariousness 'in work' by understanding how such experience is shaped within the process of 'self-entrepreneurization'. This entails the examination of the different subjective trajectories of the self-employed workers by looking at how they organise their daily work and respond to the risks they are exposed to within a distinctive regulatory context.

Gender, Work and Social Reproduction

LUBS 1.09

Gender Relations and Gender Orders From a Non-Western Perspective: Women's Entrepreneurship in Pakistan

W0013596

Bennett, C., Khan, A., Tang, N., Thomas, P.
(Sheffield Hallam University)

During the last few decades, as the patterns of gender segregation and discrimination of the traditional industrial gender order erode in the modernisation of gender relations, new complexities in gender relations emerge at various institutions such as culture, work and family. Connell's (1987) analysis of gender relations identifies a three-part structure: labour, power and cathexis. Whilst the sexual division of labour is determined by gendered organisation of both the public and private spheres, power refers to such aspects as authority and control, hierarchies of states, enterprises and businesses, sexual regulations and institutional and interpersonal violence and cathexis indicates sexual social and emotional relationships between men and women. According to Connell, the state of play of gender relations in a given institution is a gender regime and the gender order is the relationship between different gender regimes or 'the current state of play in the macro-politics of gender' (Connell, 1987: 20).

This paper aims to explore the ways in which the regime of the labour market both reflects and influences gender orders in women's employment in Pakistan. The paper draws qualitative data from a PhD study on female entrepreneurs in five cities of Pakistan. 25 female entrepreneurs and 20 women from business supporting organizations were interviewed. Three follow-up interviews with policy makers and enablers were also conducted. The

study confirms that labour markets are not only 'bearers of gender', they are also 'reinforcers of gender inequality' (Elson 1999: 613).

Female entrepreneurship in Pakistan is a typical example of labour market operation at the intersection of the productive and reproductive economies (Elson, 1999). Whilst women entrepreneurs as self-employees make economic contributions to the society and their family, there is no natural process to prevent conditions of increasing inequality from gaining permanence, as Picketty (2014) claims. However, different from the labour market experience of the developed economies that Picketty predominantly studies, for example, USA and Great Britain, where significant (recent) increases in inequality reflect a massive rise in labour incomes at the top vis-à-vis the rest of the workforce – where CEOs, senior managers, as well as temporary consultants or white collar temps who are often self-employed have increasingly been able to set their own remuneration irrespective of improved productivity, Pakistani female entrepreneurs' experiences further suggest that the gender order plays not only at the macro level and it penetrates into different social institutions within the patriarchal structure of the Pakistani society. It is the gendered structure of these institutions that constructs women's employment inequality in Pakistan.

Reconstructing Classed Gender Identity of Respectable Femininity: Women in Service Sector and Work-Life Balance in Bangladesh

W0013183

Hussein, N.

(London School of Economics)

Using focus group discussions and multiple in depth interviews with 21 middle-class, highly educated, professional women in Bangladeshi service sector, this paper places social reproduction of the classed gender identity of respectable femininity at the center of analysis to study how women use their privileged class position to reconstruct the notion of respectability in the country. Since the neoliberal turn of South Asia in the 1990s women are going into service sector jobs at a much faster rate than into manufacturing or agriculture. An ILO (2013) report suggests that growth of modern service sectors like education, finance, telecommunication etc. creates opportunities for employment that fit middle class women's education, skills and preferences; thus contributing to increases in their participation in the labour market in South Asia. In Bangladesh of 16.2 million formally employed women, the second highest percentage of women 21.70% work in the service sector (ILO, 2013:22). Yet when it comes to research on Bangladeshi working women, studies mainly target the empowering and disempowering effect on women workers in the industry sector (garment industry) which employs the smallest proportion of employed women in the country (13.7%). In fact there are no research available on how Bangladeshi middle-class, highly educated women in high commitment service sector jobs produce and reproduce their classed gender identity during the service revolution of South Asia today.

Respectable femininity has been a constitutive characteristic of Bengali middle-class womanhood in colonial and post-colonial Bangladesh. Using Bourdieu's (1992; 2008) relational approach of class through capitals and distinction and West and Zimmerman's (1991) social constructionist understanding of 'doing gender' (and difference) I demonstrate that the participants of this research reconstruct the notion of respectable femininity in the country to fulfill their career goals and meet organizational demands. Respectable femininity is often considered a burden/constraint for women's career progression and work-home life balance both in Western (Skeggs, 1997) and South Asian (Radhakrishnan, 2009, 2011; Fernando and Cohen, 2013; Gilbertson, 2011; Karim, 2012) countries. In addition, respectability and career literature primarily focuses on organizational constraints to women's practices of respectability. I shift this focus from managing practices of respectability at work organizations to management of respectability at home to achieve career success. In so doing I make two arguments. First, I argue that women's high income careers in neo-liberal South Asia and their capital investments in their family's class status enable them to perform respectable femininity differently than the existing studies portray them to be. Secondly, I emphasize the performative nature of respectability which enables participants to utilize more negotiation power within the household to maintain high commitment careers. Throughout the analysis I also highlight how women's age, marital and motherhood status influence their reconstruction of the classed gender identity of respectable femininity in Bangladesh. My focus is on how structural (norms of respectability and women's career demands) and interactional levels (women's individual preference) work together to introduce change in the ways women approach home and career success in neoliberal times simultaneously producing and reproducing their class distinction in society.

In and Out of Work Poverty / Precariousness

LUBS 1.31

'I do These 4 Jobs And Work Hard To Provide For My Kids': The Challenges and Complexities of Low-Paid Multiple Employment and Work-Life Articulation

W0013235

Smith, A., McBride, J.
(Bradford University)

This paper critically examines the work-life 'balance' challenges and complexities of low-paid workers who are engaged in multiple employment. Almost 6 million workers in the UK are currently paid below the living wage (KPMG, 2015), and there is growing academic and policy interest in the working poor and low-pay. Previous authors have referred to low-paid workers having to work in more than one job in order to survive (Abrams, 2002; Toynbee, 2003), and this is our explicit focus. The concept of work-life articulation (Crompton, 2006) – as opposed to functionalist notions of 'balance' and 'integration' – is drawn upon to critically investigate the practicalities and lived experience of juggling paid employment with familial and domestic duties. Research by Warren et al. (2009) reveals the complexities of 'patchwork care' arrangements for low-paid workers. Furthermore, such working patterns often cover non-standard hours adding to the challenges of reconciling paid work with care responsibilities (Presser, 2003).

The data presented are from over 20 detailed interviews with low-paid workers in multiple employment. These workers have 2, 3, 4 or even 5 different jobs, but are struggling to make ends meet. There is an extensification of work by being employed for long, variable and non-standard hours, covering early mornings, evenings, nights and weekends. This is combined with an intensification of work due to outsourcing work, lean staffing and budget cuts. However, there are very few organisational policies and practices available to these workers to help them combine work with domestic responsibilities. The vast majority of managers assert that this is the individual responsibility of staff and not an organisational issue. As all of these workers are engaged in multiple low-paid employment, this creates additional work-life articulation complexities and dilemmas. The challenges of combining multiple jobs results in a paucity of disposable income and quality family time. The squeezing of the porosity of the working week, therefore, limits the time and space to fulfil care responsibilities and domestic duties. This creates tensions and dilemmas for both female and male workers, and their families. The insightful findings contribute to debates over low-pay, work-life 'balance', working time arrangements and policies to support workers and their families.

Extending Women's Working Lives...All the Way to the Precariat?

W0013343

Vickerstaff, S., Loretto, W.
(University of Kent)

Against a backdrop of extending work and delaying retirement to counter the economic effects of ageing populations in many western countries, Standing (2011) warned of older workers forming a new precariat, either forced into taking low pay/low skill and insecure jobs from financial necessity or more willingly taking them on because they have pension security and want something to do. This paper enters that discussion by picking up on the very different experiences of men and women. In the UK, the focus of this study, the twin policies of abolishing a mandatory retirement age and raising the state pension are having differential effects on women and men. We explore these gendered effects through five in-depth organisational case studies in different sectors: transport, mining, engineering and manufacture, hospitality and local government. Human resource managers, pension specialists, line managers, trade unionists and a range of employees were interviewed in all of the cases alongside examination of organisational policies and data. The research captures different organisational responses to extending working lives issues and a range of risks and opportunities that women and men face working in a range of occupations. The study shows that in the context of policy change and organisational response there are winners and losers amongst older women workers but that overall women are now facing greater risks with respect to health and poverty in older age.

Theoretically the paper engages with the debate on extending working life and demonstrates how the prevailing policy narrative reduces the phenomenon to a matter of individual choices, is based on a homogenous view of older workers and frames the issue as an economic necessity but one isolated from current social changes in society and working life. It therefore engages with the global conditions which shape precarity and risk, the individualisation of employment trajectories and the need for a feminist understanding of work that includes paid and unpaid work.

Body Work and Emotional Labour

LUBS 1.32

'On the Frontline Every Day Emotionally, Mentally, Physically': Home Care Worker Job Stress and Strategies to Alleviate it.

W0013314

Oxenbridge, S., Evesson, J.
(Employment Research Australia)

This paper reports applied research findings identifying factors leading to, and mitigating, psychosocial risk (job stress) among Australian home care workers (those providing care to aged and disabled people in their homes and in the community). Data is drawn from: interviews and focus groups with 50 home care workers (HCWs) from five government and non-government organisations; interviews with eight sector stakeholders and 30 home care employers; and three in-depth case studies of home care organisations. The study (conducted 2015-16) finds that job stress risk factors experienced by Australian HCWs mirror those reported internationally in the research literature (work intensity, emotionally demanding interactions with clients and their family members, poor and precarious job conditions). However, the primary source of job stress reported by workers was poor management practice, which led to unfair treatment of workers and reduced quality of care. Home care workers' orientation to the job overwhelmingly centred on maintaining high standards of professionalism and high quality care. The emotional labour inherent in the job was found to underlay job stress, which occurred where care standards were reduced due to ineffective management or organisational practices. Key findings are that the quality of care being delivered is closely aligned to worker wellbeing, and that supportive management is the bedrock for reducing and eliminating HCW stress. Low-stress environments were those where workers received support and professional management from local managers, were reassured that clients got the care they needed, were able to exercise autonomy in client care, and where the workplace climate was positive (with cohesive teams, positive morale, open communication, and high trust between field and office staff). In these workplaces rostering was seen as fair and efficient, collaborative problem solving took place, and despite facing challenging issues relating to job content and patterns of work, workers were better able to manage the associated stress through receipt of peer and managerial support. Studies of home care/domiciliary workers, while numerous, tend to focus on describing poor and precarious working conditions or measuring job satisfaction. Few examine psychosocial (job stress) risk factors, or stressors stemming from unsupportive management or poor team/organisational climates. Only a handful examine job stress stemming from emotional labour demands (Bolton and Wibberley 2014), link job stress with quality of care (Westerberg and Tafvelin 2013), or profile interventions to reduce home care worker job stress (Blewett et al 2006; Jeon et al 2015; Taris et al 2003). Set within a theoretical framework drawing on the supportive leadership and perceived organisational support literatures (Cotton and Hart 2003; Eisenberger et al 1986), the paper profiles strategies, identified by home care workers and employers, which improve job quality and worker wellbeing by reducing precariousness and fostering organisational support and worker autonomy. These range from small workplace improvements through to worker co-operatives. In doing so, the study's contribution lies in both shedding light on the interplay of stress risk factors inherent in home care workers' jobs, and offering policymakers and practitioners strategies to improve working conditions for a workforce of critical social value.

Negotiating Identity in the 'Workplace Within a Workplace': Physically Disabled People and Their Personal Assistants at Work

W0013535

Brooks, J., Graham, K.
(Sheffield Hallam University)

Personal assistants (PAs) who provide support to physically disabled people in their workplaces occupy a potentially problematic space. They are physically present in their employer's workplace, and yet to perform their duties effectively, they must become 'invisible'. They have little autonomy over their work, which is solely to facilitate the independence and work of their employer. This paper will draw on two ongoing research projects to explore the role of workplace PAs and how they and others negotiate their identities in their 'workplace within a workplace'.

The relatively new role of 'personal assistant' for disabled people has emerged from the independent living movement, using the language of 'independence' rather than 'care' - empowering disabled people to have control over their lives. In discussions around empowerment for the disabled person, there can be a danger that 'in a sense, the worker becomes a robot, the arms and legs of the individual who has impairments' (Shakespeare, 2014, p175). This potential

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disavowal of the caring or emotional work of those providing support to disabled people is not only unnecessary, it also precludes discussions about the relationship between disabled people and their PAs, and also with others in the workplace.

How do workplace PAs negotiate their professional identity when they may not be introduced in meetings (other than as 'the PA'), and their names are not written in minutes? Their employer's colleagues are not their colleagues. They have no relationship with their employer's employer - no IT login, no swipe card, no contract. They are present, and yet no proof of their presence exists.

Disabled people have identity work of their own to do in relation to their employment. In recent years many European governments, including the UK, have pursued a policy of encouraging people to move off benefits and into work. While the work environment may generally be more supportive, there is still evidence that some people think negatively towards disabled people at work, for example assuming they will be less productive, being reluctant to work for a disabled 'boss', or tolerating negative comments from others about disabled people (Equality and Human Rights Commission, 2013). Furthermore, receiving assistance in the workplace can lead to disabled people being stigmatised as being 'helpless' or in need of 'protection' (Mik-Meyer, 2016).

Our paper will draw on observation in workplaces and interviews with workplace PAs, physically disabled people and others in their workplace from two research projects - an 18 month study in England funded by the NIHR School for Social Care Research, and a smaller scoping study conducted in Norway. We will explore the role of the workplace PA, and how both PAs and disabled people negotiate their identities in this 'workplace within a workplace'.

The 'Uneasy Relationship' Between Child Protection Social Workers' Emotional Experiences and the Current General 'Emotional Politics' Of Child Protection in England and Italy.

W0013404

Poletti, A.
(University of Bedfordshire)

In the last decades the public perception of the social work profession has been heavily influenced not only as a consequence of well publicised public inquiries into child-death tragedies (Parton, 2006; Ayre, 2001; Cooper et al, 2003) but also by the high level of media criticisms which followed the terrible deaths of Victoria Climbié (Ferguson, 2005; Rustin, 2005) and Peter Connelly (Jones, 2014; Warner, 2014). The 'Baby P case', in particular, and the public outrage that followed his tragic death has brought about an unprecedented series of reviews of both social work education and practice (Department for Education, 2009; Laming, 2009; Munro, 2012; Croisdale-Appleby, 2014).

These substantial developments, alongside the introduction of more sophisticated systems of accountability (i.e. inspections, audits and managerial scrutiny) and the ongoing uncertainty regarding public funding are having a profound impact not only on the nature of social work practice itself, but also on the nature of the emotional responses front line professionals experience in their everyday practice (Whittaker & Havard, 2015; Parton, 2014).

In particular, the discussion will focus on the 'uneasy relationship' between child protection social workers' emotional experience and the working environment in which they operate (Hochschild, 1983; Miller, 2002 & 2007; Bertotti, 2010; Zapf & Holtz, 2007; Svard, 2014). Particular attention will be given in the way social workers' emotional experiences, their perception, recognition and expression (Day Sclater et al, 2009; Turner, 2005) are shaped by the nature of the organisational defences and structures (Hinshelwood, 2009) in which they operate and the current general 'politics of child protection' (Warner, 2015; Parton, 2014; Bertotti, 2010).

In order to obtain a better understanding of the complex relationships between the macro-changes that are currently taking place in Child Protection Practice and the emotional experiences of front line practitioners in this time of uncertainty and change, the paper will utilise data gathered as part of an on-going qualitative doctoral research. More specifically, it will utilise front-line practitioners from two different child protection teams in two different countries (England and Italy) as the two individual case of analysis (Yin, 2009). It is expected that by analysing two different child protection teams in two different countries, as two separate cases, a greater understanding can be reached of how the 'inner' and 'outer' experiences (such as practitioners' statutory duties and responsibilities, the organisational structures in which they operate, the professional relationships formed within those organisations and the constantly changing context of the 'politics of child protection') of front line practitioners interact with one another (Clarke and Hogget, 2009).

Data, which forms the basis of the discussion, is being collected through a variety of different methods over a period of eight months and involves in depth interviews with front line practitioners, psychoanalytically informed observations of team meeting discussions and supervision sessions, the researcher's auto-ethnographic notes and a group interactive activity.

The paper will conclude with some reflection on the practical implications those organisational defences have on practitioners' ability to practice safely and competently.

Transnational Labour Migration

LUBS 1.33

Regular but Unregulated Flows: Migrant Domestic Workers in South America

W0013536

Poblete, L.
(CIS-CONICET/IDES)

Domestic workers represent an important part of all migrant workers worldwide. In Latin America, because of the demographic transition process is still in progress, most flows concerning domestic workers are internal flows. However, international migration is also a significant phenomenon in the region. Generally, literature on migrant domestic workers focus on flows from Latin America to developed countries, such as the case of Latin American domestic workers in the USA or the EU. Less interest is given to flows within the region, especially in South America even if this region is not only a geographical one but also part of the international agreement called Mercosur.

The object of this paper is to analyse the regulation concerning migrant rights and domestic work rights within South America. The aim is to understand how legal regulation contributes to shaping migrant flows. Usually, literature used the disparities of national labour markets as an explanation of flows of migrant domestic workers in the region,

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particularly because domestic work is generally an informal position in Latin American labour markets. Without ignoring the relevance of this line of explanation, this paper intent to consider regulation as a complementary variable of explanation. That means to combine sociology of work's explanation with sociology of law's.

The paper will be based in the analyse of literature concerning migrant domestic flows in South America, as well as the laws and regulations concerning migrant rights and domestic workers' rights in Argentina, Brazil, Paraguay, Uruguay, Bolivia, Chile, Peru, Colombia y Ecuador. Even if the status of these countries in Mercosur agreement is different, migrant flows justified to analysis them as a system in with different migrant circuits are developing.

The paper will be organised in three sections. In the first one, the aim is mapping migrant domestic workers flows in South America. In the second, the object is to analyse migration politics in the region based in the study of migrant regulations. In the third section, the aim is to analyse how new regulations on domestic work have been introduced changes in migrant status and rights.

From 'Forced' Mobility to 'Forced' Immobility? The Case of Spanish Nurses and Care Workers in Germany

W0013436

Bergfeld, M.

(Queen Mary, University of London)

Official youth unemployment figures stand above 55 per cent in the Spanish state (Scarpetta, Sonnet, & Manfredi, 2010). For a while now, German chancellor Angela Merkel and Wolfgang Schäuble have openly argued that Spanish youth unemployment will be solved by moving to Germany (Evans, 2013). Bach has shown the way in which the state directly 'manages migration' by devising recruitment policies for migrant nurses in the UK (Bach, 2010). However there is no existing literature on the German case.

As part of my research on autonomous migrant groups and trade unions, I have been analysing the 15-M group in Berlin and their working group Gruppo Accion Sindical (GAS). In my participatory and ethnographic research I have discovered that German private nursing and care companies have been recruiting young Spanish women and men to come to work in the German care sector.

Unlike in the UK where the nurses can move freely between employers, Spanish nurses in Germany are forced to stay with the company for a minimum of two years or else pay a fine of up to 10,000 euros. Bloch has shown that the opportunities for female migrant workers to challenge the exploitation collectively are few. Thus, migrant women can potentially contest their own oppression (work and gender) through migration (A. Bloch et al., 2014:341-342) and hyper-mobility (Alberti, 2014; Munck, 2011) to overcome bad working conditions, and precarious employment. However this is not possible for Spanish nurses in Germany. So, what strategies of resistance have they turned to instead? And how do Spanish migrant nurses renegotiate 'mobility' in terms their experience?

Central and Eastern European Migrant Workers, Mobility Power and the Employment Relationship

W0013371

Baxter-Reid, H.

(Queen Margaret University)

Central and Eastern European (CEE) migrants have become a significant aspect of the labour market in the UK. When compared with other migratory movements throughout the world, CEE migration to the UK is relatively distinctive, as it involves a group of workers who are comparatively highly skilled, from low-wage countries, and are willing to work in low-wage employment. Furthermore, this group of migrants have free access to the labour market. In her study of London's hospitality industry, Alberti (2014: 866) focuses on migrant workers from a variety of different countries with different visa restrictions. She argues that although the mobility of migrant workers was: 'differently constrained by their employment and migration status, some workers managed to make a strategic use of temp jobs in order to gain new skills, enrich their social lives and reproduce their mobility occupationally and transnationally'. It is important to analyse these issues in-depth in relation to CEE migrant workers who are likely to have more mobility opportunities than other groups of migrants. Due to their youth and human capital, Scott (2012) argues that CEE migrants are likely to be motivated by their view of the secondary labour market as temporary 'escalators' to upward mobility. In order to interrogate these issues fully it is necessary to examine the mobility power of both migrant workers and organisations, which is missing from the literature currently. Mobility power refers to: 'strategies by employers over labour movement and retention, selection, reward and career development. For workers, mobility power is manifest in the time involved with network building, the resources used at work for the planning of job moves, and the use of mobility threats to create strategic rewards' (Smith, 2010: 269). This provides a 'terrain of strategy and tactics, which could influence not only the length of stay in any workplace, but the nature of work' (Smith, 2010: 269).

This paper draws upon qualitative research data from three case study organisations, Laundry Co, Hotel Co and Bus Co, which were undertaken between April 2009 and April 2010. In total there were 70 interviews with managers CEE

workers and human resource managers, in addition there were nine focus groups with migrant workers only. The main contribution of this paper is that it considers the mobility power of migrant workers within a workplace context, and analyses the way in which each case study organisation influences the mobility opportunities and constraints of migrant workers. Furthermore, focus is also placed upon employers' strategies to increase mobility power and the interaction between CEE workers and employers. Findings demonstrate that the mobility power of both migrants and organisations were dependent upon a range of different factors, including the characteristics of migrants and organisations, and the economic environment and supply of labour. Moreover, it was also clear that the mobility strategies of migrants and organisations impacted upon the employment relationship, nature of work and workplace relations.

Interpreting socio-economic experiences of labour migrants: the role of translator and translation in qualitative migration research

W0013398

Zinovijus, C

(Leeds University Business School)

Qualitative research relies not only on the researcher's ability to constantly reflect on his/her positionality (Mauthner and Doucet, 2003) but also on the particularities of participants' narratives, e.g. how participants express themselves, what type of words and descriptions they use and so on (Charmaz, 2006). This issue is particularly acute in research involving migrants whose language is different from the dominant language of the receiving society. While the concerns over the use of professional translators in the qualitative research process were expressed in a number of studies (Jentch, 1998), this paper explores personal experiences of acting both as an interviewer and as a translator of migrants' narratives. The fieldwork took place in a medium-sized Northern English town. While it involved participants coming from different migrant communities, the bulk of interviews were conducted in Polish. Also a significant number of interviews were conducted in Russian with the participants coming from the former Soviet Union, e.g. Kyrgyzstan and Azerbaijan. In all cases the language was chosen by participants, not imposed by Lithuania-born researcher. Although linguistic commonality allowed establishing closer personal contact and facilitated more open and frank conversations, at the same time it created a number of challenges. The problems were twofold: the technicalities, e.g. the translation of particular phrases and words which did not have equivalents in English but also the interpretation of translated narratives. It became obvious that the act of translation is intrinsically linked to the act of interpreting: the translation stage is the first but also the most significant element in interpreting data which has a direct implication for the crystallization of analytical categories and structuring of analysis. The reflection on data gathering, its translation and interpretation allowed me to see how my own personal subjectivity and my choices in translation led to particular interpretive lines, e.g. the emergence of the category related to humanity and inhumanity in workplace relations. While everything was translated and rendered into English, I sought to maintain authenticity through searching for culturally sensitive labels and categories. The paper contributes to the sociology of translation debates by rejecting the invisibility of translator (Venuti, 2008) – the analysis suggests that the researcher's positionality is central to interpreting/translating, but also fits with the interpretivist research epistemology which conceives knowledge production as an intra-subjective and negotiated process (Plummer, 2001).

Social Movements, Unions, Representation and Voice

LIBERTY G32

The Making of Junior Doctor Activists and Their Activism in England (2014-2016)

W0013376

Brook, P., Carter, B., Grady, J., Green, W., Whittaker, X.

(University of Leicester)

This paper explores how junior doctors' (early-mid career medics) moral economy of commitment to the UK's National Health Service (NHS) as a universal service was transformed from September 2015 onwards into unprecedented levels of mass collective protest and strikes by junior doctors in England. Between 2014 and 2016 this moral economy was transformed from a largely passive and atomised phenomenon into a social movement of mass collective protest by medics. In a fierce campaign ostensibly against the Conservative central government's attempt to impose a new contract that removes junior doctors' working-hours safeguards and cuts their pay many medics quickly harnessed their social media networks to mobilise a series of large demonstrations involving tens of thousands throughout England. Under the slogans of Not Fair, Not Safe and Defend Our NHS junior doctors went on the first of a series of strikes in January 2016 for the first time since 1975.

Preliminary evidence is presented from an ongoing study of junior doctors' experience of work, employment and career in the NHS based on 35-40 in-depth interviews conducted between October-2014 and April-2016. These include interviews with leading grass-roots activists before and during the Save Our Contracts movement and elected lay leaders of their trade union, the British Medical Association (BMA). In addition, there is participatory-observational data from campaign meetings, protests and picket lines; and documentary and public social media data from the Save Our Contract campaign, BMA and other junior doctor networks.

A large majority of the interviewees prior to the contract campaign shared a 'loudly' expressed moral economy of passionate commitment to the NHS as a distinct ethico-political idea embodying the principle of universal, socialised health service, free at the point of need. This was often accompanied by distress and anger at the NHS crisis, its privatisation and long-term future. Very few interviewees prior to September 2015 expressed any confidence in their own collective capacity to organise and protest through the BMA. However, this was transformed with the explosive emergence of the Save Our Contract campaign among English junior doctors culminating in a 98% vote for strikes, extensive strike action and large-scale mobilisation of BMA members. This was built by extensive self-organised online-networks of junior doctors committed to mobilizing mass resistance that was independent of, yet oriented on, the BMA.

The paper explores junior doctors' personal histories, ideas, feelings and experience both prior and during the contract dispute. In particular it focuses on why and how their personal ideas, activity and politics developed in relation to changing circumstances. The paper argues that as junior doctors' shared moral economy of passionate support for NHS values and their own and patient safety is challenged and tested it is being transformed from a largely atomised and placid commitment into one where growing numbers collectively organise and actively resist.

Blocked and New Frontiers for Trade Union: Contesting 'The Meaning of Work'

W0013267

*Umney, C., Coderre-LaPalme, G.
(University of Leeds)*

This paper asks whether and how trade unions can intervene in 'meaning of work conflicts'. The latter term refers to instances where workers and employers have competing ideas about what the actual purpose of a given job should be. For instance, in hospital work, austerity measures and marketising reforms have led to a 'cost-effectiveness' rhetoric among management that can be highly antagonistic to the professional ethos of frontline staff (Aiken et al, 2015; Sainsaulieu, 2008). In 'creative' jobs such as music, workers must negotiate creative and economic pressures which can be directly contradictory (e.g. Haunschild and Eikhof, 2007; Umney and Kretsos, 2014). We present data on health and music workers, examining how, in each case, unions have reacted to situations where workers' own intrinsic objectives are in conflict with managerial or labour market imperatives.

Meaning of work conflicts should be important to unions for various reasons. First, because they are likely to be important to their members. Second, because, while seemingly more intangible and subjective than 'bread and butter' union concerns, they can be both cause and consequence of important material developments such as intensified performance monitoring and evaluation. And third, because framing 'meaning of work conflicts' as a campaigning focus could be a means of building alliances and gaining wider legitimacy (for example, where managerial preoccupations with cost-effectiveness come to pose a threat to the caring priorities of staff in frontline public services).

However, in both of our chosen sectors, workers' views on the meaning of work have more often been a dividing wedge, not necessarily between them and employers, but between them and unions. Unions have, both among musicians and among hospital workers, suffered from legitimacy problems because their focus on material questions has been seen to conflict with workers' own objectives (Umney, 2016; Sainsaulieu, 2008).

We present data from four cases; freelance musicians in the United Kingdom and France, and hospital workers in the same two countries. We show that, among musicians, workers' views on the meaning of work legitimised poor working conditions and critically weakened union influence over significant portions of the labour market. The British Musicians' Union has tried to get around this problem by targeting employers directly, thus finding ways to challenge poor pay without getting involved in the 'meaning of work conflicts' faced by their members. By contrast, hospital unions have sought to actively re-frame meaning of work conflicts as a new campaigning focus, juxtaposing short-sighted managerialism with the professional caring ethos of staff, in order to legitimise a wider political campaign against ongoing developments in both countries' health sectors.

Finally the paper considers what may explain this difference. It points to three factors- the nature of the labour market, the existence of cohesive employer structures, and perceptions of the legitimacy of workers' motivations- that may render unions more able to contest the meaning of work.

The Rise and Fall of Distance Education in Campus Universities: Distance Education as Work

W0013638

Lentell, H.
(University of Leicester)

My paper focuses on the workers (academic and administrative) who work in Distance Education in campus based universities. I challenge the assumptions/orthodoxies of distance education theory that suggests that making distance education work is a) all about systems and operational procedures and/or b) the inevitable consequences of the mainstreaming of new technologies. My research suggests that the distance education provision that emerged in UK campus based universities – rather patronizingly referred to as 'cottage industries' in the distance education literature - was the result of the commitment of individuals involved in the distance education project. A project that saw distance education as providing opportunities for those who might not otherwise have a chance to study – i.e. there was a firm commitment to access and equity and realizing these ideals through providing flexible supportive and responsive services often at odds with the more rigid systems and processes of campus provision. There was no prior knowledge in distance education start up departments about how to do it, although there was usually some partial understanding gleaned from contact with the Open University and informal sharing among departmental teams within the same universities. Distance education developed and became established in campus universities through collective and ongoing learning among communities of practice within departments who together grew the distance learning offering. Non-hierarchical team work, trust and camaraderie were critical to these teams. The development of working practices and values, which were markedly different to those of mainstream academic and administrative staff, bound the distance learning teams together and can be understood as a distance education habitus.

This bottom up growth of distance education came about in UK campus based universities at a time when departments had more control over what and how they did things and departmental entrepreneurial activity was encouraged (late 70s - 90s). But universities were gradually changing with the spread of managerialism and managerial cultures and the move to university wide systems and processes introduced in the name of efficiency and effectiveness. Part of these changes redefined what was valued in academic staff - a narrow concern with research - and 'professionalized' administrative departmental colleagues into a university human resource.

Paradoxically at a time when universities were being exhorted to develop more flexible learning pathways the impact of these changes made it extremely difficult for one such method - distance education - to work successfully and be sustainable. I argue that there are a number of reasons for this e.g. - inflexible, 'one size fits all' models that are unable to take account of the diverse needs of adults studying at a distance. But my approach focuses on the way in which the distance learning habitus or spirit of distance education was destroyed by managerialism in a manner not dissimilar to changes taking place in other public services.

Global Political Economy, Comparative Analysis and the Changing Regulatory Role of the State

LIBERTY G33

Now is the Winter of Our Discontent: Selective Interviews on Black Clergy Marginality in the Church Of England

W0013341

Isiorho, D.

Black clergy are disproportionately under-represented in senior positions in the Church of England. This paper will make that explicit by drawing upon relevant research data. Furthermore, the theoretical assumption on which the paper is based, namely that Black clergy under-representation is the product of institutional racism in the Church of England, will also be made explicit, with a definition of 'institutional racism' and an explanation of how it operates to the disadvantage of Black clergy. I will give full attention to the research methods used so as to enable the reader to make an informed judgement about the validity of the findings.

In this paper, I revisit research carried out 17 years ago as part of my PhD exploring the mode of involvement of Black Christians in the Church of England with special reference to English Ethnicity. The focus is Black clergy employment. Guided by the concept of Institutional Racism, I look again at how notions of English ethnicity are drivers for processes of exclusion and inclusion that directly affect my subject group. I use an open ended system of data collection, letting my participants speak for themselves rather than being constrained by questions that could be too directive. The situation has not improved; most participants feel more excluded. We now have one Black bishop, foreign born, nearing retirement, with no apparent prospect of further Black appointments to the episcopate. The Church of England continues to be a Janus body serving as a bastion of the establishment whilst calling for radical

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action to combat poverty and racism. This incompatibility results in stasis. I hope my paper contributes to the Church finding a positive direction.

The lack of representation of Black and Asian clergy within the ranks of the senior clergy in the Church of England is widely acknowledged. There is only one Black bishop, one Black archdeacon and one Asian Cathedral Dean in the current hierarchy. This is a very poor reflection of the proportion of Black and Asian clergy currently operating within the Church of England and the number of Black and Asian lay Anglicans worshipping within it, especially in the urban areas of the larger cities in England. I believe therefore that the subject matter of this article is a valid and important sphere of potential research.

This paper makes its own contribution to a wider systematic sociological understand of the nature of employment for faith workers who are deemed to be office holders and in effect self-employed. The paper give focus to experiences and realities of those who work as clergy in the Church of England, the legally established church in this realm. This is a precarious form work and a meeting place of inequalities - gender, race, class, disability. The context for clergy employment, deployment and experiences is economic crisis and recession. The functionaries of a non-profit making sector share their lot with so called productive labour. My paper shows how difference is (re)produced through the unchanging nature and organization of the Church of England.

When the Gender Issue is Not Gendered: The Role of Industrial and Labour Relations in the Comparative Study of Gender Wage Equality in Singapore and South Korea

W0013675

So, G. Y.

The comparative context in Singapore and Korea provides a unique macro empirical case in which the dimension of industrial and labour relations exceeds all other mechanisms that have been discussed as means of improving the gender wage equality issue. Building upon the work by Blau and Kahn (2001) and Batt and Nohara (2009), this paper argues that Singapore has a narrower gender wage gap than Korea because of the centralized wage negotiation system established in 1972. Then, it contextualizes these different degrees of wage negotiation within each economy's industrial and labour relations, particularly focusing on behaviours of the trade union.

According to the 2014 Gender Global Gap Report by the World Economic Forum (WEF), Singapore is the sixth best country with respect to gender wage equality of similar work whereas Korea falls into the bottom ten out of 142 countries. Other international databases confirm this in relation to Singapore and Korea. The International Labour Organization (ILO) suggests that in 2010 Singaporean women were paid 26.72 percent less than their corresponding men whereas Korean women were paid 33.09 per cent less than their equivalent men. Lastly, the United Nations Industrial Organization database portrays a narrower gender gap in the Singaporean manufacturing sector than in the Korean one.

Singapore's narrower gender wage gap is puzzling. Singaporean women do not have the right to equal pay since relevant laws do not exist. On the other hand, Korean women do enjoy such rights as the Korean Constitution Article 32 prohibits compensation discrimination on the basis of sex and the 1987 First Amendment of the Equal Employment Opportunities Act emphasizes that all employees shall receive equal pay for equal value of work. Furthermore, in contrast to Korea, Singapore has no minimum wage law, which in many parts of the world has been proposed as a means of helping women who are disproportionately over-represented in low-paying occupations. Lastly, both economies have been newly industrialized during the same period with similar female education attainment levels, high proportions of female labour force with tertiary education and identical Confucian cultural roots.

In comparing Singapore and Korea, the existing literature concerning gender wage gap is enriched with a unique macro level empirical case that directs attention to the industrial and labour relations. This paper will consider Singapore's centralized wage negotiation system (National Wage Council in 1972) in contrast to Korea's workplace-based negotiation. Additionally, it will compare the Singaporean and Korean tripartism with special focus to discuss the historical and social pictures behind the emergence of the Singaporean centralized negotiation system in comparison to Korea.

Doing more with less? Financial Constraints, Competitive Tendering and Employment

W0013559

Sarter, K.

(Glasgow Caledonian University)

Based on empirical research findings, the paper focusses on a specific way to limit the negative impact marketization had on working conditions and wages and to promote social objectives that has become increasingly prominent over the last years: the strategic use of competitive tendering to foster equal opportunities in the workplace.

Since latest the 1980s, in many Western European countries states as well as local authorities came under increasing financial pressures (Pollitt/ Bouckaert, 2011; Rees, 2014). These have in many countries lead to the downsizing and marketisation of public services (Bell/ Fageda, 2007; Bode, 2009; Grohs, 2010; Pollitt/ Bouckaert, 2011; Veggeland, 2008). Among the different modes of marketization are welfare markets, a '[...] variety of marketization, which goes along the emergence of true welfare markets, namely, the instigation of managed care or quasi-markets for the delivery of social services.' (Bode, 2009: 165) These structures strongly rely on contracts as a mode of securing the provision of services delivered by a third party. They give special emphasis to competition-based contracting (Bode, 2009: 168; Kirkpatrick/Martínez Lucio, 1996: 1; Hefetz/ Warner, 2012: 289).

Contracting out has received wide concern in social research (among others Bode, 2009; Hefetz/Warner, 2012; Bell/Fageda, 2007; Heinrich et al. 2010: i5). Also its impact on working conditions has addressed. As has been shown, the marketization of (formerly) public services and the introduction of competition has oftentimes had important consequences for the work force and their working conditions as it lead to downgrading of wages and employment conditions (among others Baines, 2004; Equality and Human Rights Commission 2014; Sachdev 2001).

The proposed paper argues that while competition based tendering oftentimes has had negative impact on working conditions and wages, over the last few decades, competition based tendering has increasingly come to be seen as a tool to promote decent working conditions and a lever to achieve social objectives.

Increasing attention has been given to regulatory policies that aim to uphold working conditions and wage levels in contracted works and services (Sack, 2012; Schulten et al., 2012). Furthermore, contract performance clauses have been introduced that aim at strategically using public contracts as a lever to promote labour market integration of certain groups (among others Sarter, 2015; Wright, 2014). Based on the results of comparative empirical research, the paper shows that in recent years furthermore the view that public tendering can be used as a means to turn social objectives – such as the advancement of equal opportunities – into a 'business case' is gaining importance. Thereby, strategic contracting seeks to have a wider impact on equal opportunities in the workplace. The paper analyses this development.

PAPER SESSION 3

Wednesday 7 September 2016 at 09:00 - 10:30

**Open
LUBS 1.01**

The Challenges of Sociology. In Times of Crisis and Hope

W0013327

Castillo, J.

(Universidad Complutense de Madrid)

We address the challenges to the Sociology of Work and, more broadly, Sociology, in the current crisis. My argument starts from sociological imagination as social criticism (Dinerstein, Ana C.; Gregory Schwartz; Graham Taylor 2014). The limits imposed by the evolution of the discipline, academic organization, the current transformation of work and social demands of sociological knowledge. Then I analyze Sociology as the product of each society and the rise of new social movements. To finish arguing that sociology can also change society, advocating a theoretical renewal that includes a commitment to public intervention.

We do start from what we could call the internal problems of a science which is trying to renew itself albeit while questioning itself. To matters which are never technical, but are presented as such: interdisciplinarity (Cooper, 2012); the methods and challenges which involve much more than innovation, commitment to social reality and openness in the face of new difficulties (Lyon and Carabelli, 2015, in press; Murthy, 2008); the ethical choices which are also important considerations with regard to the subject or the people whom we are researching (Mah, 2013); the problems of continuous theoretical reconstruction (Bolton and Laaser, 2013; the ways of writing, the ways of arguing or convincing others of the solidity of our arguments (Castillo, 2015).

And I would like to draw attention to three subjects which I will discuss in the paper. Firstly, a call to the sociological imagination which, as we will see is an excellent way to gather reflexions on research, and on the relationship between the subject researching and the subject or subjects being researched. It will make us remember the importance of theorising (Swedberg 2012) and force us to take the reflexivity necessary to our research work seriously.

Secondly as that reflexion on practice brings with it that which the aforementioned editorialists consider important: 'this special edition must be read as an invitation to leave our intellectual comfort zones, in order to push boundaries and explore possibilities' (...) 'to challenge and question the significance attributed to the global economic crisis' (p.861). In order to be part of a project which seeks to question the very significance of the crisis.

The third aspect which I would like to recall, is the need for sociology to learn, even to theorise, thanks to its involvement in society. For the editors of Sociology a key subject to broach is how the crisis has impacted on subjectivities, how the crisis is lived 'through the emergence of new social practices and social struggle' (p.862-3). Due attention is also given to how movements build knowledge (Cox, 2014).

At the end of these interwoven suggestions, they ask themselves a truly fundamental question, which I think deep down all of us here are trying to ask ourselves: 'Where now for Sociology?' (p.861). Or, as a leading review in a similar field asks, 'What is organizational research for?' (Davis, 2015).

Generalizing from Workplace Case Studies: Some Problems in Theory Development

W0013586

McGovern, P.

(London School of Economics)

Past reviews of the state of research in industrial relations and the sociology of work invariably highlighted a lack of theoretical development as a significant shortcoming (e.g., Bain and Clegg 1974; Flanders 1965; Hill 1974). A common response was to call for the opening up of the 'black box' of the firm through the greater use of ethnographies and qualitative case studies because they were thought to be a more likely to fuel advances in theory (Brown and Wright 1994; Cappelli 1985; Edwards 1992). Though the flow of case study research has certainly increased in recent decades influential scholars still worry about the lack of progress in explanatory theory (Halford and Strangleman

2009; Kelly 1998; Piore 2011). This raises the empirical question of what it is that workplace case studies actually do when it comes to doing theory (see also Edwards and Bélanger 2008; King, Keohane and Verba 1994; Payne and Williams 2005). In particular, how do they generate propositions from specific workplaces that either apply to other organizations or to general theories? This question is examined in the context of claims that this tradition of research has previously failed to look beyond the experiences of male, manual, manufacturing workers (e.g., Gallie 1988: xii). If factories are no longer typical or emblematic workplaces how then do case study researchers draw inferences to a wider population (i.e. make claims for external validity)?

To capture the current 'state-of-the-art' I focus on papers published in leading American, Australian, British, Canadian and European journals in the general area of work and employment relations between 2000 and 2014. A random sample of workplace case papers (n=174) were then subjected to a process of content analysis that identified material on the type of research question, the research design and the sampling strategy along with text on the form of analysis and the resulting type of theoretical generalization. The relevant passages of text were coded and entered simultaneously into NVivo and SPSS (the latter for basic tabulations).

I identify three problems. First, there is a surprising reluctance to engage in theoretical discussion of any kind. This means that a significant proportion of the papers display the descriptive orientation that has long been recognized as a weakness in employment relations research (e.g., Bain and Clegg 1974). Second, few papers address the generalization problem of how to draw inferences from a small number of organizations or industries, though many acknowledge the challenge. Also, as half of the case studies are drawn from manufacturing organizations this suggests that little progress has been made in addressing a long-standing problem.

Finally, a substantial amount of generalization from the case studies is characterised by a deterministic conception of social behaviour that is consistent with positivism in which the role of theory is to provide certain knowledge of necessary law-like relations. The paper concludes by relating these findings to more general arguments about the decline of work and employment relations as a field of study.

Work Trends and Meanings

W0013640

Thompson, P., Findlay, T.
(University of Stirling)

This paper seeks to provide an overview of key trends in work and contested meanings concerning what work wants from us and what we want from it. Not so long ago there was considerable optimism about emergent work trends in post-industrial service or knowledge economies. More recently the high tech, high end theme has continued through a focus on the growth of digital work, or cognitive and immaterial labour (Moulier Boutang 2012). At the same time, we hear repeatedly about the growth of zero hours contracts and precarious work, stagnant or declining real wages as well as rising levels of work stress and punitive performance regimes (Taylor 2015). Looming over the horizon are fears of a 'third industrial revolution' whose advances in software and robotics threaten to automate or replace even some of those 'cognitive' tasks (Brynjolfsson and McAfee 2014).

What about the subjective side? There seems to be some support for gloomier prognoses in reports from professional and consultancy organisations of falling employee engagement levels and rising cynicism at work (Naus et al 2007). However, survey research (such as WERS 2011) still picks up high levels of employee self-reported satisfaction with their work. For all the talk of the end of work society or identity employees, even in routine jobs, draw satisfaction from aspects of their work such as social interaction with customers and workmates (Doherty 2009).

The paper explores explanations for some of these apparent paradoxes. One distorting factor is that social theory frames our understanding of work trends, yet such theorising frequently gains prominence through the promotion of novelty or binary opposition between the old or new rather than more grounded, qualified accounts (Thompson and Smith 2009). One aspect of this is the identification of 'exemplary' industries – often digital – that are supposedly leading economic and workplace change. Supermarket and care work, with their mostly female, low paid workforces, are amongst the largest job growth sectors in many countries. Whilst it is certainly possible to find research articles on them, they are seldom the focal point for theory building.

The most obvious explanation for paradoxical claims is that we are simply looking at different ends of the telescope. In other words, that positive experiences and attachments are associated with jobs higher up the occupational ladder, whilst the reverse is true for those on the receiving end of punitive or precarious outcomes. It would be counter-intuitive if this were not to some extent true. However, it is our contention that there are a set of overlapping dynamics with post-industrial economies that mean that contradictory trends run across as well as between groups. The main section of the paper therefore examines six core issues: labour market externalization, (in)security, demanding work, performance and measurement, work-life boundaries, and (dis)engagement.

A final section of the paper explores what these trends mean for policy issues around job quality and good/bad work.

Open LUBS 1.02

Young People in the Informal Economy

W0013482

*Adamu, N.
(University of Bedfordshire)*

The recent financial crisis, together with austerity measures in the form of on-going welfare reforms, have resulted in precarious consequences, especially for young people. Evidence shows that poverty in the UK is unequally spread and concentrated among certain groups like ethnic minorities, women, children, and young people (Pantaziz, Gordon, & Levitas, 2006). Young people, in particular, remain more disadvantaged when it comes to high levels of unemployment, limited job opportunities, and punitive conditions for claiming welfare benefits (Dean, 1997; Melrose, 2012; Dean, 1997; Aldridge et. al., 2012). Evidence also shows that as an alternative to low-paying jobs with poor working conditions, and stricter conditions for claiming benefits, some young people are opting to 'work' in the informal economy. Findings from this study show that rather than identifying as deviants or nihilistic criminals, young people are accessing informal economic activities such as drug dealing, sex work and begging, as forms of 'work'. This suggests that the definition of what constitutes work differs to these young people, who are only responding to the social, economic and cultural environments they have found themselves in. It is argued that austerity has transformed the concept of 'work' for some people, and labour market experiences have become more complex and dynamic, extending to include elements of criminal activities. Therefore, in order to explore these changing perceptions of 'work', it is necessary to place them within the context of the individuals, and their socio-economic structures.

Youth Self-employment: The answer to the world's unemployment problems?

W0013589

*Burchell, B.
(University of Cambridge)*

The recurrent economic crises over the past 10 years have re-focussed attention on youth unemployment. Entrepreneurship has also been heralded as a way to promote economic expansion and recovery, and this enthusiasm has been fuelled by accounts of Internet millionaires in both developed and developing countries. Active labour market programmes (ALMPs) to encourage unemployed youths to start businesses have found favour in many countries.

This paper is critical of such policies for a number of reasons. The important distinction between self-employment and entrepreneurship is ignored or misunderstood. Self-employed jobs, both in Europe and in less developed countries are often poor quality jobs with bad working conditions and low pay. Rather than progressing onto good jobs in the formal sector, self-employment in developing countries traps young people in a cycle between being self-employed and being an unpaid family worker. I argue that, for young people from family backgrounds or regions where self-employment is the norm, breaking out of that cage to become an employee is more entrepreneurial than self-employment.

These critiques of self-employment challenge the orthodox argument that entrepreneurship is virtuous, and therefore self-employment should necessarily be promoted. The analysis of a 28 developing-country survey of over 100,000 young people's lives and employment histories lends support to these critiques. I will argue that sociologists need to reconsider the whole discourse around entrepreneurship, which has been hijacked by a neoliberal agenda. Social scientists also need to rethink quantitative research methods for studying labour markets, which are poorly suited to developing a deep understanding of the complex phenomenon of self-employment, characterised by thick family networks.

The Crisis in Youth Employment: Attitudes, Policies and Ethnicity

W0013544

*O'Reilly, J.
(University of Brighton)*

This special session examines some of the consequences of the crisis in youth employment in Europe. Young people have been one of the most vulnerable groups to experience high levels of unemployment, especially since the economic crisis of 2008. Having difficulties in getting and keeping a job, young people have been more exposed to the

risks of poverty, material deprivation, insecurity, the lack of autonomy and social exclusion. Wider structural changes in employment and inequalities resulting from a polarisation in job quality and growing precarity have had a particularly strong impact on younger people and the types of work available to them.

However, not all young people are equally vulnerable in terms of educational and employment opportunities. We know that individuals raised in poor households or where no adult member works are, generally, more likely to leave education earlier or become unemployed. Those with multiple disadvantages (e.g. low educational attainment, ethnic and migrant background) are more vulnerable to the long-term effects of labor market insecurity (i.e. "scarring").

But, how have these developments affected the attitudes and agency of young people? The contributors to this special session set out to examine how attitudes and values related to work are passed down to young people? How does unemployment affect political interest in early adulthood? And, what can be done through the vehicle of labour market policies to shape the well-being of young people?

These are some of the questions this special session on the crisis of youth employment seek to address drawing on an international panel of researchers from a number of on-going EU funded projects. the STYLE EU FP7 project on Strategic Transitions for Youth Labour in Europe (www.style-research.eu), CUPESSE EU FP7 Cultural Pathways to Economic Self-Sufficiency and Entrepreneurship (www.cupesse.eu/project) and EXCEPT H2020 project on Social Exclusion of Youth in Europe: Cumulative Disadvantage, Coping Strategies, Effective Policies and Transfer (www.except-project.eu).

Open LUBS 1.03

Stretching the Service Triangle: The Double Role of the Customer as Coping Mechanism and Source of Employment Degradation in Food Retailing

W0013276

*Hadjisolomou, A., Cunningham, I.
(University of Stirling)*

Front-line service workers form part of a triangle of interests in the workplace characterised by changing patterns of cooperation and conflict with managers and customers (Leidner, 1996: Korczynski, et al, 2000: Korczynski, 2002). Within this triangular relationship management develop workforce controls based on the notion of customer sovereignty and identity which lead to workers internalising contradictions and tensions in management's contradictory goals of rationalisation and quality (Frenkel et al, 1999: Korczynski, 2002). The sovereignty of the customer is further seen as a threat to front-line service workers (Korczynski et al, 2000: Bain and Taylor, 2000) through deskilling and work intensification. Studies further highlight how management and customer interests coincide and impose controls and forms of degradation on service workers moving them to a position of subservience (Frenkel et al, 1999: Belanger and Edwards, 2013). This literature does, however, recognise a dual customer role allowing workers to experience autonomy on the basis of providing a quality service. Workers may also find interactions with customers the source of meaning and satisfaction in work (Korczynski, et al 2000).

There continues to be a need for further international studies that show the common factors that define and transform different forms of service work so that we can reveal and understand similarities and differences. This is especially important in an era of post financial crisis and recovery, where the pressures for rationalisation and customer sovereignty may be more acute. This paper draws on data from an international comparative study of work and employment in the highly competitive supermarket sector, based in two countries emerging from deep recessions – the UK and Cyprus. In particular, we are interested in exploring:

In post-recession economies, the degree to which management and customer interests intensify existing normative and traditional forms of control on front-line workers, as well as further degradation in their working conditions?

To explore and identify the similarities or differences in the customer role within the service triangle in the supermarket sector in two EU countries

and,

Understanding the causes behind similarities and differences across the countries, with particular focus on the experiences of immigrant workers in Cyprus compared to indigenous staff in the UK?

The study is qualitative covering four case studies (two in each country) and comprising of semi-structured 91 interviews. The data comprises of interviews with front-line staff and management. The data revealed a double role of

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the customer within the service triangle. On one hand, the customer was a mechanism for workers to cope with the monotonous job, whilst on the other it represented a source of tension, fear and job insecurity. The latter was the outcome of the management's intolerance of low quality customer service, but also common and frequent verbal abuse by the customer. In Cyprus this abuse reflected particular ethnic tensions concerning migrant workers following economic crisis and rising unemployment. This paper suggests that actors within the service triangle are playing different roles and adjust their behaviour to the social structures and the political economy of the employment relationship.

Mind the (Twin) Gap: Job Quality and the Greek Work Crisis in Historical and Comparative Perspective

W0013331

Veliziotis, M., Kornelakis, A.
(University of Southampton)

A detailed account of job quality is largely missing from the academic and policy debates concerning the state of the Greek labour market before and during the current crisis (see e.g. Dedoussopoulos et al., 2013). To some extent, this is understandable: in the thriving, pre-crisis, economy, with rising wages and employment, the quality of the jobs and the actual experiences of workers can be obscured by increasing relative affluence and rising household income and consumption (Clark, 2005); while in the context of a severe recession and a sharp increase in unemployment, the main focus of the successive Greek governments and its international creditors (the so-called 'Troika') has been how to create more jobs and put more people back to work.

This paper, thus, aims to provide a detailed investigation of this relatively under-explored aspect of the Greek labour market: the quality of its jobs in the last two decades and during the current crisis period, from a comparative European perspective. Job quality is defined here following a 'worker-centred' approach (Green, 2006), capturing aspects that constitute a fulfilling and meaningful working experience that satisfies human needs (Brown et al., 2012; Felstead et al., 2015; Spencer, 2015). Such aspects include, but are in no way limited to, pay and material rewards, skills utilization and training, job control, work intensity and effort, job security, and work-life conflict (see also Gallie, 2013). The comparator countries are typical countries from different employment regimes in Europe (Holman, 2013): the United Kingdom, Germany, Sweden, Spain and Hungary.

Quantitative data for the empirical analysis are sourced from the European Working Conditions Survey (EWCS) series (1995-2010) and the European Social Survey series (2004-05 and 2010-11). Both individual-level surveys include relevant job-related variables for a detailed investigation of job quality and have consistently been used in the related literature (Green, 2006; Green and Mostafa, 2012; Gallie, 2013). A limitation of these sources is that they only capture the first phase of the Greek crisis (up to 2011). However, important insights can be deduced about the direction of the job quality trends, since 2011 has been the year experiencing the largest drop in Greece's economic output since the beginning of the crisis.

Preliminary findings reveal the existence of a 'twin disadvantage' or 'twin gap' in the labour market experience of the working population in Greece relative to the working population of other European countries in the pre-crisis period. Along with the well-known quantity gap (mainly higher unemployment and slower employment growth), a job quality gap is also apparent. Moreover, this 'twin gap' has grown during the crisis period, reflecting the combined effects of the economic slump and the implementation of the measures included in the Memoranda signed by the successive Greek governments and the Troika. The implications of these findings are indicative of the problematic approach of the (recent) past and current policy practice: austerity and labour market deregulation not only failed to increase employment, but also contributed to a significantly worse working-life experience among the employed people.

The Impact of the Low Cost Model on the Nature of Work, Employment and Trade Union Representation in the Brazilian Civil Aviation Industry

W0013392

Wintersberger, D., Martins, F. R.
(University of Birmingham Business School)

This research examines the impact of deregulation and subsequent emergence of a low cost model on the nature of work and employment in the Brazilian civil aviation industry. Drawing on 54 unstructured and semi-structured interviews, a focus group and 128 questionnaires obtained from workers of at low cost and legacy carriers adopting the low cost model, we explore worker experiences of the changes to the nature of work and employment brought about by the low cost model. Not surprisingly, the human resource management (HRM) strategy at newly-emerged low cost airlines is found to be fundamentally designed to support the low cost model, i.e., a cost leadership business strategy via work intensification and numerical flexibility with adverse impact on workers. While low cost airlines appear to meet their labour cost cutting and operational efficiency imperative via these aforementioned means,

responses from those employed at low cost airlines suggest that management additionally engage in attempts to foster worker commitment and to elicit discretionary effort via the management of culture, and the ceding of substantial responsibility to their workforce, which, in part due to its youth, demonstrates attitudes and behaviours associated with high levels of organisational commitment. This commitment and preparedness to buy into management prerogative is found to be the result of a recruitment strategy of new generation LFAs, which seek to recruit mainly young workers who (due to the novelty of air travel as a mass-means of transportation in Brazil) hold an idealised image of working in civil aviation and who appear to espouse more unitarist (Fox 1974) values than their more experienced (and unionised) counterparts at more established flag carriers such as TAM. This in turn supports a management style at LFAs, underpinned by a unitarist ideology and an emphasis on individualism, both of which undermine collectivism and obstruct worker solidarity. By examining the co-existence of work intensification and numerical flexibility on the one hand, with high commitment on the other, this research recaps on one of the core capitalist contradictions of maintaining a workforce which (especially in a pro-cyclical industry as is civil aviation) is concomitantly dependable and disposable (Hyman 1987), and the subsequent tensions that emerge at workplace level. Secondly, by highlighting the interplay between management style, worker age and attitudes towards trade unions, it extends on the literature that links high commitment HRM with 'union substitution' (Fiorito et al. 1987), highlighting how age and value orientation of the new generation workforce in Brazil may facilitate such managerial attempts at bypassing unions.

Professions, Occupations, Skills and Social Mobility

LUBS 1.04

British Pakistani Taxi Drivers: In a Taxi Stuck or Going Places

W0013326

Sarkar, M.

(University of Leeds)

It is noticeable to anyone taking taxis in a number of northern cities in the UK like Leeds, Bradford, or Manchester that many of the drivers are of Pakistani origin. According to a UK Cabinet Office report in 2003, 'one in eight male Pakistanis worked as taxi drivers compared to a national (UK) average of one in hundred' (Noon and Blyton, 2007: 286). This figure has doubled to one in four in 2010 for the Pakistani men in working age population in UK (EHRC, 2010). Considering that the white British population is not into this occupation in large numbers as taxi driving is not seen as a socially desirable job, nor an aspirational vocation, then why do a quarter of Pakistani men in the UK drive taxis for a living, is this choice or constraint?

During preliminary exploratory research with taxi drivers, there emerged a pattern in their stories. While many cited 'choice', with flexibility (to choose the number of hours; take holidays as own convenience), autonomy (be your own boss; not having to work under anybody else's supervision), and easy money (cash in hand; the more hours you work the more money you make) acting as 'pull' factors. Others mentioned 'constraints' like, not having enough qualifications, racial and religious discrimination, as well as restrictive labour market practices, as reasons for not being able to access jobs that they would prefer resulting in them being 'pushed' into taxi driving. It appeared in these initial conversations, that while taxi driving was perceived to be 'easier' than doing a mechanical, labour-intensive job, or was deemed to be more 'flexible' than a regular nine-to-five job, it was one of the few options available to first generation Pakistani migrants considering many had fewer or no qualifications, poor English language ability, and faced institutionalised racism and religious discrimination, and poor support from 'the system' around them. One critical mention by almost all taxi drivers in the preliminary research was that none of the taxi drivers wished their next generation to take this up as a means of earning their livelihood. However, both first and second generation Pakistanis seem to have equal likelihood to be in taxi driving (Hills et al, 2010). This raised a set of questions as such how are the social inequalities faced by the first generation Pakistani men being reproduced in the subsequent generations who are born and raised in the UK?

Are these structural constraints external to the people or are these internal and embodied, what French sociologist Bourdieu calls a habitus: 'a system of durable, transposable dispositions which functions as the generative basis of structured, objectively unified practices'. This study will take a Bourdeusian approach exploring the classical structure-agency debate in sociology using biographical narrative interview methods (BNIM) to explore how culture, class and parental occupations intersect affecting intergenerational mobility of second and third generation Pakistani men driving taxis for a living in the cities of Leeds and Bradford.

Pakistani Women's Labour Market Participation in the UK: Exploring Structure, Culture, and Agency

W0013308

Payne, D.
(University of Leeds)

At present, the government view employment as a key route out of poverty. They have pledged to 'make work pay', and expressed a commitment to increasing employment among 16-24 year olds. Simultaneously, changes in benefit provision have made it harder for people who do not work, irrespective of the reason. This paper will focus on whether everyone is supported to enter the labour market on an equal basis. It is well established that both ethnicity and gender are associated with certain labour market outcomes. For example, women are more likely than men to work part-time (ONS, 2013), whilst 'Different ethnic minorities have diverse labour market experiences' (Clarke and Drinkwater, 2007; ix). However, a growing body of literature focuses on the intersection of gender and ethnicity in the labour market (e.g. Browne and Misra, 2003). In particular, Pakistani women are frequently associated with lower levels of labour market participation compared to women from most other ethnic groups (Nandi and Platt, 2010). As such, it is important to consider how easy it is for Pakistani women to gain access to the labour market.

Drawing on findings from a mixed-methods PhD project, combining 2011 Census Microdata with findings from focus groups and semi-structured interviews with Pakistani women of working age living in Leeds and Kirklees, West Yorkshire, this paper focuses on two issues. Firstly, it has been argued, in spite of the link between qualifications and labour market participation, that for Pakistani women their qualification levels are not consistently reflected in their economic activity. For example, Rafferty and Dale (2008) argue that Pakistani women are more likely than white British women to be over-educated, which Battu and Sloane (2002) say is particularly prevalent among those with over-seas qualifications. Furthermore, Bagguley and Hussain (2007) suggest that increased participation in education among Pakistani women is not necessarily reflected in the roles they occupy in the labour market.

Secondly, Pakistani women with lower qualifications, or with no qualifications, may require different types of support if they wish to enter the labour market. Access to ESOL classes is identified as an important issue, since English language skills are associated with labour market disadvantage (e.g. Leslie and Lindley, 2001; Shields and Price, 2001). Similarly, access to affordable, culturally sensitive childcare is arguably an important means of enabling women to access the labour market (Clark and Drinkwater, 2007). Such provisions may be important precursors to employment, or to others ways of increasing employability skills. Inspired by Brah (2010), this paper considers the interplay of structure, culture, and agency in understanding how Pakistani women engage with the labour market.

Contesting the Individualism of Flexible Work Negotiations: Labour Quality, Security and the Older Workforce **W0013545**

Parry, J.
(University of Southampton)

At the heart of the flexible work agenda is a tension around terminology. From the malleable contracts of an information age workforce, to flexible workers' work-life balance, and older workers' health gains, perspective is all. This is increasingly so when applied to ageing societies (Platman, 2004). This paper sets the focus on employers, two years on from the extension of the Employment Act whereby flexible work can be requested by all employees. It draws upon qualitative research conducted with employers in the public and third sectors, looking at older workers' utilisation of this opportunity. Older workers represent a component of the labour force for whom there are specific potential gains to working flexibly in terms of their well-being (Public Health England, 2014) and time to dedicate to alternative demands such as caring and grand-parenting. However, these may be offset by pension insecurities and occupational vulnerabilities which put pressure on them to work intensively for longer, and retirement planning and working practices may be further complicated by recessionary pressures (Szinovacz, 2011). By focusing on employers who are more engaged with flexible working practices, and taking a case study perspective which explores how these operate within different organisations (drawing on perspectives from HR, line management, policy-makers, and trade union representatives), the paper reflects on processes of organisational change in relation to flexible work. Vignettes are deployed to get at narratives around flexible work, and to promote safe discussion among employer representatives.

The paper will explore the different types of flexible work which have been negotiated by older workers in these organisations (including part-time work, special leave and homeworking), and will critically assess how and why particular flexible working patterns have been more successfully implemented within these workforces. Allied to this, it engages with the barriers to mainstreaming the types of working practices which provide a practical response to some of the challenges of an ageing population. One of the problematic aspects of the current legislation is that it encourages a case-by-case approach to requesting and assessing flexible work proposals – already a common employer strategy in retirement management (Vickerstaff, 2006). This then privileges workers with greater cultural capital, who are more skilled at putting together cases, and who have closer relationships with their line managers. Indeed, economic insecurity and employers' use of performance-related policies to manage retirement add another layer of complexity to flexible working in later life (Beck, 2013). A counter-response to this are organisational processes that support workers putting together flexible work requests. It is important to analyse the innovative work

going on among employers who are more open to supporting diverse working practices, since this will enable us to capture the learning of policy development and understand unfolding aspects of the labour process.

Open LUBS 1.05

The Unyielding Flexibility in Amish Working Life: Avoiding a Crisis in Times of Change

W0013462

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(University of Birmingham)*

Popular perceptions of the Amish, expressed in films like *Witness*, are that, dressed like characters from a historical novel, the Amish people are free from the stresses and strains of modern life, as they plough the fields with their horses, churn butter by hand and retire to bed early after spending their evenings in the candlelight. It is a picture of a community still living as they did three centuries ago. My work on 'Amish Women: Work and Change' suggests a different picture. This paper explores the ways in which women's lives have changed in recent times and argues that alongside a conservatism around certain core values, there is considerable innovation in terms of practice.

Until about forty years ago, the vast majority of Amish in Pennsylvania and Ohio were engaged in an agrarian lifestyle, seeing farming as a cultural imperative to preserve Amish tradition and ensure that work reflected their values and Godly orientation. John Hostetler described Amish life thus: 'Man's first duty is to dress the garden. That is, he is to till it, manage it presumably for pleasure and fulfillment' (Gen 2.15). Second, man is to keep the garden, protecting it from harm through the use of his labour and oversight. Ownership is God's whilst man's function is looking after it on behalf of God.....his stewardship is continuous, ending in a day of reckoning when man will be called to give an account' (1993:114). Since working on the land has been central to Amish life, movement away from agriculture could have caused a serious crisis in Amish work, life and society. However, my research into the changing employment practices of Amish women suggests that this has not only been avoided as fewer people farm, but has opened up new opportunities for Amish women to work in a way that would have been considered impossible even thirty years ago.

Interestingly, these new opportunities have been created, in such a way that the value-orientation of the Amish community has been maintained, whilst at the same time innovating and incorporating these changes almost seamlessly into their lives. Kraybill argues this has been accomplished by 'cultural bargaining', the way in which the Amish have been willing to strike a balance between strict isolation and wholesale accommodation to the larger society (Kraybill 2001:23). This paper uses evidence gathered in field work and interviews to extend Kraybill's concept and describes how the changes in dress and mechanisation demonstrate an 'unyielding conservatism around values coupled with a flexibility around practice'; what I have termed 'Unyielding Flexibility'. Amish life appears to be the same, that is to say, unyielding in its appearance, but comprises a complex interaction of negotiation with both 'the world' and internal Amish authority structures to accommodate individual and community innovation. Contrary to the popular or 'outsider' perception of the group, analysis reveals a willingness compromise which, in turn, has allowed Amish work life to be transformed over the last four decades.

The Coworking Phenomenon: A Way for Looking Beyond the Crisis?

W0013605

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The recent economic crisis, the diffusion of technology and of short term contracts have brought to the development of autonomous work on a large scale. Individuals on one side are free to gain control over their work since they manage work hours, processes, locations, but at the same time they are obliged to give up some benefits of the formal connection to an organization like health and retirement benefits, career development, training support (Donnelli, 2009; Reed, 1996; Pink, 2001). These changes have brought with them the emergence of new forms of working spaces that can represent a sort of compromise between autonomous work and work as employees (Johns and Gratton, 2013; Hyman, Scholarios, Baldry, 2005). Specifically our contribution is focused on the analysis of the coworking that is a phenomenon that can be framed as both a manifestation of flexibility of work and an expression of the collaborative production (more focused on social reciprocity, than on exchange and redistribution) (Capdevila, 2014 Spinuzzi, 2012, Gandini, 2014). It is spreading all over the world and is becoming a global phenomenon (Merkel, 2015). Due to this rapid development the focus of researches around this phenomenon has been increasingly growing. However the scientific papers mostly present coworking as positive at different levels (economic, social and professional), without effectively provide empirical data at the basis of these statements. Coworking thrives in many

shapes and forms but its meaning is unclear. According to this framework our research presents a systematic analysis of the coworking spaces by specifically focusing on the organizational level.

The paper presents a research carried out in Italy that responds to two main research questions: (1) what is coworking (which types of organizational forms the coworking phenomenon presents?) (2) which are the specific organizational processes and the main contradictions that characterize these different types of organizations ?

The paper adopts the theoretical framework of Cultural Historical Activity Theory (Engestrom 2000, Engestrom, Sannino, 2010) for understanding cases of distributed works and forms of organizing that can represent a response to the crisis of the traditional ones. The hypothesis is that the coworking spaces are characterized by different Activity Systems that generate contradictions and co-construct different organizational environments. To this aim the paper discusses the main results of the research, highlighting theoretical implications and presenting indications for future researches and applications.

The research has been articulated in two different steps: (1) A first qualitative exploration: 70 qualitative interviews to coworking founders have been conducted in order to understand the main features of their spaces and their desired outcome. (2) A second ethnographic study: observations of four coworking spaces that belong to the different typologies identified in the previous study, with the aim of identifying the professional practices that occur and the main contradictions that characterized the spaces.

The findings highlight four main typologies of coworking spaces and different ways of conceiving work and social and economic value.

Work as a Way of Living: Reflecting on Co-Living as a New Development in Work-Life Integration

W0013634

Musilek, K.
(Durham University)

Sociologists have examined notions of work/life balance and the blurring of boundaries between work and non-work time for some years. Critical scholarship on the topic accentuates how organisational cultures and work practices increasingly colonise personal life. This paper explores the novel phenomenon of 'co-living' as an exemplar of this work/non-work blurring against the backdrop of work/life balance in sociological accounts. In doing so, it provides a contextual overview of historical and current framing of work/non-work integration followed by a documentary analysis of co-living establishments.

Co-living presents a form of cohabitation in which similarly minded individuals live and work together in purpose built accommodation. Co-living establishments combine rented accommodation with shared workspace. Spreading predominantly in areas with burgeoning new technology industries, co-living establishments are connected to a wider phenomenon of work in the 'knowledge economy'. Co-living is thought to generate innovation and creativity on which new businesses are founded and careers reinvented. This paper will critically examine this new development and highlight the questions it raises about changing understandings of relations between work and non-work time and space in contemporary society.

As context, this paper considers theories and notions of integration of working and non-working life at several levels. Firstly, it considers the historical transformations in relations between work and non-work. Secondly, it outlines how the ideology of work and managerial discourse increasingly seek to incorporate non-work related aspects of personality into working life. Workers are increasingly asked to 'simply be themselves' and enhance their work experience by drawing on their 'authentic' personalities. Thirdly, it considers the blurring of boundaries between work and domestic environment. Work tasks and aspects of work culture are reported to increasingly transgress temporal and spatial boundaries between work and home.

The paper then moves on to an analysis of co-living as an exemplar of contemporary work/life integration. Drawing on popular press articles on the topic, publicly available interviews and web presentations of co-living establishments as well as notes from preliminary field observations, the paper argues that co-living presents a new and interesting attempt to balance or integrate working and non-working life. In a sense, co-living establishments present an attempt to fully integrate working and non-working life as the place of work is intertwined with accommodation and space for social and leisure activities. Among the intended effects is the maximum concentration on work as the dwellers' physical and personal needs are taken care of by the accommodation providers. In addition, the goal is to foster synergy and co-operation between inhabitants. Furthermore, co-livings promise to enrich personal and collective life by offering social and self-developmental activities.

This empirical probe presents an initial exploration of context for an on-going empirical investigation as part of doctoral research on the changing discourses of work and work-related subjectivities in contemporary society.

New and Old Inequalities

LUBS 1.06

Exploring Lived Experiences of Worker Activation Policies in the UK

AB01585

Neary, J.
(University of Glasgow)

Policies of activation for the long-term unemployed are a common trend across Europe and can be seen as a changing relationship between citizens and the state. While policies differ across countries, there are commonalities including individualisation of social interventions and integration of income protection and labour market activation. UK policies of activation have been seen to place a large emphasis on individuals, and on the need to mobilise long term unemployed and economically inactive individuals back to work often through mandated attendance in initiatives such as welfare-to-work interventions and the Work Programme.

Engaging with concepts such as candidacy, street-level bureaucracy, and conditionality, this session critically explores the lived realities, effects, and meaning of these interventions from the point of view of both the 'clients' who attend these programmes, and also from the staff who deliver them. The session argues that there is a need for policy makers to move beyond a 'skills deficit' approach when addressing the needs of the long-term unemployed, and to better understand the holistic nature of health and wellbeing as it relates to employment.

Therefore, by engaging empirically with the lived realities of activation, the session offers important critical perspectives on the assumptions of policy and policy makers.

Disabled People's Experiences of Back-to-Work Support

AB01587

Brown, J.
(University of Glasgow)

The Welfare Reform Act (2012) evidenced a significant shift towards increasingly conditional welfare arrangements, particularly with regards to disabled benefit recipients, a group which historically were perceived as deserving. The shift towards more work focused, conditional welfare support for disabled people was evidenced by harsher Work Capability Assessments (WCA) and the time limiting of Employment and Support Allowance (ESA).

As work related conditionality has been extended to include disabled people it is increasingly important that effective support is available to assist those with additional needs back into work. Disabled people face significant disadvantages when entering and sustaining employment such as; fewer employment opportunities and educational disadvantage (Berthoud, 2011).

This paper will draw upon interviews with 35 disabled benefit recipients and 5 welfare professionals, from across the UK, that explore the lived experiences of welfare conditionality. Initial interviews with benefit recipients have indicated that both the approach of the adviser and the constraints they work within can influence the way in which a welfare claimant engages or disengages with back-to-work support. Therefore it will also consider the important relationship between front-line welfare advisers and disabled welfare recipients.

Supporting Older People Into Work (SOPIE): Over-50s Experiences of Health, Unemployment, and the Work Programme

AB01586

Neary, J.
(University of Glasgow)

Given the increase in life expectancy, and the abolition of statutory retirement age, extending working lives is one of the main policy goals of the UK Government. Despite this, participation in the labour market drops sharply after the age of 55, for reasons including health, caring responsibilities, as well as issues relating to skills and qualifications. While previous studies have highlighted the ways in which health conditions and age may interact to present barriers for individuals' perceptions of capability to return to work, there is little evidence about how to best support over-50s returning to work. This paper will focus on the experience of over-50s of the Work Programme (WP), the UK Government's flagship policy to facilitate return to work among working-age adults at risk of long term unemployment.

Focusing on initial interviews with 25 participants in their first 12 months of the WP in Scotland, this paper examines how interactions between age, unemployment, and poor health may influence participants' experience and perception of the WP. Participants were recruited from a range of rural, urban and suburban areas and length of time unemployed ranged from 1 to 35 years. A significant number of the participants described at least one chronic health condition (including arthritis, diabetes, and heart disease). Using candidacy theory, this paper explores how the interaction between health and age may impact upon individuals' perceptions of WP, specifically whether they feel the WP is likely to help them back to work.

'Behavioural conditionality' in action: some street-level perspectives on mandatory participation in welfare to work programmes

AB01588

Kaufman, J.
(University of Glasgow)

'Behavioural conditionality' has become an increasingly significant feature of eligibility for out-of-work benefits such as JSA and ESA, taking the form of mandatory participation in activation programmes and the use of sanctions. The Work Programme, the latest iteration of UK activation policy is like its predecessors contracted out to a range of private and third sector providers who are paid on the basis of their results, measured in terms of job outcomes. This paper draws on 30 in-depth interviews with benefit recipients and frontline employment advisors, as well as the researcher's own experience working as an employment advisor. It explores the practical implementation of 'behavioural conditionality' as it occurs in encounters between benefit recipients and advisors, in the context of a performance driven, target-led environment.

The paper adopts insights from the theory of street-level bureaucracy to examine some of the tensions experienced by front-line advisors in their daily work, and seeks to examine the phenomenon of 'behavioural conditionality' in terms of the lived experience of both recipients and advisors.

Gender, Work and Social Reproduction

LUBS 1.09

'I Wasn't Expecting My Employer to Subsidise My Parenting' : Men's Uptake of Flexible Work Policies and Masculine Identity

W0013427

Borgkvist, A.
(University of Adelaide)

Compared with men in many other countries, Australian men's use of flexible work policies is relatively low. Research indicates that men utilising flexible work policies can experience benefits such as lower stress and also have the opportunity to be more involved, more engaged fathers. In addition, men's increased uptake of flexible work practices may enable them to provide more support to women to return to or enter more fully into the workforce after the birth of a child. Previous research has suggested that workplace culture plays an important role in men's uptake of flexible work policies; however research investigating the intersection of gender, organisational culture and use of flexible work policies is sparse in Australia. This is particularly so for research utilising a social constructionist approach with a focus on gender and application of discourse analysis. Thus this research aimed to investigate and understand how men talk about and construct the use of flexible work policies through the use of semi-structured interviews with male participants and use of discourse analysis. Analysis focussed on men's discursive constructions of their masculine identities in relation to work and family. In particular, it focused on how men discussed their use of flexible work policies and the ways in which they oriented to, and interrupted, dominant discourses in relation to work and parenting. Analysis identified the maintenance of traditional notions of masculine identity in relation to work and parenting, and that through neoliberal constructions of policy use participants maintained dominant notions of work and workplaces. Participants also constructed supervisors and managers as important factors in the use of flexible work policies. How supervisors and managers construct their responses to flexible work requests is therefore also of interest. Such analysis has important implications for men in the workplace who want to utilise flexible work options, and increased understanding of the production of alternative constructions of caring responsibilities in relation to gendered identities. More broadly, this research contributes to and broadens understandings of discursive constructions in the areas of masculinity, work, organisations and parenting roles.

Towards Negotiated Equality? An Analysis of Workplace Gender Equality Bargaining in France

W0013594

Milner, S., Brochard, D., Chappe, V. A., Charpenel, M., Demilly, H., Pochic, S., Rabier, M.
(University of Bath)

This paper presents preliminary findings of the first phase of a currently ongoing (2016-17) project evaluating workplace agreements on gender equality and gender equality plans (whether bargained or unilateral) in France. The first phase of the project provides a textual analysis of 200 agreements selected from 10 sectors, texts that all date from 2014 and 2015. The second phase will be based on 25 organisational case studies but will not yet have been carried out at the time of WES 2016. It will be possible, based on the agreements and plans selected, to identify those which form part of a longer term, bargained process and those which are more defensive and reactive.

Legislation to oblige companies to bargain every three years on gender equality has been in place since 2001, with a financial sanction related to non-compliance since 2012. The French case presents a specific approach to 'negotiated equality' which in the past has been criticised due to the weakness of workplace actors, resulting in the risk of 'empty shell' agreements. The 2010 reform sought to address some of these criticisms by strengthening obligations and enforcement, with a consequent increase in the quantity of texts. This reform obliged social partners to select 3 priority fields of action for equality (extended to 4 for large companies), and to define quantitative targets and budgets. In terms of number of texts, the legislation has had a significant effect on companies' attention to gender equality, with agreements being notified at a rate of over 5,000 a year (compared say to the situation in Spain, where similar legislative requirements have resulted in very low numbers of agreements which are limited to the very largest firms).

Our analysis will provide a valuable assessment of the 'quality' of these texts, that is, the extent to which they are embedded in wider processes of workplace change likely to lead to more gender-equal outcomes. Agreements and plans will be analysed thematically: for example, those dealing with pay, those dealing with career promotion, those dealing with support for working parents. There are stark differences between sectors which we expect to emerge strongly from the first phase of analysis. We will also examine the relationship between the company and establishment level within large complex groups. Based on this first-stage textual analysis we will be able to examine further, in the second phase of the project, strategic behaviour of key actors (trade unions and employers) in processes of change in workplace employment relations.

The 'negotiated equality' approach reflects the characteristics of French employment relations whereby collective bargaining, in the shadow of legislation, is a major mode of regulation but based on a weak workplace culture of bargaining. Employment relations have been further destabilised by the economic crisis leading to turbulence in the mode of regulation, from which the fragile process of negotiated equality has not been immune.

Women's Career Advancement in Organizations and Governmental Policies: A Comparative Study between Denmark and Japan

W0013330

Ishiguro, K.
(Tokyo International University Foundation)

Although women have made strides in their advancement into the core of organizations, business and governmental, in many countries in the world, gaps still exist in various employment areas including salary, promotions and training opportunities. In addition, gendered occupational segmentation occurs in such as regular vs. non-regular employment, and gender specific occupations. Even in countries deemed to be forerunners regarding gender equalities, various gaps exist between genders; however, certain differences can be identified between countries where promotion of gender equalities is successful and those where it is not so successful.

This research, although still a work in progress, analyses and discusses contributory factors to achieving gender equalities for working people. The research considers the cases of Denmark and Japan to examine such factors in relation to governmental policies, their historical development, and social perceptions established as a result. According to the most recent Global Gender Gap Report presented by the World Economic Forum, Denmark ranks 14th while Japan lags behind at 101st among 145 surveyed countries. Although Denmark's position was lower than in the previous year, like other Scandinavian countries it is renowned for gender equality. In order to explore success factors of Denmark, in 2015, the author conducted research that involved talking with local government leaders and members of staff, and holding in-depth interviews with female managers / directors.

Based on the author's aforementioned field research in Denmark and data she collected on women and work in Japan, the research explores the contrasts between a relatively advanced country, Denmark, and an underdeveloped country, Japan. Those contrasts will elucidate important factors in promoting gender equality in employment. Moreover, by identifying issues affecting even Denmark, the research aims to discover further challenges for gender-equality.

Wednesday 7 September 2016 at 09:00 - 10:30

The research tentatively makes several important points: (1) both countries have issues of an aging society and the burden, mostly on women, of elderly care these are especially serious problems in Japan. Denmark, however, has successfully dealt with such issues through strong government initiatives such as widespread nursery provision, appropriate maternity / childrearing leave, and socialization of elderly care. (2) The two countries appear to differ fundamentally in terms of people's awareness of equality and their sense of individual independence in society. The women I met in Denmark are strongly motivated towards career development, and their work organizations have capacity to accommodate them even when they have family responsibilities. It appears that cooperation among people is sustained by such feelings of equality and individual independence. On the other hand, gendered social perceptions for men and women still exist, and women still struggle to cultivate a sense of independence and to maintain strong motivation to work. I assume that 'dependence' might be still a key word for Japanese society, not only between men and women, but also in affecting many relationships in society and the economy; consequently, Japan has yet to accept equality and forge cooperation among independent individuals.

In and Out of Work Poverty / Precariousness

LUBS 1.31

Squeezed Out of the Labour Market and the Welfare System Under Austerity: Citizens in Need of Charity in the UK

W0013470

Dagdeviren, H., Donoghue M., Wearmouth, A.
(University of Hertfordshire)

The 2008 crisis led to a rise in unemployment and greater insecurity in the labour market. Since then, the austerity policies involving cuts in public spending and welfare reforms created further vulnerability for many households. This was accompanied by an unfounded discourse of strivers vs skivers/scroungers (Allen et al., 2015: 908) despite the fact that the benefit fraud accounted for less than one per cent of benefit expenditure (DWP 2015: 1). Stigmatisation as a disincentive to claim welfare has been complemented by a drive to create a more disciplinary welfare state (Goodin, 2001, Greer, 2015) through widespread use of sanctions and workfare measures. The result is that vast numbers of people have not only been squeezed out of the labour market but also the welfare system. Those who fall through the cracks often find themselves in need of charity. Indeed, Trussell Trust data shows that their distribution of food parcels increased from around 26 thousand in 2008 to over one million in 2015. Around 43 per cent of the foodbank use is related to the problems associated with the welfare system (Link).

This paper discusses the slide of households in the post-crisis period from labour market to the welfare system and then to the charitable sector. The analysis is based on 20 Key Informant interviews and 40 household interviews carried out in three different regions in England and Wales in 2015. Our findings can be highlighted as follows:

First, the rigidities introduced into the welfare system in the form of sanctions have intensified its existing contradiction with wider flexibilisation of the labour market. New restrictions limit access to welfare further especially when workers have irregular hours and work insecure jobs. Second, sanctions and benefit delays create temporary destitution amongst some households and force them to rely on various charities. Third, making a distinction between advocacy (independent, non-governmental organisations such as Law Centres, Citizens' Advice Bureaux) and relief oriented charities (e.g. foodbanks) we show that the size of the former shrunk while that of the latter expanded after the crisis. This is symptomatic of the negative effects of the Government's austerity agenda on democratic processes in which advocacy organisations strengthen citizens' use of their rights and entitlements while charities provide immensely valuable but non-universal, non-obligatory and patronage based support often causing stigma and shame amongst beneficiaries.

Precarity, Health and Well-Being: Insights From Foodbank Service Users

AB01632

Hudson, M.
(University of Essex)

A striking 50 per cent of all people living in poverty live in a family with someone in paid work (MacInnes et al, 2014). This is symptomatic of a polarised UK labour market experiencing rising levels of in-work poverty (MacInnes et al, 2014; Clark et al, 2014; Bradshaw et al, 2010). Many workers find themselves trapped in a low pay-no pay cycle, experiencing recurring movement between in-work poverty and out-of-work poverty (Shildrick et al, 2012). A feature of this is precarious work, characterised by zero-hours contracts, temporary work and under-employment (TUC, 2014). A growth in foodbank use suggests that many individuals and families are not meeting the most basic of needs and

struggling to maintain a decent livelihood (Forsey and Mason, 2014). While adverse effects of this landscape on health and well-being are implied, they are under-explored.

Engaging with these developments, this paper explores the relationship between precarity, health and well-being through the voices of foodbank service users. It does so by drawing on research undertaken for the TUC Employment Rights Department in 2013-14 in partnership with the Trussell Trust, a charity which works with local communities to combat hunger and tackle poverty and social exclusion. The research included in-depth interviews with 10 foodbank service users, currently or recently in work and enduring lives of insecurity (Standing, 2011). Amongst the interviewees were men and women with a variety of health conditions and/or family members with health conditions, for example post-traumatic stress disorder, anxiety disorder and cancer.

Responding to calls for greater empirical exploration of precarity, the paper explores foodbank service users' working conditions, labour market experiences and links to household, labour market and public policy contexts. All were keen to work, with parents indicating a desire to be a good role model for their children and give them a better life. The paper discusses the role of precarious work in constraining agency, inhibiting economic functioning and self-sufficiency (Tarling and Wilkinson, 1997) and providing a push to low wage traps and food poverty, whilst exacerbating health conditions. The paper locates the discussion in public policy failure (Greer, 2016) and the value of policy evaluation of capabilities (Salais, 2004), through a social justice lens.

Home-Based Employment in London Social Housing: A Social Spatial Analysis of Responses to the Pressures of Austerity

W0013411

Wolkowitz, C., Holliss, F.
(University of Warwick)

Home-based work is on the rise, including in social housing, and seen by some as a solution to unemployment. But whether or not it can really provide a secure income remains questionable.

Our paper follows the fortunes of 13 social housing households attempting to start home-based enterprises who were interviewed in Summer 2013. The interviewees were all participants in a community-based initiative with current and aspiring home-based workers, 'Towards the Affordable Workhome', funded by the AHRC Connected Communities Project and led by architect Frances Holliss (Holliss 2012). In 2011 an East London housing association announced that it would rescind the prohibition clauses in tenancy agreements, and instead encourage social tenants to develop home-based enterprises as a source of income and social cohesion. However, despite their enthusiasm and modest support from the Connected Communities Project, the housing association and other bodies, it was difficult for most of the tenants to get their enterprises off the ground.

A diverse group (70% Black and Ethnic Minority, and 23% GLBT), our respondents were keen on progressing their plans for child-minding, home tutoring, catering, selling vintage goods on ebay, legal advice, ironing, and arts-based projects. Their preferred income-generating strategies suggest a marked shift in the type of home-based work characteristic of working-class neighbourhoods, with the provision of services replacing the home-based manufacturing outwork that was the focus of many earlier studies. However, the discourse of enterprise partly obscures the extent to which these aspiring homeworkers were responding to austerity, especially cuts in the number and security of public sector jobs and more stringent criteria for incapacity benefit.

Building on the authors' previous research on home-based work (Holliss 2010, 2011, 2012, 2015); Allen and Wolkowitz 1987; Phizacklea and Wolkowitz 1995; Wolkowitz 2001), the paper explores the tenants' successes and difficulties in terms of three inter-related dimensions of the social spaces participants must navigate. Firstly, we consider the interior space of the home and the possibilities it presents or constrains for working at home. Secondly, we identified aspects of the external social space of the neighbourhood that shaped opportunities for initiating and maintaining home-based work. Thirdly, we identify ways in which illness (which had made some participants eligible for social housing in the first place) affected the mental and emotional space required for successful self-employment. The analysis also contributes to a fuller understanding of the changing intersections of paid work and personal life that studies of home-based work bring to the fore.

Body Work and Emotional Labour

LUBS 1.32

'Body Art As Branded Labor

W0013001

Timming, A.
(University of St Andrews)

Previous research has focused on the negative effects of tattoos on one's employment chances (Bekhor et al, 1995; Swanger, 2006; Timming, 2015; Timming et al, 2015), but the idea that body art can improve job prospects has, until now, been largely neglected. Using mixed methods, this paper examines the employment contexts in which a visible tattoo is perceived by recruiters to be an asset, rather than the traditional liability. The study draws heavily from the aesthetic labor (Nickson et al, 2001; Warhurst and Nickson, 2007) and branded labor (Pettinger, 2004) literatures in order to throw new light on the unique intersection of employee selection and relationship marketing. It is argued that visibly tattooed service sector employees can help to positively convey an organization's image, or brand, particularly in those firms that seek to target a younger demographic of customer.

This research is both timely and important because of the dramatic increase in the number of tattoos in recent years, especially in the United States. Laumann and Derick's (2006) dermatological study reported that nearly one-quarter of US adults had, at the time, at least one tattoo. The Pew Research Center (2010) reported that 38 percent of 18-29 year old Americans had a tattoo, 30 percent of which are described as visible. The most recent study on tattoo prevalence (Polidoro, 2014) indicates that in 2014, 40 percent of US households reported at least one member with a tattoo; in 1999, the corresponding figure was just 21 percent. These numbers represent a significant block of society, and a demographic tidal wave whose implications for recruitment and selection cannot be ignored.

This paper makes an original contribution to the extant literatures on at least two fronts. First, it inverts the wider literature on the effects of body art by focusing on reverse prejudice and the economic benefits of visible tattoos. Apart from Timming (2011), who argues, perhaps unsurprisingly, that tattoos are beneficial in the recruitment of tattoo artists, the positive effects of body art in the wider labor market have been largely overlooked. Second, the paper brings together the fields of employee selection and relationship marketing in a unique nexus. Several studies have already examined tattoos in the context of brand marketing. For example, Dean (2010, 2011) and Arndt and Glassman (2012) researched consumers' perceptions of tattooed employees, concluding that body art contributes to a negative service experience. Orend and Gagné (2009) examined the rationale underlying corporate logo tattoos from the point of view of brand loyalty. Doleac and Stein (2013) found that consumers are less likely to purchase products from employees with visible tattoos. But these studies fit squarely in the field of marketing, whereas the present research is interdisciplinary in that it directly links branding to employee selection.

Gentleness in Organisations: An Empirical Investigation

W0013497

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Research on care work has identified a range of care giving behaviours such as empathy, validation and support (England, 2005; Kahn, 1993). But little is known about employee gentleness, even though it is a type of care that is valued by patients and likely to play an important role in the provision of high-quality care. The aim of this study is to examine the nature of employee gentleness and the experiences of workers when being gentle.

Data are drawn from three separate studies. A three month ethnographic study of a hospice day care centre, and two interview based studies, one in a hospice, the other in a charity working with teenagers. In the ethnographic study data were collected through observation, informal conversations and interviews, while in the other two studies, twenty semi-structured interviews were conducted with employees who described two episodes of being gentle with a client. The focus of the data collection and analysis has been on how employees account for, make sense of, and enact gentleness in their work.

Based on our analysis, gentleness emerges as a form of care giving aimed at helping clients feel psychologically and physically comfortable, promoting perceptions of closeness, and gaining client participation (e.g., disclosure). There appeared to be four key characteristics of employee gentleness:

A soft and slow approach. Key verbal and non-verbal behaviours (e.g., touch, tone of voice) were performed softly and at a slow pace.

Dynamic affiliative interpersonal behaviours. Woven into the soft and slow approach were friendly affiliative interpersonal behaviours primarily oriented towards guiding the care process whilst fostering a closer relationship with the patient. Two types of affiliative behaviour were used – guidance behaviour that sought to steer the direction of the interaction such that therapeutic objectives could be achieved (e.g., friendly enquiring) and responsive behaviour orientated towards recognising and responding to patient needs and concerns (e.g., demonstrating empathy, listening and acting with non-judgemental acceptance).

Affect regulation. Caregivers emerge as skilled users of interpersonal affect regulation strategies which aim to manage client affect whilst regulating own feelings and affect expressions (Niven et al., 2009).

Motives Nurses reported that they were motivated primarily to achieve care-based and relationship-based goals.

The paper explores how contextual factors facilitated employee gentleness, especially employee control over working time, sharing of workloads, and debriefing practices. Given that being gentle requires a soft and slow approach, gentleness appeared to be fostered by allowing nurses' discretion over how long to spend with a patient. This appeared crucial to gentleness and requires a managerial approach that supports these choices by emphasising the prioritization of patients' needs over the completion of managerial tasks.

A key contribution of the study is that it is the first in-depth empirical study of employee gentleness and therefore provides new insights into employee care giving and care work. Implications of the study will be drawn for theories of care work, emotion regulation, and professional work (England, 2005; Holman, Martinez & Totterdell, 2008; McCann, Granter, Hyde & Hassard, 2013).

Transnational Labour Migration

LUBS 1.33

Negotiating Migration Pathways and Employability: The Case of Zimbabwean Highly Skilled Migrants in the UK Labour Market

W0013679

Thondhlana, J., Madziva, R.
(University of Nottingham)

Research has drawn attention to the issue of migrants' labour market challenges in countries of immigration. For example, Liversage's (2009) work has shown that migrants with soft skills often struggle to achieve direct labour market insertion. It is however not clear whether such challenges are faced by all migrants given that migrants are not a homogenous group; migrants come on different visa schemes which offer different entitlements. (Thondhlana, Madziva and McGrath, forthcoming).

This paper draws on the life-story interviews of Zimbabwean highly skilled migrants who moved to the United Kingdom as a result of a complex interaction between economic and political hardships. It attempts to demonstrate how migration categories shape migrants' strategies and labour market insertion success. In so doing it shows how even the migrants who came on supposedly promising visas via schemes such as the UK Highly Skilled Migrant Programme found their high human capital not easily transferrable to the UK labour market. The consequence for many has been the challenges of unemployment or under-employment and in some cases being permanently stuck in non-skilled or semi-skilled occupations.

The paper demonstrates how the lack of appropriate employment forces some to opt for the refugee category having failed to meet the requirements of their Highly Skilled Migrant visas. It argues that the movement from the supposedly exclusive economic migration category can have dire employability consequences for those migrants who make the switch without realisation of the socio-economic implications of their move. In so doing, the paper further shows how migration routes interact with other factors such as changing immigration policies, historical labour market timing, the influence of social networks and age to construct individuals' labour insertion experiences.

Liversage, A. 2009. Finding a path: Investigating the labour market trajectories of High-Skilled immigrants in Denmark. *Journal of Ethnic and Migration Studies* 35(2): 203-226.

Thondhlana, J., Madziva, R., and McGrath, S. (forthcoming). Negotiating Employability: the role of migrant networks in shaping labour market processes and outcomes for Zimbabwean skilled migrants in the UK. *Sociological Review*

'Lives Apart': Feelings of Loneliness and Isolation on Tour

W0013491

Fry, J., Bloyce, D.
(Myerscough College)

This research examines the effects of frequent workplace circulation on the lives of touring professional golfers. Interviews with 20 professionals, analyzed utilizing figurational sociology, indicate that players experience intense feelings of loneliness and isolation given the long periods spent away from family and friends on an increasingly global schedule of events. Professional golfers are not isolated in terms of human contact, as they are surrounded by other players and tour personnel, but rather in terms of a lack of 'meaningful contact' with people they have feelings for. Migrants in professional sport are increasingly constrained to live apart from their families, which requires greater levels of living adjustments. Beyond sport, such analysis can help shed light on the lives of business elites in other similar, transient professions.

Social Movements, Unions, Representation and Voice

LIBERTY G32

Trade Unions and the Living Wage

W0013193

Heery, E, Nash, D., Hann, D.
(Cardiff University)

This paper will present original research on the relationship between UK trade unions and the Living Wage. The latter is a voluntary wage standard, promoted by the Living Wage Foundation, to which employers can voluntarily subscribe. If they do so they must pay the Living Wage to direct employees and to sub-contractors who work permanently on their premises, such as cleaners, catering workers and security staff. The Living Wage is one of a number of instances of civil regulation of the employment relationship that have come to prominence in recent years and is indicative of changing methods of job regulation in the UK economy. Essentially, the Living Wage is a unilateral employment standard, developed and applied by a civil society organization, which employers choose to adopt, either because they believe it is right to do or because they anticipate increased labour performance or other beneficial outcomes. The spread of standards like the Living Wage raises the question of the relationship between this new form of regulation and more established methods, based on trade union representation and collective bargaining. The purpose of the paper is to explore this relationship.

The paper is framed by a range of literature. From industrial relations there is a debate on union-community coalitions and the conditions that allow mutually beneficial alliances to emerge. From business and management there is a line of inquiry into new forms of voluntary regulation and the factors that lead to their adoption and diffusion. Finally, from sociology there is a literature on changing forms of interest representation, much of which identifies an epochal shift from class-based forms of representation to patterns grounded in new social movements and new types of identity. The paper uses literature of this kind to formulate three primary research hypotheses. The first is that the Living Wage serves as a replacement for failed union representation and is diffusing in parts of the economy where unions are absent. The second hypothesis is that the Living Wage and union-based regulation can fruitfully hybridize, with unions actively promoting civil regulation on the one hand and incorporating the Living Wage standard in joint regulation on the other. The third hypothesis is that the Living Wage is being used as a method actively to erode trade unionism, thereby generating resistance on the part of unions.

The research on which the paper is based assumed a mixed-methods form, comprising two main approaches. The first of these was the creation of a database of all accredited Living Wage employers in the UK, which allowed us to identify their geographical, industry and sectoral locations and test whether the pattern of distribution follows or departs from those for union membership and collective bargaining. The second method was an interview-based survey of union representatives from UNISON, UNITE, USDAW and UCU which sought to explore the union response to the Living Wage. Supplementary interviews were also conducted with officers of the Living Wage Foundation and with employer representatives.

Searching for Productivity Coalitions after the Great Recession: A Cross-National Qualitative Analysis of Labor Union Engagement in 'Workplace Innovation'

W0013645

Hermans, M., Ramioul, M.
(KU Leuven)

In the wake of the Great Recession and under pressure to find 'productivity coalitions' (McLaughlin, 2013), European labor unions in manufacturing sectors are cautiously engaging with strategies of 'workplace innovation' and 'employee driven innovation'. This involves dealing with topics that are traditionally considered management prerogative, incorporating forms of employee involvement that are less familiar or even in conflict with union structures, and adopting or re-working concepts and discourses such as 'high performance work practices', 'employee involvement', and 'lean production'.

In this paper, we explore these tensions, the structural drivers for engaging in such strategies, and both the pitfalls and opportunities from a union perspective. We do so on the basis of a cross-national, qualitative-comparative analysis of both thirteen company cases, and expert interviews. These interviews on the topic of representative employee participation in innovation processes were conducted in 2015 with union officials, employers' organization representatives, industrial relations researchers and policy actors in Belgium, Norway, Germany and Ireland.

Starting from the 'Varieties of Capitalism'-perspective (Hall & Soskice, 2001), the potential organizational-level pathways through which employee representative can engage in innovation processes are summarized and linked to the institutional features that drive and sustain this engagement, such as intermediary cooperative associations (Sørensen, Doellgast & Bojesen, 2015; Marchington, 2015). Finally, we locate and critically discuss this evolution in (self-perceived) labor union role in the wider historical debate on workplace democracy (Hyman, 2015) and the impact of financialized capitalism on employee voice (Lippert et al., 2014).

Trade Union Strategy and Lessons from Social Marketing

W0013417

Harvey, G., Forbes, S.
(University of Birmingham)

The relevance of this paper to the Work, Employment and Society 'Work in Crisis' conference is in its consideration of new ways in which a weakened national and international labour movement is able to challenge the degradation of contemporary work by drawing on the principles of social marketing. Social marketing is a process whereby the principles of marketing are harnessed to change individual behaviour in order to bring about social good (Lefebvre 2012) with notable examples include plain packaging of cigarettes and domestic violence public service announcements. In this paper we consider the possible approaches of social marketing for use by trade unions in order to shine a light on the dark side of capitalism and expose the excesses of surplus accumulation. There are two components of our discussion. First, we discuss the ways in which trade unions are well placed in order to raise awareness among various communities in order to meet its traditional objectives as a sword of justice and as defender of vested interests (Flanders 1970: 15). Thereafter, we proceed to consider the approaches with which the trade union might engage and the purpose of that engagement. We discern three approaches and purpose for trade union social marketing (TUSM). First, we build on the traditional purpose of the trade union, i.e., consultation and negotiation with management, aligning this with the co-creation approach of service dominant logic social marketing (Luca, Hibbert and McDonald, forthcoming). We label this approach as corrective TUSM. Second, we consider the most common approach for social marketing activity, i.e., persuasion. Activity might include the generation of accreditation for firms based on their terms and conditions of employment or their social impact and take the form of kite-marks. Coupling the accreditation with a social marketing campaign may then encourage the consumer to reward the socially responsible firm with loyalty or impose a sanction on the irresponsible, for example, engaging in a buy-cott. Therefore, we label this approach as punitive TUSM. The second approach would be that of government and the activity here reflects what Erne (2008) considers technocratic engagement. The purpose of engagement with government, otherwise known as upstream social marketing, is to change the structural environment (Gordon, 2013; Wymer, 2011) through regulation to enable employee wellbeing to flourish and in doing this achieve societal good, so we label this approach as legislative TUSM. The paper also identifies instances of activity by trade unions that reflect TUSM as presented in this paper and consider the consequences of each approach.

Global Political Economy, Comparative Analysis and the Changing Regulatory Role of the State

LIBERTY G33

Temporary Agency Work Eroding the Nordic Model? The Case of Norway

W0013336

Rasmussen, B.

(Norwegian University of Science and Technology, NTNU)

Temporary agency work eroding the Nordic Model? The case of Norway.

This paper takes explores the changing employment relations in Norway over the period 2000 – 2015, a period in which the strictly regulated Norwegian labour relations was challenged by the growth of a flexible work force supplied by employment agencies resulting in problems of illegal pay and working and living conditions.

Combining employment statistics, previous studies and a study of the union's experience of organising and protecting the migrant workers in building and construction (that was most affected by the changes) (Mjølness 2015), I will show how institutional changes in Norway's employment regulation inspired by OECD's demand for liberalisation of the economy, paved the way for the changes that produced (cheap) 'flexible workers for flexible jobs' (McCollum & Findlay 2015), thereby changing the employment practices in building and construction.

The context of this change was the extension of the EU in 2004 with eight new member states that opened a new cheap labour market for Norwegian employers. Trade unions as well as the social democratic government feared that this would result in social dumping, threatening the strictly regulated Norwegian employment relations based on organised labour and a universal welfare system. Government therefore introduced transition regulations demanding a permanent work contract in a 100% position and pay at Norwegian level as a condition for resident permits for migrant workers. However, by offering the migrants permanent employment in an employment agency, they would also meet the demands for a resident permit.

In a booming Norwegian economy, the migrants were welcomed. In building and construction employers introduced a practice of (sub)contracting whole crews of migrant workers through agencies. In this way Eastern European migrants became available for Norwegian employers who were able to win contracts by using cheap and flexible labour. As a result the number of workers supplied by Norwegian employment agencies doubled from 2004 to 2008. The highest growth was within building and construction and industrial production, sectors that previously used very little agency work (Nergaard & Svalund 2008).

When, after the crisis of 2008, many agencies changed their employment contracts to permanent employment without pay between commissions, the migrants were made totally dependent upon the agency (or the middleman) for work, income and housing, and the work of the unions became very difficult. The unionized migrants would ask the union not to take their grievances to the employer in fear of being denied more jobs

Privatising Workplace Regulations in the UK? An Investigation of Buyer-driven Value Chains

W0013629

Hammer, N.

(University of Leicester)

Debates on precarious work and employment have detailed various deteriorating facets such as the implications for pay, employment contracts, or the conditions of work and employment. While there might be fierce debates about the exact levels of some of these facets – for example the incidence of zero-hour contracts or the under-payment of the National Minimum Wage (or, soon, the National Living Wage) – their existence and problematic effects on income continuity and in-work poverty are difficult to deny. This paper looks into a related issue, the regulation and enforcement of work and employment standards in such workplaces. While industrial relations scholars have long discussed the de-collectivisation of workplaces, there still might have been an assumption that statutory agencies such as HMRC or the HSE would enforce minimum standards.

This paper investigates to what extent this assumption still holds and argues that it is threatened from different sides. First, the politics of self-regulation and austerity of the last decades have favoured a retreat of the state that has, in order to achieve budget savings, even led to the abandonment of health and safety inspections in some local authorities. Second, the development of complex and extended subcontracting chains has made public enforcement not only more difficult but has often changed it into a method whose object does not exist anymore (e.g. Weil 2014).

Third, the development of new requirements such as the Modern Slavery Act (in particular its Transparency in Supply Chains provisions) have resulted in additional and/or more thorough forms of private (lead firm) monitoring along their supply chain. It is argued that new forms of labour standards monitoring are emerging in this context and that they exploit the existing power relations within value chains. Thus, workplace regulation in a number of value chains, for example in food as well as apparel manufacturing, the de facto remaining actors are those that operate on behalf of the lead firm.

The paper explores those emerging forms of regulation in workplaces that often are part of the informal economy through a focus on labour standards monitoring in agricultural and apparel production in the UK. It draws on primary data with key stakeholders from lead firm representatives and social auditors, to NGOs and community organisations aiming to represent workers.

Substituting Precariousness for Precariousness? Temporary Work, Onsite Subcontracting and the Erosion of German Industrial Relations

W0013315

Hertwig, M., Kirsch, J., Wirth, C.
(Technical University Chemnitz)

In recent German public and scientific debate, there is a growing concern about the increased use of subcontracting, in particular in the specific form of 'onsite subcontracting'. Quite comparable to the outsourcing waves during the 1980/90s, subcontracting strategies comprise the transfer of operations from a focal company to a service provider or supplier. In the specific form of onsite subcontracting, however, the service provider or supplier operates inside the factory of the focal company, and carries out operations that are part of the very core of the customer's value creation.

Subcontracting strategies have been criticized widely for aiming at cost reductions by substituting regulated for unregulated labor. Employees of subcontracting firms are working side by side with permanent employees in the same factory, carrying out the same tasks — however, under unfavourable conditions. In the case of agency work, onsite-subcontracting replaces another precarious form of employment, and often constitutes transnational labour markets, where contractors hire foreign employees to be temporarily deployed for work in German factories.

The effects of onsite-subcontracting on working conditions and the employment system in general place a challenge for the existing institutions of labour relations. When a growing amount of work is being transferred from the large and well-regulated companies (which are covered by collective agreements and works council representation) to small and medium sized enterprises (which usually neither possess a works council nor a collective agreement), subcontracting may foster the erosion of the basic pillars of the German employment system. One indicator for such a trend is the fact that some companies are substituting agency work by onsite subcontracting, as the former has become much more expensive since 2014 due to government regulation and collective agreements.

Against this background, the paper empirically analyzes the practices of onsite subcontracting in the German manufacturing sector and the corresponding effects on the employment system, specifically the reactions and strategies of works councils. Methodologically, a mixed-method approach is chosen that combines a representative telephone survey and case studies.

It is argued that onsite-subcontracting may contribute to a further erosion of the German industrial relations system with far-reaching implications for working conditions and the ability of unions and representatives on the shop-floor level to influence management decisions. However, the effects do not proceed unchallenged: even though works councils lack legal rights to participate in subcontracting decisions, some of them seek and even find new ways to gain influence, thereby widening their scope of operation. In sum, the findings point to an ambivalence of erosion and empowerment of the existing institutions of the German employment system. Institutions process new challenges and are thereby at least partially re-produced.

'As Good as Your Last Job': Forensics Support and Professional Dynamics In an English Police Force

W0013614

Wilson-Kovacs, D.
(University of Exeter)

While media representations of forensic examination tend to sensationalise it and conflate a complex structure of expertise and accountability, the professional standing of those that are relied upon to collect trace materials for intelligence or prosecution purposes is, unsurprisingly, more intricate than fictional portrayals suggest. With little known to date about their occupational dynamics and career trajectories, this paper aims to examine the experiences of members of forensic-related occupational groups and their place in relation to different forms of professional expertise. It particularly focuses on those working as crime scene managers, crime scene examiners, fingerprints

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analysts and forensic technicians in scientific support units affiliated to police forces in England and Wales, and discusses how embedded actors who routinely engage in the examination of crime scene and processing of trace reflect on their role and position in the investigative process. Accounting for the ways in which the technology and regulation have transformed the field, it documents the challenges those working at the coalface of investigative practice encounter. The analysis draws on data collected in semi-structured interviews with stakeholders at different levels of seniority, in order to map an understanding of the inter and intra-professional interactions, exchanges, dependencies and negotiations employed by those in forensic-related occupations affiliated to police forces and discuss how professional hierarchies are established and reproduced. The conclusion reflects on the articulation of professional identities and more broadly on processes of professionalisation and discourses of professionalism in forensics for policing.

PAPER SESSION 4

Wednesday 7 September 2016 at 13:30 - 15:00

Open LUBS 1.01

Technology and Tradition at Work: Problem Solving in Computer Games

W0013502

Grugulis, I.
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There is a long history of predictions about the way technological developments will impact on work from Daniel Bell (1973) through hopes that the introduction of computers would eliminate gender discrimination in the workplace, bring about the introduction of a leisure society or dramatically shorten working hours while increasing wages. In practice, of course, technology is not deterministic (Child 1972) and, while some technologies have introduced new types of skill and knowledge work or enhanced quality of life, others, as the vigorous and challenging literature on call centres so vividly demonstrates (Taylor and Bain 1999, 2003), have increased control and reduced the skills needed in work.

This paper, considers the way that technologies were, and were not, used in skill development and problem solving in a technologically sophisticated workplace. It draws on 20 interviews and a twelve-month ethnography of a small computer games company, funded by the ESRC and reveals strong continuities between problem solving and skills development in this technologically sophisticated environment and that found elsewhere (Lave and Wenger 1991; Orr 1996). When the study was designed, part of its remit was to examine the way that games developers used online forums for problem solving and, during the initial interviews, informants confirmed how useful such websites were and helpfully sent on links. Once the ethnography had begun games developers still confirmed, when asked, that community websites were useful but it rapidly became apparent that accessing them formed no part of their practice.

In part this was because of the confidential nature of games development, where firms compete on innovations in the game but this was a subsidiary issue and the main reason for the neglect of these websites was the nature of the problems themselves, in the sense that they were complicated and not readily explained. Writing out such problems would have been a lengthy and time-consuming process (by the end of which the problem would probably have been solved). So, in practice, a developer with a problem would call over a more experienced colleague or a neighbour and discuss what had gone wrong while standing over the screen. Particularly interesting or challenging problems would generally attract a group of commentators willing to help and standing around the developer's desk discussing the issue. In other words, problem solving was a social activity. Discussion was often hands on with colleagues reaching over to manipulate the crashed code or section of animation, switch between screens or experiment with different keystrokes.

Technological developments can change the way people work and new technologies make different ways of working possible but these are not deterministic. The literature on skills development and problem solving is replete with examples of learning through social groups where socialisation, interaction and discussion resolve issues (Bechky 2003; Hackley 2000; Starbuck 1993). So here, technological sophisticated and the possibilities of wider contact offered by technology were less key than ready access to expertise.

Exploring Creative Work Beyond the Creative Industries

W0013374

Dumont, G.
(Claude Bernard University Lyon 1)

Creative work has emerged at the core of the labour markets of the new economy and has been posited as an insightful entry point to examine the transformation of contemporary work and labour. More recently, calls have been made toward the eventual extension of creative work to other spheres (Menger, 2009; Ross, 2009). However, research focusing on creative work remains primarily confined to the cultural and creative industries and little is known on the extension of creative work and the forms undertaken by creative production in other fields, where the creative dimension of work is not so much taken for granted.

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This paper shows how combining the tools provided by research on the artistic labour markets and the media industries is insightful to analyse the work of professional athletes. That is, I argue, our current understanding of creative work could be substantially and empirically enriched by extending the scope of creative production to other fields. This is not to say that any kind of work has to be considered as creative, nor negating the importance of sectorial analysis. Instead, it is an invitation to examine why work can be considered as creative or not, according to our current knowledge and understanding of creative work.

Herein, I build upon ethnographic research conducted between 2012 and 2014 in the USA and Western Europe with professional climbers, media producers, and climbing companies, and show that the work of pro-climbers pertains to the realm of creative work as it has been commonly analysed and defined. The thread of my argument is twofold. First, their work is inextricably intertwined and paced with the achievement of highly creative activities. Second, it is anchored in a complex system of communication aiming for the production and dissemination of an experience. Whilst the second layer of the argument draws upon Hesmondhalgh and Baker's (Baker and Hesmondhalgh, 2011; Hesmondhalgh, 2013) approach to creative labour in the cultural industries, the former emerges from the work of Menger (2002, 2009, 2014a) on artistic labour markets. What I attempt to do here is to bridge and combine the two to highlight their complementary dimensions and respective strengths toward an analysis of creative work beyond the creative or cultural industries.

The Antinomies of Autonomy: A Comparative Case Study of the Stressors of Working Lives in Ireland and Denmark.

W0013418

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Autonomy, by definition, is good. In the '70's Kohn wrote; 'In terms of psychological effects, the central fact of occupational life today...is the opportunity to use initiative, thought, and independent judgement on one's work to direct one's own occupational activities...' (1976:113). These aspects of autonomy are still a 'central fact of occupational life' today. But is autonomy always good?

Techno-economic advancement, networked production, organisational flexibility, and the imperatives of the ever-present market (O Riain 2010) have altered the configuration and dynamics of autonomy. As autonomous working lives become increasingly interdependent and the thresholds between work and non-work become increasingly indistinct, autonomy itself has become a 'contested terrain' (Edwards 1979), with its own contradictions and complexities – the antinomies of autonomy. Utilising a comparative case study of software developers in Ireland and Denmark, this paper will explore the unique stressors emerging within autonomous working lives and how they are shaped by institutional contexts.

Traditional models linking working conditions and health agree that job control can exercise a moderating effect on intensity and stress (Karasek 1979; Siegrist 1996). However, autonomous work has changed, raising questions as to whether it remains a buffer against intense working conditions. Allvin (2008) conceptualises the new rules of work for 'boundaryless' knowledge workers who are now pressured to re-regulate their own working conditions. Moen et al. (2013) illustrate the 'time-work' strategies used by knowledge workers to manage the boundaryless time demands and 'stress of higher status' (Schieman et al. 2006) that often accompany autonomy. Theoretical frameworks now require a broadening of their analytical frame to capture the possibility of autonomy acting as a facilitator for, rather than protection from, psychosocial risks. Furthermore, this accentuates the question of how the wider institutional setting shapes the capabilities (Sen 1999; Hobson 2014) and stressors of these autonomous working lives. Important questions remain unanswered; when and how does autonomy represent a threat? How are the dynamics of autonomy shaped by the institutional context? How are these dynamics translated into stressors?

To answer these questions, the paper draws from in-depth semi-structured interviews with software developers and IT workers in Ireland (17) and Denmark (14). These interviews utilised a combination of psychosocial work environment and job related feelings surveys within detailed discussions of the demands of autonomous work. Ireland and Denmark represent case studies where the conditions of IT work are similar (high discretion, teamwork, deadlines, high pay, networks etc.), yet the way they are experienced, the inherent dynamics of autonomy, and the stressors they produce differ. The findings point to similar antinomies of autonomy - interdependence, boundary regulation, and fusion - translated into different stressors based on the capabilities offered by the institutional contexts of Denmark and Ireland.

This paper: rethinks the dynamics of autonomy at work, particularly for workers in knowledge intensive occupations where work and non-work life are increasingly indistinct; highlights the circumstances in which autonomy in work amplifies rather than limits stressors; highlights the role of institutional context in shaping how the antinomies of autonomy affect stress.

**Open
LUBS 1.02**

The Value of Value Theory for the Political Economy of Work and Employment Relations

W0013670

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There is currently a resurgence in scholarship on Marxian conceptions of value. However, much of the discourse has remained within the realms of heterodox economics, political economy, and philosophy. This special session aims to set out a new line of inquiry, which pursues more sociological implications of this research. This approach will root itself in Marx's critique of classical political economy while pushing the discourse forward via qualitative ethnographic and historical-sociological methods. This entails combining detailed examinations of the real-world experiences of labour with a value-[in]formed analyses of production, circulation, and employment relations.

The papers in the session contend that Marx's theory of value can be used as a tool for understanding the dynamic processes of capitalist exploitation. Value theory can offer an important conceptual link for overcoming the fragmentation of workers experience. The Bravermanesque 'securing and obscuring of surplus-value' in labour process relations has limited scope when trying to situate workplaces in relation to broader questions of political economy such as money and national accounts. Marx's theory of value provides a foundation for showing the link between money relations and labour process relations in the process of exploitation. Through the use of a value-form analytic, scholars and activists alike will be able to develop novel political insights into contemporary relations of production and reproduction, as well as conceptualise emergent forms of work – from personal services to creative industries.

This special session will offer unique theoretical and empirical insights into contemporary forms of work by exploring Marxian value theory across different sectors and organisations. The papers will include discussions of value and the sociology of profit in different sized firms, the political implications for incorporating value theory into the study of work and employment relations, the generation and circulation of value in emerging creative industries, and the theory of ground rent and value in the tourism industry.

Measuring Creative Labour: Billable Hours in Design, Branding and Advertising Agencies in the UK and Holland

W0013257

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During austerity conflicting policy aims of the state are brought to the foreground. As a member of the EU, the UK has been encouraged to increase employment rates of older workers, to meet the needs of an ageing population (Kirton and Greene, 2016). Meanwhile, unpaid care has increased at a rate higher than population growth and the care system relies on informal carers, saving the state an estimated £132 billion (Heitmueller, 2007; Pickard, 2008; White, 2013; Carers UK, 2016). The highest provision of unpaid care is being met by women aged 50 – 64 and the resulting impact can include carers reducing the number of hours they work or leaving their jobs in one of five cases (Walters, 2008; ONS, 2013). This is despite the Government's objective to encourage carers to remain in employment (Department of Health 2010; Care Act, 2014). Older women could be considered to be at the peaks of their career and may have provided care for a large proportion of their working lives, particularly if care periods overlap where there is more than one dependent (Ben-Galim and Silim, 2013).

The paper presents current doctoral research examining the effects of these conflicting demands on individual older women's careers and their development as they seek to continue both formal employment and provide informal care. It takes account of traditional and alternative concepts of careers such as protean (Hall, 2004), boundaryless (Arthur, 1994) and portfolio (Platman, 2004), before looking at those concepts specifically relating to women; including the life-career model (Pringle and Dixon, 2003), phases of a woman's career (O'Neil and Bilimoria, 2005) and kaleidoscope careers (Mainiero and Sullivan, 2005, 2006). I argue that whilst literature has attempted to classify older workers and their differing needs (Loretto et al, 2005) there is not a typical 'older worker' (Flynn, 2010).

This paper presents initial findings from focus group interviews conducted with women who are, or have previously been, caring and working. Within a framework of co-production (Antonacopoulou, 2010; Burns et al, 2014) these interviews set out the agenda for the research, establishing key areas of inquiry for the second phase of empirical work involving calendar interviews with individual women. Calendar interviews are a relatively new method of

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interviewing (Belli and Callegaro, 2009), that fit a life course (Giele and Elder, 1998) approach to the research. Their reflective and retrospective nature produce a higher quality of research, exploring pertinent events and the behaviours and states associated with them over the life course (Martyn and Belli, 2002).

Initial findings are presented on the perceptions and experiences of older female workers who care for adult dependents, reflecting specifically on their career development, assessing the conflicting needs of the state and resulting impact on their career experiences. This area is currently under-researched and recognises there is not a typical 'older worker' or career journey for such women. It illustrates the importance of recognising women's informal care responsibilities when examining their later career development.

Marxist Value Theory and the Sociology of Profit

AB01613

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Although prices appear to be the mechanism regulating exchange, as theorized by mainstream economics, the Marxist labor theory of value posits that it is socially necessary labor-time which regulates exchange. In Marx's ([1867] 1990: 156, 168) words: 'It becomes plain that it is not the exchange of commodities which regulates the magnitude of their values, but rather the reverse, the magnitude of the value of commodities which regulates the proportion in which they exchange.' The relation between labor-times and market prices is indeterminate because of 'the accidental and ever-fluctuating exchange relations between the products,' but prices fluctuate around labor costs, as 'the labor-time necessary for' the production of commodities 'forcibly asserts itself like a law of Nature.'

In this paper I present a defense of Marxist value theory and some reflections on how it could be usefully deployed for a sociology of profit. In terms of the sociology of work, value theory offers a promising framework for empirical research on how the market determination of wages more about driving wages down than rewarding human capital. In terms profits, these are a phenomenon that is more or less untheorized in both economics and sociology. Marx's most important insight is that underlying the seeming obviousness and naturalness of profits is a social relation which is deeply mystified. I will attempt to develop the following insights from value theory into a sociology of profit: The distinct sources of profit (the creation of new value vs the extraction of existing value); the distinction between profit and efficiency (the former does not require the latter); the effect of the profit motive on behavior (efficiency versus valorization); varying logics of profit making; and the meso-organizational and sectoral variations in profitability underlying macro profit rates, including differences in profitability across sectors and organizations (e.g. Walmart versus its smaller competitors, McDonalds versus its smaller competitors, etc, and their relation to growth and crisis).

Professions, Occupations, Skills and Social Mobility

LUBS 1.03

Elitist Earnings across Occupations: the White Group Effect in the US and UK Labour Force

W0013433

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The excessive earnings of the elite is one of its prominent features. This paper shows that, despite the fact that the elite group is characterised by the magnitude of income accumulation, the cumulative effects on group earnings is a pattern visible across the strata of the society. The literature in social sciences on identity, stratification, and intersectionality has long shown the importance of group identity in explaining the persistence of income inequality over time. By taking a group perspective to individuals, the contribution of this paper is to test whether there are elitist earnings, whereby one group earn disproportionately at the expense of other groups, across the labour force. At the intersection of occupational, gender and racial norms, the case studies on the US labour force (1968-2011) and the UK labour force (2001Q1-2014Q4) show that elitist earnings is a group phenomenon, not specific to elitist occupations, and that it extends to most of the US and UK occupation. There is in effect a pattern of elitist earnings across occupations for a dominant group, mainly white male or female, at the expense of other racial, ethnic, and gender groups

Bureaucratic Challenges: Challenging Bureaucracy: Affective Labour of Swiss Public Employment Agents

W0013260

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Public Employment Services across Europe have undergone profound changes within the last years. Fueled by new policies aiming at activating the citizens and the introduction of New Public Management Public Employment Agencies have been remodeled into modern service providers. Citizens are thought of as customers that public employment agents render a service to – namely, being of assistance in their customers' job search. In their interaction, the ability to morally support and to motivate job seekers, to feel empathy but also to be demanding as well as to exert control become central work requirements for public employment agents. Given that job loss may have considerable consequences for economic and social status, relationships and societal participation emotions become an inevitable part of the interactions between public employment agents and customers. Public employment agents therefore need to work on their customers' emotions as well as on their own in order to even make it possible to fulfill their functional tasks. Hence, they engage in affective labour. However, new public management reforms did not only strive to increase customer orientation but also efficiency – creating contradictory demands for public front-line workers (Korczyński 2009). Their work is now steered by various managerial and organizational control mechanisms that also encompass the affective aspects of the labour process.

Our focus is on the performance of employment agents during their consultations with job seekers. We intend to reconstruct modes of their self-governance and how they act to effectively subject job seekers to the activation regime in a Swiss employment agency, namely in the Swiss canton of Bern. As the public employment agency in Bern has just undergone a change process to introduce a performance and service culture similar to that of private sector service companies it provides an interesting example to study the managerial control of affective labor as well as how the employees engage in emotion work and emotional labour respectively.

From a theoretical point of view, we intend to discuss the interrelations between (and contradictions of) entrepreneurial and affective subjectivation, arguing for a Foucauldian perspective, where the subjectivity of the 'whole person' providing a service is at stake in an interplay of governance by others (the state or employment agency) and self governance.

Drawing on organisational guidelines on the counseling process, on qualitative interviews with employment agents and on videotapes of counseling sessions in the Swiss employment agency our paper aims at conceptualizing the affective labor of employment agents.

By paying closer attention to affective relations and affective labor in the study of public administration, our paper shall contribute to a fuller understanding of activation policies and the power relations between state actors and citizen-customers – to a fuller understanding of a post-Fordist governmentality that also encompasses affectivity. Hence, the paper draws conclusions regarding contemporary front-line workplaces of the public service sector in the context of rising unemployment and the introduction of New Public Management.

Casualising the Irish Middle? Employment Change During the Irish Crisis

W0013613

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Discussion of social inequality and the crisis in Ireland has focused on the unequal distribution of income. While pre-distribution income is one of the most unequal in Europe, the effects have been somewhat moderated by relatively generous cash benefits of the welfare state (Wickham 2015). By focusing on two different employment areas – hospitality and construction – the paper attempts to link changes within occupations to changes in income distribution. Both sectors traditionally contained good-bad jobs: jobs that were not especially well paid, but which provided relatively long-term employment, an occupational identity and –for some workers – a predictable 'career' trajectory. Construction and, to a lesser extent, hospitality, were unionised; both sectors had sectoral wage regulation.

The paper uses existing statistical sources (in particular micro-data from the Quarterly National Household Survey) and especially extensive qualitative interviews with employees in both sectors. We show how casualisation has taken different forms and occurred in a different rhythm in each sector. In both cases however casualization has occurred within the existing legal framework.

In hospitality a key driver was the introduction of new workforces with different expectations: first students and young people seeking only temporary employment, and then young relatively well educated migrants seeking to fund a transient lifestyle. The consequence was that especially during the boom the part-time workforce grew. Union density fell as did hourly wages and job security. In the crisis hours became increasingly dictated by employers. Low weekly wages are the result of a low hourly wage (usually around the national minimum wage) linked to low and irregular hours. Reduced union strength coupled with weak enforcement of employment law has allowed forms of semi-legal wage cuts (e.g. continuing deductions for uniforms, redefinition of required working time by task rather than time).

In construction union membership held up during the boom but has now been decimated. Earnings have plummeted. The central driver here has been the reformulation of the employment contract. Whereas changes in hospitality have been partly the result of the loosening of employment law, in construction changes have occurred partly because of changes in taxation policy. By use of the 'Relevant Contracts Tax' employers can now compel their employees to be self-employed. Consequently self-employment in the industry now accounts for nearly 40% of all those at work in Irish construction. Whereas in the UK self-employment in construction facilitated tax evasion and the 'black' economy (Winch 1998; Behling and Harvey 2015), in Ireland casualization occurs within the legal economy.

The final section of the paper raises national level and European issues. We use earnings data for a preliminary assessment of the impact of these micro-level changes on overall inequality; we consider whether legal employment regulation including recently introduced Irish legislation can provide 'anchor points' against further degradation; and finally we consider whether these more 'lousy' jobs are outweighed by the growth of 'lovely' jobs in other occupations (Goos and Manning 2007).

Professions, Occupations, Skills and Social Mobility

LUBS 1.04

Emergent Careers: Mapping the Work Experiences of Healthcare Support Workers

W0013352

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In the introduction to the influential Handbook of Career Theory, Arthur et al (1989: 8) note that 'Everyone who works has a career.' Indeed, a career is broadly defined as the 'evolving sequence of a person's work experiences over time', implicitly acknowledging variation in the nature of a career in terms of its form, trajectory and context. Yet while everyone who works has a career, it appears that some careers are more interesting and by implication more important to researchers than others. Despite the voluminous literature on careers, the principal focus has been on business, managerial and professional careers. Indeed notions such as the 'boundaryless' (Arthur and Rousseau, 1996) and 'protean' (Hall, 2002) career, central to current debates, are often rooted in such career types, making assumptions about individual agency and labour market power which fail to hold for many segments of the working population. The result as Pringle and Mallon (2003: 842) note is that 'Career theory has tended to construct women, ethnic minorities, blue collar workers, the poor and the uneducated as 'the other', as deviations from a dominant pattern.'

This paper addresses the paucity of research on the careers of low paid, low status workers by focusing on the work experiences over time of a specific occupational group: healthcare support workers (HSW) in the English National Health Service (NHS). While not performed exclusively by women, this is a highly feminised role, (<http://www.hscic.gov.uk/catalogue/PUB13741>), providing an opportunity to explore how gender combines with low pay and associated institutional factors to shape the nature and consequences of careers.

The paper takes a life history approach, drawing upon interviews with around one hundred HSWs. The respondents provided a narrative of their working lives based on two core questions: 'how has your working life unfolded since leaving school?' and 'how do you see your working life unfolding in the future?' The paper uses these narratives to map different career pathways of HSWs, and explains them by reference to the socio-economic characteristics of this group of workers. In doing so, the paper challenges longstanding research assumptions that employees typically have anchored, well-developed forward looking career plans. It argues that the working lives of those in low paid, low status jobs, particularly in the service sector, mainly performed by women, often with limited formal education, unfold in a more iterative, enacted and opportunistic way. The uncertainties and pressures associated with these roles and experienced by the post holders, suggest that careers develop organically, with patterns or pathways emerging in a retrospective rather than a prospective fashion.

Defining 'Work': The Hidden Dimensions of Mental Health Care

W0013574

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Based on participant observations at a mental health care facility in London, this paper considers factors that comprise 'work' in mental health. There is a sizeable body of sociological research that seeks to describe what constitutes 'work' (Laws, 2013). This paper draws on psycho-dynamic theories to argue that unconventional forms of emotional labour are required of mental health care practitioners and they need to be incorporated into the broader definitions of work.

This is because, the paper proposes, these forms of labour have direct impacts on the procedures and decision making processes of the organization.

Unlike physiological illness, mental illness is less visible and thus its treatment is less objective. Those who provide mental health care have to develop an understanding that is beyond what is readily available or perceivable. This paper explores such hidden aspects of mental health care work. To do so, it draws on psycho-dynamic theories such as social defence theory (Menzies, 1969; Armstrong, 2005) and organizational ambivalence. These theories argue that the nature of the task at the hands of these professionals stirs anxieties of loss of control, paranoia, instability and confrontation with volatile behaviour. As a result, the staff faces both, the objective reality of clients' 'mad' behaviour and the more emotional anxiety of turning 'mad' themselves. This paper looks at how the staff collectively, although not always consciously, assemble themselves to manage these anxieties. Consequently, it also asks the question- what role does staff's anxiety play in the wider decision making processes of the organization?

The data is from a three month participant observation at a community mental health care facility. Such a community is representative of the wider shift in mental health care policy in the UK and beyond. It reflects the move towards what some call the customer-centric model or the social model in health care. The aim of such a community is to view mental health as a social responsibility rather than an individual (psychiatric) one and thus, the argument is that solutions to mental health issues can be located in building service-users' social integration skills. This paper highlights how this shift is not seamless, and in its current transient position, such communities still possess elements of the previous model.

This is a time of great political interest in mental health care. The current government has only recently announced its willingness to substantially increase funding for such communities, whereas practitioners on the ground are warning that this government's recent political approach has only exacerbated the mental health crisis. This paper provides an argument for the way mental health care work is organized and thus why it requires consistent political interest and stable policy approaches. This paper thus makes two main contributions. It contributes to the definitions of 'work' in sociology and also to a better understanding of the sociology of mental health.

How Do We Make Our Way Through the World? Examining the Roles of Class and Reflexivity in Labour Market Behaviour

AB01590

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There is sharp theoretical and empirical disagreement on the relative importance of individualisation, reflexivity and class in shaping workers' labour market behaviour. On the one hand, it is claimed that social and economic change has led to processes of increasing individualisation (Beck and Beck-Gernsheim, 2002), which in turn has led to a 'reflexive imperative' whereby individuals are forced by the effects of social and economic change to engage in more conscious deliberative thought and behaviour in order to navigate their way through the labour market (Archer, 2012). On the other it has been argued that the extent and importance of reflexivity and individualisation is greatly exaggerated; most labour market behaviour can be explained with reference to traditional class repertoires (Atkinson, 2010a; b).

In the light of this debate, this paper takes issue with Atkinson's dismissal of reflexivity and individualisation. We argue that Atkinson's theoretical critique is based on a misreading of the arguments put forward by Archer and Beck, while he ignores or downplays data that suggests reflexivity in his subjects. New evidence is put forward to shed further light on the debate, based on semi-structured work-life history interviews with 85 workers from 5 occupations in five case study organisations (gardeners, warehouse workers, primary school teachers, IT professionals and junior doctors). Data were subjected to thematic analysis using Nvivo. Themes were identified through an iterative process of analysis, reflection, discussion and further analysis among the research team.

It is apparent from the data that structural economic change over the last 30 years has forced many interview subjects to consciously reflect on their labour market behaviour and how best to combine work with personal goals and concerns. Older workers who have remained in the same job for most of their working lives talk about their work-life trajectories in fundamentally different ways to those who have been forced to engage with the labour market more reflexively because they have been at the sharp end of economic re-structuring. We do not downplay or dismiss the importance of class in shaping the structure of labour market opportunities and outcomes, but it is clear that economic change has changed the experience of work in ways that have either forced or incentivised many workers to become more agentic in their labour market behaviours, as social theories that stress individualisation and reflexivity predict.

Gender, Work and Social Reproduction

LUBS 1.05

Who is Doing the Housework in Multi-Cultural Britain?

W0013383

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There is an extensive literature on the domestic division of labour within married and cohabiting couples and its relationship to gender equality. Most UK research focuses on the white majority population or is ethnicity 'blind', ignoring the potentially significant associations between gender, ethnicity, socio-economic position and domestic labour. Quantitative research on the domestic division of labour across ethnic groups has been limited by a lack of data that enables disaggregation by ethnic group. Using data from a national panel survey, Understanding Society, the UK Household Longitudinal Study, this paper focuses on the extent to which domestic arrangements are egalitarian, the share of time spent on domestic tasks by men and women and how this varies by ethnic group accounting for education, employment and other individual and household characteristics.

We find significant variations in patterns of domestic labour by ethnic group, gender, education, employment status and whether first or second generation immigrants. In all ethnic groups, women spend significantly more hours on housework than men and carry the greater share of domestic tasks. While there is considerable heterogeneity across groups, hours of housework are associated with the education and employment status of both couple members. More egalitarian domestic labour arrangements are significantly associated with having a degree for women as is having a spouse with a degree for both men and women. Being in paid employment reduces housework hours on average for men and women but the share of women's housework is only reduced on average if the woman is employed. Indian, Pakistani and Bangladeshi women have significantly higher housework hours and housework share after controlling other characteristics, something which holds after controlling gender role attitudes.

Contrary to assumptions, it is not necessarily white British couples who are always most egalitarian in their division of domestic labour or in their gender-role attitudes. After accounting for a range of characteristics, Indian men and Other Asian men spend more hours on housework than their white British counterparts and Black Caribbean men express the least traditional gender attitudes of any group. We find housework hours reduce for second generation women and women who arrived in the UK before the age of 12 but there are no significant differences for men. While there are some indications of differences between first and second generation women it may take considerable time over multiple generations for norms of behaviour to change. The analysis also finds that women with a partner from the same ethnic group have a more gender unequal domestic division of labour than partners from different ethnic groups, something which applies across all groups including white groups. The paper provides the first UK evidence on how the domestic division of labour varies across ethnic groups and increases our understanding of the intersections between gender, ethnicity and household labour.

Gender and Employment Patterns: Does Rural Matter?

W0013332

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This paper will examine gender mobility and employment patterns. In particular we are interested in exploring the employment patterns of women in rural areas. Some research has cautioned against using 'rural' as an explanatory variable. Place is still important to individual identity, and remains so, despite (or perhaps because of) increased travel, telecommunication and mobility (Savage, 2010; Shucksmith, 2012). Shortall (2014) has argued that there is an incentive for European funded rural gender organisations, funded to address gender disadvantage to maintain an outdated understanding of the position of women in rural areas. Henderson and Hoggart (2003) acknowledge that there are significant processes at play that limit the ability of women as a group to reach their full potential in the workplace. However, they take issue with 'the sentiment that drifts from the pages of the rural literature that the position of rural women is somehow special; that the forces of socialisation, opportunity and constraint in some way bear more heavily on women in rural areas than in cities' (Henderson and Hoggart, 2003; 371). Their research did not support such a view of rural gender relations. Henderson and Hoggart (2003) suggest that one of the reasons their findings are contrary to essentialised views of rural women's labour market participation is because they used census data to explore gender differences and spatial differences. Similar to Henderson and Hoggart we will use recent census data to critically examine gender and employment patterns and consider whether it matters to live in rural areas.

Reconciling Work and Family Life in the Absence of Public Support: The Experience of Women in the MENA Region

W0013656

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There has been an increasing focus on work-family balance across many developed countries in the past few decades, with legislative, social and economic factors driving policy strategies. In Europe, even prior to the economic recession, there was a shift towards an increase in flexible working, including home-working. It has been argued that the global economic crisis and subsequent austerity programmes, particularly within the public sector, have acted as facilitators in increasing the numbers of part-time and other flexible workers, particularly women who would prefer to work flexibly in order to achieve a better work-family balance. However, it has also been suggested that the austerity measures recently implemented in Europe have moved the focus towards helping displaced workers back into the labour market, putting the gender equality agenda at risk. Cuts in public expenditures that weaken family policies can be particularly detrimental to women. Moreover, evidence from previous recessions shows that while men are more likely to lose their jobs initially, they are also more likely to find employment as the economy recovers.

This paper argues that, although the causes of the barriers to women's participation in the labour market differ globally, in many respects the outcomes, i.e. lack of employment, joblessness, and lack of employment stability, are the same. However, in developing regions, the issue of work-life balance and employment flexibility has arisen only very recently. For instance, in the Middle East and North Africa (MENA), although there have been considerable changes in the status and educational level, of women, their participation in the labour market remains low. This relates to issues of work and family (non)-reconciliation and inadequate public support. This paper will discuss coping strategies used by women in the MENA region in the attempt to reconcile work and family. Particular reference will be made to four selected case studies with different welfare and gender regimes - Iran, Qatar, Tunisia and Turkey. The study suggests that both Europe and MENA may be able to learn from each others' experiences. It will investigate whether some of the coping strategies used in the MENA may be applicable, in whole or in part, to European countries in time of economic crisis and austerity. Similarly, employers and policymakers in the MENA could potentially adopt such measures as part-time and flexible working. Recommendations will be proposed for the further development of policies, programmes and strategies in supporting parenthood, and in reconciling work and family life globally.

New and Old Inequalities

LUBS 1.06

Changes In Physical and Psychosocial Working Conditions of Ageing Female Public Sector Employees: A Follow-Up From 2000 to 2012

W0013420

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(Helsinki University)*

Improving working conditions has been one part of de commodification with most consensus about it, as discussed by Polanyi (1944) and Esping-Andersen (1990), among others. Now that the baby boomers are reaching the pension age, we need to address problems in their working conditions. Furthermore, the Great Recession which has affected Finland from 2008 on might be expected to place higher demands on employees.

Data were derived from the Helsinki Health Study, which followed 40-60 years old employees of Helsinki city from 2000 with Phase 2 in 2007 and Phase 3 in 2012. Hierarchical linear models were fitted to test for significant differences in physical workload, psychosocial working conditions, or their trajectories in ageing female employees who stayed employed the whole study period (N=2126).

A factor score was calculated to measure physical workload, while the Job Content Questionnaire (Karasek et al. 1998) measured psychosocial working conditions. Self-reports were used to measure physical work characteristics such as heavy lifting and rotation of back. In previous studies high job control has been shown to mitigate the problems associated with high job demands (e.g., Karasek 1979, Kivimäki et al. 2015); whereas changes in physical workload and control have been recently associated with changes in physical health functioning (Mänty et al. 2015).

There were significant socioeconomic differences in working conditions. Lowest occupational class employees had the worst physical working conditions while managers and professionals reported highest job demands. Period effects were mainly not found, which suggests either that the economic stagnation in Finland from 2008 onwards did not affect public sector employees' working conditions, or that they are sheltered from heightened pressures found in

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other studies. With age, physical workload decreased for other groups than manual workers, for whom it increased. Job demands were rather stable. Job control declined similarly in all occupational classes.

Investing in employee participation and decreasing physical workload of ageing employees might reduce strain, especially in lower status occupations. Significant interactions of age and occupational class suggest that adjustment for age might have led to underestimation of socioeconomic differences in earlier studies of physical workload and health. Stratified analyses or interaction terms should be used to account for differences in the trajectories through time.

Later Life Careers in the UK and US: Two 'Liberal' Welfare States Compared

W0013456

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(University of Kent)

The US literature has long indicated the extent to which late career transitions are fragmented. Later-life employment in the US is relatively high and often includes transitions into bridge jobs and 'un-retirement' (see, for example, Giandrea et al. 2009; Giandrea et al 2010; Wang 2014; Maestas 2010). One explanation from the comparative literature is that the US has an ungenerous 'liberal' welfare state (Esping-Andersen 1990), and individuals are particularly reliant on employment in older age to secure their welfare-needs (e.g. Buchholz et al, 2011). Predictions within the literature lead us to expect similar degrees of career fragmentation in other 'liberal' countries such as the United Kingdom. Empirical evidence on this is not yet well established, however, and early indications suggest that US late careers are more fragmented than in the UK (Kanabar, 2012; Lain, forthcoming). For example, Kanabar (2012) identified relatively low levels of 'un-retirement', returns to work following retirement, among older men in England. This paper presents analyses of the English Longitudinal Study of Ageing and the US Health and Retirement Study. It follows older individuals over a ten-year period, from 2002 to 2012, to examine whether US late-careers are more fragmented; it furthermore explores the reasons for cross-country differences.

'Potential' and Middle-Aged Workers: A Contradiction?

W0013405

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A weakness of the burgeoning policy-related literature on age/work is a tendency to treat 'older workers' as a homogenous group, overlooking the influence of intersectional factors such as income, education, social background, occupation, and type-of-work on individual experiences and orientations. Age itself is a key variable. The experiences, motivations and aspirations of a 50-year old are likely to be barely comparable with those of an 85-year old; the 35-year gap is almost a generational difference. The heterogeneity of older workers' experiences and situational contexts suggests that research should be more attentive to age variation, prompting leading scholars to call for more attention to the diversity which abounds within this group (e.g. Vickerstaff, Loretto and White, 2007).

Our paper contributes to their call by presenting a qualitative study of 25 individuals in their late 40s or early-to-mid 50s engaged in knowledge sectors of the UK economy. In the literature and the media, they are often referred to as the 'sandwiched' generation with caring responsibilities for their offspring as well as for longer-living parents. They may be subject to a range of discourses, some of which hint of slow decline (e.g. talk of a 'mid-career' plateau, or 'weary women' (Pritchard, 2013)), whilst others draw on policy imperatives from the EU's employment strategy, such as 'active ageing' and 'active retiree'.

Using Clarke's approach to situational analysis (2005), we analysed the interviews to examine how these individuals positioned themselves as workers through their talk of their work histories and future opportunities. Our particular interest was in the narratives they crafted for themselves (and their audience) as they recounted their tales of work, life, jobs, careers and the decisions and events that they felt were significant.

In our sample of 25, we identified four main narratives: of renewal, of seeking progression, of winding down, and of reorienting 'self' away from work. A dominant theme across all participants was a striving to create a (future) narrative which offered opportunities to flourish, to deflect identity threats signalled by the 'master narrative of decline' (Gullette, et al., 2004), and to push back the feared boredom of retirement. Restfulness seemed to be non-permissible and almost frightening in its cavernous emptiness, pushed back by the possibilities for 'bits and pieces' of other activities.

At the heart of many interviewees' conversations was a debate about their own 'potential': as either seen or overlooked by others at work; or as expressed by themselves in their search for meaningful activities outside work especially if they felt 'stuck' and bypassed by 'young blood'. What our study indicates is that in searching for meaning, some interviewees were withdrawing their energies and discretionary effort from paid work to seek a more positive

sense of self elsewhere, for example in voluntary work, creative endeavours or social activities. Their productive capacity was seeping out of the paid-work sector of the economy, and their sense of agency was diminished by an acceptance (or occasional resistance) to a discourse that 'potential' is only for the young.

Gender, Work and Social Reproduction

LUBS 1.09

Gender, Care and Crisis

W0013569

Gardiner, J.
(University of Leeds)

In the 1970s and 1980s, the unpaid reproductive work of women in the home acquired a new presence in social and political economy research. Feminist economists argued that this unpaid 'domestic labour' underpinned both the capitalist economy and the gender inequality women experienced in the public sphere and yet had been largely ignored by economists (Gardiner 1997). In the early years of the *Work, Employment and Society* (WES) journal, the foregrounding of unpaid, including domestic, work outside the social relations of employment, was one important theme highlighted by Brown (1987).

Yet in more recent years unpaid domestic work has featured explicitly in WES and other sociological journals somewhat infrequently. Rather it is the growing significance of the marketization of domestic and reproductive labour in caring, cleaning and catering, and as aesthetic and emotional labour that social theorists have placed at the centre of research on work and employment (McDowell 2014). None-the-less, challenging norms that assume the primacy of paid work in people's lives remains an essential component of socially inclusive gender equity strategies (Rapaport 2002) and a critique of the 'value imperialism' of paid work (Beck 2000) is implicit in much social research around work life balance and welfare regimes. However there have been tensions throughout the history of feminism between those who see access to paid work and markets as the route to emancipation for women and those who see regulation of markets and social protection as key to gender equity strategies (Fraser 2013).

This paper provides a review of and contribution to these debates, taking as its starting point Linda McDowell's (2014) reflections on 25 years of research on gender, work, employment and society in *Work, Employment and Society*. It explores the significance of unpaid reproductive work in the current era of economic crisis and welfare state retrenchment, addressing the following questions:

- 1.Does domestic labour still matter?
- 2.Are there limits to the commodification of care in capitalist societies?
- 3.How can socially inclusive gender equity policies be developed in the context of economic crisis and welfare state re-invention?

Negotiation and Egalitarianism in the Sexual Division of Labour

W0013698

Garcia, R.
(University of Leeds)

The practical process(es) through which the division of paid and unpaid labour is 'negotiated' between heterosexual partners has been largely neglected in existing research (Speakman and Marchington, 1999; Stuhlmacher and Linnabery, 2013). Assertions that relative resources are bargained and that couples 'do gender' (citing West and Zimmerman, 1987) often ignore the explicit discussions between partners, and other implicit means through which unequal or egalitarian divisions come into fruition. That some negotiation lies at the heart of decision-making regarding employment and domestic responsibilities is assumed or implied in the huge body of empirical research in this area. Yet we are told little about the nature of any negotiation process and how it is practically accomplished between partners. This paper is based on eighty qualitative interviews where respondents were directly queried about how they organise and manage the oft conflicting demands of paid and unpaid work following one partner's redundancy. This context is fruitful for studying negotiation and egalitarianism given that decisions regarding paid and unpaid working activities are so engrained in everyday routine that negotiation is rare without an event that unsettles everyday life (Chesley, 2011; Legerski and Cornwall, 2010). A unique feature of this longitudinal research is that ten cases of female redundancy and ten cases of male redundancy have been selected, in order to draw direct (gendered) comparisons between individual and household responses to redundancy. This provides the opportunity to see

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whether negotiation and egalitarianism is most likely in either situation; the nature and extent of each depending upon whether a female or male partner has been affected by job loss; and the factors that influence the likelihood of each in both circumstances. A conceptualisation of negotiation in this context is offered, and the under-theorised relationship between negotiation and egalitarianism is explored. A four-fold typology is presented that distinguishes between high and low levels of both concepts, ranging from 'negotiated egalitarianism' (high-high) to 'conventional accordance' (low-low). This helps to understand whether the incidence of negotiation is positively associated with egalitarianism, and what form such negotiations may take. Current critiques and new insights from these interviews are put forward to challenge the existing consensus in the literature that, effectively, relative resources are bargained 'in a gendered context' (e.g. Kanji, 2013; Lyonette and Crompton, 2014). The argument follows that through critically engaging with the actual process through which sexual divisions of labour emerge, and understanding it outside of the parameters of 'doing' or 'undoing' gender, the debate can take a giant step forward.

Female Alpha Earners: An Investigation into Gendered Norms and Hierarchy in Britain.

W0013557

Gash, V.
(City University)

This paper concerns itself with the relationship between gendered norms and gendered economic inequalities, with its primary aim to investigate the evolution of 'female alpha status' in Britain overtime. While there is a considerable literature that identifies gendered economic inequalities in outcome: women work fewer hours in paid employment, have weaker labour market attachment, earn lower wages (Rubery and Grimshaw 2014) and hold jobs of lower occupational worth (Yaish and Stier, 2009). There are increasing efforts to acknowledge gendered intersectionalities, with class distinctions increasingly examined (Warren, 2015; Mandel 2012; Cooke, 2011). This paper contributes to this tradition in its investigation into female alpha status. Female alpha status is defined in two ways: first, as women who earn wages in the top 20 per cent of the annual female income distribution; second, as women living in households in the top 20 per cent of the annual distribution of household income. These two definitions allow us to contrast the characteristics that are predictive of a women's capacity to earn high wages from her access to higher rates of household income via assortative mating, though increases in marital homogamy and the rise of the so-called power couple suggest a strong relationship between the two (Schwartz and Mare 2005). While some authors argue that increases in assortative mating are suggestive of greater gender egalitarianism in couple formation, others point to the persistence of gendered inequalities between couples (Dieckhoff, 2015). Indeed recent research suggests that gender identity norms continue to ensure women's economic peripheralisation within couples using US data (Bertrand et al. 2015). The paper begins with a descriptive insight into female alphas overtime, focusing on her marital status, ethnicity, age and educational level. We then examine if the predictors of female alpha status are the same as for men. Our final empirical steps looks at women's ability to maintain alpha status overtime, with relationship formation and within couple inequalities key predictors. The paper uses both the British Household Panel Survey (BHPS) and the UK household panel survey (UKHLS), spanning a period from 1991-2014. Preliminary results suggest that while there is a very slight increase in the proportion of women earning higher wages over time, the biggest trend concerns the predictors of female alpha status. Marital status and ethnic group show the biggest variation overtime, with some ethnic minority groups out-earning the white population in later time periods. Finally, within couple inequalities are found to have an impact on her ability to maintain her alpha status overtime.

In and Out of Work Poverty / Precariousness

LUBS 1.31

Where Does it End? The Impact of the Welfare Reforms on the Employability of Those with Mental Health Conditions.

W0013359

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(Heriot-Watt University)

The UK is currently undergoing the greatest retrenchment in public sector spending since the end of the Second World War (Taylor-Gooby, 2012). Government spending cuts have focused on reducing the reliance of welfare claimants on the state, with public discourse often seeing claimants as a drain on 'strained' national resources. What Cohen (2010) sees as a recurring trope of portraying the welfare claimant as a 'folk devil' continues. Indeed, many

writers argue that there has been a purposeful stigmatisation of benefit claimants and the unemployed (Tyler, 2013; Wacquant, 2010).

The process of reducing the number of welfare claimants was intensified with the election of the Conservative/Liberal Democrat government. This Coalition Government, in 2010, pledged to introduce a single welfare to work initiative called the Work Programme (WP; DWP, 2015). As part of this process, in 2011 it was decided that individuals who have additional needs (including mental health conditions) and were previously awarded the Employment and Support Allowance (ESA) or Incapacity Benefit, were to be re-assessed in terms of their 'fitness to work' through the Work Capabilities Assessment (WCA). Three-quarters of a million assessments took place in 2013 (DWP, 2015).

Across the UK, nearly 140,000 individuals with mental and behaviour disorders have participated in the WP and only 7,060 have sustained jobs (DWP, 2015). Moreover, people with mental health conditions are more likely to be sanctioned (have benefits cut for a period of time) if they do not comply with the WP. Six out of every ten people who have been sanctioned have a mental health problem or learning disability (Smith Commission, 2014). Non-compliance could be a product of their illness and such sanctioning is therefore discriminatory (SAMH, 2014). Further, people with mental health problems often experience discrimination by employers and therefore find it more difficult to find work, specifically good quality work (SAMH, 2014).

There is a growing body of evidence that the process of assessment, sanctioning and erratic work engagement, not only further damages mental health (Maclean et al., 2016) but also impacts on their employability, particularly in terms of maintenance of skills and confidence. This paper presents research conducted within Scotland with 36 individuals suffering from a mental health condition as well as interviews with six advocacy workers and two service providers. All the participants with mental health conditions claim ESA and have undertaken a WCA. In addition, all the participants have been declared 'fit for work' or been asked to enter the Work Related Activity Group. The findings of this research indicate that the presence of a 'gap' in the CVs of participants that cannot be explained in terms of employment means that many of the interviewees are not able to transition to employment and the inability to obtain work damages benefits' claimants mental health even more leading to a vicious circle of worklessness and declining mental health. Moreover, the pressure of the WCA on those with mental health conditions, in most cases, halted any participation in voluntary work and employability training.

Capabilities and Choices of Vulnerable, Long-Term Unemployed Individuals

W0013441

Beck, V.

(University of Leicester)

This paper discusses the choices available to long-term unemployed and vulnerable individuals. It argues that the combination of poor employment opportunities, requirements, compulsions and sanctions has not merely reduced available choice for individuals with multiple barriers to re-/join the labour market but has also resulted in their curtailed decision-making abilities. The outcomes can include protective resistance and/or learned helplessness. Built on trust and the provision of a safe space, it is possible to rebuild capabilities and consider available choices that the unemployed individual may have cause to value.

The paper is based on an ethnographic study undertaken in an independent provision for long-term unemployed individuals. In addition to six months of (participant) observation, two focus groups and 19 interviews with staff and volunteers were conducted.

Psychosocial Pathways to Poor Health: The Sociopsychological Impact of Insecure Work on Health and the Reproduction of Reduced Self-Efficacy and Self-Esteem as Pathways to Poor Health

W0013457

White, K., McGann, M., Moss, J.

(Australian National University)

In this paper, we consider the implications of working under non-standard employment arrangements for workers' psychosocial health, with a particular focus on their opportunities to experience self-efficacy and self-esteem through their work.

Previous research has highlighted a number of concerns about the rise of non-standard employment for workers' health, most notably in relation to the potential for non-standard workers to be more exposed to physical environment health hazards such as working in painful and tiring positions. There is also evidence that non-standard workers receive poorer occupational health and safety training and that they suffer more frequent and severe work-related injuries. However, less attention has paid to understanding how subjective features of workers' experiences of non-standard work, such as their degree of perceived job insecurity and control over work, may influence their health.

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Drawing on findings from a qualitative study of 72 non-standard workers in regional Victoria (Australia), we demonstrate how the job insecurity characteristic of non-standard work extends beyond the fear of job loss to involve uncertainty over the scheduling of work, with debilitating consequences for workers' autonomy, self-efficacy and control over their lives. Additionally, it is argued that the exclusion of these workers from paid leave and other entitlements in the workplace confers a lower social status on these workers that is corrosive of their self-esteem.

Open
LUBS 1.32

Transnational Labour Migration
LUBS 1.33

Structures of Feeling, Migration and Ethnicity in a Sectarian Labour Market: The Case of CEE Migrant Workers in the North of Ireland

W0013207

Polkowski, R., Stewart, P.
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There has been a tendency to analyse migration from Central and Eastern Europe (CEE) in rather generic terms. This can be seen, for example, in the proliferation of typologies of CEE mobility that focus on identifying universalistic patterns of migration and migrant motivations. Such approaches overshadow the relevance of receiving country context in shaping migrant experiences. Of course, literature has accounted for the role of, for example, structures of labour markets in Western Europe and how it relates to CEE migration, describing it in terms of extension or reproduction of flexible labour markets in low-wage sectors (McCollum and Findlay 2015), and CEE migrants as 'successful EU citizens but disadvantaged labour migrants' (Ciupijus 2011).

In addition to polarisation, segmentation and tendencies towards flexibilisation present more universally in developed capitalist economies, we can add other factors. Specifically, ethnicity and the national composition of employment particular to a locality in which they are embedded need to be taken into account. In an effort to contribute to a better theorisation of the role of such factors in migration experiences, the presentation considers new conceptual tools not typically seen in migration studies. In particular, it draws on Raymond Williams' concept 'Structures of Feeling', developed in the field of cultural and literary studies. Several scholars have already used this concept beyond its original application. For example, Strangleman (2012) saw a residual structure of feeling associated with industrial life in narratives of older railway workers in England. In turn, Taylor (et al. 1996: 14) tried to capture the 'local structure of feeling' in Sheffield and Manchester by looking at 'how industrial histories are lived or actively reinterpreted by different publics who now live in those de-industrialised locales'.

Drawing inspiration from these applications of the concept, we suggest that it can also be fruitful to apply it in research exploring the role of place in migration experiences. We chose the North of Ireland as a destination country: a place with its unique political-economy, characterised by 1998 peace-settlement accompanied with expanded Keynesian state strategies that are being overhauled by neoliberal policies, and an ongoing sectarian divisions in communities and labour markets (Garvey and Stewart 2015). Interestingly, despite a lack of noteworthy inward migration prior to 2004, the North of Ireland came to have the highest concentration of CEE workers in the UK (Department of Learning and Labour 2009).

"Structure of feeling' is used to understand data from interviews as part of a PAR programme with migrant workers from CEE countries living in the North of Ireland. We argue that their narratives indicate the constitution of a 'structure of feeling' that, while in some respects resembling migration experiences in any other part of the country, is also intricately linked to the specifics of the North's political-economy. We have also produced a documentary film as a way of bringing out these findings more vividly. Thus, we show that 'structures of feeling' is a promising conceptual tool for future research exploring the role of labour, employment and place in migration experiences.

Communicative Skills as Passports: Discussing The Exclusion of Migrant Workers Stemming From Post-Fordist Redefinitions of Work and Labour Control

W0013406

*Siebers, H.,
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In several research projects in public organisation, including the Dutch tax administration (Siebers, 2009a, 2009b), the Dutch former ministry of agriculture (Siebers and Van Gastel, 2015), the Dutch police (Siebers, 2015) and the Danish police (work in progress), we found that communication processes at work are key to understanding migrants' exclusion from access to positive performance assessments, promotions and appropriate wages. In this presentation, I will discuss migrants' exclusion embedded in communication processes as not just a matter of language deficiencies, but as stemming from post-Fordist reframings of work and labour control as identity regulation.

New public management understands public organisations as commercial service delivery companies. In its concomitant post-Fordist redefinition of work, the Weberian distinction between person and function gets lost. Workers' identities have become the object of commoditisation and intervention to construct them as businesses (Gershon, 2011). Employers not only buy an amount of labour but also a capacity for labour, re-imagined as a set of soft skills as commodifiable bits of self (Urciuoli, 2008; see also Grugulis and Lloyd, 2010; Grugulis and Stoyanova, 2011; Grugulis and Vincent, 2009). Identity traits instead of labour relations are now seen as the origins of work and are controlled through identity regulation (Alvesson and Willmott, 2002).

Likewise, communication processes at work are no longer seen as social interactions but as the outcomes of 'communicative skills' instead (Cameron, 2000; Urciuoli, 2008). However, these skills have no objective existence other than as signifiers in a discourse (Urciuoli, 2008). They do not refer to concrete and discrete phenomena in the real selves, but gain their meaning only from their pragmatic use. This denotational indeterminacy (Urciuoli, 2008) or fuzziness (Moss and Tilly, 1996) in the context of the psychologisation of work bestows total and arbitrary power to selectors and supervisors to assess soft skills, immune to charges of discrimination or to justice considerations (Siebers, 2015).

The focus of this discourse on work communication as stemming from soft skills or identity characteristics enables its articulation with the cultural fundamentalist or ethno-nationalist discourses in media and politics that portray migrants' identities as being incompatible with national identity (Siebers, 2010; Siebers and Dennissen, 2015). Thus, migrants are very reluctant to bring in their identity as object of discussion with selectors and supervisors (Campbell and Robert, 2007) or as object of performance assessment (Siebers, 2009a; Siebers and Van Gastel, 2015). Thus, they are relatively more hesitant to become actively involved on work communication and receive relatively lower scores in performance assessments. Cultural fundamentalism and the psychologisation of work (DiFruscia, 2012) are reaffirmed when migrants' lower performance assessments are justified as stemming from their assumed lower 'assertiveness', an identity 'value' that would originate in their cultural background. Here 'communicative skills' appear as a kind of passport that allows gatekeepers to judge on migrants' access to and position in the labour market.

In short, the construction of ethno-migrant inequality in and migrants' exclusion from the labour market appear as collateral damage of the post-Fordist redrafting of work and labour control.

From the Disqualification Conversion to Social Decommissioning of Algerian Immigrants in Canada

W0013825

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This paper deals with the consequences of a disqualification professional conversion. As a matter of fact, Canada, Quebec particularly, demonstrates an open immigration policy. It selects its immigrants within the category of 'qualified workers' with a potential of success evaluated as optimal, according to some designed criteria. This may help getting candidates, likely to be successfully integrated into the Quebec society on the socioeconomic level in particular. The selected candidates constitute the most competent group to contribute beneficially and quickly to the economic activity. Candidates, who stem from Algeria and who have chosen Quebec, are classified in the category of qualified workers, giving their knowledge of the French language, their high educational level, and the fact that they possess the required qualifications to get involved in the labour market. However, Algerians register the highest level of unemployment among other immigrants. Their socioeconomic situation is disadvantaged and factors which explain the situation are multiple: rigorous conditions of admission to the profession, abusive corporatism of some professional orders, disdain of employers vis-à-vis foreign diploma, in addition to the discriminatory recruiting practices which exist as an unsaid reality and act against immigrants. Consequently, the resort to social help is very frequent among them. For those who get a job, it is often under their perquisite qualifications. The others go to parallel market. A temporary situation lasts and social decommissioning installed. In this paper, I try to discuss the disqualification conversion and day-to-day social decommissioning and their consequences.

Social Movements, Unions, Representation and Voice

LIBERTY G32

Equality in the UK Fire Service – Modernisation, Change, Resistance and the Fire Brigades Union

W0013439

Wright, T.

(Queen Mary, University of London)

Firefighting has historically been a masculine occupation, with its roots in naval traditions and recruitment (Bailey 1992). Women, however played an important role during the Second World War, primarily in administrative and control roles, but also as drivers and pump operators, although not without some resistance from the Fire Brigades Union (FBU) leadership (Segars 1992). It was not until the 1980s, though, that women joined the fire service in full-time operational roles alongside men. Following concerns in the 1990s about the lack of workforce diversity – and the ability of the service to meet the needs of a diverse population – the Fire Service Inspectorate undertook a thematic review of equality in the service (HM Fire Service Inspectorate 1999). This concluded that the fire service was sexist, racist and homophobic. It described the dominant watch culture as 'macho' and 'laddish', finding that sexual harassment of women was common and homosexuality was considered an 'absolute taboo', making it particularly difficult for gay men to be open about their sexuality at work (Ward and Winstanley 2006; Wright 2008). The review, nevertheless, commended the contribution of the FBU in pursuing equality issues with employers.

During the 1990s and 2000s, the FBU established equality committees, with seats on the union's National Executive Committee, for women, Black and ethnic minority members and lesbian, gay, bisexual and transgender members. This paper draws on interviews with key members of these equality committees, past and present, to chart the role of the FBU in driving forward equality measures in the fire service, as well as exploring the FBU's own internal battles over the place of the equality agenda within the union.

Since the 1990s the fire service has been subject to major programmes of 'modernisation', with improvements in equality and diversity often presented by the government as one benefit of such reform. However, the FBU has contested the association between changes required by modernisation and improvements for underrepresented groups, arguing that many of the proposed changes to shift patterns would make it harder for workers to achieve a satisfactory work-life balance. The paper also considers the equality and diversity implications of the substantial changes introduced into this key public service, driven by demands from government to modernise existing working practices. Changes to shift patterns, localisation of negotiations, centralisation of control rooms and downgrading of pensions have all been resisted by the union, in national disputes such as in 2002/03, and in local action, such as in London, Essex and Merseyside. This paper therefore uses evidence from key activists who have been resisting government demands for change that they believe worsen working conditions, as well as seeking improvements in equality, diversity and workplace cultures for the benefit of traditionally underrepresented groups in the fire service.

Work in Crisis and Migrants' Agency. Grassroots Organising among Low-Paid Latin American Workers in London

W0013501

Pero, D.

(University of Nottingham)

Despite migrant workers' social and economic significance their organizing practices have been overlooked due to disciplinary fragmentation. For example, Industrial Relations has been slow in recognizing the 'super-diversification' (Vertovec 2007) of the workforce featuring growing numbers of low-paid migrant workers whose perspectives and practices have been obscured by an institutionalist focus centred on unions and by a reductionist class analysis that conceptualizes migrants as merely economic subjects (Tapia and Turner 2014; Martinez Lucio and Connolly 2010; Alberti et al. 2013). Conversely, Migration Studies has been characterised by the tendency to conceive migrants as merely ethnic subjects (Glick-Schiller 2008; Van Hear 2014). On their part, Social Movement Studies, while sophisticated in their analysis of agency, identity and culture, have neglected workplace organising as part of their wider historical dismissal of labour mobilizations as a thing of the past (Però 2014).

Through an interdisciplinary and intersectional approach, this paper examines the innovative organizing practices that low-paid and precarious migrant workers in the UK have been articulating to promote their interests and combat their exploitation and exclusion. In examining practices of representation and self-representation of migrant workers, this paper addresses the following questions: What do the organising practices of new migrant workers look like? What do they provide that traditional trade unions approaches do not? What is the role of identity, emotions and non-material rewards in such practices? It will do so by drawing on semi-structured interviews supplemented by informal conversations, participant observation and virtual ethnography conducted in 2015-16 with organisers from Latin

American workers and community organisations and British civic and labour organizations, as well as on previous research conducted by the author.

This paper will present accounts of migrant workers' own initiatives and their interactions with other labour and community organisations in the promotion of better working conditions and wider social inclusion. Foregrounding migrant workers' perspectives is particularly important at a time when this sector of the population is being stigmatised and excluded from the current public debate (Però 2013), and while - on the academic front - they tend to be seen as civically and politically quiescent, if not dysfunctional, to the political process (Ramakrishnan and Bloemraad 2008; Però and Solomos 2010).

The paper will contribute original insights into contemporary industrial struggles in the service sector revealing how existing 'opportunity structures' of representation can be inadequate for these workers who then often have to develop bottom-up alternatives to be better represented. Indeed, the paper will outline how migrants' labour initiatives can have crucial representational functions that mainstream British unions are not always able or willing to provide. It will illustrate how migrant workers' industrial agency and organizing practices can be rewarding both in material and non-material terms providing a sense of how identity, subjectivity, culture (conceived not just in terms of ethnicity but of political vision) and emotions all play a key role in labour organizing practices. The paper will also illustrate the benefits of using an interdisciplinary and intersectional approach (McBride et al 2015) in studying workers' organizing practices.

Trade Union Responses to Immigration in France and the UK: A Comparison of the CGT's Sans Papiers Movement and Unison's Filipino Self-Organised Group

W0013388

*Connolly, H., Contrepois, S.
(De Montfort University)*

This paper explores trade union strategies towards immigration in France and the UK and the extent of representation and integration of immigrants within trade union structures. This question is of particular significance in the context of considerable migration across the globe over the past thirty years and the widespread economic crisis, which is having devastating effects on the society's poorest and most vulnerable members, of which a significant proportion are migrant workers. In the aftermath of the economic crisis there has been an increase in racial tensions and anti-immigrant sentiment in many European countries. At the same time trade unions have been in decline in many European countries and there is growing evidence to suggest innovative practices by unions in relation to migrant workers as part of a broader renewal strategy (Connolly, et al, 2014; Connolly and Sellers, forthcoming; Contrepois, forthcoming; Gumbrell-McCormick and Hyman, 2013; Tapia and Turner, 2013)

French and UK models of immigrant integration are traditionally contrasted as representing the 'assimilationist' and 'multiculturalist' approach to civic and political integration of non-citizens. This has often been reflected in trade union responses towards immigrant workers, where French trade unions have favoured assimilation. The unions' focus on the workplace within the French context, the class-based approach to representing workers and the Republican ideology has meant that unions have lacked a response to migrant specific interests. There have been some moves towards recognising different immigrant identities and cultures – which has mainly been as a response to the mobilisation of immigrant workers, for example the CGT's involvement in the sans papiers movement in 2008 (Contrepois, forthcoming; Tapia and Turner, 2013) . In the UK trade unions shifted their debates around immigration from exclusionary and restrictive to a more multicultural vision of society in the 1970s – again the result of the mobilisation of migrants. Recently, trade union responses in the UK have included the organising of migrant workers in specific campaigns, for example the 'Justice for Cleaners'. The tradition of self-organising in the UK has also meant there has been representation of specific interest groups, such as Filipino Activist Network (FAN) in the public sector union, Unison (Connolly and Sellers, forthcoming).

This paper draws on some initial field research conducted in trade unions in France and the UK. The paper contributes to the debates around trade unions, social inclusion and migration and analyses and compares similar pressures and experiences of trade unions in relation to immigration. The rationale for comparing the CGT's sans papiers movement with Unison's Filipino self-organising is: first, as a way to understand trade unions' 'political' position towards migration (with undocumented workers being one of the most sensitive issues surrounding migration and both organisations facing this as an issue); second, as a way to explore organising strategies concerning migrant workers; and third a way to understand the limits of trade union action (languages barriers, complex issues in terms of migrant rights and access to citizenship) and the possibilities for integration of undocumented workers within trade union structures.

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Global Political Economy, Comparative Analysis and the Changing Regulatory Role of the State

LIBERTY G33

The Implications of Employee and Employer-Centered Flexible Work Arrangements on Employee Extensive and Intensive Work effort

W0013542

Bessa, I., Avgoustaki, A.
(Leeds University Business School)

There has been a significant increase in the adoption of flexible work arrangements (FWA) (Leslie, Park, and Mehng, 2012), which are practices over which employees control when, where and how much they work (Glass and Estes, 1997; Kelly and Moen, 2007). For many employers FWA have been appealing, first due to the associated positive outcomes, such as higher job satisfaction (Kelliher and Anderson, 2010; deMenezes and Kelliher, 2011), a positive response to work-life balance (WLB) (Bailyn et al., 2001) and higher productivity (e.g. Ichniowski, Shaw, and Prennushi 1997). However, at the same time, there have been unanticipated consequences for employees and specifically intensification of work effort (e.g. White et al. 2003; Kelliher and Anderson 2009).

Are FWA linked to higher work effort? Existing findings indicate that the link between FWA and work effort is not clear. On one side, FWA are associated with less work effort as they increase employee flexibility and allow better accommodation of work and life (White et al. 2003). On the other side, they are associated with higher work effort (Kelliher and Anderson 2009). A potential explanation for such discrepancy could stem from the different categories of FWA or different types of work effort. Related literature suggests that FWA can be beneficial for employers and employees (Alis, Karstenand Leopold, 2006). Employee-centred FWA are usually those that allow for better WLB through more flexibility on time and location of work. By contrast, employer-centred FWA are those usually imposed on employees with the expectation of more benefits for the company (e.g. cost cutting/efficiency initiatives) (Stavrou, 2005; Stavrou and Kilaniotis, 2010). In addition, conceptually work effort has been defined along two dimensions: intensive work effort, which refers to the physical and mental effort employees invest, and extensive work effort, which refers to employees' working hours (Green 2001).

Based on these typologies (Stavrou 2005) the paper designates different forms of FWA as employer- or employee-centred, using the second wave of Understanding Society survey. Models are estimated, showing the association of intensive and extensive work effort to different FWA. Results suggest three different directions:

- 1) First, employer-centred FWA have a positive and significant relationship with both intensive and extensive work effort. In particular, employer-centred FWA are positively associated with job strain, job tension, and working hours, however marginally associated with overtime.
- 2) Second, employee-centred practices show a negative and significant relationship with job tension and working hours, confirming the argument that employee-centred practices diminish work effort as employees are less likely to experience job tension or longer working hours.
- 3) Employee-centred FWA have no relationship with job strain or overtime. This non-finding is very important, as it suggests that further research on this area is needed and that employee-centred FWA are not necessarily and automatically linked to lower intensive and extensive work effort.

Matching of Job Preferences and Job Qualities across Europe through Times of Crisis

W0013364

Olsen, K. M., Esser, I.
(Norwegian School of Economics (NHH))

A well-functioning matching process in the labour market is crucial to individual as well as societal prosperity, not least through times of an economic crisis. Taking an employee perspective, this study centres on how employees' job preferences for job security and work-family balance are matched with secure jobs and flexible work hours. European survey data from 2004 and 2010 allows us firstly to describe variations in job preferences, job qualities and matching across 22 countries at two cross-sections in time, indicative of changes prompted by the financial crisis. Secondly, multi-variate analyses assess how central labour market institutions matter for matching.

Mismatches occur when people's needs, interests, expectations and values do not match the characteristics and rewards associated with their jobs and organizations (Kalleberg, 2008). The global financial crisis may influence the ability to find a job that matches your preferences, for instance resulting in jobs with 'too few' hours (Warren, 2015). This calls for an understanding of how institutional structures may stem up, and adapt to the crisis (Heyes and Lewis, 2014). We build on theoretical frameworks for understanding cross-country variations in the matching process. Focus lies with evaluating how institutional- and structural factors shape matching through the financial crisis, including macro-level features such as unemployment benefits, availability of high-quality jobs, employment protection legislation and unionisation. These factors may facilitate or hinder matching by playing into the power balance between employers and employees on the labour market, a balance that becomes increasingly skewed with higher unemployment.

We present the following main results: (1) Large majorities across European countries prefer secure jobs, and to a slightly lower extent jobs that facilitate work-family balance, whereas the availability of secure and time-flexible jobs vary more across countries. Mismatches are in this way related to lower job quality in especially Southern, Central and Eastern Europe. (2) Women's matching on job security and work-family balance has become significantly worse in 2010 compared to 2004, whereas there is no significant change in men's matching. (3) Among the macro-level variables, availability of high-quality jobs mainly explain cross-country variation in matching. In addition, unemployment benefit duration has a positive effect on women's matching on job security, and employment protection legislation has a positive effect on matching for men.

Overall, our study contributes to the literature on work and institutions in several ways. First, we expand the literature on (mis)matching by including job security and work-family balance, whereas most existing research has focused on mismatching with regard to skills (see Grooth and van den Brink, 2000). Second, we contribute to comparative perspectives on job quality (Gallie, 2007; Frege and Godard, 2014). Our results provide an indicative suggestion that changes in job quality are more important for variations in matching, than job preferences, the latter being more stable across time. We find support for structural- and institutional factors having impact on the matching process. Unionisation does not seem to influence the matching process itself, however, indirectly it may to influence matching through the availability of high-quality jobs.

Reconsidering the Nature of Skills Demands beyond a 'Demand-driven' Paradigm: Toward Dynamic Skills Formation in Vietnam

W0013426

Mori, J.
(Cardiff University)

Vietnam became a lower middle income country by the end of 2010, following the rapid economic growth since the early 1990s. However, there is no guarantee that industrial development in Vietnam will continue, as some scholars have warned that Vietnam risks falling into the 'Middle Income Trap'. Skills mismatch is often claimed as one of the factors which may hinder Vietnam's economic growth and industrialisation. Many reports attribute skills mismatch to the poor quality of education and training programs which do not sufficiently take into account employers' skills demands, and suggest the demand-driven training as a key solution to reduce skills mismatch.

This argument is heavily influenced by the neoclassical economic theories which assume that firms are forward-looking enough to absorb skilled labours and in the best position to know their skills needs. Accordingly, most of the preceding research analysed the balance of skills demands and supply based on employers' perceptions. However, few literatures have sufficiently examined in which way firms formulate their perceptions, how tangible skills demands are in reality, and what sort of firms are likely to require more skilled labours in middle-size emerging economies such as Vietnam.

This paper discusses these issues, analysing qualitative data collected through in-depth interviews with 27 foreign and Vietnamese manufacturing firms in the machine industry such as electronic and electric, motorcycle, and automobile.

The research identified two main characteristics of employers' skills demands in Vietnam. First, skills demands are not as tangible as the neoclassical approach presumes. Skills demands differ by assemblers and suppliers. In addition, many small and medium size enterprises (SMEs) struggle to determine skills gaps in a systematic manner. Furthermore, almost all interviewed firms face difficulty in predicting future skills demands, due to the uncertainty in business trend and production allocation through global value chain.

Second, the demand size of skilled labours would not expand drastically on a current trajectory. In many firms, the human resource structure is polarised between the small number of highly-educated white-collar workers and the large number of unskilled blue-collar workers. They also foresee that this structure would not change significantly in the future. Furthermore, technological development is incremental, not radical, and would not lead to the demands of high skills. Some progressive local and foreign suppliers require more skilled labours in intermediate occupations

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such as technicians. Nonetheless, those firms are a minority, reflecting underdeveloped supporting industries in Vietnam.

These findings cast question on the neoclassical approach's linear model of economic growth, technological progress, and the growth of employment and high skills demands. If Vietnam focuses on the improvement of skills supply merely relying on the demand-driven training concept, it may not become a high-skilled economy and be stuck in the Middle Income Trap. Moreover, the polarisation of human resource and the hollowing-out of intermediate occupations may impede inclusive economic development with equality. In order to develop dynamic skills formation model and break through these challenges, Vietnam needs to stimulate high skills demands through the implementation of 'proactive' industrial policies, in coordination with skills policies.

PAPER SESSION 5

Wednesday 7 September 2016 at 16:30 - 18:00

Open LUBS 1.01

Memory, BNIM Methodology and the World of Work

AB01608

Moore, S.

The objective of the Special Session is to explore the use of the Biographic Narrative Interpretive Method (BNIM), in social research, particularly as a means of investigating the world of work. The session will begin with a short BNIM life history interview. This will be followed by a brief role play of the BNIM process for interpreting the life history. Three short papers will then be presented. These will present the core principles that underpin the BNIM approach to research and methodological issues that arise from the use of BNIM in research within the field of employment relations. The session will conclude with discussion and debate on the use of BNIM and opportunities and barriers to its wider utilisation.

The problematic is the privileging of voices and lived experiences of those that inhabit and reproduce/create the world of work. Oral histories and semi-structured interviews are of course important to this objective but the rigour provided by the BNIM methodology, can provide further validity in excavating historically situated subjectivity and comparing 'the lived life' and the 'told story' by focussing on discrepancies between self-understanding and behaviour (Chamberlayne et al 2000). The tension is between the unprompted raw subjectivity invoked by BNIM ('almost a therapy' in Tedder and Biesta's words, 2009) and wider structural locations and inequalities, with the danger that it fails to become a foundation for politicised and social understandings (Bornatt, 2008, Ecclestone, 2007). Yet, in its ability to interrogate the interaction of the subjective and objective BNIM has a potential to illuminate the lived employment relationship and, in particular, the possibility for collective agency and trade union activity.

A number of specific issues relating to the use of BNIM will be raised during the Session. These are:

- The potential for BNIM to provide the means of 'illuminating' the link between work, material, personal and cultural life.
- The ability of interviewees to choose their own emphasis and starting point to 'foreground the story that they want to be heard'.
- The transcendence of the 'hegemonic' in semi-structured interviews
- The opportunity to gain insight into bottom up social processes.

Set against this are the dangers of:

- Pathologising individuals and obscuring material and social location and structural factors;
- Downplaying contextualisation based on an understanding of the fundamental inequality of relationships at work and beyond, that is essential to emancipatory industrial relations;
- Precluding the coproduced democratic nature of dialogue that is characteristic of 'traditional' oral methods or semi-structured interviews.
- The potential discomfort of researchers at being placed in the role of untrained therapist.
- The constraints of BNIM in large scale and/or time and resource limited research projects.

Industrial Restructuring and Redundancy: What Happens to the Union Activists?

AB01607

Greenwood, I.

The impact of industrial restructuring on processes of industrial relations, trades unions, workers and their communities has been widely researched. Whilst there has been an understandable focus on overarching strategic processes and institutional arrangements, detail at the level of the individual is often absent. Where attention has been

turned to the individual it has tended to focus on occupational identity and the experiences of victims in a collective sense (Mackenzie et al 2006). Within the industrial relations literature, one area of particular importance where the gaze of research is underdeveloped, is the experience of individuals who are intimately and influentially involved in restructuring processes. Central amongst these are trades union activists. These are individuals whose actions are central to industrial relations processes, outcomes, and the fates of many. Understanding their role during restructuring and final destiny if victim, is, however, crucial. This is so not only to privilege their personal, often invisible significance, but also to provide understanding of how these important individuals can be supported during and after their activities.

Through the use of BNIM (Wengraf 2001), this paper presents the life history of one such individual. Although the utilisation of BNIM in industrial relations research is uncommon (but see for example Ross and Moore 2014), it is argued that this approach can provide a powerful means of privileging and bringing centre stage the lived experiences of union activists, ultimately often victims, of industrial realignment.

MacKenzie, R, Stuart, M. Forde, C., Greenwood, I. and. Gardiner, J., 2006 ' 'All that is Solid?' Class, Identity and the Maintenance of a Collective Orientation amongst Redundant Steel Workers', *Sociology*, 40(5): 833-852

C. Ross & S. Moore (2014): 'Utilising Biographical Narrative Interpretive

Methods: rich perspectives on union learning journeys and learner motivations', *Journal of Education and Work*, DOI: 10.1080/13639080.2014.978273

Utilising Biographical Narrative Interpretive Methods: Worker Over-Subjectivity?

AB01605

Moore, S.

The paper will discuss the challenges of using BNIM in the field of work and particularly in interviews with workers. It shows how interviewees in the first part of the BNIM interview can choose their own emphasis and starting point and can foreground the story that they want to be heard. Yet despite this potential autonomy and independence from the interviewer's interests there are difficulties for both researchers and respondents. For working class (and particularly women) respondents, there are issues to do with confidence and a belief that they have no story to tell or experience to share. Here, as Tedder and Biesta conclude there is a danger that simply facilitating reflection through life history will not lead to any significant change, recalling Ecclestone's warning that this approach may reinforce passivity rather than agency.

There are other material and structural constraints to the methodology. BNIM interviews are long and require two to three sessions. Respondents from working class backgrounds might work long hours and/or be experiencing work intensification. They simply may not have the time to give to such intense and lengthy interviews (certainly not two or three visits) and became nervous about interviews spilling over into 'time' for other responsibilities. Further, for the researcher, interviews can be highly emotional and the requirement to press respondents for memories can be uncomfortable and raise ethical issues. In addition, the current context of higher education means research projects are often governed by tight timetables, with the intensification of academic working time discouraging methodologies that require time and intensive reflection.

Importantly, whereas an oral history approach can be politically situated (a context provided and questions asked) there is greater fragmentation with BNIM. It is unclear how far BNIM can accommodate political constraints and frameworks because testimonies (unless managed and prompted) can easily be politically disassociated. It precludes the engagement and empathy which may result in mutual understandings and allow a dynamic in which interviewees may reflect upon experiences and question and develop ideas in a way that can empower them – a 'democratic dialogue' (Bornatt, 2008).

However, despite these concerns BNIM can excavate subjective motivational narratives which are not available to the same extent in more traditional semi-structured interviews. Comparisons between BNIM and semi-structured interviews (Ross and Moore, 2014) expose how respondents may adopt hegemonic language when prompted, but this does not necessarily represent their experiences and desires which reflect deeper social relationships and desires. BNIM interviews can interrogate the tensions between the subjective and objective, underline how work is entwined in personal and social relationships and how motivations can shift on a complex terrain between individualised and subjective needs and social and collective understanding.

What is BNIM and How Does it Work?

AB01606

Wengraf, T.

The biographic narrative interpretive method (BNIM) is a three sub-session interview on the basis of a single open-narrative question (tell the story of your life, tell me the story of a particular period of your life). BNIM also provides a twin-track method for interpreting the results.

An early fruit was an EU-funded study involving some 240 BNIM interviews across seven countries on social strategies in risk societies (SOSTRIS). The method has spread: BNIM researchers can now be found in over 40 countries. In 2015, a new BNIM-based research product emerged on average every 10 days.

The BNIM 3-subsession interview. The three sub-sessions: the first two on the same day; the third (more optional) a week or more later, after reflection by both interviewer and interviewee.

The BNIM 2-track future-blind interpretation procedure. Components:

1. Two separate tracks: (a) the living of the lived life, based on 'objective data' about the living of the lived life and context; (b) the telling of the told story, based on the subjective data of the story as told

2. Each track starts with a panel interpreting successive data-chunks blind to what comes next.

3. The third brings both tracks together in a history of the case evolution of dated situated subjectivities, dated objective situations subjectively experienced and acted in and upon.

The need for, and the advantages of, working in this way are brought out in the paper.

Open LUBS 1.02

A 'Western-Modernised' Factory Regime Under the 'Political Islam' in Turkey

W0013565

Erdogan, E.

(University of Warwick)

Drawing on a participant observation on the shop floor in 2015, this paper tells a story about the organisation and controlling of women's labour in a 'global' tomato-processing factory in Turkey by applying a 'Kemalist' factory regime. Kemalism, 'refers to the vision of Turkey's founding figure and first president, Mustafa Kemal, of a culturally unitary, Westernized, modernised, secular society' (White, 2012: 3). It has been argued that Kemalism gradually loses its power in shaping Turkey's political and social context since 2000s because of the long rule of the country's first 'Islamic' government (AKP). In this paper, you have witnessed the snapshots from a factory, which is owned and governed by people who call themselves 'Kemalist', in the 'golden era' of political Islam in Turkey.

I highlight three-divided images of women in Kemalist ideology to examine how the 'Kemalist' factory regime is applied on the shop floor via gender. The first image is educated 'daughters of the Republic', the second one is their wise 'Anatolian women', and the third one is the 'backward religious women'. You will see how managers and women workers of the factory constitute the Kemalist factory regime around these three categories of women in the Kemalist ideology. The assignment of different women to different parts of the production line mirrors the division between these: 'backward, traditional, religious women' are at the beginning of the assembly lines, responsible for sorting out the overripe tomatoes; 'educated modernised women of Republic' – these women literally continue to their university education in term times – are assigned to control the machines, while 'physically and emotionally strong, rural but wise women of Anatolia' – Anatolian Mothers – are permanently employed in the warehouse. While 'daughters of Republic' and 'Anatolian Mothers' enjoy the less control, as they are trustable 'members' of the factory similar to these women's position as 'loyal citizens' of Kemalist Republic, 'backward religious women' need to be controlled strictly as they 'have a potential to betray' to the Kemalist regime.

The deployment of these categories in controlling of shop floor also reflects the ongoing political tensions between two 'counter' ideologies of Turkish politics: 'secularism' and 'Islamism'. While revealing the challenges of the application of these categories to control shop floor, the paper also aims to demonstrate how outside of the factory gates comes to the shop floor via the reconstruction of 'different images' of women.

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Under Pressure: Gender and Job-Related Stress Following The UK Great Recession

W0013386

Laurie, H.

(University of Essex)

A notable feature of the aftermath of UK Great Recession is that employment rates recovered more quickly than expected even though there were significant falls in the total hours worked during the recession due to reductions in overtime, a shift from full-time to part-time work and greater use of short-term working schemes. Restrictions on hours of work may have led to work intensification and increased pressure on those in employment to deliver the same volume of work. We have also seen the growth of more flexible employment contracts, including zero hours contracts, which may be advantageous for employers but imply greater job insecurity for employees. The gender segregated nature of the labour market also means that women may be more likely to be found in jobs which adopt such practices with wider implications for continuing gender inequality within the labour market. The UK is known for its long hours work culture and we have seen an increase in unsocial working hours and weekend working, both of which adversely affect well-being and family life. An increasing blurring of work-family boundaries, particularly for those in managerial positions, has also emerged. While the labour market performed more strongly than might have been expected throughout the downturn, the UK has continued to see relatively weak productivity and weak earnings growth combined with worsening employment conditions. In this context the quality of people's jobs and the effect on levels of job-related stress following the Great Recession is not clear.

Assessing the quality of employment using job satisfaction measures has been a focus of much recent research and job satisfaction is commonly used as a proxy measure for job quality and the well-being of employees. This paper uses alternative measures of job-related stress from a national panel survey, Understanding Society, the UK Household Longitudinal Study, to examine the determinants of job-related stress for men and women during the UK economic downturn from 2010 to 2013. In contrast to the finding that women are on average more satisfied with their jobs than men, the analysis finds women have significantly higher levels of job-related stress than men after holding job and other characteristics constant. For both men and women, perceptions of job insecurity are positively associated with job-related stress and there is evidence of increased job pressure for those in professional occupations and those with managerial responsibilities. Contrary to expectations, having an insecure contractual status is not found to be associated with higher levels of job-related stress even though other aspects of employment conditions including hours of work and weekend and unsocial working hours are associated with higher levels of job-related stress. Using a longitudinal panel analysis to control for unobserved individual heterogeneity the determinants of job-related stress are found to be robust across the period.

Negotiating Occupational Identity: Women Brewers and Gendered Territories of Embodied Work

AB01606

Rydzik, A., Ellis, V.

(University of Lincoln)

This paper explores how women in male-dominated occupations involving physical work, in this case brewers, negotiate and construct their occupational identity, the discourse they create around their 'working body' and their suitability for the role.

Women in male-dominated environments face unique challenges and use distinct coping strategies to negotiate their occupational identity (Martin & Barnard, 2013). Although there exists substantial literature on women in non-traditional occupations, limited attention has been given to their embodied experiences. Within the relatively vast literature on embodiment, the body of the worker has received scarce interest in the fields of sociology of work, sociology of the body as well as organisational research (Wolkowitz, 2006). Little consideration has been given to corporeality of female workers, particularly in relation to non-traditional roles requiring physical work and those outside of feminised occupations involving emotional labour (Bolton, 2009), aesthetic labour (Witz et al., 2003) and body work (Holmes, 2015; Twigg et al., 2011, Wolkowitz, 2006). Yet, it is vital to recognise the gendered and embodied experiences of women, and challenge the homogeneity and standardization of the worker's body to better understand the 'immediate situated activity of their work' within these often gendered environments (Healy, Hansen & Ledwith, 2006: 291).

Despite increasing numbers of women entering the sector, microbrewing industry remains largely male-dominated. To date, brewing as a profession and the gendered and embodied nature of the work have been largely overlooked by scholars. Focusing on subjective experiences of an un-researched group of women brewers, this paper gives insight into the gendered territories of brewers' embodied work. By foregrounding the corporeality of female workers performing physical labour, it seeks to capture the physical dimension of brewer's role and the (in)visibility of female worker's body in these male-dominated workplaces. The paper explores the ways in which the worker's body is central to the enactment of their work and negotiation of their occupational identity.

Adopting the feminist phenomenological approach, this qualitative study is based on sixteen interviews with female brewers in the women-only network 'Project Venus' (bringing together female brewers from the United Kingdom and Ireland, and engaging them in collaborative action and co-creation) as well as participant observation conducted at Project Venus brewing events. Drawing on women brewers' verbal narratives as well as visual representations of the brewing process and the brewer's role, the study explores the embodied work of women brewers. Focusing on physical work and bodily performance of the worker, it aims to further (re)conceptualise the body/work nexus.

Professions, Occupations, Skills and Social Mobility

LUBS 1.03

Professional Gaming and eSports in the UK: Digital Labour and the Blurring of Work and Play

W0013379

Woodcock, J., Johnson, M.
(Cass Business School)

The phenomenon of eSports (the competitive and even professional play of video games) is arguably as old as video games themselves, but there has been a recent explosion in the scale of such activities, seen with the rise of games like StarCraft, Counter-Strike, Dota 2, and League of Legends (Hiltscher and Scholz, 2015). In 2015 the total prize money in eSports was just over \$65 million (eSports earnings, 2016). One example, League of Legends, has 67 million active players per month (Riot Games, 2016), equivalent to the entire population of the UK. In the 2015 World Championships, there were '334 million total cumulative daily unique impressions (the amount of unique viewers that tuned in every day via online and television channels) over the four weeks' (Riot Games, 2015).

Despite this dramatic rise in the viewership and stakes of eSports, comparatively little is known about the processes that make these competitions run. There are tensions between the 'real' and the 'virtual', seen in the packed stadiums and the streaming space of Twitch.tv (Burroughs and Rama, 2015), while the phenomenon is growing into a complex 'assemblage of consumption practices' (Seo and Jung, 2014). The forms of labour (both paid and unpaid) that combine in eSports are hidden in a similar way to that described by Sholz (2015) as 'digital black box labor' on online platforms. This obfuscates a number of issues: what labour processes are involved and how are they organised? What is the relationship between paid and unpaid labour? Who is extracting value and making profit from eSports? Can professional competitive play of video games be considered work (cf. Taylor, 2012)?

This work in progress paper will present the initial findings of a research project on eSports in the UK. Drawing on investigations of the ESL (an international eSports League that has recently expanded into the UK) and the NUEL (the newly-founded UK National University eSports League), the paper provides an overview of eSports and begins to interrogate the questions and contradictions of digital labour in this context.

The growing importance of eSports – both globally and in the UK – demands critical attention from researchers. It is a relatively new and under-researched field, and one that is playing an increasing central role in the video games industry more broadly. The professionalization of eSports is creating new kinds of work, some of which is transformed or transplanted from other contexts: for example, the commentator to the 'shoutcaster.' The new forms of work are also imbued with a post-work politics, particularly rooted in software/hacker culture, and in the rise of 'theory-crafting', which is the practice of examining a game's mechanics to deduce the strongest competitive strategies. This is also apparent when we consider that many eSports games started as user-made software mods, which is a crucial way in which game players and users are engaged in processes of co-creation with organisations (Kücklich 2005; Banks, 2013).

The Varying Contested Terrains of Software Work in Denmark and Ireland

W0013683

O Riain, S., Behling, F., Byrne, J. P.
(National University of Ireland Maynooth)

If the labour process is a 'contested terrain' (Edwards, 1979), then we need to understand both the terrain and the contestation across that landscape. This paper examines how one such terrain – software production – is contested in two different institutional and political settings – Denmark and Ireland. Software development occupies an iconic place in the knowledge economy as it is here where the information economy is realised and produced. Furthermore, it represents a vision of the future of work, particularly in the form of public and academic discussions of Silicon Valley. Indeed, contemporary studies of software work have explored in detail the template for work organisation that characterises Silicon Valley – with key elements including project teams working to a deadline, heavy reliance on

external labour markets, and a combination of individualised employment relations with dense social ties in a technical community (Neff, 2012; Benner, 2002; Osnowitz, 2010). This research has revealed many troubling aspects of software work - including competitive workplace relations (Sharone, 2004), deadline pressures (Ó Riain, 2000), unpredictable work (O'Carroll, 2015), and long hours and work-life balance issues (Scholarios and Marks, 2004).

This paper draws on 50 interviews in Denmark and Ireland to compare how this terrain of software team production with dense social networks in external labour markets is organised, contested and re-organised in two of Europe's high tech clusters – Dublin, Ireland and Copenhagen, Denmark. The paper shows that the basic organisational elements of the 'Silicon Valley model' are present in both regions, as are very similar rhetorical appeals to the cultural legitimacy of the 'startup scene' and indeed to Silicon Valley itself. However, there are significant differences in how work is organised. In Ireland the pressures around the deadline are negotiated through individual complaints or informal collective strategies including information hoarding whereas the Danish software workers have greater capacity to negotiate deadlines from a much earlier stage in the development process, typically through a largely informal collective process. While software firms in both countries rely heavily on external labour markets, this high turnover career is embedded within broader structures of persistently high levels of benefits and services in Denmark (although the much vaunted 'flexicurity' system is of little relevance to them). Finally, while employment contracts are individualised in both countries technology industries, the 'shadow' of collective agreements is long in Denmark and provides a context and set of norms around pay, hours, the boundaries of work and consultation that is largely missing in Ireland. Finally, we consider exceptions to these patterns in both countries and ask how these nationally atypical forms co-exist with the dominant Danish and Irish national forms of Silicon Valley's transnational mode of organisation.

The Emerging Nature of Work in the Indian Sharing Economy

W0013549

Koduganti, J., Surie, A.

(Indian Institute for Human Settlements, Bangalore)

The lack of India-focused analysis in the discourse on the sharing economy continues despite the strengthening trends of global capital that supports its expansion in Indian urban markets. Through in-depth interviews with 50 drivers in Bangalore, India we use drivers' thick descriptions of labor market decisions, experiences of sharing economy practices and strategies of wage security, to understand what effect sharing economy companies are having on Indian urban workers. Drivers perceptions of entry barriers, income security, worker organisation and precarity in the sharing economy are key in our analysis of their experiences of work.

Our study, which is a work in progress, has yielded glaring gaps in the understanding of the sharing economy and on-demand services in developing economies like India. The debates in developed countries are centred around the post-industrial logic of work and the increase in work precarity (Standing 2011). The central debate in the US is around the definition/classification of those part of the digital economy and their entitlements (Sundararajan 2015). These frameworks prove inadequate in the Indian context. The employment created by the sharing economy in India seems to be largely in consonance with the structure of informal work and inequalities in Indian cities with workers who have 'multiple jobs, itinerant, or heavily sub-contracted work, without formal standing within labor laws, multiple employers but no security' (Srinivas 2015). At the same time, employment studies in India which focus on formality and informality or issues of subcontracting based largely in the manufacturing sector are insufficient to comprehend the changing employment relations and perceptions of work in the on-demand services segment in India.

Our findings indicate that drivers are drawn towards the possibility of earning high incomes in the on demand taxi services despite being cognizant of the lack of social security and the risks posed by the uncertainty of investment and business cycles.

In Indian urban economies characterized by low employment growth rates in the formal sector, widely prevalent self-employment, dominant informality and the poor quality of work available for the majority of workers, the sharing economy is being lauded for creating new work opportunities for many in this context. We also found that digital literacy, which is at the core of any sharing economy work, is creating higher social status for drivers. While drivers may not be accessing employment and social security benefits, their work in on demand taxi companies seems to be giving them a new form of income security buoyed by a better social status. This is accompanied by the fact that there has been no active resistance to on-demand taxi services so far to negotiate terms of pay and work except by the Online Taxi Drivers Union in the state of Kerala.

We have found no existing research in developing economies like India on this register and hence, this paper attempts to contribute to a better understanding of work in the 21st century urban India and contend with the international discourse that has been generated on employment and the sharing economy.

Professions, Occupations, Skills and Social Mobility

LUBS 1.04

Knowing Evidence in Practice: Exploring the Interaction Rituals of Speech and Language Therapists

W0013234

Butler, C.
(Newcastle University)

Evidence-based practice (EBP) in healthcare stands on a seductive logic: who would argue with the suggestion that clinical practice ought to be based on scientific research? Despite this apparent logic, EBP is subject to much criticism (Lambert, 2006). On the one hand, EBP is criticised for not being scientific enough and there is a call for the greater use of statistically significant treatment pathways. It is argued that this approach will counter the continuation of outdated and anecdotal treatments (Berg, 1995). On the other hand, EBP is condemned for pushing clinicians toward cookbook medicine where standardised interventions are privileged over interventions informed by individuals' knowledge and experience (Goldenberg, 2006). Notwithstanding the disputes, in a context of austerity where performance frameworks and standardised treatment plans are foregrounded, EBP drives clinicians to privilege interventions based on scientific evidence over those based on the evidence of their own eyes (or ears) (Health and Care Professions Council, 2013).

Yet, in some healthcare professions the evidence base is limited. The speech and language therapy profession is one such example (McCurtin and Roddam, 2012). This evidence deficit is largely due to the idiosyncratic nature of the specialty: for instance, children's language development does not follow a linear path. Likewise, the nature of a person's communication impairment after a stroke is inherently individual. Consequently, evaluating, addressing or reconstructing a child's language development or a stroke patient's communication function is not an exact science. As a result, for many client - therapist interactions, there is little scientific evidence to suggest a specific intervention is the 'best' approach or to prove that the work of the therapist 'worked'.

This paper draws on a qualitative study examining the experiences of thirty-three speech and language therapists. Participants were all women, reflecting the gendered nature of the profession. Participants were acutely aware of profession's limited evidence base and of the 'need' for EBP. Indeed, many had been or were seeking to become involved in research studies to grow the evidence base, despite a substantial number believing that this evidence was unlikely to be found. The analysis suggests that, due to uncertainties of the locus and legitimacy of evidence and knowledge, the practice of speech and language therapists is laden with ambiguity and paradox. Those with extensive experience in the profession considered themselves as knowledgeable workers (Thompson et al., 2001; Warhurst and Thompson, 2006) and yet were embroiled in an interminable process of questioning the status and validity of their knowledge and the value of their contribution. In contrast, less experienced therapists had concerns of developing their own knowledge (of believing their own ears). Instead, they privileged external evidence, considered themselves as knowledge workers (Thompson et al., 2001; Warhurst and Thompson, 2006) and placed a high value on their contribution. The paper will discuss the implications of the study with specific reference to Goffman's (1972) notion of roles, interactants and interaction rituals.

Deprofessionalization of Doctors through Organizational Spaces

W0013421

Siebert, S., Bushfield, S., Martin, G., Howieson, B.
(University of Glasgow)

Nearly 30 years ago Keith MacDonald in his seminal paper 'Building Respectability' pointed towards the link between the processes of creating professional respectability and the acquisition and construction of buildings that housed professional bodies. MacDonald drew on Larson's (1977) concept of the 'professional project' (p. 66) and the collective drive among professionals to enhance their prestige, status and social standing by choosing imposing, grand, expensive and well-located buildings designed by prominent architects to symbolise the status and respectability of their particular profession. In the context of professional work, MacDonald (1989) highlighted the importance of spaces and symbols that display signs of success, social standing and respectability to professional identity. In his view, acquiring, erecting, and choosing interior design of buildings were part of a wider process of social mobility, which was central to creating and maintaining collective professional status, individuals' respectability and their social standing.

In our study, however, we were interested in the opposite phenomenon: can spaces erode a profession's respectability and status? To address this question, we drew on the literature on organizational spaces and analyzed the relationship between the physical work setting and the experiences of deprofessionalization of senior hospital

doctors. This work extends the traditional deprofessionalisation of doctors' thesis (Filc, 2006; Numerato, Salvatore and & Fattore, 2013), which proposes that doctors are subjects of an often deliberate strategy by managers and the state to deprive them of their traditional professional autonomy so that a reform agenda is more easily implemented. Drawing on qualitative data from a study of the experiences of work of 72 hospital consultants in Scotland we analyse the ways in which these senior doctors perceived the reorganization of hospital spaces as an attack on their professional standing and a potential threat to their autonomy.

Dissatisfaction with the hospital spaces appears to lead to two interlinked outcomes. The first one is that the feeling that doctors professional status is being eroded, they they are devalued as elite professionals and that their job is made difficult. This is detrimental to patient care, for example in the cases where the advice of clinicians is not taken on board in the design of wards and operating theatres. When resource constraints come in the way of infection control in operating theatres, or physical proximity of specialist equipment, patient health is in danger.

Our study also has methodological implications. The theme of hospital spaces and their impact on doctors' experience of work is often neglected in sociology of the professions. We argue that observing the changes in the physical environment over time and mapping them against the processes of deprofessionalization, reprofessionalization and restratification may offer interesting new insights into professions.

Bureaucratization and Educational Professionals' Values

W00013465

Racko, G.
(University of Warwick)

With the reorganization of expert work in accordance with neo-liberal governmental policies, research in the sociology of professions has become increasingly concerned with understanding the implications of bureaucratization for the occupational values of professionals. While a number of studies link bureaucratization with the loss of the professional values of self-direction and universalism (e.g. Deem, Hillyard and Reed, 2007; Mather and Seifert, 2014; Hedgecoe, 2015), other studies highlight how professionals maintain their values, by means of subversion, co-optation or ceremonial incorporation of bureaucratic standards of work (e.g. Faulconbridge and Muzio, 2008; Currie, Finn and Martin, 2009; Nordegraaf and De Wit, 2012). Prior studies tend to derive professionals' values from their attitudes towards bureaucratic work, without directly investigating their values. Studies also explore professionals' values in distinct organizational contexts, without measuring the impact of bureaucratization on their values above and beyond the differences in their organizational, occupational and socio-demographic characteristics. Very little is also known about the impact of bureaucratization on the values of education professionals. Yet the education profession is widely recognised to play a key role in the socialization and transmission of pro-social values that counterbalance the diffusion of instrumental, self-interest oriented values in society (Abbott, 1983; Freidson, 2001; Evetts, 2011).

This study examines the association between the employment of educational professionals in the bureaucratic forms of work and their professional values in the United Kingdom. Drawing on Freidson's (2001) sociological theory I suggest that the employment of educational professionals in the bureaucratic forms of work is likely to undermine their self-direction and universalism by encouraging a higher concern with standardization and control of work. I specifically focus on the employment of educational professionals in the three bureaucratic forms of work that are theoretically likely to shape professional values: the bureaucratic work of the management of occupational peers, the bureaucratized organizations with administratively rationalized organization of work, and the public sector organizations that have been bureaucratized in accordance with the governmental performance standards.

I provide a more nuanced understanding of the normative implications of bureaucratization, by examining the moderator effects of the employment of educational professionals in the bureaucratic work and the bureaucratized organizations on the association between the public sector bureaucratization and professional values. Drawing on Weber's (1978) conceptualization of bureaucracy, Freidson (2001) conceptualizes the bureaucratic forms of work as work forms that are guided and legitimized by the principles of instrumentally rational administration in accordance with formal rules. I draw on the insights of Weber's (1978) theory of bureaucracy and neo-Weber institutional research (DiMaggio and Powell, 1983; Edelman, 1992; Goodstein, 1994) to suggest that the public sector educational professionals who are employed in the bureaucratic work and the bureaucratized organizations are less likely to pursue the professional values of self-direction and universalism, because in these work forms they are more likely to legitimize their work in accordance with the governmental performance standards that emphasize predictability, standardization and control of educational work.

In and Out of Work Poverty / Precariousness LUBS 1.05

What We Talk about When We Talk About Precarious: Work as Choice or Necessity - A Case Study of Toilet Attendants

W0013548

Adriaenssens, S.
(KU Leuven)

Some see an increasing polarization in Western labour markets between attractive jobs and jobs at the bottom. Indeed, there is evidence that jobs that fall between the two extremes, have become less important in recent decades. Some juxtapose interesting jobs with a corresponding salary, job security, prestige, career opportunities and attractive working conditions against precarious jobs where people are expected to work in flexible work schedules with little chance to develop skills, all that in return for a low salary. The overall idea is that people may be cornered into dead-end jobs with little attractive aspects. This implies that some occupations indeed are more or less intrinsically 'precarious'. We argue that, depending on people's social position and personal trajectories, equivalent jobs might be deemed unattractive, dead-end and exclusionary by some, while others perceive them as rather fulfilling and a good deal. The reason why this is the case, often has to do with expectations, time frames and life histories.

What is missing in the literature on polarization and precarization, is a reliable job level empirical approach of precarious work, and an awareness of the agency of people working in this type of occupations. This contribution reports of an ideal type of 'the' precarious occupation: lavatory attendants. Lavatory attendants, typically working in the toilets of a cinema, dancing, railway station or shopping mall, clean toilets and usually ask a contribution from the customers in return. The job is extremely gender-specific: more than eight out of ten toilet attendants are women. Also, the job seems quite stigmatized. The overall silence from social-scientific scholarship seems to reflect the apparent social unease about this job. Apart from these social stigma, the job of lavatory attendant is characterized by poor working conditions, low pay, flexible work schedules, limited social protection, quasi-self-employment, and non-existing prospects of a career.

The contribution is based on data from standardized questionnaires and in-depth interviews taken from a sample of these workers in Belgian cities. We document how our sample of lavatory attendants show a surprising diversity in experiences and reported meaningfulness of the job. There seems to be general agreement about the menacing nature of some aspects of the job. At the same time, there is a marked difference between those who have started working as a lavatory attendant out of sheer necessity, and those who saw it as their own choice.

The Schrödinger Postdoc: Precarious Labour, Self-Exploitation and Fragmented Careers in the Neoliberal University

W0013516

Kremakova, M.
(University of Warwick)

In recent years the university has become a site of contested meanings, increasing pressure and struggles for workplace justice. The shifting values of the contemporary academy are affecting all aspects of labour, work and employment: from everyday workplace practices to long-term career trajectories. In this paper I draw on recent critical literatures on academic marketisation, corporatisation, neoliberalisation, internationalisation and acceleration, and on new data from a qualitative sociological and ethnographic study of academic labour and early careers in the mathematical sciences in the UK and Germany (life course interviews, n=94; participant observation). On the example of the workplace stories and employment trajectories of early-career academics, I discuss the challenges of combining scientific labour with precarious careers in different stages of the (gendered) lifecourse. I specifically focus on mathematicians' work and careers as a test case for understanding recent changes in academia, and an often overlooked example of academic precarity (so far, academic precarity critique has focused mainly on the social sciences and humanities). I compare the situation in British (neoliberal) and German (neoliberalising) academia, as Europe's two largest national scientific communities which both are part of the international academic mathematics community. My main argument is that the technocratic time of the neoliberal university is in a direct clash with the thinking time required to learn, and do, science; that accelerated academic work is damaging science; and that time-pressed performance-oriented practices and career trajectories are damaging individuals.

Wednesday 7 September 2016 at 16:30 - 18:00

Providential Labour Markets, Purgatorial Precarity, and the Trial of Job-Seeking: Rethinking Governmentality via Agamben's Genealogy of the Economy.

W0013305

Boland, T., Griffin, R.
(Waterford Institute of Technology)

Amid the rise of precarious work and activation welfare reforms, sociology has increasingly engaged with Governmentality Studies, analysing how discourses and practices are variously used by the state and market to discipline subjects. Such critical endeavours even argue that core contemporary values, such as authenticity, freedom or self-esteem are co-opted or deployed to shape subjects and re-orient their behaviour and 'choices'. On-going empirical work drawn from biographical interviews and focus groups by the Waterford Unemployment Experiences Research Collaborative (WUERC) are analysed here to examine the concrete experiences of unemployment, precarious work and the interminable entrances and exits between these highly 'governmentalised' positions. These span redundancy and the experience of unemployment, encounters with activation policies at the 'street-level', engagement in state-sponsored training, work experience or internships, various job-seeking activities and precarious work. Further empirical support is drawn from discourse analyses of job-seeking advice in book, website and leaflet form.

Interpretatively, this paper suggests on the basis of these analyses that the meaning of job-seeking is at least partially constructed via deep cultural codes, which ascribe quasi-religious meanings to action and events. Drawing on Agamben's recent genealogy of the economy, we suggest that actors tend to interpret 'labour market outcomes' in terms of providence, negative experience of unemployment or precarity as a form of 'purgatory' – an undeserved suffering which they will overcome through individual effort, and the broad continuum of 'job-seeking' – searching for openings, filling forms, writing CVs, sitting interviews, enduring rejections, grasping opportunities and the resultant work – as a sort of trial which edifies and purifies the subject. Of course, many job-seekers experience discouragement, exhaustion and even despair, effectively losing faith in the labour market process.

This account resonates with Sharone's work on the self-help culture which exacerbates negative experiences of unemployment, and Hoschild's concept of the 'emotional labour' applied to job-seeking. However, Agamben's genealogy allows a more historicist perspective which recognises that contemporary categories within economic life – behaviour, choices, outcomes, human capital – are highly constitutive of workers and the whole labour market process. Indeed, critical perspectives which highlight how labour is commodified and self-commodifying through contemporary ideals need to recognise that economic situations or 'material conditions' are always culturally interpreted. Therefore, this paper argues that close attention to the enduring cultural meaning of the labour market institutions around 'work' is the key to understanding why the contemporary crisis in work is not acute and resolvable but instead, chronic and entrenched.

New and Old Inequalities

LUBS 1.06

Changing Ethnic and Gender Wage Inequalities

W0013453

Brynin, M., Longhi, S.
(University of Essex)

While it used to be thought that different forms of inequality reinforce each other, so that for instance women from ethnic minorities would be amongst the worst off, in employment and specifically wage terms this is not the case. Using Labour Force Survey over a 20 year period, what we see is a huge amount of complexity. Women from ethnic minorities tend to do better than the equivalent men. Graduate women have closed the gender wage far more successfully than non-graduate women. The gender wage gap also varies around the country. This makes theorisation very difficult as no single theory - for instance, in the case of gender, human capital theory on the one hand or devaluation theory on the other - fits the facts. Despite this, it is clear that some ethnic minorities continue to do badly relative to white British people, and that their situation has in fact worsened. Moreover the female advantage in these groups has deteriorated and even reversed. It is therefore possible that the original prediction of multiple disadvantage from an intersection of different inequalities is becoming more of a reality for some groups. Recent economic change has affected these groups more than others, indicating extreme vulnerability to economic crisis.

Young Tolerated Refugees as Skilled Workers. Policy Shift and New Inequalities in Germany

W0013443

Schreyer, F.

(Institute for Employment Research)

In Germany, forced migrants who have been refused refugee status may still be 'tolerated' and continue to live in the country. For a long time, these tolerated refugees have been object to institutional exclusion, implying heavy restrictions in accessing central institutions of the society such as the education system or the labour market. Their precarious legal status positions tolerated refugees in Germany as the host society nearly at the bottom of a vertical model of civic stratification, with a constantly high risk of being deported to their country of origin.

However, the impending shortage of skilled workers in Germany has enforced a new political discourse. Tolerated young migrants hesitantly have been re-defined as subjects of education and labour market resources. Legal changes have been introduced ever since 2009. These changes are to facilitate the access of young tolerated refugees to vocational training throughout Germany.

What does the policy shift regarding access to vocational training mean for the social inclusion and future lives of tolerated young refugees? Are there differences within Germany? Do the ongoing legal changes cause new social inequalities? The presentation focuses on these questions and shows findings of a qualitative implementation study, which is based on document analyses, semi-structured interviews and group discussions with experts who counsel or support tolerated young migrants.

The findings reveal that the policy shift provides new opportunities to improve the living conditions and the social inclusion of young tolerated refugees. Furthermore, young tolerated refugees legally can secure their stay in Germany by a vocational training. However, some legal changes enhance the power of employers and the danger of exploitation in working life occurs. In addition, the policy shift has been implemented differently throughout Germany. This results in regionally unequal vocational training chances for tolerated young migrants that cause new inequalities within this group. Since the year of 2015 with an increasing number of forced migrants asking for protection in Germany, those tolerated refugees who have come from so-called 'safe countries of origin' have been not allowed any more to take up vocational training and enter the labour market. Thus, the ongoing political and legal changes cause new inequalities within the group. On the whole, young tolerated refugees' chances to leave their precarious position within the vertical model of civic stratification and build up perspectives as skilled workers are unequal. The inequality is twofold: firstly between young tolerated refugees compared to citizens or young migrants being granted a residence permit and secondly within the group of young tolerated refugees with serious consequences for their future lives.

Paradoxes of Luxury Work: The Role of Cross-Class Encounters

W0013643

Haunschild, A., Sieben, B.

(Leibniz University Hannover)

With the term luxury work we refer to person-related service work in the luxury segment of the service sector where high price leisure and similar services are provided through paid labor and where consumption is marked by (perceived) extravagance, opulence or comfort. In this paper, we address the role of cross-class encounters (Gray/Kish-Gephart 2013) and the enactment of class distinctions for what we call paradoxes of luxury work (AUTHORS).

Paradoxes of luxury work arise in different respects. Luxury services are an area in which 'class acts' (Sherman, 2007): wealthy middle or upper class customers are served by relatively low qualified employees, and often by women and ethnic minorities, as e.g. in luxury hotels (Adler/Adler 2004; Davidson/Guilding/Timo 2006; Sherman 2007). Working conditions in the luxury sector do not differ from other service sector segments: service work regularly involves precarious work arrangements, e.g. seasonal and contingent work contracts, low end wages, long and disagreeable working times, high work pressure and physical strain (EU 2004; ILO 2001). This is in sharp contrast with employers' and customers' expectations regarding the quality of luxury services and also with the high emotional and aesthetic demands towards luxury workers (Hochschild 1983; Johanson/Näslund 2009; Tracy 2000; Witz/Warhurst/Nickson 2003). Luxury work is thus supposed to present to customers its bright side, and at the same time reveals a dark side when working conditions and work demands are investigated. It could be argued that the discrepancy between the expected service quality and working conditions and wages is one case of the basic tension between product quality and input costs. However, we argue that a closer look at luxury workers' self-perceptions and work identities as well as customer attitudes and behaviors can contribute to a deeper understanding of luxury work. For this purpose, we developed an analytical framework of paradoxes of luxury work (AUTHORS) that integrates management, worker and customer perspectives, and that incorporates the interrelatedness and the societal embeddedness of (nested) paradoxes.

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Our study is based on 18 qualitative interviews with luxury workers (first class flight attendants and 5-star-hotel employees) and luxury consumers. The interview transcripts were analyzed on if and how interviewees perceive the dark sides of luxury work including emotional labour, whether they experience discrepancies between the bright and the dark side or even paradoxes, and how they perceive, enact and legitimize class distinctions.

Cross-class encounters incite inter- and intrapersonal forms of class work as differentiated by Gray/Kish-Gephart (2013). Luxury workers, for example, pursue the practices of minimizing differences (acting as if status differences were non-existing) or distancing (creating barriers to avoid anxiety associated with cross-class encounters). Luxury workers of the lower or middle class embrace the myth of meritocracy or shift themselves to an alternative identity.

The paper systematically integrates the customer perspective into the analysis of service work, contributes to a better understanding of cross-class encounters between customers and luxury service workers, and it explores the relevance of such cross-class encounters for the societally embedded paradoxes of luxury work.

Gender, Work and Social Reproduction

LUBS 1.09

Is There a Paradox of the Contented Female Worker? A Study of Pay Satisfaction in Higher Education

W0013249

Smith, M.
(University of York)

This paper discusses the background and initial findings of my ongoing PhD 'Pay satisfaction in higher education: a gendered and interpretive approach'.

The gender pay gap is a major cause of inequality within the UK (ONS, 2012). Given this, research which suggests that women are more satisfied with their pay than men raises questions about the persistence of the gender pay gap. This 'paradox of the contented female worker' (Crosby, 1982) has been observed across different labour market sectors, although the evidence is patchy and not consistent across different occupational groups (Varca, Shaffer and McCauley, 1983). Almost exclusively statistical in approach, research has focussed on measuring the extent of the paradox and has often sought explanation by focusing on the 'differences' between women and men (Jackson, Gardner and Sullivan, 1992).

This PhD questions the implication that the paradox is the 'problem' of women or that 'differences' between the genders cause this disparity. Instead, the PhD is interested in the impact of contextual factors, such as the persistence of gendered inequity in the paid labour market. Women, when employed, are still more likely than men to be engaged in low paid and/or low status occupations (Irving, 2008).

Additionally, satisfaction with pay is not static and inflexible (Freeman, 1978). Therefore, a methodological approach was used which could provide insight into the nuances of how individuals evaluate their pay. It was important to not lose the narrative of participants' lives. Thus, a mixed method approach was adopted, undertaken amongst all staff working in two universities in the UK. A survey achieved 732 responses from academic, technical, administrative, manual, research, and professional staff. Twenty two follow up semi structured interviews were also conducted. Participants were asked about their jobs, their orientation to work and their home lives.

Preliminary findings from the research will be presented. The findings suggest that there are different aspects of pay satisfaction and that the gender paradox does not occur in all of them. Specifically, it only occurs when pay satisfaction is conceptualised in relation to the value or status of the job undertaken. The researcher suggests that low pay is accepted by many women employed in low status work as it is deemed appropriate for the work undertaken.

The Impact of the 'Crisis' in the Financial Services Sector on the Gender Pay Gap and Inequalities

AB01604

Healy, G., Conley, H., Martins, P.
(Queen Mary University of London)

The study is part of an EU funded project (JUST/2013/PROG/AG/GE) on Close the Deal, Fill the Gap. This is a three-country transnational study investigating the Gender Pay Gap (GPG) in different sectors and countries (Italy, Poland, UK); specifically, it addresses the need to assess the interaction and interdependencies between two EU policy targets: the involvement of the social partners in the reduction of the GPG on the one hand, the prompting of higher

level of decentralisation in the bargaining process on the other. The presentation will focus on the Financial Services Sector (FSS) which has one of the largest gender pay gaps in the UK economy. It is also a sector that was at the centre of the 2008 financial crisis, when the FSS became the subject of public scrutiny and concern. This was further exacerbated by the belief that women were disadvantaged in this sector leading to the 2009 Equality and Human Rights Commission Inquiry into the sector. Thus key questions of the FSS case study relate to the effect of the recession and the increased scrutiny on women's disadvantage including the GPG. Drawing on an analysis of Labour Force Survey data from 2003 to 2015 and interviews with key actors (unions and employers in the FSS), the paper will investigate the effect the recession, the increased scrutiny and the role of collective bargaining has had on the gender pay gap in the FSS. Thus, the presentation will provide a critical analysis of women's inequalities in the FSS over time and reflect on the impact of post-crisis conditions.

Gendered Discrepancies in the Outcomes of Flexible Working: The Case of Overtime and Income in the UK

W0013451

Van Der Horst, M. Chung, H.
(University of Kent)

Increasing numbers of companies and governments are introducing flexible working as a less costly option to help working families manage work and family demands compared to, for example, paid leaves (Plantenga and Remery, 2009; Allen et al., 2013; Eurofound, 2015). Providing workers with more flexibility in their work can have a positive impact on worker's work-life balance (see for a review Michel et al., 2011; Allen et al., 2013), work commitment (Gallie et al., 2012), health (Ala-Mursula et al., 2004), and even income (Weeden, 2005; Glass and Noonan, 2016). However, it can also have negative outcomes, with increased working hours (Noonan and Glass, 2012) and work intensity (Kelliher and Anderson, 2010) being among the most problematic. In this paper we focus on one positive outcome (namely income as this is a very important work outcome) and one negative outcome (namely overtime as extreme hours have been shown to have detrimental effects on health and work-life balance).

However, there remain a number of limitations to existing analyses of flexible working. Notably, these studies are mostly gender blind in that there is little scrutiny of how these outcomes may vary between men and women. Control over working hours can be used by workers for a variety of reasons, but research demonstrates that it is used, and expected to be used, for different purposes by men and women (Adler, 1993; Haar, 2007; Brescoll et al., 2013). In addition, there is already some evidence that work related rewards are shaped by gender (Schiemann et al., 2013). Thus we can expect both positive and negative outcomes of flexible working to be shaped by gender. A further limitation of the studies that examine outcomes of flexible working is that most are based in the US, leaving the question of whether these results will hold in different institutional contexts.

To examine these gender discrepancies in the outcomes of flexible working, we examine data from the UK. In the UK, the right to request flexible working has been expanded quickly over the past decade and flexible working is being promoted as a major way to address work-life balance issues. In this study, we define flexible working as flexibility in work schedules (flexitime, compressed hours, annualised hours) and flexibility in working place (teleworking or working from home). The dataset used is Understanding Society (2009-2014), a large household panel survey with data on various types of flexible work arrangements. Panel regression models are used to examine how flexible working is associated with an increase of overtime and income, and how there may be discrepancies in these associations between men and women. By looking at a positive as well as a negative outcome of flexible working and by investigating possible gender differences in these relationships, we provide a more nuanced examination of work consequences of flexible work policies.

In and Out of Work Poverty / Precariousness

LUBS 1.31

The New Frontier of Outsourcing: Online Labour Markets and the Consequences for Poverty in the Global South.

W0013650

Wood, A., Graham, M., Lehdonvirta, V., Barnard, H., Hjorth, I.
(University of Oxford)

Online labour markets (OLMs) represent an important innovation in international outsourcing, and are of growing importance to the world of work. For example, the two largest OLMs, Upwork and Freelancer.com both claim to have in excess of 10 million registered workers. The growth of such platforms have raised hopes for their developmental potential in lower and upper middle income countries (see, for example, World Bank (2016)). It is this potential to

address poverty that we seek to evaluate with Sen's (1999) capabilities approach. Therefore, our concern is not only the income OLMs provide but the wider issue of job quality (Green, 2006). This paper focuses on: material rewards; work intensity; control over location and timing of work; work hours; job and labour market security. Our findings are drawn from in-depth semi-structured interviews with 144 workers from the Philippines, Malaysia, Vietnam, Kenya, Nigeria and South Africa

The paper begins by providing a detailed account of how OLMs represent a novel additional stage within the outsourcing process. A stage which enables increased fragmentation of work and the disembedding of labour from state regulation. We present five empirically grounded categories of work which are found to be typically offshored to the Global South via OLMs. These are: online advertising; transcription; customer service; office administration; website design and programming. We demonstrate the highly competitive and individualised nature of work mediated by OLMs. As a consequence, job quality outcomes are largely dependent upon workers' individual bargaining power, that is labour market alternatives, skill utilisation and platform reputation. Platform reputation is particularly important as the spatial separation of employer from worker ensures that labour control can only be maintained effectively through the platform-based recording and aggregation of clients' satisfaction. Consequentially, work flows to individuals with an abundance of positive reviews, who in turn often outsource to others. Moreover, we find little evidence of OLM-based skill formation and thus the growth of OLMs are of most benefit to middle class workers, who have the necessary resources to individually develop their skills and strengthen their bargaining position.

Common positives of OLM work are found to be control over place and hours of work - although this is a limited type of control: as clients in other time-zones often require late night working. Further positives, for those with sufficient bargaining power, include pay which is perceived as higher than locally available and labour market security. However, the competitive pressure placed on pay rates results in income being principally boosted through additional hours. Thus a drawback of increased pay tends to be work intensity and long work hours. On the other hand, those lacking adequate bargaining power tend to experience low pay rates and limited work. They also suffer pervasive job insecurity and fear of being replaced by workers in other countries. Turning to future prospects, the expansion of OLMs will continue to intensify competition while the growth of outsourcing by highly rated workers suggests further degradation of job quality for the majority of workers.

The Invisible Precariat: The Hidden Dynamics of Home-Based Garment Work in Turkey

W0013259

Tartanoglu, S.
(Uludag University)

Unequal gender relations determine and affect the participation of women in the labour markets of most of the developing countries. In Turkey, as a result of various structural and cultural reasons, participation of women remains low; the rate of women in the labour force was 31.8 % in 2015, compared to 62.8% in OECD countries. It is not only the limited participation of women in the labour force, but also irregular and insecure jobs are frequently available to woman workers and they work outside the social security system. On the other hand, women still fulfil their gender roles at home and when they have to work because of economic reasons, it is expected to work from home.

Turkey is one of the top suppliers to EU countries in the global garment industry, as it has considerable advantages such as geographical proximity and low cost, primarily due to poor implementation of labour standards. Home-based female workers are an integral part of the global supply chains that produce for Turkey's export garment sector and form the weakest, most invisible and unprotected link.

When thinking about the problem with home-based workers who are 'non-covered' by the employment regime, it is not hard to draw parallels with the issue of precariousness which is highly controversial and being discussed as a concept with a Eurocentric approach. Precarity is a tendency that is seen in developing countries for a long period of time. These countries never experienced welfare state regimes like advanced economies and decent work has never been a widespread tendency in the world outside advanced markets; so the characteristics, such as bad working conditions, restricted social protection, ambiguity of the employee status and low income, are not new for them. Therefore, the question here is 'Can precarity be applied to countries with different development paths in a same way?'. Even though it is possible to discuss home-based female work with this concept in Turkey, the explanatory feature of precariat might be inadequate because of its Eurocentric definition and the specific characteristics of the non EU local labour markets.

This study aims to discuss the working conditions of home-based female workers; to clarify their perceptions about working at home and to define the unique prospects of their precarity with using a critical understanding of precariousness. One of the main objectives of the study is discovering the hidden dynamics of home-based work and 25 semi-structured interviews with home-based woman workers, which were conducted in Bursa and Tekirdag -two hubs for garment production in the west part of Turkey- were used for data collection. Main results show that there are several points needing to be emphasized such as women's 'voluntarily' approval of working at home because of

internalising their traditional gender roles and the differentiation of women's attitude to the work according to the cultural background, education level and job profile. The main contribution of the research is its unique character as a discussion of the precarity in relation to specific gender dynamics in a developing country.

Exploring Employer Practices in Fighting In-work Poverty in Greece: Is There Really a Business Case for Employer Action?

W0013226

Panagiotakopoulos, A., Stuart, M.
(University of Leeds)

It has been frequently stressed that the central problem of modern capitalism is poverty. The latest data show that half the world's population lives on less than \$2 a day (Schweickart, 2008). For a long time, in-work poverty was not associated with European welfare states and having a job used to be perceived as the most effective prevention mechanism against falling into poverty. In this context, the fact that people might suffer from poverty even though they were in full-time employment was left out of account in most research studies around poverty. This view changed gradually and recently, the particular topic has drawn increasing attention and features very high on the EU policy agenda (Spannagel, 2013).

Previous comparative research studies at the EU level have shown that there is already a significant share of the working poor in the European context (Bardone and Guio, 2005). However, most research efforts looking at the issue are descriptive in nature and they place too much emphasis on the impact of welfare state measures on reducing working poverty ignoring employer action that may have a strong impact on the extent of in-work poverty (Lohmann and Andreß, 2008; Frazer et al., 2011). As Shieler (2005) has argued, no discussion of the working poor is adequate without a discussion of their employers, who profit from cheap labour or who struggle to keep their businesses alive. The question how employer strategies may influence in-work poverty patterns is only just starting to be taken into account by research (Joseph Rowntree Foundation, 2014).

Against this background, the study comes to explore whether employer action in Greece (with the highest rate of the working poor in the EU) has contributed towards reducing in-work poverty or not. Essentially, the study will lead to a better understanding of whether there is a business case for employers to fight in-work poverty or not. So far, the scant empirical evidence has revealed that those few employers who take anti-poverty measures do that on a voluntary basis.

The paper focuses on Greece since the country has a large share of the working poor and hence, it offers an interesting case for exploring employer action. Based on the stakeholder theory of Corporate Social Responsibility, the empirical part of the study examines the extent to which employers accept as being among their core responsibilities the support of the working poor both from an ethical and financial perspective. A qualitative approach in the empirical section is adopted consisting of 100 responses from 50 firm owners/general managers and 50 employees. The findings reveal that employer measures to reduce in-work poverty (including systematic training, free transportation, bonus schemes) do enhance overall employee well-being, which in turn makes employees more engaged with their work and motivate them to 'go the extra mile' for their employer. The findings contribute to a new and more effective employer action towards fighting in-work poverty.

Open
LUBS 1.32

'The Drugs Don't Work': Music and Meaning in Contemporary Service Work

W0013366

Korczynski, M., Payne, J., Cluley, R.
(University of Nottingham)

So far, neither sociologists of work nor musicologists have considered the way in which music may serve as a terrain for meaning-making for service workers. Research from factory settings, where workers control what music is played, suggest that workers can create resistive understandings of work through music (Korczynski, 2007, 2014). In service settings, the music is predominantly controlled by management and is directed to customers. This may mean that service workers hear an alienated soundscape and so may not create musical understandings of their working lives. Another possibility is that musical understandings created may be positive ones centred around customer contact. These are non-trivial issues given that popular music is a key form of cultural expression in contemporary society, and given that service workers are often exposed to popular music for the whole of their working days. This article draws on 58 interviews with café and retail workers from 20 different organisations, and upon free text survey comments

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from 53 respondents from a large food retail company. Following Korczynski (2007), service workers were asked: if there was a song or a piece of music that spoke to them in any way about their experience of working in their current service jobs.

The findings show a broad pattern of contemporary service workers having an antipathetic musical understanding of their working lives. Typical songs expressive of this antipathy were 'The Drugs Don't Work' by The Verve, 'Smile Like You Mean It' by The Killers, and 'Stuck in a Rut' by The Darkness. The findings also show that community – both with fellow workers and with customers – is a significant element in service workers' musical understanding of their working lives. Typical songs here were 'Uptown Funk' by Mark Ronson, and 'We Are Family' by Sister Sledge. The paper considers the implications of these findings for our understanding of the relationship between music and service work, and for our understanding of the lived experiences of service workers in the contemporary economy.

Bodily-presence and Mediating Technology at Work: Superlative and Deficient Ways of Communicating with Others

W0013480

McDonough, B.
(London Metropolitan University)

The financial crisis of 2008 has exacerbated social inequalities and intensified the use of mediating technologies used to reduce labour costs and maximise organisational profits. This article examines the role of mediating technology in a number of workplaces where technological devices replace the need to be face-to-face with others. Drawing on qualitative data from a series of interviews with a range of workers from both the public and private sector, and using theoretical concepts taken from Heidegger's (1992) work *The History of the Concept of Time*, this paper explores the different ways (or modes) in which communication takes place at work. The article outlines the superlative and deficient ways in which workers are being-with others in the world of work.

Labour Process Analysis and the Production and Valorisation of Language

W0013631

Maclean, G., O'Rourke, B.
(Edinburgh Napier University)

Current debate in sociolinguistics is concerned with the commodification of language (e.g. Hanks, 2005; Heller, 2010). Language is come to be treated as a potential source of economic value whether it is in terms of a technical skill, or, within minority language contexts through links to tourism and economic development based on the language's links to identity and authenticity (Heller 2003; Kelly-Holmes, 2010). Of particular interest is the use of language within the 'work process', where language is represented as a 'measurable skill' in the labour market (Duchêne and Heller, 2012; Heller, 2003). The role of language within sociological studies of the workplace however is currently underrepresented. Despite a recent volume of labour process studies examining the global value chains (Newsome et al., 2015), the role of language received limited attention (e.g. Taylor, 2015). The aim of this paper is to bridge sociological approaches to work with sociolinguistic concerns for the commodification of language. Based on two scenarios – language production and language valorisation - this paper presents a theoretical framework integrating the theoretical tools of Pierre Bourdieu into labour process theory. This paper focusses on labour process theory's central concern – 'the transformation of labour power' (Thompson and Smith, 2009: 919) in employment, and engages in recent debates surrounding the nature of value in the labour process (Böhm and Land, 2012). This paper specifically focuses on the production and valorisation of forms of linguistic capital and how they are converted into forms of surplus value.

Language production is associated with attempts at reviving or producing new linguistic capabilities in the workplace. Within the language production scenario, new forms of linguistic capital within the labour process. Within minority language contexts, the public sector workplace represents a key focus in attempts to revive language (Strubell, 1996; Walsh and McLeod, 2008). Language valorisation on the other hand is associated with valorising forms of linguistic capital in order to generate economic surplus value. While popular arguments about multilingualism as a social good and a boost for employability, this paper presents a more circumspect view. The question of who is able to benefit from language skills is the key concern of this paper. While primarily a conceptual, this paper will draw on data from an empirical study into Gaelic language revival in Scotland to explicate language production in the labour process.

New and Old Inequalities

LUBS 1.33

Collateral Consequences of Criminal Convictions in the United States: Assessing Effects on Employment and Welfare use Among Low-Income Lone Mothers

W0013606

Sheely, A.
(London School of Economics)

Background: Researchers interested in stratification have highlighted the role of imprisonment in fostering inequalities across a variety of outcomes. Researchers find that, 'like other stratifying institutions, the prison both reflects pre-existing disparities and acts as an independent cause generating future disparities' (Wakefield & Uggen 2010, p 389). By focusing mostly on the deleterious effects of incarceration, research has not fully accounted for the far-reaching impact of the larger criminal justice system in promoting and exacerbating inequalities. Collateral consequences of criminal convictions are legally- and socially-imposed penalties that occur upon a person's conviction in addition to the sentence imposed by the court. These consequences can include losing access to job opportunities, the right to vote, and/or becoming ineligible to receive public assistance benefits. Importantly, these consequences are imposed regardless of whether or not the conviction leads to imprisonment. Given the fact that collateral consequences can be imposed by national, state, and local lawmakers, there is substantial variation in the consequences faced by residents of different states. Taking collateral consequences into account may produce a more accurate picture of the stratifying role of the criminal justice system as incarcerated individuals only account for 3.5 percent of adults with a history of a criminal conviction in the United States (Glaze, 2011). Along with a narrow focus on incarceration, research is also limited as it has primarily focused on men, despite the fact that the number of women involved in the criminal justice system has increased dramatically in recent decades (Sheely & Kneipp, 2015).

I explore the effects of state imposed collateral consequences that restrict access to welfare provision on employment and welfare use among low-income lone mothers. Given the strong employment penalties of incarceration among African American men, I also investigate whether the influence of collateral consequences is different for White and African American women.

Methods: This project combines data from multiple sources. I assess state-level statutes that limit access to two programs for convicted drug felons. I gather data on restrictions to the Temporary Assistance to Needy Families program from the Urban Institute's Welfare Rules Database. For restrictions to the Supplemental Nutritional Assistance Program, data are the United States Department of Agriculture. I also collect data on state poverty and employment rates from the University of Kentucky Center for Poverty Research.

For information on employment, welfare use, and the demographic characteristics of women, I use pooled data from the 2004 and 2008 panels of the Survey of Income and Program Participation (SIPP). The sample for this analysis includes all lone mothers between the ages of 18 and 64 with incomes less than 200 percent of the federal poverty level (N=4,444). For control variables, I include information on race, ethnicity, age, educational attainment, marital status, and living in a metropolitan area.

Findings: Initial analyses reveal that the restrictions on welfare receipt for women with felony drug convictions leads to the decreased use of TANF and SNAP and increased employment among low-income women. Decreased program use is especially pronounced for African American women.

The Changing Nature of Criminal Work

W0013202

Wright, R., Topalli, V.
(Georgia State University)

'If they get rid of cash, there won't be no way for the non-working man to make a living.' — An Atlanta Armed Robber

This paper will explore a simple question: How is the rise of the digital economy reshaping criminal work? The past two decades have witnessed an unprecedented drop in street crime across much of the industrialized world. Recent research suggests that the transition from the use of cash to card-based financial transactions may be partially responsible for that drop (Wright, Tekin, Topalli, Rosenfeld, McClelland and Dickinson, 2014). While the declining use of cash in favor of digital financial platforms has made street crime less lucrative, it also has ushered in a dramatic increase in cybercrime. In other words, what appears to be a crime drop is actually a crime shift, whereby our increasing reliance on digital means of payment is changing the nature of crime itself. But it is doing more than that; it is changing the nature of offenders too. Street criminals have not abandoned offenses like burglary, robbery, drug

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dealing, and carjacking for cybercrime. This is where we see the criminological impact of the so-called digital divide, with street criminals being left behind simply because they lack the technological sophistication and access to keep up; a skills gap. As the divide widens between the digital haves and have-nots, we are creating a new form of feudalism, where the poor are locked into place not only by a lack of money, but also by a lack of access to a new world of financial and technological criminal opportunities, thereby further concentrating inequality. A new breed of criminal is taking their place, and it is much better off, both financially and technologically. Seen in this way, crime is a financial resource just like any other financial resource, and the rich are in the process of stealing it from the poor. We will conclude by considering the broader implications of the declining use of cash and increasing digitization of the economy for the future of social welfare policy, especially with regard to the precarious viability of street-oriented criminal work.

The Most Disconnected of Workers? Theory and Evidence About the Problematic Interactions of Global Capital and (Post)Colonial Geography Within the Nigerian Oil and Gas Industry

W0013573

Vincent, S., Ezeichi, N., Forde, C.
(Newcastle University)

This paper offers a novel theoretical and empirical analysis of experiences of work in the Nigerian oil and gas industry (NOGI). Using critical realism as an 'under-labourer', we combine theoretical resources from labour process theory (see Thompson and Vincent, 2010), (post)colonial cultural geography (Nash, 2002) and global value chains (Gereffi, et al. 2000) to enable a domain-specific exploration the conditions these workers experience. It will be argued that in order to understand the experiences of work in this industry we need labour process analyses which connects outcomes to external social processes of different kinds. Whilst labour process analysis reveals the local contest/negotiation of work-organisation, outcomes in NOGI are affected by the broader cultural forces associated with colonialism as well as the subsequent precariousness of Nigeria within political and economic orders.

Secondary analyses reveals that Nigeria includes 470 ethnic groups, with three major ethnic groupings (Hausa, Igbo and Yoruba), with these groups competing for political influence. This cultural geography overlays a geography of natural resources in which Nigerian economy is overly dependent on oil revenues which emerge from the Niger Delta. However, the people of the Niger Delta have limited political power and so the benefits of natural resources flow away from the region - a situation which has given rise to at times violent conflict and insecurity. Finally, in a context of weak employment regulation employment conditions are generally poor and multinational corporations, which offer generally better terms, create precarious forms of work via, inter-alia, subcontracting arrangements and the deprivation of collective power.

Our data reveals intractable social divisions which both surround and are embedded within NOGI. Workers are relatively disconnected with social relations which might otherwise help them cope with and resist the vagaries of their environments. Whilst working offshore for long periods, NOGI workers are divided from the (Delta) communities where their jobs are located. They are also divided by their employment statuses: various well paid expatriates; indigenous permanent-staff (from various places); and temporary workers (of various kinds), all experiencing various forms of inter-group antagonism. Externally, offshore workers sometimes relocated their families members to 'safer' regions making home life more expensive and home visits more difficult. These familial forms of disconnectedness were, surprisingly, sometimes exacerbated by the relatively high wages: poorer relations within extended families could be avoided despite the collectivist culture of the region. The outcome, to which workers had apparently limited scope for resistance, resulted in symptoms such as fatigue and insomnia, marital strain, feelings of estrangement and dissatisfaction, work overload and low job satisfaction. The paper will conclude with a discussion of the theoretical contribution and the consequences of the findings.

Open
LIBERTY G31

Young Academics Employed Precariously at an Australian University: Influences on Wellbeing Over the Course of a Year

W0013682

Bone, K.
(Monash University)

Universities across the globe are now reliant on a precarious workforce. Fixed-term and casual contracts proliferate and this has changed the nature and trajectory of the academic career. Graduates hoping to enter the academic workforce are not guaranteed tenured positions and early career researchers can expect to occupy short-term positions at the university. Within the broader literature of workplace wellbeing, precarious employment, as a

mediating factor to employee wellbeing, is seen as an area that requires more empirical research. How career fragmentation influences the wellbeing of young academics certainly requires further exploration. This research focuses on the subjective wellbeing of young academics who work on casual or fixed-term contracts at Monash University, Australia. 10 male and female participants (under the age of 30) were interviewed on three occasions over the course of an academic year in order to answer the research question: How does precarious employment influence the wellbeing of young academics? The researcher adopted a holistic approach to wellbeing by considering multiple dimensions from macro (context) through to micro (individual) elements; as well as taking into account change over time. Young people represent an interesting cohort as they negotiate entering the workforce and fulfilling life's other milestones such as starting a family or buying their first home. Findings have emphasised how precarious employment influences life planning and other aspects of the participants' lives beyond the confines of the workplace. Also, this employment can influence work/life boundaries as the relationship between an employee and their workplace is altered. These initial findings present more questions such as: How sustainable is this type of employment for young people in the long-term? The point of this research is to understand the manifestations of wellbeing that result from precarious working conditions and to consider the consequences of such employment arrangements on the lives of workers and the contexts within which they are positioned.

Bullying Among Ghanaian Nurses: Causes and Effects

W00013575

Essiaw, M., Debrah, Y. A., Rich, N.
(Swansea University)

Bullying is a form of aggression intended to intimidate, degrade, or offend a particular person or a group of people. A lot of work has been done on workplace bullying in most countries but not much has been on the topic in Ghana. This work is therefore aimed at filling the gap in existing literature by examining bullying of nurses in the health sector in Ghana. This is a qualitative study and it uses grounded theory to explore complexities of bullying among nurses in the health sector. Seventy-six (76) nurses and twenty (20) doctors were interviewed from six hospitals in Ghana. In addition two focus group discussions were held at two of the selected hospitals. The study yielded some interesting and novel findings. It revealed that the Ghanaian cultural context coupled with the absence of specific legislation to protect employees against bullying were the under-lying phenomenon that exposes nurses to bullying. The major causes of bullying identified were grouped under three major topics namely individual, group and organizational. At the individual level, it was found that personality and demographic factors like age, qualification, and gender were the major issues that exposes someone to victimization. At the group level, intra-group characteristics, and inter-group characteristics were the major causes of bullying. Some causes identified at the intra-group level were nurses' professional culture, position in the group, tenure and being new to the group. In the later, it was found that the high regard the Ghanaian society gave to the doctors as against the nurses were the major causes of bullying. The major causes of bullying at the organizational level were job design, work-overload and organizational culture in the hospitals. The study also revealed the consequences and impacts of bullying on the victims, group and their organizations. At the individual level, bullying was found to affect nurses psychologically, emotionally, physiologically and physically. At the group and organizational levels, bullying affected intra and inter-personal communication, motivation, innovation resulting in turnover among nurses and negatively affecting patient-care

'We are Always Responsible for Our Own Happiness': Expectations on Subjective Well-being among Young Professionals

W0013651

Suojanen, I., Loretto, W.
(University of Edinburgh)

Happiness has recently gained interest as an important variable in managing the employment relationship and is also included in the national measurements as the British government emphasises undertaking research on the happiness of the citizens, often referred as 'subjective well-being' in the academic world. The timing is rather interesting (or fairly self-evident) taking into consideration the current financial crisis and rising inequalities. Happiness at work is an important facet of the wellbeing debate itself aiming for more sustainable working environments, longer working lives and also to find solutions to the challenges of worker retention.

Several studies have shown a correlation between happiness and desirable work outcomes, such as high quality work and results. In addition, increased commitment, motivation, problem solving and energy, decreased incidence of sick leave and improved understanding of work have been detected. As a result, some companies have started to invest in creating happiness. Institutes, such as Great Place to Work, provide research and consulting to help firms to identify, create and sustain great workplaces and e.g. Google's long term study gDNA attempts to understand employees' happiness and work-life balance. However, there is a concern that this can be used against employees, as resources

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are given for them to be happy (and profitable for the company) and if they then are not happy, they are the ones to blame. As this is resonant of the debates over stress during the last big recession, there are chances that same mistakes will be repeated this time as well.

24 young professionals working in various fields, with different backgrounds and work experience, based in Edinburgh, took part in this study. The approach to happiness at work was experimental as the participants were asked to take photos when experiencing work-related happiness during a two-week period. Photos were supported by semi-structured interviews and narratives.

In this study the importance of happiness at work is highlighted by the participants, as they all want and even require to be happy at work. However, they do not have high expectations for employers. Instead they repeatedly emphasise their own responsibility in creating and maintaining happiness at work. In their narratives they, acknowledging certain aspects companies can and should have influence on, and occasionally suggesting a shared happiness responsibility, most often see themselves as the main actors in producing happiness through their own choices and actions. If they are not happy at work, they should do something about it.

The purpose of the study was to give employees a voice to talk about their feelings and to provide their own explanations and definitions of happiness at work. Hearing the stories of the employees creates a possibility for HR personnel and managerial level to make meaningful implications when aiming for more sustainable and happier workplaces, especially during the time of crisis.

Social Movements, Unions, Representation and Voice

LIBERTY G32

The Challenges of Social Media for Conflict Management

W0013316

Ashman, I., Wibberley, G.
(UCLAN)

The effects of social media on various aspects of organisational management and employment relationships has been receiving considerable attention in recent years. One aspect that is getting little coverage, however, is how social media use by employers and employees can influence workplace conflict. In order to begin to address this omission we draw evidence from a wide ranging study on conflict management, commissioned by Acas, which shows that key employment relationship stakeholders, believe that conflict arising from the use of social media is becoming more prevalent and multifaceted.

Social media has the potential to be constructive or harmful both within and outside the workplace but we argue that it is most likely to increase the incidence and intensity of employment conflict rather than reduce or alleviate it. Social media use in the context of employer/employee relationships, including managers acting as the agents of employers, raises the spectre of increasing surveillance of employees accompanied by the further distortion of home-life/work-life boundaries (McDonald & Thompson 2016), new channels for organisational defamation, protest and sabotage (Richards 2011), and 'cyberloafing' (Lim & Chen 2012). In the realm of relationships between employees the scope for cyberbullying and communicative misunderstandings have been amplified by social media use (Broughton et al 2011).

According to Lam (2016) social media have special characteristics, including speed of communication, audience reach, difficulty of retraction and false feelings of privacy, which result in employment dilemmas that shifts relationship power further in favour of employers over employees. A study by Lowther (2014) makes a similar claim that employers appear to have more power to protect an organisation than an employee has a right to privacy.

Our study comprised of focus groups and interviews with over 150 employment relationship stakeholders including HR, managers, SME owners/managers, employee representatives and lawyers. It was conducted across four universities, to explore contemporary workplace conflict.

Our findings indicate that conditions for conflict management have become worse in recent years and that social media is recognised by all stakeholders as an increasingly problematic matter. That is not to make any suggestion of cause and effect but one employment lawyer noted that over two thirds of his caseload involved social media (mis)use. Participants noted the failure of employers to treat conflict as a strategic issue and the limited capabilities of line managers to handle conflict as factors militating against harmonious social media influenced workplace relations.

Repurposing Dashboards: What do Cybernetic Technologies Mean for Workplace Struggle?

W0013552

Gent, C.
(University of Warwick)

Srnicek and Williams (2015) reorient the issue of social change towards questions of technology. Historically neglected by trade unions (Dyer-Witheford, 2015: 56-9), Srnicek and Williams (2015: 145) want to reclaim the tendency to automation for the political left through the advocacy of a strategy of 'repurposing technology' which, they wager, will unleash the untapped potential of technoscience from its enslavement to capitalist objectives (Srnicek and Williams, 2013).

However, these arguments are less instructive when the general strategic approach is applied to the terrain of work; the traditional site of social struggle and upheaval within Marxian praxis. In particular, they neglect Terranova's (2014) concern that workplace technologies: 'from the point of view of capital, must always be balanced with new ways to control (that is, absorb and exhaust) the time and energy thus released.' Indeed, it should be said that digital communicative technologies are often not only balanced with new forms of control but in fact constitutive of them.

I will give particular interest dashboards and work-screens which seek to make the workplace 'friction-free' through playing an active role in (re)organising workplace relations, often along the lines of participatory management approaches. These technologies, I will argue, present major difficulties to the 'repurposing' thesis because they are often designed to anticipate, harness and debilitate workplace antagonism. As such, their expropriation cannot be centred on gaining increased worker input into their use, precisely because they are intended up to disarm workplace upheaval through structuring such feedback mechanisms in the first place.

The Role of Union as the Third Party in Attracting Working Class People

W0013354

Kutscher-Studenic, G., Hanappi-Egger, E.
(Vienna University of Economics and Business)

Since the economic crisis in 2008 there has been a remarkable increase in the unequal distribution of income and wealth, which has led to an added social inequality in Western societies (Piketty & Zucman, 2013) and also on organizational level (Berry & Bell, 2012; Emmenegger, 2012). Historically, the working class has been the group which engaged in social justice issues of class struggle in Western societies. (Hanappi-Egger & Hanappi, 2011; Hanappi & Hanappi-Egger, 2012, 2013; Ollman, 1972). But, their engagement seems to have declined, due to issues of non-identification with their own class (Bottero, 2004; Jones, 2011). This is also triggered by an acute devaluation of the working class in the public realm: Working class individuals tend to be presented as less human and deserving, a picture that obviously undermines any positive identification with this social group (Gray & Kish-Gephart, 2013; Jones, 2011). Also traditionally, the involvement of the union as third party was essential in the process of class action for a better socio-economic position (Greenwood & Christian, 2008; Simon & Klandermans, 2001). Different approaches state that working class people need representatives in order to gain working class identity as a pre-condition of class consciousness and action (Gramsci, [1930] 2005; Hanappi & Hanappi-Egger, 2013). The changes in the society and labour market have shaken up both the working class structure and the union. These observations lead the authors to ask how a positive group image of working class people can be re-established and which role has the union as the third party in order to activate group members to fight inequality.

In answering this question, the paper focuses on the role of the union as the third party in revitalizing working class identity. The process of class identification usually involves not just the two antagonistic parties (historically called the 'capitalists' and 'workers' but also a 'third party' which can be the general public, policymakers or representatives of diverse institutions such as in this case unions (Greenwood & Christian, 2008; Simon & Klandermans, 2001). The results of a qualitative empirical study of manufacturing workers' magazine 'Glück auf' show how Austrian union representatives of the manufacturing sector (traditionally associated with the working class) have approached their clientele at union election times over the last decades (1968-2013) and how they perceive themselves as the representatives of their oppressed organizational members. They employ three core topics (German: Leitidee), namely employment, wages and solidarity, while also promoting characteristics with a positive connotation in order to rebrand working class identity. Finally the paper discusses some proposals for further research on class in organizations and the role of representation as a relevant group-forming identity construction.

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Global Political Economy, Comparative Analysis and the Changing Regulatory Role of the State

LIBERTY G33

Precarious Pathways? The Initial Labour Market Experiences of Young People in the Midlands of England Who Do Not (Intend to) Enter Higher Education

W0013450

Mizen, P.
(Aston University)

There is evidence from the UK that for many young people in the UK the transition from education to employment is becoming longer, more difficult and more precarious (Shildrick et al. 2013; Standing 2011), and it has been reported that the need to undertake multiple and diverse labour market activities is increasingly characteristic of initial entry into the labour market (Roberts 2012; Bradley and Devadason 2008). Spells of involuntary unpaid, casual, short-term, part-time and fixed-term working now seem more prevalent amongst both lower and higher qualified young workers. These phenomena are not especially new (Mizen 2004) and a substantial amount of theoretical analysis and research has been undertaken on irregular, casual and flexible forms of payment employment, but the growing significance of involuntary unpaid, part-time and temporary working has been scarcely investigated in the transition from education to employment. This neglect is particularly significant given that their incidence appears to be increasing (Ainley and Allen 2010). Why, how and where young workers engage in these practices, and the costs and benefits this involves, is the core question addressed by this paper.

To begin to answer these questions, the paper reports emerging findings from an major ongoing research project examining 'Precarious Pathways to Employment' (P2W) for young people (<http://www2.warwick.ac.uk/fac/soc/ier/research/pathways/>) in the Midlands of England, and funded by the Economic and Social Research Council. More specifically, the paper reports findings from field research from one of P2W's four sub-projects which examines the initial labour market experiences of young people about to or who have recently left education, but who do not (intend to) enter university. This data is both original and extensive. It involves research with young people in Leicester, Birmingham and Coventry who participated in focus groups, individual and follow-up interviews. In reporting these findings, the paper considers the dynamics of local labour market as experienced by the participants, the types of precarious working they undertake and the perceived obstacles and opportunities they present.

The Social Consequences of Youth Employment in Rural Areas in Japan

W0013399

Ishii, M.
(Oita University)

Despite the impact of the global financial crisis, unemployment in Japan has remained much lower than many of its OECD counterparts. This is also the case with youth unemployment. Apparently, therefore, unemployment is not a problem for Japanese youth. Under the surface, however, a different picture begins to emerge that the employment headline statistics hide.

Dig a little deeper and one soon finds that there has been a significant increase in low paid and less secure employment. The impact of these realities has led to rising anxiety about the future, declining marriage and birth rates. It has also led to an increase in multi-generational households as children can no longer afford to leave their parents.

The Japanese government introduced, for the first time, a youth employment policy in 2003 but its success remains limited not least because it appears to have a metropolitan bias to the detriment of youth in rural areas/small local cities. This was one of the reasons that prompted our study of youth in such areas. Given the situation of young people in rural areas/small local cities, it is perhaps not surprising that some have concluded that we are likely to see a large population shift from the local to metropolitan areas which would result in 'local extinction' (this is the term used by Msuda et al. (2014), for example). In his work, he emphasized the fact that women can't get a good job or find a potential partner if they stayed in local areas. This, from his perspective, makes the growth of metropolitan areas, inevitable while local areas face a rapid declining birth rate and rise of an aging population.

Our data however, based on a 6-year study (2009-15), does not support this thesis. We compiled our data, through face-to-face interviews, about the work and marriage patterns of some 130 young respondents from two small local cities Oita in the south of Japan and Yamagata in the north. What we begin to find is that young people are actually,

and actively, looking for ways to continue their lives in local areas. In so doing, they are using social capital including their parents, childhood friends, relatives and various local associations.

First we focus on the employment situation in the two cities. With the rapid spread of marketization, the structure of rural employment has changed dramatically. This includes the increase of temporary work and the decline of opportunities with small-medium companies, especially self-employed. With the expansion of low-paid jobs young people have become increasingly dependent on their parents, simultaneously their parents depend on them because of their own declining wages or pensions. It shows that social security, in Japan, is not being provided by the state but by the family.

In terms of public policy, we ask what is the likelihood of improving employment opportunities in rural areas. We also suggest that Japan needs a social policy that aims at offering youth in rural areas the chance to pursue an independent life.

Life Chances and Extended Transitions From School to Work

W0013431

Bowman, M.

(Brotherhood of St Laurence)

This paper draws on Bourdieu's interrelated concepts of field, capital and habitus to critically engage with the concepts of 'human capital' and 'employability' which have become widespread in social policy.

The Australian longitudinal study, Life Chances has examined the impact of gender, class and ethnicity on the life chances of 167 infants and their parents since 1990. The study initially focussed on two suburbs in inner city Melbourne; since then the participants have dispersed widely. The study includes high, medium and low income people from a range of ethnic backgrounds, including some who came to Australia as refugees.

Wave 11 of the Life Chances study sought to gain insight into the lived experience of the increasingly stretched transition from post-compulsory education to employment. We adopted a two stage approach to data collection: In 2014 a survey was sent to 135 young people from the original sample. They were then 24 years of age, and we received 98 responses (a 72% response rate). Semi-structured interviews then enabled a more detailed exploration of the themes identified in the analysis of survey responses. In 2015, using a sampling framework that took family income, gender, ethnicity and employment status into account, we interviewed 36 of the 98 young people who had completed the survey. We asked these young people about the role of education and work in their lives, their plans and aspirations. We also asked them about what they thought helped or hindered them to get and keep the kind of work they wanted. The longitudinal nature of the study allowed us to consider their responses within the context of their lives.

Our findings show how the concepts of human capital and employability obscure the persistent effects of class, gender and racialisation. This study contributes to a more nuanced understanding of the lived experience of transitions from school to work, how, why, and for whom they are stretched. Importantly, we highlight the uneven impacts of the prolonged transitions from school to work. For some, this period is one of accumulation and consolidation of cultural and social capital which can be converted to later economic capital, while for others the extended transition reflects stops and starts, redirections, second chances or limited life chances.

PAPER SESSION 6

Thursday 8 September 2016 at 09:30 - 11:00

Open LUBS 1.01

Concessions: Explaining Unexpected Success in Wage Negotiations

W0013445

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Wages are often understood as indicators for matching equilibria between demand and supply on labour markets. According to human capital theory the 'match' is determined by the qualification of the candidate on the one side and the expected productivity of the worker on the other. To a certain degree, in this view wages resemble the individual return of investment as education and skills of the worker and the use of this productive capital by the employer respectively.

While research tends to focus on explaining substandard wages in this contribution we seek to outline an explanation for unexpected successful wage negotiations.

Following human capital theory high skilled workers benefit from offering additional prospects of productivity and have better chances to find employment and earn higher wages. However, the return of investment also depends on structural settings of the labour market. High unemployment rates may lead to lower wages, since a strong position of the employer fierce competition between job seekers. Additionally, skills shortages may lead to higher wages and better chances for low qualified job seekers, since firms face problems to fill their open positions and are therefore more likely to make concessions during the hiring process.

By drawing on data from the German Vacancy Survey from 2014 we want to answer the question: How comes that workers get higher wages than initially offered by the employer? The used firms-survey-data give us the opportunity to explore firms' difficulties to fill open positions as well as concessions on qualification requirements and wages made by firms, taking the perceived and the actual labour market situation into account. We further consider information about the hired person and the employer's characteristics.

Our findings show that both, firm perception on lack of skilled workers as well as market conditions play a role for wage setting decisions. Furthermore, substandard payments increase wage negotiations, which is independent of labour market tightness. Finally, wage negotiation increases with ascending qualification and there are no better chances for better qualified workers if labour market tightness exists. Therefore, people with less human capital can benefit from skills shortages.

Mind The Gap: London and the Regional Class Pay Gap

W0013030

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The hidden barriers, or 'gender pay gap', preventing women from earning equivalent incomes to men is well documented. Yet recent research has uncovered that, in Britain, there is also a comparable 'class origin pay gap' in higher professional and managerial occupations. So far this analysis has only been conducted at the national level, implicitly assuming that class pay disadvantage is occurring equally throughout the UK. This paper uses data from the 2014 and 2015 Labour Force Surveys to stage a more spatially-sensitive analysis that examines inter-regional differences in the class pay gap. We find that the 'class ceiling' is not at all evenly spatially distributed. Instead it is particularly marked in metropolitan work contexts and especially Inner London, where those in high-status occupations who are not from privileged backgrounds earn, on average, £9000 less per year than those whose parents were in higher professional and managerial employment. Moreover, while observed differences between the socially mobile and the stable account for some of this gap at the national level, in London the gap remains essentially unexplained. Finally, we inspect the capital further to reveal that the class pay gap is particularly marked within London's large private sector firms. Challenging policy conceptions of London as the 'engine room' of social mobility, these findings suggest that class disadvantage within high-status occupations is particularly acute in the capital. The findings also

underline the value of investigating inter-regional differences in social mobility, and demonstrate how such analysis can unravel important and previously unrecognized spatial dimensions of class inequality.

Labour Mobility, the Survival of a National Collective Agreement and the Financial Crisis: The Long-standing NAECI Agreement

W0013231

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Following a long history of disputes the National Agreement for the Engineering Construction Industry (NAECI) was instituted in 1981. The agreement has survived despite the global nature of the industry, increasing financial pressures and recent disputes involving posted workers and union-hostile interpretations of the Posted Workers Directive. The paper explores the agreements (i) history and forms of joint union governance and regulation (ii) its resilience despite threats and tensions (iii) its future at a time of de-collectivisation and increasing 'financialisation' of production.

A brief industry account from the 1950s to 1970s focusses on large sites, power stations and refineries, including Fawley. Drawing on, government reports (e.g. NEDO 1970), industrial relations specialists (Allan Flanders and Duncan Gallie) and the oral histories of building workers involved in projects and in trying to change conditions in the industry, recorded as part of a Leverhulme project. Help us to pinpoint elements of the agreement especially important to long-term establishment, including centralisation, systems of representation and consultation, and procedures and practices regarding working conditions, health and safety, and training.

The impact of the agreement is examined to identify challenges since implementation with one key issue being productivity, which has been the focus of many studies since the war (e.g. Ahlstrand 1990; BIS 2009). Another relates to training and skills, including under the still-surviving and statutory Engineering Construction Industry Training Board (e.g. Young 1986). The agreement has been particularly unusual due to its centralised character (Korczynski 1997), the important role played by the National Shops Stewards Forum and the joint union/employer project site committees set up for all major projects. On the basis of interviews and participant observation, the paper outlines the organisation and type of discussions had here, in particular on one current large project. The paper also draws on evidence from two EU projects on the UK transposition of the Posting of Workers Directive.

We argue that the survival of the agreement rests on the structures in place, the involvement of the parties concerned, and its adaptability. Also significant is that the industry consists of large infrastructure projects, many publically funded, of critical importance to meeting future energy requirements. We conclude by identifying future challenges, including subcontracting arrangements, integrated teamworking and the funding of large projects, with increasing private capital investment as public funding is withdrawn, including recent attempts to secure Chinese investment.

Open
LUBS 1.02

Active Labour Market Policies and Their Impact on Employers' Behaviour in Crisis: Can we Expect Downsizing Organisations To Hire Disabled People?

AB01603

Borghouts-van de Pas, I., Freese, C.
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Active Labour Market Policies and their impact on employers' behaviour in crisis: can we expect downsizing organisations to hire disabled people? Almost every country struggles with nonparticipation of vulnerable groups. Countries give priority to Active Labour Market Policies (ALMP) to help and get unemployed and disabled people back to work, preferably in regular employment. In recent years, some innovative policies have tried to involve employers. In the Netherlands, the Participation Act came into force on 1st, 2015. Dutch government, employers' organizations and trade unions committed themselves in the "Guaranteed job agreement" to create 125,000 jobs for disabled people. A Quota can be activated if employers do not create the agreed number of jobs. So far, the results are not promising. Given the current hard economic times, it is not surprising that employers give priority to other managerial issues. There seems to be a paradox between desired social policy outcomes (getting people out of social security into regular jobs) and preferred Strategic HRM outcomes (such as being a highly productive, costefficient and flexible organization). The explanation and solution for this social issue integration of disabled people – can thus not solely be found in the Social Policy literature, as strategic employer behavior ultimately decide whether active labor market policies succeed. The (re)entry of vulnerable groups into the labor market is predominantly studied from a social policy

perspective, and complementary insights from strategic HRM literature on how these groups can be employed are virtually nonexistent. This lack of integration of both streams of literature is remarkable, given the fact that employers and HR managers play a key role in providing job opportunities. Governmental policy measures promoting labor market participation have clear implications for HR, through its involvement in recruitment, selection and onboarding of this target group. In this paper, we combine insights from Social Policy and HRM literature and discuss several factors that play a role in the process of (not) offering jobs to disabled people. We gathered data among employers (interviews and focus groups) in different stages of the decision making process of hiring disabled people. We conclude that different HR perspectives (focus on economic rationality, wellbeing, social legitimacy) will lead to different hiring strategies. These insights from HRM research have clear implications for policy interventions, which will be discussed.

Basic Income: Further Dismantling of the Welfare State?

W0013627

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The concept of a basic income is not new. There is growing evidence that providing a basic income to some groups, for example, older people in Brazil, groups of women in India, leads to lives being transformed because extra income provides new opportunities that are inaccessible when people live in poverty. At a time of increasingly precarious employment, a basic income is presented as a solution to low pay in that a basic income would enable the worker to avoid the insecurity of zero-hours contracts or even pursue creative interests. This paper argues that although there are many positive arguments for pursuing the adoption of a basic income there are many unanswered questions about its implementation. Although De Wispelaere and Stirton (2013) focus on implementation, they discuss implementation in relation to different bureaucratic models.

Basic income is also being presented as a solution to the decline in jobs caused by digitalisation, likened to a further industrial revolution. This is a fundamental change which is posing great uncertainty about the future of work and economic security. These debates are taking place during a period of austerity (in the UK) and continued adoption of public management reforms. Too often a basic income is seen as a way of simplifying the social security system and increasingly the right will use it as a way of dismantling the social security system.

The risk in campaigning or even adopting a basic income policy is that it is being presented as a solution to a set of problems that require a much greater vision. At a time when not only the future of work is being questioned, there are more fundamental changes that require action against climate change. It may be that a basic income is part of a set of solutions for the future but what would be more constructive would be to expand the social infrastructure which would be needed to support the implementation of a basic income. This can be addressed by considering the future of public services. A successful implementation of basic income could not be effective without the support of health, social care and education systems and a reformed taxation system. Panitch (2011) argues that even a high level of basic income would force an individual into market transactions to meet basic needs. Further work on basic income must address what is needed to support individuals at different times of their lives so that they can take the benefits of a basic income. It will require some fundamental changes in attitudes to work and how people use their own time. Without this wider context, basic income could lead to continued low pay subsidised by the state.

Overcoming Long-Term Unemployment: The Role of Social Networks, Fictional Expectations, and Activation Measures

W0013666

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From 2005 to 2015, Germany's unemployment rate fell from 11.7 to 6.4 percent, thereby making the country a much-noted exception in crisis-ridden Europe. Still problematic, however, is the high proportion of the unemployed who have depended on basic security benefits for many years and are not likely to find permanent employment.

In this paper, I combine insights from new economic sociology and social policy to investigate what role social networks, activation measures, and "fictional expectations" (Beckert 2016) play in overcoming long-term unemployment. Whereas social networks and active labor market measures have been studied extensively on their own terms, the relative importance of individual, social, and institutional resources remains widely unexplored.

I address this research gap by analyzing the labor market trajectories of 10,429 job seekers who have been unemployed for at least twelve months. To that end, I draw upon survey data from a large German panel study (PASS; see Trappmann et al. 2010) and apply survival data methods. Additionally, I illustrate those results using

firsthand experiences as obtained through biographical interviews with various long-term unemployed persons who ultimately found jobs.

The findings indicate that social networks play a major role in overcoming long-term unemployment and that job searching via social contacts is the most fruitful way to find a good job, whereas Germany's activation measures, by contrast, are largely insufficient to reintegrate the long-term unemployed, instead forcing them into bad jobs. Finally, there is also empirical evidence for fictional expectations that seem to guide some of the unemployed and induce proactive job search behavior. The interviews suggest that such work-oriented imaginations are reinforced by activation policies.

Professions, Occupations, Skills and Social Mobility

LUBS 1.03

Unfolding the Service Triangle: Resolving Tensions through Cooperation among Frontline Workers

W0013323

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In this paper, our concern is to direct attention to lateral relationships among frontline workers. As Lopez (2010) points out, attending to the relations among workers, managers, customers has come at the cost of 'obscuring the complexity of relations within each pole' of the service triangle. Furthermore, the interrelations between different occupational groups in services have mainly been looked at through a front versus back office distinction (Frenkel et al., 1999; Korczynski, 2004).

However, as Sherman (2005) stresses, the morphology of front-line interactive workers can reveal a considerable degree of internal horizontal differentiation. This is intensified by the evolution of service work underscoring a contradiction between a sales and service logic (Korczynski, 2002). Our paper shows how the organization of service delivery can enact this fundamental contradiction by bringing on stage two specialized customer-facing occupational groups holding divergent goals. We examine the informal cooperation tactics established by these groups, thereby enriching our understanding of service triangle dynamics.

Methodology: We investigated Investa, a French 'high street' bank controlling an extensive network of branch offices. Studying the banking sector makes sense given the profound transformation it has witnessed with the organisation of work being increasingly characterised by a sales as opposed to service orientation (Regini et al., 1999). To highlight the contradictions between these two orientations, we chose to focus on the complaint management process at Investa, which brought together two distinct groups of frontline workers who have to cooperate with each other in order to serve the customer: sales persons and recovery specialists. We conducted 51 interviews in these two groups and at various levels of the organisation.

Research findings: The study reveals the logic of organizing the customer relationship, the structural tensions it generates between the two customer-facing occupations, and the informal tactics they devise to deal with these tensions. The rationalization of customer relationship at Investa relies on recovery specialists concentrating on service whereas sales staff focuses on the commercial aspects of the relationship. Organisational rules oblige non-specialists to transfer claims they cannot satisfy to specialists.

In reality, they are not only sequentially but also functionally interdependent (Frenkel et al., 1999) and complaint handling requires some cooperation between them, nevertheless undermined by their different goals (e.g. sales versus service). This results in a fragile basis for cooperation which specialists especially try to preserve. They strive to demonstrate the existence of a common ground, and develop three relational strategies to do so, each strategy corresponding to a specific stage of the recovery process and engaging in different ways with the other poles of the triangle (management and customers).

An Alternative Banking Inquiry: Stories from Workers in an Industry in Crisis.

W0013454

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This paper explores how bank workers, who often go unnoticed, have negotiated their work identity as their organisation and industry have become transformed over the past four decades. The paper draws on broader research into the cultural transformations of a major bank and the stories of working life that are told throughout the

organisation. The stories are conceived as a grand-narrative of working life in one of the most instantly recognisable but highly misunderstood organisations.

The modern bank worker has many challenges to negotiate as they seek to identify the ever changing norms and expectations of being a successful worker. The recent global financial crisis turned the spotlight on banking and finance institutions which have become questioned for their actions over the past decade. However, this current public discourse on banking primarily focuses on the organisation structure and the decisions taken by the leadership. As a result, there has been little thought given to the vast majority of the workforce.

The 'ordinary' workers have spent almost a decade working in an industry that is facing constant criticism and calls for a changes to their 'culture'. As with most organisations in turmoil there is a risk to job security and the future can often appear uncertain. But, bank workers face increasing pressure from political sources and public opinion that has instigated reports and inquiries and the potential to be faced with retrospective regulation and questioning of decades old decisions. The paper argues that much of the public opinion is driven by a poor understanding of banks and their workers by forces and opinions external to the organisation.

The perception of banks in the public discourse is largely uninformed. This is perhaps as a result of them rarely being described beyond their financial and economic contributions. There is little regard given to the elements of bank culture as being the result of social interactions and responses to social norms. Public perceptions of banks as being special places of commerce are reproduced through imagery and discourse of the traditional bank which does not take into account that since the 1960s they have gone through an unprecedented level of cultural and organisational change.

The result is that banks have become less of a unique organisation and are now increasingly ordinary. The workers are no longer 'lifers' with carefully husbanded careers but modern individual workers who work in an industry rather than an organisation. The lack of understanding of banking organisations have made many of the current debates superficial and, as is starting to emerge (Luyendijk, 2015), have failed to find a solution to creating a sustainable future for banks. The paper argues that by failing to consider banking organisations as social as well as economic entities they can never be truly understood and real change can never materialise.

A Generation in Crisis? Young Graduates' Pathways in a Precarious Economy

W0013219

Bradley, H.

(University of the West of England)

Recent research on the graduate labour market has produced contradictory claims. On the one hand analysis of the DELHE data suggests that lifetime graduate premia remain marked and that graduates are less likely to suffer spells of unemployment. On the other hand the spectre has been raised of the 'graduate without a job' (Mason 2012) and the Future Track longitudinal quantitative study (Purcell et al 2013) study has found that numbers of students do not end up in graduate jobs, at least not of the traditional type, and other commentators have spoken of the emergence of a 'jilted' generation, trapped in low paid precarious jobs (Willetts 2012; Howker and Malik, 2010). Certainly in the poorer nations of Europe, from Greece and Spain to the post-Soviet societies, many graduates have joined the ranks of the precariat (Standing 2011; Bradley). In the British case the situation of graduates has certainly been affected by the imposition of the highest fees in Europe and the emergent housing crisis with private sector rents spiralling out of control.

These paradoxical scenarios are explored here through analysis of data from the Paired Peers Phase 2 study, which is exploring the entry of a cohort of 60 graduates into the labour market. The study, funded by The Leverhulme Trust, has tracked pairs of students matched by class and discipline from Bristol's two contrasting universities since their first year of under graduate study, and is now in its fifth year. Predictably, the graduates are now following highly differentiated pathways, with some achieving well-paid jobs, while others stumble in the lower reaches of the precarious economy. The research reveals the difficult choices facing these young adults: London is a magnet with tantalising employment opportunities, but high accommodation costs ensure that many graduates from working-class backgrounds are forced to return to their home towns and live with their parents. Others more adventurously set out for jobs abroad, while yet others crave to take time off for post-university travels. Faced with a turbulent economic climate, a long hours culture in top jobs and the disappearance of 'jobs for life', the research reveals an epidemic of stress and anxiety as graduates seek certainty and security in an insecure and uncertain global climate.

Professions, Occupations, Skills and Social Mobility LUBS 1.04

'It's Not Already Laid Out for You in a Small Company': Graduates' Experiences of Career Development in Small and Large Businesses

W0013593

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Government policy has been encouraging graduate employment in small firms (Sear et al., 2012) in light of the ongoing expansion in higher education. However, it is far from clear what effects business size has on graduates' experience of work and early career development. While it has been argued that firm size is not a main determinant of job satisfaction measures of the experience of work (Curran and Stanworth, 1981), more recent evidence suggests that firm size does affect employees' perceptions of the broader experience of work (Storey et al., 2010; Tsai et al., 2007). It is also generally accepted and asserted that small firms are likely to have more varied and flexible work roles because of less formalised division of labour (e.g. Tsai et al., 2007), and that graduates may be able to use this flexibility to their advantage to take opportunities to use and develop their knowledge and skills (Arnold et al., 2002). However, small firms are also perceived to be less likely than large companies to have formal career advancement pathways and internal labour markets to facilitate promotion (Belfield, 1999), which raises questions about the future employment outcomes of graduates who work in small firms in their early careers.

This paper uses the Futuretrack survey (Purcell et al., 2013) to investigate whether firm size affects graduates' experience of work and early career development, using statistical analysis and semi-structured interviews, and focusing on recent graduates employed in the associate professional occupations in small and large firms. While the statistical analysis showed little association between firm size and graduates' perceptions, the interview findings suggested that graduates in small firms initially progressed quickly but hit a 'career plateau' and had to move to another firm to further their careers. These interview findings have led to a new investigation, looking at recent graduates' employment trajectories using previous graduate labour market data (Class of '99 (Purcell et al., 2005) and Seven Years On (Purcell and Elias, 2004)) to test whether initial employment in small firms affects subsequent career progression. This research is currently in progress.

This paper contributes to the debate about the role of firm size in the experience of work, and argues that there is evidence of a 'pure' size effect on graduates' career development. While the main focus is on the UK, this paper argues that some of the findings will be applicable to other countries facing a large increase in supply of graduates and initiatives encouraging graduates to work in small firms. This paper also calls for further research, to look at how graduates can develop their jobs in small firms in different occupations and industry areas.

The Impact of Biographicity and Confidence on Youth Transitions in an Hourglass Economy

W0013492

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Pohl and Walther (2007) describe youth transitions as becoming more individualized, more uncertain, prolonged and diversified, as the decline of structure is accelerated by both flexibilisation and globalization. The young person is both allowed (where they have the entrepreneurialism and qualifications to take advantage of opportunities created by this shift) and forced (where the young person has qualifications which are not in demand and, therefore, limited choices) to make decisions regarding their own transitions. In this context personal choice becomes much more important, the responsibility for success or failure is transferred to the individual as they are compelled to invent their own adulthood. This process is particularly polarising in an hourglass economy

Success requires the ability to reconcile subjective needs with external possibilities in a reflexive way, which has been referred to as biographicity. Biographicity involves both an ability to plan and react strategically, and skills such as confidence and resilience. This process gives an illusion of control to the young person and can be mistaken as a fundamental reduction in social inequality but the differences in resources and opportunities, which align to socioeconomic background, ensure that the, long established, barriers to social mobility still remain, albeit in a much less visible way. A recent Sutton trust report (2016) suggested that confidence is one of three social skills which, together deliver a 25% higher chance of earning over £40k per year.. The report found significantly higher levels of these skills among more advantaged socioeconomic backgrounds.

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This paper argues that the decline of 'middling' jobs, i.e. quality work for non-graduates in the UK, does not just reduce structural opportunities, it also erodes biographicity for young person with 'middling' (level 2 and level 3) qualifications. This paper is based on a broader qualitative study that examines the experiences of these young people in the crux of their transitions into work. It explores the reciprocal nature of the young person's experiences and levels of confidence, questions whether the UK's polarised occupational structure actually requires or, indeed, wants confident young people for non-graduate jobs. Finally, this paper explores how fundamental confidence is to a young person navigating a challenging transition into work utilising qualifications with less purchase in the job market and, therefore, to what extent confidence is yet another layer of inequality in an already unequal system.

Exploring Institutional Habitus in the Development of Career Capital of Graduates

W0013401

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Graduate programmes are not new, but current interest in talent management highlights the value of developing high potential graduates with the capacity to become future leaders. Graduate development programmes can be seen to offer participants the opportunity to build career capital (knowing why, knowing how, know who) (DeFillipi and Arthur, 1994) to add to the educational capital that they have already accumulated. Whilst much of the existing work on career capital has a tendency to overemphasise individual effort, in this paper we respond to calls to contextualise discussions of careers (Iellatchitch et al., 2003). We aim to explore the development of career capital of graduates through exploring the interaction between individual and structure (Chudzikowski and Mayrhofer). Building on Bourdieu's (1984) work that attempts to combine structure and agency we apply the concept of institutional habitus to examine the development of career capital of graduates (Reay, 1998; Reay, et al., 2009; Burke et al., 2013). In doing so we aim to understand the social practice within graduate development programmes and consider the role of the individual in developing and deploying capital. Drawing on qualitative interview data from 45 participants in a UK public sector graduate development programme we propose that graduate schemes can be seen as a form of education as they serve as a transitional apprenticeship into organisations. We argue that institutional habitus forms learner identities leading to the establishment of a professional habitus (Andrew and Higson, 2014).

New Technology, the Green Economy and Sustainable Economy and Work LUBS 1.05

Negotiations and Compromises in Green Collar Work

W0013356

Pettinger, L.
(University of Warwick)

Environmental consultants work at a particularly contentious area of the 'zone of cohabitation and contestation' (Gibson-Graham, 2006) that makes up the multifaceted economy. They negotiate with large, eco-notorious and penny-pinching industrial companies to manage or ameliorate the effects of new developments or processes on local ecosystems. In a qualitative study of environmental consultants, it has been impossible to ignore the complexity of these negotiations and the compromises that they can entail: personal ethics, credentialised knowledges, affective entanglements and imperatives from nature - to care and to act - are important to making sense of doing green work. Understanding encounters with, for example, the lively threat posed by Japanese Knotweed, the diplomatic offering of 'bragging rights' to an airport authority, and the profound, if not always articulable ethical sensitivities of 'green collar workers', are revealing of some of the challenges and contingencies of care and conflict in 'greened' economic spaces. By understanding the processes and practices of existing ecological modernisation programmes, we are able to consider the possibilities for an alternate way of understanding socio-ecological relations.

Creating Sustainable Local Economies Through Redistributing the Global Value Chain of Bread to the UK: Developing New Business Models and New Ways of Working

W0013342

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(University of Birmingham)

Food is essential to life and over the last century there has been increasing mechanisation and industrialisation of the growing, processing, and retailing of food (Guthrie et al., 2006: 560). This has implications for issues surrounding economic, social and environmental sustainability. The movement towards localising food systems has become a global phenomenon as institutions investigate how we could minimise the impact of food production systems to create a sustainable food supply chain (Bauermeister, 2015: 1).

Drawing on the redistributed manufacturing debate, which emphasises a shift from global to local manufacturing as well as from large scale to smaller, more distributed production, we explore the constraints and enablers of relocating food manufacturing in the UK. In particular, we highlight new business models that could allow companies to operate in localised, sustainable food supply chains. These new business models provide opportunity to relocate labour processes through the use of varied employment and voluntary work systems contributing to regional economic development.

For a sustainable food system technology plays an important role alongside social and economic factors (Sage, 2012). Technological change can alter economic activities by introducing new ways of organising production inside and between firms, new resources and new uses, and new skill requirement.

The redistributed manufacturing model advocates new technology being able to secure efficiency to locally embedded small-scale manufacturing firms addressing market niches of uniquely customised or small batch demand - for example organic artisan hand-made bread.

We explore two specific case studies – in the regions of Oxfordshire and Cambridgeshire (UK). We utilise a qualitative approach combining a) a meta analysis of relevant literature to set the context with b) primary data collection across business and institutional stakeholders along the value chain.

Our findings suggest that when adopting a value chain approach, considerations on sustainability advocate that relocating food manufacturing is desirable and possible but only for certain components of the value chain – for example regionally growing raw ingredients and final manufacturing. We are not suggesting that all bread consumed in Oxfordshire and Cambridgeshire can or should be manufactured by local small mills and bakeries, but that it is worth considering alternative business models in bread manufacturing that should be allowed to grow to their maximum capacity and generate local jobs. In redistributing food manufacturing and relocating employment it is possible to create hybrid systems of work whereby paid and voluntary work contribute to the delivery of the end product. Such relocated bread making value chains can co-exist with more centralized mass production.

Any business model must allow for regional variations based on supply chain actors' locality, resources, core competence and identified constraints. The work is of particular interest to policy makers interested in regional job creation, creating resilient rural economies, food traceability and quality, as well as environmental sustainability. Future research should explore the feasibility of redistributing other staple foods such as lamb, dairy and vegetables.

This Changes Nothing: The Old Villains and New Heroes of Agroenergy

W0013525

Garvey, B., Stewart, P., Aparecido Souza, E., Mendonca, M.
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Amidst economic, climatic and environmental uncertainty, leading energy and food corporations have called on national and international institutions and their incentives, the fluidity of international finance and powerful policy discourses to reconfigure themselves as the new heroes of low carbon, sustainable futures. Hence rather than represent a break from incumbent models of unsustainable resource extraction and labour exploitation the descendants of 19th century sugarcane and grain plantations and the merchants that scoured the sea for oil called for by Naomi Klein among others, institutional response to climate crisis has resuscitated the fortunes and image of these old villains. The ascendancy of monetary values following the 2008 financial crisis has ensured that new commodity trade in the green economy keeps firmly intact petroleum based infrastructures and workplace, regional and transboundary inequalities.

Analysis of the convergence of the multinational energy and food companies, Shell, BP, Petrobras and Cargill on the Brazilian agroenergy frontiers and their fusion with large land owning interests demonstrates how the marketing of these new heroes of the green economy have deepened unequal access to land, water and work in the new spaces of sugarcane based ethanol production. Research conducted between 2012 and 2015 with labourers in the commodity chain, landless labourers and 'campesino' farmers in south-west Goias State of central Brazil demonstrates how a tripling of international investment in the sector in just three years, a 700% increase in land cultivation for ethanol production accommodated, negotiated and contested by rural workers and their communities. Aside workplace resistance of salaried workers are distinct territorial struggles underpinned by contemporary 'cultures of resistances' with distinct forms of work organisation, social and cultural activity, to agroindustrial expansion. Hence, their (Re-

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)existence reaffirms a confrontation with industrialised monocultural activity in order to territorialise and reproduce their distinct spatial and socio-cultural elements that underpin new visions, practices and possibilities for agrarian reform.

New and Old Inequalities

LUBS 1.06

Experiencing Europe's Changing Worlds of Work: Intensity, Insecurity, Intrusion and Income Stress in Workplace Regimes

W0013474

Healy, A., Erbe, O., Riain, S.
(Maynooth University)

This paper examines workers' experiences of work along four dimensions of work 'outcomes' – intensity, intrusion, insecurity and income stress. Much has been written regarding the different outcomes associated with varying forms of work organisation. These include the intensity of work (e.g. Gallie and Zhou, 2013), work-life balance (e.g. McGinnity and Russell, 2015), precarity of employment (e.g. Schwander and Häuserman, 2013) and a vast literature on wages and income inequalities. While there are increasing interconnections between these literatures, much remains to be done to tease out how these different dimensions of work outcomes are inter-related, specifically, how they may reinforce one another or be traded-off against one another. Such trade-offs and vicious and virtuous circles are rooted in the mode of work organisation itself and we analyse how different forms of work organisation generate different combinations of outcomes, in different institutional contexts.

This paper uses the European Working Conditions Survey to examine workers' experiences of work from 1995 to 2010 along these four dimensions of work 'outcomes' – intensity, intrusion, insecurity and income stress. It identifies 10 workplace regimes (based on latent class analysis of variables representing the labour process and time structure of work) which includes long established modes of work organisation, such as variants of Simple and Taylorist work, and more 'modern' production systems such as Lean and Learning work (see Appelbaum and Batt, 1994; Lorenz and Valeyre, 2005). We then explore these trade-offs in greater detail by examining which aspects of work organisation affect different outcomes in different regime. For many employed in regimes that extend work beyond the standard work week ('extended jobs' that require anti-social hours and extra working hours) there are also a relatively high level of 'control'-mechanisms (e.g. production norms and deadlines) associated with the job. Generally, these employees are experiencing increased intensity and intrusion (less work-life balance) than those who have more standard hours and higher levels of autonomy. We also then explore under which conditions these stressful workplace outcomes translate into job satisfaction and dissatisfaction. We will be focusing particularly on the differences between the 'Learn' regime that dominated social service professional work and the 'Learn Extend' regime which is prevalent among private sector managers and professionals, as many workers in 'Learn Extend' regimes appear to be satisfied with their jobs despite high levels of intensity and intrusion.

All (Dis)Quiet on the Western Front: Rural Life and Death on Brazil's Commodity Frontiers

W0013702

Mies Bombardi, L., Garvey, B.
(University of Sao Paulo)

Brazil's 21st century reversion to primary commodity production for export has been reflected in a tripling of international investment in mining, agriculture and 'agro-energy' in just three years (2008-2011) and a greater role of soya and sugarcane production in the economic matrix. Brazil is the world's leading exporter of sugar and ethanol (a petroleum substitute made from sugarcane) and is also the second largest exporter of soybeans and corn, with countries of the European Union a key destination. Linked to the modernisation and developmental policies of Brazil's Workers Party in alliance with large corporate interests, the massive scale, monocultural production model has seen the area under soybean and sugarcane increase by 38% and 111% between 2002 and 2009. Increased regulation by public ministries in line with market certification for export has sought to tackle some notorious, 'old' practices in specific sites of production, such as reducing fatalities linked to manual harvesting and routine use of fire in sugarcane cultivation. However, these changes that have been widely praised and publicised by a range of public and corporate institutions (for example by ILO, EC, UNEP, UNICA) mask both a deepening of highly unequal capital-labour power relations as a result of organisational and investment strategies by major energy and grain corporations, and the exposure of rural workers and their communities to new risks linked to the industrialisation of agriculture.

This paper combines a spatial and temporal analysis of public data and interviews with workers on the agro-energy frontiers to bring a focus to the social implications of Brazil's position since 2008 as the world's greatest consumer of

'agro-toxins', the (hydrocarbon based) chemical inputs used in crop manufacture, preparation, planting, pest control, treatment, enhancement and maintenance. Their import has been key to both the expansion and intensification of production with 50% used in soya cultivation, closely followed by corn and sugarcane. They have also been linked to around 25,000 cases of pesticide poisoning and 1186 deaths in the country between 2007 and 2014 reported by the Ministry of Health of Brazil: an average of one death every 2.5 days. Whereas accidents are the main cause of poisoning in urban areas, the categorisation of most rural cases, even where children are concerned, as 'occupational' hazards points to the unacceptable exposure of labourers and their families working in or near agroindustrial operations.

This is borne out by collected testimonies of employees for multinational corporations including Shell, Petrobras and Cargill, and those of adjacent 'camponese' peasant families in the new frontiers of soya and ethanol production in Goiás state, central Brazil. They are among the thousands of peasants, rural workers and their families being poisoned annually that are pointing to emerging correlations between increasing pesticide use, exposure and suicides, and explaining why the 'rural development opportunities' promoted nationally and internationally are being most vigorously resisted by the very subjects that agroindustrial modernisation was purported to benefit.

Hierarchies at Work and Health: Case of the Tea Plantation Sector in Darjeeling

W0013467

Rasaily, R.
(Ambedkar University Delhi)

The tea plantation estate sector and populace in Darjeeling was a creation of a socio-historical and political process during colonial rule. Scholars like Nandini Bhattacharya and Sarah Besky have centred their research on Darjeeling. The former elucidating colonial medical discourses through a demarcation between the hill-station and plantation enclaves and reconfiguring the notions of value of labour, place and tea by understanding the processes of fair-trade certification in the post-colonial context by the latter. This paper premised within a labour history perspective is based on an empirical study of a tea estate in Darjeeling district of West Bengal. It attempts to elucidate through the social indicator of health, understood as a socially produced phenomena; associations of social hierarchies at work and health. By examining across hierarchies at work embedded in the social locations and identities some of the research questions raised here are - is caste a significant factor for workers' continued material conditions? Or does factoring in other capability deprivations such as literacy and lack of alternate employment opportunities prohibit or generate mobility? And can health be used as a tangible measure to indicate these questions? Despite Darjeeling tea as a highly priced commodity in the international market, workers' trade-offs are significant as far as their health conditions are concerned. By tracing workers' historical and material conditions this paper argues that health has to be socially construed in understanding disease causation in set geographies. Patterns of self-reported morbidity are reflective of the social conditions at work in such plantation enclaves. Self-perceived work-related illnesses and diseases such as anemia, tuberculosis, fevers and so on as reported by workers are examined to draw associations with work and living conditions, wages, access to health care and social support systems. Administrative responses to conditions of work and health appear piece-meal and were historically subject to inoculations and famine foods as a buffer. However, I argue here that the workers' lived experiences are juxtaposed with the way management perceives 'welfare' as opposed to societal responses to periods of crises emanating from their own subjectivity of histories of subjugation and denial. Caste based associations as social support systems act as a vital community response in mitigating everyday crisis in such enclaves. The contemporary social relations in such economies and societies are worth examining by locating workers' health and well being. In the present context of changing labour and capital relations, the political economy of health is a pertinent factor that needs to be addressed in contemporary literature.

Gender, Work and Social Reproduction

LUBS 1.09

The Economic Crisis and Women's Part-Time Work: A Case Study from a Hungarian City

W0013015

Kispeter, E.
(Institute for Employment Research, University of Warwick)

This paper explores how the financial and economic crisis and government policy impacted on mothers' decisions about combining paid work and childcare in a Hungarian city. It focuses on the experiences of mothers who worked in

part time and/or flexible jobs during the crisis and compares the arguments which working and middle class mothers used when they talked about their decisions.

In Hungary the employment rate of mothers is more than 30 percentage points lower than that of non-mothers. This gap in employment can be explained by the lack of both part time jobs and day care places for children under the age of three. Part time jobs became more easily available to mothers when the economic crisis prompted employers to reduce the working hours as a way of cutting labour costs. The analysis is based on focus groups conducted in a city which was strongly affected by the crisis. Mothers of young children benefitted from this trend, especially as their inclusion in paid work was further supported by financial incentives to employers who hired employees returning from the parental leave.

The paper argues that some mothers benefitted from the financial crisis: they found it easier to secure part-time employment, which matched their motherhood ideologies. At the same time, the crisis shaped the ideological context of work-care decisions and made it easier for mothers who wanted to work for pay to resist societal pressures and return to work from the parental leave earlier than they were expected.

The (Re)Production of Employment Conditions for Migrant Care Workers: Cross-National Perspectives

W0013689

Charlesworth, S., Malone, J.
(RMIT University)

The marketisation of care has proceeded at a different pace in different countries across the OECD and in different care sectors within countries. These diverse care regimes shape employment outcomes both directly and indirectly. Working conditions are also influenced by the gendered nature and composition of care work and by employment regulation that provides labour minima for care workers, both of which reflect the partial recognition of care work as 'work' (le Bihan 2012). Care workers are also more likely to be migrants than workers in other sectors, with some countries directly recruiting migrant 'low-skilled' care workers and others relying on existing older and newer migrant populations to undertake care work (Shutes & Chiatti 2012; Howe 2009). Further, some groups of migrant care workers experience particular disadvantage not only because of their migrant status but also because of the process of migration (Boese et al 2013; Anthias et al 2013).

The between country differences in the presence of migrants in care work are linked to social policies and care regimes (van Hooren 2012). However, it is the intersection of these regimes with national employment and migration regulation (Williams 2012) that shapes migrant care workers' employment conditions. In this paper we draw on a cross-national study of Australia, the Netherlands and the United Kingdom, countries with different historical, policy and regulatory frameworks that structure the working conditions of care workers more generally and of migrant care workers in particular. We focus on how precarity can be created for migrant care workers in these different national contexts. We ask whether some forms of employment, care and/or migration regulation work to better protect migrant care workers or expose them to additional risks in employment.

Working on the Crisis of Social Reproduction: Gendering 'Useful Work' in South Africa

W0013486

Fakier, K.
(University of Stellenbosch)

The core argument of this paper is that working class households in South Africa face a crisis of reproduction. (Fakier and Cock 2009) Although the paper focuses on South African communities with a particularity that derives from the legacy of apartheid; the crisis of work combined with inadequate state provision, the HIV/AIDS pandemic and the international phenomenon of rising prices for basic needs are all issues of concern for many scholars of work and feminism.

With an unemployment rate close to 40%, South Africa has the twelfth highest unemployment rate in the world (Statistics South Africa 2013). The establishment of an employment guarantee scheme, the Community Work Programme (CWP) promised to provide regular access to a minimum level of work, on a predictable basis, as an employment 'safety net' for the unemployed. (Philip 2010) This paper draws on mixed methods research conducted in four South African communities between 2011 and 2014 on how households these communities and CWP experience the implementation of this programme.

The first part of the paper presents the findings of surveys in three different communities where participants felt that the programme contributed to greater social cohesion, safety and greening of their communities. The employment opportunities, however, are low paid, part-time and do not lead to long-term sustainable jobs. In a context where traditional, low-skilled jobs for men have disappeared, there is relatively low uptake of these opportunities by men;

leading Ferguson (2015) to dismiss these employment opportunities as work for women at low wages. He suggests that South Africa should rather expand its current expenditure on social grants to unconditional transfers for all.

In contrast, the paper argues that current social expenditure is skewed towards cash transfers for the poor with little or no support for the care needs of South African communities. In this vein, the second part of the paper draws on in-depth and focus group interviews, and observation specifically on care work of the CWP, which seen to enhance an ethic of care and support for vulnerable members of these communities. This work is deemed 'socially useful' by community structures consulted by the CWP. The usefulness and need for these services relate closely to the responsibilities neglected by the national departments of Health, Education and Social Development which in a move towards 'developmental' social welfare rely on communities, and especially women, take care of their own.

By design, the CWP offers a degree of defamilialisation through providing income opportunities for women in care work, but at the same time it bears the danger of deepening the crisis of social reproduction by placing care responsibilities on participants of the scheme. In conclusion, while the women engaged in care work with dedication and pride- often supplementing their activities with their own funds - they are ill-equipped to deal with the need for care. Ultimately, the programme is only able to provide suboptimal care for the poor by the poor.

In and Out of Work Poverty / Precariousness

LUBS 1.31

The Self-Employed Precariat in a Post-Crisis Fragmented Labour Market

W0013361

Dobbins, T., Davis, H., Plows, A.
(Bangor University)

The deindustrialized and deregulated UK labour market has been increasingly exposed to the 'shock doctrine' of neo-liberalism (Beck, 2009; Klein, 2007; Crouch, 2011) in an era of market fundamentalism (Burawoy, 2013). The labour market has undergone significant restructuring and is characterised by flexibilisation, fragmentation, feminisation, financialisation- what Rubery (2015) calls the four 'F's'.

If we insert the four 'F's' into the enduring legacy of neo-liberalism after the 2008 financial crisis, evidently the labour market experience of many workers is one of high risk (Beck, 2009), precariousness (Standing, 2011), and less security than the standard employment relationship (SER) (Adams and Deakin, 2014); whatever the government claims about the quantity of jobs created since the crisis.

Given this political economy context, the contribution of our exploratory research is to uncover the underexplored experiences of the self-employed (SE) (those in work who provide services but do not have an employment contract). The SE comprise an expanding proportion of those in work. In 2014, 15 per cent of the UK workforce, an all-time high of 4.6 million, were categorised as self-employed, up from 8.7% (1.9 million) in 1975 (ONS, 2014).

We are interested in examining self-employment as an expanding proportion of the labour market. In particular, identifying where (and why) self-employment is precarious/about having to 'make do and mend' (e.g. in peripheral regional labour markets following redundancy). We will critically analyse self-employment, through a lens of precarity, by exploring the meanings and experiences of self-employment from the perspectives of people themselves.

Precarious Work, Insecure Labour and the Harms of Capital

W0013523

Lloyd, A.
(Teesside University)

This paper will explore the reality of working in the low-paid, insecure service economy within an area of almost 'permanent recession' in the North East of England. Drawing upon a number of previous studies into precarious work (Warren 2015, MacDonald and Marsh 2005, Shildrick et al 2012, Silva 2013), this paper will position new empirical research within existing literature but attempt to move into new territory by attaching a theory of 'social harm' to evidence drawn from the workplace. The data within this paper are drawn from an ongoing ethnographic study of the service economy in a town in the North East of England. In particular, 15 semi-structured interviews with employees from a range of service occupations (call centres, retail, leisure, food services, night-time economy) form the bulk of this data and build upon conclusions and findings from earlier research in this field (Lloyd 2012, 2013, 2016, forthcoming). Findings indicate respondents floating between low-paid, insecure, flexible contracts, facing pressures and anxiety both at work and in general, manifesting in some cases through the emergence of a number of mental

health issues. Service sector jobs largely function through the pursuit of targets, heaping pressure on employees and resulting in antagonistic management practices that serve to distance employees from affinity to the company. Workplaces are competitive rather than displaying solidarity whilst work itself becomes instrumental in paying bills and facilitating exertions into consumer fields. Planning for the future is either difficult or postponed entirely; respondents acknowledge the complexity of their situation and display a 'capitalist realism' (Fisher 2009) that suggests there is no alternative and the best one can hope is to muddle through. These findings are framed within a theoretical context of social harm that highlights how the normal functioning of global capitalism perpetrates systemic violence upon young people engaged in flexible, insecure labour markets. Utilising a core-periphery model that suggests capitalism's generative core has eroded the regulatory jacket of social-democratic institutions that once acted as a bulwark against the iniquities of amoral capital, this paper will ultimately argue that destructive harms are inflicted upon individuals through the 'normal' routine functions of work.

Accounting for Decent Work: The Challenges of Incorporating Social Value Considerations Into Public Procurement

W0013601

Johnson, M., Humphrey, C., Qiu, Y., Koukiadaki, A.
(University of Manchester)

Since the 1980s, public sector reforms in the UK have emphasised the importance of adopting 'private sector practices' such as devolved decision making and financial accountability, and the use of market mechanisms and outsourcing to control costs and drive up standards (Bach and Kolins Givan 2011; Hood 1991; Walsh 1995). There is however extensive data to suggest that large contracts with private providers may not provide 'better' or more efficient services - rather unit costs are driven down through: lower pay and conditions; the use of contingent contracts such as temporary agency work and zero hours contracts; and increased managerial control of work regimes (e.g. Colling 1999; Escott and Whitfield 1995; Gill-McLure 2013).

During a period of significant and ongoing public sector austerity, budget holders are expected to do 'more with less', but at the same time, find themselves struggling to reconcile their financial obligations with that of the distinct public sector orientation towards notions of social value which may include: a commitment to providing ethically managed and high quality services; the meeting of citizen needs; and safeguarding decent working conditions for public servants throughout the supply chain. On one level this reflects the longstanding tension between the accumulation and legitimisation roles of government (O'Connor 1973), but the reorientation of the public sector towards the goals of 'economy, efficiency, and effectiveness' raises deeper questions about the role of public sector financial professionals in serving the 'public interest'.

The fact that around half of all local authorities have taken steps towards a living wage for their in-house staff suggests that there is still scope for 'non-economic' considerations to be taken into account when making business decisions. However, the comparative failure of public procurement processes to formally incorporate (or cost) living wages into contracts for core services such as social care, and the difficulties in tackling other forms of precarious and contingent work such as zero hours contracts suggests much work remains to be done. Drawing on Sen's (2009) notion of justice which is established in terms of 'degrees' rather than a binary 'true/false' outcome, this conceptually driven paper seeks to explore the nature of the normative spaces within which finance and accounting professionals operate, and the opportunities and obligations to consider broader issues of social value in heavily financialised processes such as public procurement.

Through an analysis of the changing nature of local government budget setting and procurement it explores three key questions:

What role is there for 'finance' as a mechanism for achieving social value such as good quality services and decent working conditions?

How might actors within the finance and accounting system both contribute to and undermine redistributive processes within organisations and across wider society?

Why are adverse employment impacts not incorporated into business decisions to the same extent as other corporate social responsibility (CSR) and environmental impacts?

In and Out of Work Poverty / Precariousness

LUBS 1.32

Reducing Precariousness in Strongly Regulated Labour Market

W0013608

Refslund, B., Trine Pernille Larsen
(Aalborg University)

While the Danish labour market is traditionally understood as a highly regulated and unionised industrial relations system with comparatively low levels of precarious work, there are also areas of less regulated employment with precarious working conditions; especially labour migrants often from Central and Eastern European countries are exposed to precarious working conditions and wages in certain industries. This paper reports the Danish findings from a comparative research project on precarious employment (Precawo - Reducing precarious work through social dialogue). After discussing the scope and development of labour market precariousness in the Danish context, the paper presents more detailed results from three case studies that investigate different ways the Danish labour market and IR-system is approaching the topic of precarious employment.

The case studies emphasise various dynamic developments in the labour market and among the key actors in the labour market on how to deal with precarious workers, which are often not covered by collective agreements, union representation etc. A key case study is the use of various social clauses and clauses on wages and working conditions in public projects and in public procurement. The application of these clauses is becoming very widespread in Danish public procurement in construction, cleaning, transport and other services often affected by price pressure, low-skilled work and precarious employment. This case reports from a study that has been conducted in the municipality of Copenhagen, which has been at the forefront of applying social clauses to public work in Denmark. The case study includes interviews with unions, employers association, companies, and the responsible administrators in the municipality as well as auditors from the private company in charge of auditing the municipality's social clauses.

Another case study deals with the inclusion of temporary workers in the Danish IR model and how a joint union and employers' association task force in manufacturing are working on reducing the use of temporary workers in Danish manufacturing companies. The last of the three case studies in the paper investigates the dynamics of a very successful union recruitment project among Romanian migrant workers in a certain region of Northern Jutland. Here the low-skilled workers' union have succeeded in organising the migrant workers as well as signing collective agreements with several of the firms mainly employing the migrant workers. So this case study investigates how unions can organise precarious workers.

Ultimately the paper sums up the results from the three cases and also discuss the comparative dimension of the overall research project, where there are results from five other European countries. The preliminary Danish results indicate that the unions and the industrial relations (IR) system is actively trying to extend the scope of the IR system in order to better include workers in precarious positions and precarious segments of the labour market.

Individual Potential for Making a Most Unlikely Transition: Getting a Job After Years of Unemployment and Social Benefits Receipt

W0013561

Kuesters, I., Hirsland, A., Kerschbaumer, L.
(Institute for Employment Research, Nuremberg)

Long term unemployment (lasting longer than one year) in itself reduces the chances of regaining a job substantially. When long term unemployment is combined with other job placement preventing impediments like low education (school/vocational), poor health (especially chronic illness), advanced age (50+), immigrant status, and motherhood or care for other relatives, the chances of regaining employment decrease to nearly nil (Achatz/Trappmann 2011). In Germany, for example, over the last years there remains a stable number of long term unemployed at about 1 million (Statistics of the Federal Employment Agency 2016). These long term unemployed have not profited from a generally quite prospering labour market situation as most short term unemployed have (according to FEA statistics). Instead, they are faced with years of continuous benefit receipt or years of precariousness in which they slip in and out of short term employment and experience work poverty – a persistent state of crisis for a considerable part of society. Almost two thirds of all job seekers have multiple impediments which hinder a successful transition from welfare receipt back to work (Achatz/Trappmann 2011). Prospective employers are unlikely to hire long term unemployed with additional impediments because they evaluate potential employees on their negative signalling (like for example low education) (Arrow 1973, Bills 2003, Spence 1974).

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But some findings in the IAB panel study "Labour market and social security" (PASS) (Trappmann et al. 2013) show that unlikely does not necessarily have to mean impossible. A small number of people with multiple impediments are still able to find reemployment after years of benefit receipt. In the seventh wave of the panel study a number of 66 people could be identified who found a job which provides them sufficient income to cover all requirements of an ordinary lifestyle – a transition out of welfare completely "against the odds".

The research presented here follows these "success stories" of unlikely transitions back from long term unemployment into work. In a mixed-method design the cases are sampled from the panel survey and researched in-depth by qualitative interviews and qualitative software supported network analysis. The analysis explores factors for the exits from welfare in two complementary perspectives: individual biographical resources and the overall contexts and actor networks. We discuss the question in how far these transitions have to be considered as random chances, but mainly our results show that certain biographical resources like habitus of network use, a set of uncertified skills and a distinct way of dealing with own impediments is crucial for these unlikely but successful transitions.

Punishing Jobseekers? UK Jobseekers' Lived Experiences of Support and Sanctions

W0013546

Stewart, A., Wright, S., Fletcher, D. R.
(University of Glasgow)

A defining feature of UK welfare reform has been concerted moves towards greater compulsion and sanctioning which has stimulated much academic debate. Wacquant (2009) has argued that welfare reform is part of a symbolic and material apparatus to exert new forms of social control over populations increasingly marginalised by economic transformation and welfare state retrenchment. This has resulted in the 'double regulation of the poor' through the introduction of workfare and the expansion of the prison system. Workfare seeks to reinforce the acceptance of chronically insecure low paid work through reforms of the public employment service that have shifted resources away from training programmes towards low-cost measures for immediate job preparation, increased the surveillance of Jobseekers' behaviour, and introduced tougher benefit sanctions. However, these ideas were developed with close reference to the US case and it has been argued that the strength of his theorisation may outweigh the evidence. Consequently, this paper draws upon a series of interviews conducted with Jobseeker's Allowance claimants to explore the salience of Wacquant's ideas to the lived realities of the unemployed. The data presented in this paper was generated from an ESRC-funded study (2013-2018) of the efficacy and ethicality of welfare conditionality in England and Scotland (see: www.welfareconditionality.ac.uk).

Social Movements, Unions, Representation and Voice

LUBS 1.33

Phansi Labour Broking, Phansi! The Mobilisation of Precarious Workers and the Changing Labour Relations Landscape of Post-Apartheid South Africa

W0013289

Runciman, C.
(University of the Witwatersrand)

The trade union movement in South Africa has encountered what has become known as a 'paradox of victory'. While the Congress of South African Trade Unions (COSATU) was central to the defeat of apartheid, in a post-apartheid South Africa COSATU increasingly traverses difficult organisational and political ground that has seen it move increasingly away from organising its traditional base of industrial workers. Furthermore, COSATU-aligned unions have generally failed to organise the increasing number of casual and precarious workers that, like in many other countries, have come to dominate large sections of the labour market. On the 1 April 2015 new amendments to the Labour Relations Act came into force which limit temporary work to work of a genuinely temporary nature. Labour broker and fixed term contract workers must be permanently employed after 3 months, by the client company in the case of labour broker workers and by the contracting company in the case of fixed term contract workers. In both cases, the newly permanent workers must enjoy similar wages and benefits as other permanent workers. This is a significant step forward in the rights of precarious workers however, the failure of trade unions to organise such workers has meant that other actors have taken up the challenges of mobilisation. This article presents a case study of the Casual Workers Advice Office (CWAO) based in Germiston, Gauteng. CWAO, a non-profit organisation, has been at the forefront of efforts to popularise information about the new rights and to assist workers to mobilise. To date, CWAO has been responsible for referring over 80% of all the cases presented to the Commission of Conciliation, Mediation and Arbitration (CCMA) in Gauteng alone, accounting for nearly half of all cases nationally.

Based upon qualitative interviews with workers and participant observation in the bi-weekly workers assemblies convened by CWAU, the article traces the ways in which workers have been responding to the new rights both within individual workplaces and collectively in the workers assemblies. The analysis presented will examine how these new forms of organising are fundamentally shaped by the changing relations of neoliberalism and draw upon social movement theory to present an analysis of the repertoires of collective action being deployed by this section of workers, which are usually characterised as 'difficult to organise'. The study of the South African case thus seeks to empirically and theoretically contribute to literature on innovations in collective action amongst precarious workers.

Precarious Work, The Struggle For Jobs And Inter-Union Conflict In A Globalized Industry

W0013297

Chen. G., Shan, D.
(Seafarers Research International Centre)

This paper analyses the contradictory interests between a seafarers' union affiliated with the International Transport Workers Federation (ITF) and an unaffiliated seafarers' union, and asserts that both types of unions' members are losers in a globalized industry of 'footloose' capital.

Shipping is one of the most globalized industries, and seafarers are often compelled to live and work in precarious and risky conditions. Just as shipping capital has been globalized, so seafarers' organizations have also been compelled to operate globally to mitigate these conditions. One of the most prominent of such organizations, the International Transport Workers Federation (ITF) works directly with national unions. Although the ITF has managed to minimize conflict of interest between various national unions by reframing its flag of convenience (FOC) campaign objectives, inter-union conflict within the global federation remains. In particular, conflict arises between unions in maritime capital countries (traditional maritime nations which host leading shipping companies) and those in labour supplying countries (which offer usually cheap crew), as well as between ITF-affiliated unions and non-affiliated unions. Today, the ITF's agreement covers about 80% of the world's ports, which undoubtedly enables the ITF to protect the seafarers' rights of its members, but this may well be at the price of the rights of non-affiliated union members.

Through a case study of Australian cabotage, this paper analyses such conflict in the maritime labour sector. In this case, the Australia-flagged vessel M/V Portland, manned by 19 Australian seafarers and operating between Australia ports, was removed from the Australian coast and scrapped in Singapore. The company that chartered M/V Portland replaced it with the Panama-flagged vessel M/V Greenery Sea, crewed by Chinese seafarers.

The ITF-affiliated Maritime Union of Australia protested the displacement of Australian workers by foreign workers, and in its efforts to protect Australian seafarers' jobs, took a series of steps to resist the foreign-crewed ship. However, the impact for Chinese seafarers on board M/V Greenery Sea was not taken into account by the ITF because the Chinese seafarers' organization is not an ITF affiliate. The globalized nature of the industry therefore enabled Chinese seafarers to 'steal the jobs' of local Australians, thus giving some advantage to the Chinese seafarers in terms of job opportunities; however, it would be wrong to suggest they are the overall winners in this conflict of interests, since they are compelled to labour under very poor conditions, unprotected by the international federation.

Protest and Conflict in Times of Precarisation: The Strike in Movistar's Contractors in Spain

W0013368

Lopez, M.
(University of Huddersfield)

The presentation analyses the protest and strike of Movistar's contractors in Spain. In 2015 maintenance technicians from different levels of contractors started a strike to fight against the reduction of the price of work by Movistar. This strike showed different characteristics that differentiate it from traditional strikes in Spain. The strike lasted for 9 months in a country where strikes are institutionalised and are normally restricted on time. The boundaries between different formal types of workers was blurred, as some self-employed and owners of second level of contractors join the strike. The strike was organised by an assembly and organised towards direct communication (normally using social media) between workers from different territories, in a sector where unionism presence in the workplace is weak. It was a fight for recognition, first, because the company didn't recognise the workers' assembly as an actor legitimated to negotiate; and second, because their claims were against the main company and not the contractors/outsourced companies. And finally, it used tools and repertoires of protest related to social movements, such as occupations of public spaces, use of social media, pressures to the political power, and actions to damage the brand image. The strike was suspended (not cancelled) at the end of 2015 as a bargain process started in different regions. The workers started new measures of pressure at the beginning of 2016.

The findings are based in information obtained from documents produced by the workers on strike and from interviews to participants in the strike, organisers and file and rank unionists. The findings enhance the knowledge about labour

protest in the context of austerity and precarisation. First, they reveal that main unions, with very low presence in these segments of the labour market, were not able to enter a process of negotiation through the established institutional channels. This conflict shows how their capacity to negotiate has been jeopardised by employers, who refused to negotiate, and by the workers, who did not recognise them. Second, the company reaction exacerbated and radicalised the conflict, moving it from an economic conflict to a conflict about dignity and respect. Third, the importance of existing political traditions appear as crucial. This is the case of the protest in the area of Barcelona, where the movement connected by existing social movements and a fluid communication and transfer of practices existed. These practices from social movements seemed especially useful in the context of lower institutional and regulatory power of unions and where work is extremely fragmented. Finally, it suggests the importance of the participation in the mobilisations to restore a collective identity in a group characterised by fragmented professional identities..

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'Selling Yourself' – Self-Commodification, Performance and the Unpaid Labour of Job-Seeking

W0013317

Cartwright, L.

(University of Leeds)

Since the 2008 recession, the deeper entrenchment of neoliberal management practices and associated labour market uncertainty has increased competition for jobs, particularly for those 'good' jobs that may facilitate upward career progression and development (Goos and Manning, 2003). This oversupply of labour has enabled recruiters to devise more extensive ways of examining candidates in the recruitment processes, even for entry level sales, customer service and administrative roles (Randstad, 2013). Job-seekers now face a succession of tasks beginning with the standard application form, through to interviews, role-play exercises and aptitude tests. Faced with an abundance of similarly qualified applicants, the ability of candidates to 'sell themselves', packaging their skills, experience and personality into a marketable resource therefore becomes vital to success.

From the necessity to inflate mundane work tasks into a moment of 'personal epiphany' (Southwood, 2011:60) to the requirement to give a polished performance when being observed at assessment centres, the entire recruitment process is premised upon candidates engaging in various forms of 'emotional labour' (Hochschild, 1983). Prospective employees are compelled to craft an artificial impression of themselves that must at the same time appear credible, genuine and authentic. The task of job seeking has thus become a job in itself, requiring the investment of much time, energy and resources for which there is no payment and often no reward (Standing, 2014; Streeck, 2014).

This paper will examine the realities of job-seeking and recruitment for a group of young people at a time of economic uncertainty. Using qualitative data obtained via interviews with a group of young temporary workers, it will illustrate the complex nature of contemporary recruitment practices and the anxieties that accompany this compulsion to routinely 'sell yourself'. Despite labour market policy focusing overwhelmingly on 'employability', and the need for candidates to take responsibility for ensuring they possess the relevant skills, qualifications and experience, I will argue that this does not account for both the current oversupply of labour, and the unequal allocation of power that exists within the contemporary employment relationship. I will argue that applicants should be offered some form of financial recompense for the significant amount of time spent completing forms and attending job interviews under a recognition that such tasks constitute a form of 'work' (Standing, 2014). Finally, I will demonstrate how young people stuck on the 'merry go round' of application-interview-rejection, begin to internalise feelings of failure and despondency that can have a damaging impact on self-esteem and feelings of personal worth.

Rethinking the Sociology of Self-employment

W0013611

Cohen, R.

(City University)

Since the 2008 recession, increases in UK employment have been entirely accounted for by rising self-employment. Currently the self-employed comprise about 15 percent of the labour force (the highest it's been for over 40 years). Yet returns to self-employment have dropped (Office for National Statistics, 2014). This paper considers this phenomenon, both empirically and conceptually, and asks where we are with the sociology of self-employment

Following the last rise in self-employment in the 1980s there were a flurry of sociological analyses (c.f. Bögenhold and Staber, 1993; Cromie and Hayes, 1988; Goffee and Scase, 1983; Meager, 1992, 1992; Staber and Bogenhold, 1993). Social class was central, with analysis focusing on the adequacy of the Marxist category of 'petty-bourgeois' (Burrows,

2015; Dale, 1986; Srinivasan, 1992; Steinmetz and Wright, 1989) and on what persistent or increasing self-employed activity implied for the social organisation of work and capitalist development.

More recently, as self-employment rates declined (and with them, the topic's empirical relevance), there have been fewer theoretical analyses of self-employment per-se. Instead sociological interest has increasingly focused on particular types of self-employed activity and context-specific analyses of its import. For instance studies of 'disguised wage work' in construction wherein self-employment is conceptualised as an ultra-exploitative negation of labour law (Behling and Harvey, 2015); of networked freelance 'creatives', wherein self-employment is posited as necessary evil (Gill, 2010); or of 'entrepreneurialism' wherein self-employment heralds new economic vitality, or individual freedom.

Yet, much self-employment fits these categories poorly, instead comprising a somewhat more 'traditional' form of 'survival' (MacDonald, 1996), 'entrapment' (Drummond, 2004) or mundane household-based economic activity. These self-employed are not 'false', but similarly are not 'entrepreneurial'. Even where self-employment operates as part of the new 'gig economy' (Huws and Joyce, 2016) or online activity (Lee and Lin, 2011) it may share features with older forms of informal self-employment (Snyder, 2004; Williams and Nadin, 2010). Yet these conceptual connections are rarely systematically developed.

In light of this conceptual gap and the increasing empirical importance of self-employment, a reconsideration of the sociology of self-employment is timely. Systematic analysis of commonalities, as well as differences, across the self-employed are central to such a project.

In considering differences this paper suggests that we take seriously occupation and the material, social, temporal and spatial organisation of work tasks. These features affect the possibilities for labour rationalisation and the prevalence of, and form taken by, self-employed activity. In thinking of commonalities, a key consideration is the symbolic and discursive power of self-employment (Valdez, 2015); it is consequential – for policy makers and workers themselves – that self-employment is a form of labour organisation with social and political currency.

The paper seeks to provide a synthetic overview of self-employment and lay out the possibilities of for a future sociology of self-employment. As such it builds upon other scholars' analyses of self-employment across diverse fields. In addition, the paper incorporates examples from the author's own qualitative interviews with self-employed workers in three occupations and quantitative analysis of the Census and LFS.

The Experience of Uncertainty. Coping with Flexibility and Insecurity of Work in Poland

W0013646

Leyk, A.

(The Institute of Sociology, University of Warsaw)

Contemporary capitalism has been undergoing a significant transformations led by the pressure on flexibilization of economies, production, labour, work and people (as workers and consumers) themselves. From the perspective of everyday life and individuals' biographies one of the most significant results of the changes is the experience of uncertainty. It might manifests in an array of aspects: career path, skills reproduction, income, working conditions, entitlements to social benefit (widely discussed by Guy Standing), as well as the sense of individual and collective identity and dignity, character, work ethos and the like psycho-sociological and moral issues (elaborated by e.g. Richard Sennet and Ulrich Beck).

The aim of the paper is to present and discuss the findings from the ongoing research of the experience of uncertainty engendered by flexible forms of employment in different segments of Polish society, which underwent accelerated processes of change into a post-fordist regime.

Uncertainty is understood as a condition in which possibilities to calculate and to plan career path and private life are constrained¹. The basic assumption of the project is that uncertainty, even though unevenly distributed in society and multifaceted, is a common experience, as common as the structural insecurity, which generates it.

The essential part of the research are narrative interviews conducted among three groups: precariat, proficians (professionals and technician) (as defined by Guy Standing) and PhD students. All of them experience different forms of flexibility, insecurity and uncertainty and dispose of different forms of capital (in the sense given to the notion by Pierre Bourdieu) to confront and govern it. The main analytical dimensions are: (1) course of educational and professional life, (2) strategies of coping with uncertainty, and (3) narrations, discourses and values regarding the sphere of work.

Social Movements, Unions, Representation and Voice

LIBERTY G32

The Greek Tourist Industry: Management Strategies and Workers' Mobilizations in Times of Crisis

W0013607

Papadopoulos, O., Eleutheriou, B. C.
(Keele University)

The paper addresses a topical issue in Greek employment relations namely the implementation and impact of austerity-driven reforms in the Greek tourism industry. The study will adopt a qualitative case study design focusing on the tourist sector and involving content analysis of recent agreements, expert interviews and company case studies. Conceptually, the discussion is framed within debates on trade unions responses and strategies towards neoliberal policies, trade union renewal, businesses and state strategies for overcoming the capitalist crisis and the changing nature of the Greek employment model. Within this conceptual framework the paper aims to examine closely how the labour market reforms have been translated into the specific sector and how businesses, business organizations and trade unions have responded to these novel developments.

The rationale of choosing the specific sector stems from the fact that tourism is a very dynamic sector of the Greek economy where, at least in theory, companies would have fewer incentives to introduce lower wages and changes in working conditions. However, in reality this sector portrays multiple peculiarities centered on the increasing use of various flexible forms of work combined with high levels of profitability during the crisis years. The examination of the employment relations in this sector will attempt to provide an accurate and up-to-date account of the industrial relations landscape delineating the working conditions, collective agreements, unemployment insurance structures, training and employment systems (including the increasing use of foreign eastern European through 'voucher' programs) and flexibility-security nexuses that prevail in this sector.

The paper argues that the developments in this very dynamic sector can offer important insights on the model of employment relations that the State and corporations in Greece are attempting to establish through legislative and ideological means. The paper also explore the strategies and ideologies utilized by trade unions in the sector in order to respond to the increasing occurrence of 'insults' towards established employment rights and working patterns in the sector. Interview material with key actors in the sector at different levels (company, sectoral and national) will allow us to assess the existing and emerging strategies, ideologies and value systems in this sector.

Labour in the Twenty-first Century

W0013255

Burgmann, V.
(Monash University)

Thomas Piketty's *Capital in the Twenty-First Century* ignores the power of labour as a factor shaping the history of distribution. However, historical evidence casts doubt on Piketty's stark equation between war and egalitarian public policy. Workers' power has in the past moved public policy in progressive directions. The opposite is likewise the case. Since the 1970s globalizing capital's increased bargaining power vis-à-vis labour is the dominant factor causing increased inequality via upwards redistribution from labour to capital.

Any study of working-class responses to globalization should allow for the possibility of meaningful resistance. Currents within Western Marxism that critique economic determinism and its corollary, fatalism, are therefore pertinent, for example the writings of Jean-Paul Sartre, E.P. Thompson and autonomist Marxist theorists, such as Antonio Negri. Autonomism refuses to emphasize the dominance of capital and its accumulative logic as the unilateral force shaping the world; rather, the dynamism of capital is forged in reaction to the power of labour expressed in 'cycles of struggle'. Capital responds to working-class composition and recomposition by seeking to decompose the working-class; capital does not determine economic development.

The academic literature pessimistically acknowledges that globalization constitutes a serious problem for working-class organization, but optimistically points to instances of regroupment, militancy and adaptation. Its tone varies over time and space, reflecting developments in the real world of labour globally. My forthcoming book, *Globalization and Labour in the Twenty-First Century* (Routledge, 2016) hopes to contribute to the body of knowledge that points to vital signs of labour movement life, whether traditional or novel in method; and to offer an understanding of how and why new ways of confronting capital have emerged. It identifies eight interconnected features of globalization that seriously challenge labour movements: the transition to post-Fordist production methods; declining union densities in most developed countries; the shift in production to lower-wage economies, resulting in deindustrialization and increased

unemployment in higher-wage economies; enhanced capital mobility, which has pitted the workers of the world literally against each other; heightened fragmentation of the workforce along lines of race/ethnicity and gender to increase profit; increased precarity and unemployment; the assault on the public realm via privatization and reduced public services; and the imposition of austerity in response to financial crisis, recession or extreme indebtedness. With case-studies from Flint to Foshan—from every continent—it discusses how workers have reacted to each of these problematic features of globalization. Responses include normal, traditional forms of labour movement resurgence, but workers have also developed novel ways to confront employer power that are particularly appropriate to the circumstances imposed by globalization. As new expressions of working-class organization and mobilization emerge to better battle with capitalist globalization, aging and less agile manifestations of the labour movement decline and even disappear. These processes that are forging new labour movements and transforming old labour movements are signs of working-class composition in developing economies and recomposition in developed economies.

Bargaining Power of the Outsiders: The Subjective Experience of Temporary Workers in Italy and the UK

W0013490

Bertolini, A.
(University of Edinburgh)

In the past few decades, Western labour markets have undergone deep changes, undergoing a process of liberalisation and flexibilization, through the spread of various forms of temporary employment. Together with the growth of temporary and atypical employment in Western countries, a vast amount of literature has emerged which dealt with the issues of dualisation and insider-outsider divides associated with these new forms of employment. This literature mainly focused on divides in employment and welfare protection between permanent and temporary workers and its consequences in terms of social inequalities. In recent years, driven by the increased number of people employed in atypical contracts during and after the Great Recession, literature in social policy and political science has brought attention to issues of individual and collective bargaining related to temporary employment, shifting the focus of the analysis towards power relations within the employment system and between categories of workers with different employment statuses. However, this literature has mainly investigated the objective structure of power relations in the employment system but it has hitherto failed to investigate the subjective experience of the temporary workers embedded in this power relations structure. To fill this gap in the literature, this paper compares the subjective experience of individual and collective bargaining among temporary workers in two countries with extremely different industrial relations systems. Whilst the UK epitomises a fragmented system of industrial relations with bargaining happening mostly at the workplace level, Italy is characterised by national sectoral collective bargaining legally binding for all firms in the country, which is complemented by workplace bargaining in medium-large firms. The methodology used entails semi-structure interviews to temporary workers in the service sector, trade union staff members and other relevant stakeholders. I argue that the industrial relations system does indeed play a relevant role in shaping power relations between different groups in the employment system, but that the relative bargaining power of temporary workers does not necessarily follow our expectations from the analysis of the objective structure of power relations, and that the characteristics of the industrial relations system shape their subjective experience of bargaining power in unexpected ways.

Global Political Economy, Comparative Analysis and the Changing Regulatory Role of the State

LIBERTY G33

Responsible Work and the Rise of Private Social Certification Schemes: Investigating Thorny Power Struggles in the Cut Flower Industry

W0013539

Timms, J.
(Coventry University)

The cut flower industry has experienced significant growth over the last two decades, with newly developing countries aggressively pursuing flower exports. Conditions for flower workers are particularly problematic and the challenges faced connect directly to debates on the crisis of work as they arise from globalising processes. Technological developments promote intensive farming and facilitate supply chains involving some of the poorest countries, including Tanzania, Kenya and Ethiopia (Morser & McRae, 2007: 4). At the same time, rising supermarket power has intensified competition and price sensitivity, true of farmed and also wildflowers supplied from ecologically important

African regions (Hughes, McEwan & Bek, 2012). It is precarious work, characterised by seasonal demand (e.g. Valentine's and Mother's Day) and the workforce is largely temporary, unorganised, low paid women. Intense cost pressures and the nature of flowers also bring environmental and health concerns, with chemicals used to increase crops and prolong life in transit to distant shops.

Within this context, I found that a socially responsible flower has become defined as a certified flower, a move consistent with corporate social responsibility trends and other global value chains (Fransen, 2015; Riisgaard & Hammer, 2011; Timms, 2016 forthcoming). This has been driven in the flower industry by two main factors. Firstly, damning exposés have highlighted environmental and labour abuses (Hale & Opondo, 2005: 308; Ziegler, 2010: 78), such as the Kenyan Human Rights Council report 'Wilting in Bloom' (KHRC, 2012). Secondly, there have been regulatory changes in some countries of origin and consumption, such as the 1990 UK Food Safety Act demanding traceability in flower supply (Ziegler, 2010: 76), and the recent Groceries Adjudication Bill potentially facilitating the questioning of supermarket power and transnational supply chain responsibility.

This paper focuses on the use of private certification schemes to improve conditions for flower workers and presents research with civil society and industry players involved in developing and questioning certification criteria and processes. Documentary analysis, interviews and participant observation were used to understand the role of different groups in promoting certain schemes over others, such as MPS, Fair Flower Fair Plants and Fair Trade, and impact on worker voice and lived experience in the (flower) field. This early stage of a larger international project on ethical flowers, was conducted at a fascinating time in the industry as major struggles were, and continue to be, played out between the largest schemes. The role of the main flower auction house was found to be surprisingly interesting, as it defends and expands its territory to ensure the sustainability of its industry role. I also consider the role of ethical consumerism as the larger project now focuses on a puzzling disconnect between the trend of flower farms investing in certification and poor purchaser knowledge of standards. It is argued that in the absence of further robust regulation and a willingness or ability to enforce it, then increased consumer demand for ethical flowers will be necessary for sustainable improvements in the conditions of cut flower work.

Legislate or Voluntary Code: The Weak State Problem in CSR

W0013494

Taylor, B.
(City University of Hong Kong)

Since Ruggie's Global Compact the disputes between whether voluntary codes of conduct or legally binding regulations will improve working and environmental conditions in the global south remains. There have been a number of initiatives, from agreements to regulate particular resources, such as rare earths, through to responses to particular crisis, such as the Accord and Alliance agreements following the Rana disaster in Bangladesh. Case studies, reports by interested parties and the ongoing debate within social, economic and human rights discourse in particular, is deepening our understanding of the way CSR has become a part of development and IPE. A key aspect of these developments has been the involvement of multiple third parties, particularly NGOs and debate has developed over incorporation and other dilemmas facing such organisations.

This paper will examine these issues through a case study involving violence against a group of workers in a supply chain which eventually drew in major conglomerates, international union, NGOs, local police and other groups. The research is based on a unique opportunity to examine a single case study of a code of conduct being 'tested' in the face of union busting and physical intimidation in a newly developing country in Asia. Access was gained to all those directly involved in the case, from managers, owners and their legal staff through to unionists, those attached and ordinary workers. Professional associations, NGO activists and other interested parties were also interviewed, to provide both an analysis of the dispute and the various stakeholders' opinions on solutions.

Findings are still being analysed, particularly in terms of theory but there are three main conclusions. First, CSR codes are, as previous research indicates, form regulations that guide management and do not relate to industrial relations practices, and as such, codes only impact the shop floor so far as they form part of management strategy. One reason for this in the case study was simple – widespread illiteracy among the workforce meant workers could not read the codes of conduct. Second, when a problem occurs, a number of contingencies come into operation which create a confrontation of different stakeholders, competing and conflicting to stifle/ ignore local workers' involvement. Workers are victims, sacrificial lambs, passive. At the back of these, a third issue or conundrum exists: conglomerates are caught between weak state structures to apply regulations and strong clientelist relations with particular domestic actors within those weak states (especially as they democratise). When a problem occurs however, there is an incentive for the conglomerates to act in unison with other conglomerates to protect themselves from exposure to the weak state. Thus, whilst preferring a voluntary framework for CSR, when confronted with a crisis, conglomerates react as if they prefer globally legally binding mechanisms. However, rather than act in unison, there appears a tendency to subcontract out the solution to experts, NGOs or the like.

Minimum Wages as a Contested Practice: Comparative Analysis of the Garment Industry in Developing Countries

W0013610

Grimshaw, D., Munoz de Bustillo, R.
(University of Manchester)

While much research has focused on the role of global value chains in shaping employment conditions among the multiple tiers of garment producers in developing countries (e.g. Barrientos 2012; Gereffi and Frederick 2010), this paper seeks to shed light on the country wage-setting institutions -namely the web of minimum wage rules and collective bargaining arrangements –and their relevance for garment industry workers. It draws on data for eight developing countries, each with a significant garment industry, and asks three inter-related questions. First, what do we mean by an 'effective' minimum wage system in a developing country context and how do countries compare? Second, what are the linkages between a country's minimum wage system and its arrangements for collective bargaining and trade union organisation? And third, what is the reality of minimum wage practices in the garment industry?

Minimum wage effectiveness is shaped by six factors: sustained commitment from government employers and trade unions; formal mechanisms for active tripartite dialogue; regular upratings of the minimum wage; extended workforce coverage under statutory rules; well-resourced enforcement institutions to root out employer non-compliance in the formal sector; and awareness-raising campaigns to diffuse minimum wage practices to the informal sectors. All countries investigated suffer from multiple weaknesses across these factors. Particular concerns include the 'stop-go' approach to minimum wage uprating in some countries, varying government commitment to resourcing factory inspections, and a reluctance to extend enforcement to organisations located further down the supply chain.

Linkages with collective bargaining and trade union organisation are characterised according to a three-fold typology of intersections (building on European studies by Gautié 2010; Grimshaw 2013; Vaughan-Whitehead 2010). Some countries display a 'weakly positive complementarity' where there is strong legal coverage of minimum wage rules and a sizeable presence of collective bargaining (relative to other developing countries). Others fit an 'anti-collective government policy' type where there is practically no collective bargaining, massive hostility towards trade unions, major gaps in legal minimum wage coverage and endemic employer practice of labour exploitation; government support for a statutory minimum wage under this type must therefore be evaluated against the wider curtailment of worker freedoms and rights. A third group has 'relatively autonomous institutions' such that both minimum wage and collective bargaining institutions prevail but act largely in separate spheres at a distance from each other.

These institutional configurations have implications for the reality of minimum wage practices in the garment factory. The data enable comparison of the relative 'bite' of minimum wages, as well as employer non-compliance. In non-unionised workplaces, there is evidence of employers paying less than the minimum wage in the knowledge that workers won't assert their rights for fear of losing their job. Other employers manipulated workers' job grades or skill levels in order to pay less than the agreed rate for the job. Moreover, in some cases employers acted to institutionalise illegal payment practices through taking legal action against minimum wage-setting bodies. There are nevertheless examples of collective worker resistance against exploitation and new institutional and organisational initiatives for improved pay.

SPECIAL SESSIONS

Thursday 8 September 2016 at 13:15 - 14:45

Marketisation and the Crisis of Work in Health and Social Care

LUBS 1.02

Convenors: Ian Greener and Charles Umney

Union Campaigns Against Health Service Privatization in Germany and England

AB01576

*Auffenberg, J., Greer, I., Coderre-Lapalme, G.
(University of Bremen)*

Trade unionists in health care usually resist the privatization of public services because it threatens service quality and worker collective power. This paper uses an Anglo-German comparison to examine the conditions of success in local campaigns to defend public provision. We examine campaigns in which local and national trade unionists worked together with other civil society groups to block large-scale privatization initiatives. English campaigners were usually successful and German campaigners usually unsuccessful.

Drawing on qualitative field research and document analysis from 2003 to present, we provide an explanation for these different outcomes. Moving beyond macro-level perspectives using stylized national differences (Frege and Kelly 2003) and micro-level perspectives emphasizing the features of unions and coalitions (Greer et al 2013), we highlight differences in the framing of the problem in the two different health systems. In Germany unions opposed the privatization of local hospitals, but were late to challenge national marketization policies; policymakers then invoked market pressures to override campaigners' objections. In England local fights against privatization were part of a broader fight against government marketization policies, which politicized the health services market and frustrated privatization.

Our first contribution is to highlight opposition to marketization as a condition for success in campaigns to defend public services. The second is to import a distinction from the comparative health systems literature – that between NHS-style and insurance-based systems (Böhm et al 2013) – into the study of industrial relations and the sociology of work.

The Rise of the 'Projectariat' in Slovenia's Intermediary Welfare State

AB01574

*Samaluk, B.
(University of Greenwich)*

This article focuses on the Slovenian post-crisis, austerity-driven and rescaled welfare restructuring and its effects on local institutions and workers within welfare provision. Fiscal discipline has increased the dependence of the Slovenian welfare state upon external funding sources, mainly in the form of the European Social Fund (ESF). Through analysing documents and interviews with workers and managers in public and third sector welfare providers, public servants, policy makers, researchers, trade unionists and activists, it shows how these dynamics have reinforced the intermediary role of the state, undermined nation state's sovereignty in policy making, and increased the precarity of workers.

Drawing on Boltanski and Chiapello's (2007) discussion of the 'projective city', this article analyses the effects of external sources of funding on the institutional adjustment of the welfare state and on the extension of the projective ethic and its organizational forms to various actors and sectors. In contrast to previous accounts that associate public-sector work with secure employment and stable sources of financing, this article reveals that the move towards an austerity-prone projective city enables the expansion of a precarious workforce whose jobs are linked to temporary ESF projects.

This paper extends Baker's (2014) discussion of the 'projectariat' in international non-governmental organizations to analyse the projective organising form in both public-sector and third-sector workplaces. Austerity measures and ESF subsidies for privatising welfare provision create the public sector 'projectariat', shift financial risks upon third sector

organisations, increase the vulnerability of the third sector 'projectariat' and frustrate young graduates' transitions into work.

Insertion as an Alternative to Workfare: Active Labour Market Schemes in the Parisian Suburbs

AB01575

Schulte, L., Umney, C., Greer, I., Iankova, K., Symon, G.
(University of Greenwich)

Governments around the world have tightened the link between welfare and work by attaching conditionality and sanctions to out-of-work benefits, increased private provision, and tightly controlling front-line staff, a trend labelled 'workfare'. Workfare uses 'market accountability' mechanisms (Jantz et al, 2015), including competitive relations between funders and providers governed by contract. France's model of 'insertion' is unusual in its rejects the central aspects of workfare in favour of weak conditionality, low marketization, strong professional autonomy, and local network control.

Drawing on field research in Seine-Saint-Denis, one of France's most deprived départements, we seek an explanation for this difference. Our data do not support explanations for stability in French institutions emphasizing conflictual industrial relations or state centralization and only partly support arguments stressing institutional and cultural stickiness (Palier and Thelen 2010; Barbier 2002, respectively). Our alternative explanation emphasises enduring collaborative relationships between small, highly specialized provider organisations in the delivery of insertion services, and the underpinning of this arrangement by non-marketised funding.

We argue that insertion has four distinct advantages over workfare. They enable greater local awareness among service providers and greater responsiveness to local contingencies; they stimulate a more proactive and independent social work ethos among frontline staff; they engender a less punitive and coercive approach to service users that emphasizes their agency; and they obstruct the deleterious consequences of marketised workfare provision, such as 'creaming and parking'.

Marketization and the Crisis of Work in Health and Social Services

AB01573

Umney, C., Greer, I., Samaluk, B.
(University of Leeds)

Market principles have been reshaping public services across Europe for decades, with practical consequences for the workers that deliver them and those that rely on them. These consequences are not straightforward. The ideas behind marketisation are contested within the neoliberal camp and their influence variable, within and between countries (Mirowski and Plehwe 2009; Brenner et al 2010). Marketisation has variable consequences for the distribution of power between a complex range of actors including politicians, managers, providers, frontline workers, and service users (Gingrich 2011). Consequently, neoliberal restructuring entails simultaneous deregulation, new regulation, and qualitative change to existing regulation (MacKenzie and Martinez Lucio 2005).

This session examines marketization and its consequences for frontline staff, unions and service users across welfare-state institutions in France, Britain, Germany, and Slovenia. Our conceptualization of markets is sociological, focusing on concrete changes to government funding practices aimed at increasing private-sector involvement, squeezing prices, and redistributing risks. Our empirical approach is qualitative, focusing on the effects of these shifts in workplaces. Our aim is to develop a generally applicable framework to study marketization in health and social services and beyond (Greer and Doellgast 2013).

The three papers present selected findings from a four-country four-sector comparative research project (The Effects of Marketization on Societies: The Case of Europe, ERC StG #313613). They apply our approach to qualitative cases, each one set against a backdrop of austerity and capitalist crisis management.

These papers contain three main empirical findings.

1. Although market ideology is powerful and persistent, alternative ways of organizing service provision can resist it. Our study of active labour market schemes in the Parisian suburbs finds significant resistance to the coercive 'workfare' techniques directed at jobless people in much of Europe. These 'insertion' systems preserve job seekers' entitlement to support through local networks of professionals and policymakers. This is in spite of attempts to impose market principles on the part of central government, which have been resisted at local level. Consequently, we show how the strong professional ethos and cooperative ties between frontline staff in welfare-to-work services has mitigated attempts to impose coercive discipline on the out-of-work labour force.

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2. Another potential barrier to marketisation is trade union activism in coalition with other parts of civil society. Despite three decades of marketising policies in the English NHS, for-profit services still account for a small fraction of spending. Unlike their counterparts in Germany's insurance-based system, pro-NHS campaigners can frustrate major privatization initiatives by framing them as part of a threat to public services posed by the central government reforms.

3. Marketization has complex consequences for public welfare provision. Our study of EU-funded welfare provision in austerity-driven Slovenia shows ministries turning themselves into intermediaries between the supranational funder and local service providers. This creates a crisis of sovereignty for the nation-state in policymaking and undermines the security and autonomy of professionals in welfare provision. The changes in funding turn once stable permanent public sector jobs into the kind of temporary project-contingent jobs traditionally found in the non-governmental sector. Furthermore they shift financial risks upon the non-governmental sector, making its labour force even more precarious.

Labour Migration in (Post) Crisis Europe: Transformations of Labour and Social Citizenship for Migrant Workers in the EU

Moot Court, LIBERTY Building

Convenors: Gabriella Alberti, Barbara Samaluk, Francesca Alice Vianello, and Marek Canek

Labour Migration in (Post) Crisis Europe: Transformations of Labour and Social Citizenship for Migrant Workers in the EU

AB01592

Alberti, G., Samaluk, B., Vianello, F. A., Canek, M.
(University of Leeds)

This panel tackles the question of labour migration in the '(post) crisis' EU from a double perspective: that of migrants' own experiences of precarisation of work and social security and that of the management of mobility and welfare by states and non-state actors. The papers draw from empirical research in the indebted and austerity driven 'periphery' of the European Union characterised by a marked informalisation of employment and where the effects of austerity following the economic crisis of 2008 hit most harshly migrant workers, while giving rise to new process of marketisation.

We learn from the contributions here presented that migrant workers with temporary residence permits in Italy are the first to lose their jobs and be affected by growing unemployment and tighter labour market, thus deciding to resort to the opportunities arising from the informal economy. Also in Slovenia the economic crisis brought to the collapse of sectors that relied on migrant labour, who consequently lost their jobs and became deprived of their labour and social rights. While this led to grass-route endeavours that turned into European social fund (ESF) projects that have importantly benchmarked standards for the inclusion and social and employment protection of migrants, the ESF's temporary and limited cycles combined with current austerity measures resulted in their termination exactly at the heights of the current refugee crisis. This is a step back, towards limited and categorically-driven provisions supported by specific European funds, creating a void that is being replaced by various market actors, who can now go unchallenged in extracting profits from migrants' unfamiliar with local institutions, practices and entitlements to rights. Meanwhile economic liberalisation in the Czech Republic as a strategy to attract capital investments has been followed by restrictions of migration policies with the crisis, generating patterns of substitution of non-EU for EU migrants. Unlike in the wealthier Member states, the labour market needs for low-skilled jobs cannot be met as easily by EU workers due to the low level of wages and poor working conditions in Eastern European countries. The experiences of migrant workers, trade unions and labour inspectors in sectors like export-oriented manufacturing and the forestry in the Czech Republic, show how such competitive low cost strategies and the use of migrant workers are relatively unsustainable in the long term, given the turnover and exit practices of migrant workers as they decide not to endure the harsh conditions of employment in these sectors. Hence, while migrant workers in Italy develop 'acts of citizenship' such as naturalization, unionization and self-employment, migrants in the Czech Republic enact 'mobility strategies' that draw from the free movement rights (still) available to EU migrants.

In the current 'crisis-space' of Europe, characterised by major economic and political uncertainty and a concrete threat of dis-integration, paralleled by the humanitarian crisis represented by the movements of refugees at the EU external borders, it appears to us particularly useful to explore 'work in crisis' from the viewpoint of the erosion of social and labour rights experienced by migrants, as well as the response of states and civil society actors. Migrants' own everyday response to the process of informalisation, casualization, and precarisation of their working lives may also indicate some trends that suggest alternative strategies to defend labour standards and social protections for all

workers in the EU. At the very least, the experience of labour migration today alerts us about the creeping erosion of the central tenets of the EU 'social project', the fragile connections between labour, mobility and social citizenship rights.

The Management and Provision of EU Funded Social Integration and Inclusion Projects for Migrants: The Case of Slovenia

AB01595

Samaluk, B.
(University of Greenwich)

This paper explores Slovenian management of and the provision of EU funded social integration and inclusion projects for non EU/EEA migrants, whose labour and social rights are conditioned upon their economic utility and security potential. It presents selected findings from a wider comparative research project on The Effects of Marketization on Societies in Europe. The paper focuses upon and contrasts social integration and inclusion measures for migrants that have developed with the support of diverse EU funds, namely the European social fund (ESF) aimed at social inclusion of various vulnerable groups and special migration and home affairs funds aimed exclusively at integration of refugees and third country nationals (TCNs). Findings showed that categorical management and provision supported through European migration and home affairs funds resulted in segregated welfare provision, lack of institutional and structural capacities and professional norms and standards. On the other hand the ESF's wider scope brought to strategic alliances amongst public institutions, trade unions and non-governmental organisations and projects that have importantly benchmarked standards for inclusion and social and employment protection of migrants. However the ESF's temporary limited cycles combined with current austerity measures resulted in their termination exactly at the heights of the current refugee crisis. This is a step back towards limited and categorically driven provision and creates a void that opens up a market for unscrupulous employers and intermediaries, who can now again unchallenged extract profits from migrants unfamiliar with local institutions, practices and rights.

Walking a Fine Line: Migrant Workers between Cutbacks and Re-Appropriation of Labour Citizenship

AB01593

Vianello, F.
(University of Padova)

The paper presents some results of a longitudinal research aimed at investigating the economic crisis impact on male and female migrants who live in Veneto, one of the richest Italian regions. In particular, 40 life and working trajectories of Moroccan and Romanian migrants have been analysed. They were interviewed a first time between 2010 and 2011, together with other 130 co-nationals, and a second time between 2014 and 2015.

The paper addresses two issues: first, the processes of migrants' labour citizenship contraction that take place during the current permanent economic crisis; second, migrants' 'acts of citizenship' aimed to the re-appropriation of their social and labour rights.

Through some emblematic interviews the processes of impoverishment, casualization and informalization of migrant labour will be analysed. Empirical data collected show that informal work returns to be for migrant people an important resource to face unemployment but also to supplement their formal wage, reduced during the economic crisis. Irregular work is, thus, both an impoverishment index and a strategy to exit from poverty. However, although informal work is an important instrument to contrast impoverishment, it produces also negative effects: it increases migrants vulnerability for what concerns the renewal of their residence permit, the access to welfare benefits and the labour rights respect.

Nevertheless the research shows how the labour citizenship cutbacks is counterbalanced by migrants through so called "acts of citizenship" aimed at extending their formal and substantive rights. Drawing from the interviews collected three act of re-appropriation of labour citizenship will be analysed: naturalization, unionization and self-employment.

Thursday 8 September 2016 at 13:15 - 14:45

Labour citizenship and migrant workers in the Czech Republic after 2008 economic crisis

AB01594

Canek, M.
(Multicultural Center Prague)

The paper focuses on the evolving position of labour migrants in the Czech Republic from the beginning of the global financial and economic crisis starting in autumn 2008 until today when the economy is on the rise again. It will be based on interviews with migrant workers, employers and representatives of labour inspection, trade unions and other organisations in several economic sectors (manufacturing, forestry) carried out from 2010 to 2015.

First, the paper illustrates the changing segmentation of the labour market where non-EU workers were partially replaced by those from EU countries. At the same time the position of the EU workers in low-skilled jobs became close to that of "migrant workers" in the Piore's sense of position of temporary guest-workers (Ciupijus 2011). While non-EU workers were supposed to leave the country the state in large did not succeed in coercing them to do so, leaving them exposed to discrimination and exploitation. The post-crisis 2014 situation, however, increased the bargaining position of migrant workers.

Second, it is argued that there was a deepening of market citizenship for the migrant workers from both EU and non-EU countries after 2008, which, however, took different forms in the sectors concerned – the export-oriented manufacturing and the mostly state-owned forestry. The market citizenship of migrant workers was only partially counteracted by non-governmental organisations, trade unions or labour inspection in spite of the rising numbers of EU migrant workers. Among the strategies of the migrant workers in case of dissatisfaction with wage and working conditions was mostly an exit strategy with workers leaving for different jobs in Czechia or abroad. Trade unions have mostly remained out of reach not only for most of the migrant workers, but in general for workers in precarious positions (e.g. workers without permanent contracts).

The Crisis in Youth Employment: Attitudes, Policy and Ethnicity

YORKSHIRE BANK LECTURE THEATRE, LUBS

CONVENORS: JACKIE O'REILLY AND JANINE LESCHKE

Ethnicity, Households and Gender Effects on Becoming NEET: An Intersectional Analysis

AB01634

O'Reilly, J., Zuccotti, C.
(University of Brighton)

Sociologists have had a long-term interest in understanding how the characteristics of disadvantage include an examination of parental background, gender and ethnicity as well as regional effects (Platt 2007, 2010). This debate has increasingly been framed in terms of understanding the effects of multiple disadvantages from a discussion of intersectionality. Surprisingly little examination has been given to differentiating youth employment trajectories during the recent economic crisis using a holistic analysis of the interrelationship and effects of ethnicity, gender and parental employment status. Using an intersectional analysis we address this gap. We examine how different dimensions of inequality overlap and effect youth probabilities of becoming NEET in the UK drawing on data from Understanding Society. Our findings corroborate evidence that young people with workless parents have a higher likelihood of being NEET themselves; however, this does not apply universally to all ethnic minority groups or equally to young men and women. Being raised in a workless household is much less detrimental for Indian men and Bangladeshis than for White British; on the other hand, being raised in a two-earner household does not bring an advantage to young Caribbean men, as it does bring to White British and other ethnic groups.

The Effects of Unemployment and Insecure Jobs on Health and Well-Being: The Moderating Role of Labor Market Policies

AB01635

Unt, M., Täht, K., Gebel, M., Voßemer, J., Högberg, B.
(University of Tallinn)

We examine the effects of unemployment and insecure jobs on health and well-being. How do these effects vary across countries and time? How do passive and active labor market policies (PLMP, ALMP) as well as employment protection legislation (EPL) moderate these effects? Based on a synthesis of previous theories (Nordenmark and Strandh 1999), we highlight two key mechanisms that link unemployment and job insecurity with health and well-being for youth. This allows us to derive hypotheses about how labor market policies (PLMP, ALMP, and EPL) moderate

these mechanisms and accordingly the health and well-being effects of unemployment and insecure jobs. To test our hypotheses, we use data from the European Social Survey (ESS) from all rounds (2002-2014) as it offers high quality information on employment status and working conditions as well as health (subjective health) and well-being (life satisfaction, happiness). Macro-data on ALMP, PLMP, and EPL are collected from Eurostat and the OECD. Combining data from all rounds of the ESS results in a sample of roughly 100,000 persons (micro-level) and more than 100 country-rounds at the macro-level. Besides a higher number of macro-level observations, using all rounds also allows to use within-country variation over time in order to estimate fixed-effects regression models controlling for time-constant unobserved country characteristics. Methodologically, we apply both two-step as well as simultaneously estimated multi-level models.

Forging a Path to Economic Self-Sufficiency in Times of Crisis: The Origins and Effects of Young People's Work Attitudes and Values - Evidence from the CUPESSE Project

AB01636

Shore, J.
(University of Heidelberg)

This session will examine the individual and family-level factors that shape young people's employability and pathways to economic self-sufficiency. Drawing on the unique data gathered by the CUPESSE project, the session participants will present the initial findings from a large-scale comparative survey complemented by in-depth interviews of young adults and their parents. In this session we aim to examine how the family setting can impact young people's social and cultural capital as well as their work attitudes and values and how these aspects relate to young adults' employment outcomes. Particular attention will be paid to the intergenerational transmission of norms, attitudes, and values related to work – that is, the mechanisms underlying the inheritance of these less tangible work assets from one generation to the next.

Employer Engagement with Employment and Skills Initiatives: A Path to Greater Labour Market Inclusion or Deeper Inequalities
LUBS 1.32

CONVENORS: PATRICK MCGURK, JO INGOLD RIK VAN BERKEL AND THOMAS BREDGARD

Employer Engagement with Employment and Skills Initiatives: A Path to Greater Labour Market Inclusion or Deeper Inequalities?

AB01581

McGurk, P., Ingold, J., Van Berkel, R., Bredgaard, T.
(University of Greenwich)

This session will explore the motivations, extent and outcomes of employers' involvement in government employment and skills initiatives in comparative perspective. Such initiatives are intended to reduce unemployment and promote sustainable employment among vulnerable groups of workers. Employers have a critical role to play in facilitating access to employment for these groups and in reducing labour market inequalities. However, to date there has been relatively little focus on the demand-side aspects of these initiatives. The session will build on recent employer-focussed sessions at the 2015 Dutch HRM Conference, SASE 2015 and ESPAnet 2014, and on the forthcoming special issue of the Human Resource Management Journal on employer engagement, of which the organisers are co-editors, together with Prof Paul Boselie.

The study of employer engagement is of growing international significance: but its roots are diverse, intersecting with political economy, social policy, employment relations and, more recently, with human resource management (HRM). Notably, the longstanding study of 'active labour market policy' has pointed to the shortcomings of supply-sided policies and consequently interest has grown in the employer as a key actor in public employment programmes. Earlier work has investigated the relationship between employers and the state in different national welfare regimes (see especially Martin, 2004), while later work has focussed on how public policy might be made more effective by involving employers in the creation of sustainable jobs (Osterman, 2008; Osterman & Shulman, 2011). More recently, social policy-orientated studies have evaluated the different types and degrees of involvement by employers in public programmes (van der Aa & van Berkel, 2014; Bredgaard, 2015; Ingold & Stuart, 2015). Lastly, HRM-related work has focussed on the strategic motivations behind employer engagement and outcomes for workers and firms (McGurk, 2014; see also forthcoming Special Issue of HRMJ). The 'Work in Crisis' theme of the WES Conference 2016 offers

an excellent opportunity to consolidate these scholarly trends. The session aims to stimulate broader debate about how far employment and skills initiatives can engage employers in reducing, rather than exacerbating inequalities; this debate takes place within the context of austerity, the increasingly stringent conditions placed on social security, and the marketization of welfare-to-work services.

The session will comprise of three papers, which combine to advance our understanding of employer engagement across countries and in respect of different disadvantaged groups: i) through the lens of labour market segmentation theory; ii) by evaluating specific policy initiatives to assist vulnerable groups into employment; and iii) by examining actual responses by employers to workforce inclusion regulations and initiatives. The first paper investigates how far government initiatives can overcome barriers to employer engagement arising from discriminatory internal labour markets, comparing data from the UK and Denmark in a mixed methods study. The second paper uses qualitative methods to investigate employer involvement in two large 'employability' initiatives directed towards young people and ex-offenders in the UK. The third paper investigates the inclusion of employees with disabilities through the examination of an absence-management intervention at a large employer in Spain using a quasi-experimental research design.

Employer Engagement in Active Labour Market Policies (ALMPs) Within Segmented Labour Markets

AB01582

Valizade, D., Ingold, J.
(University of Leeds)

This paper employs the labour market segmentation perspective (Berger and Piore, 1980) to theorise employer engagement in active labour market policies (ALMPs) (Ingold and Stuart, 2015). Existing studies have highlighted the limitations of supply-sided ALMPs (Shildrick et al., 2012). This paper argues that internal labour markets represent a major impediment to employer engagement in ALMPs which has not hitherto been explored but that result in the unemployed revolving around insecure, precarious secondary labour market positions with limited chances for sustainable employment. The paper draws on an original mixed-methods study in the UK and Denmark, which were both pioneers of ALMPs in the 1990s. The study comprises a survey of over 1,000 organizations and in-depth case studies of 50 employers. The paper finds that barriers to the internal labour market were counterbalanced in Denmark by direct financial interventions (such as wage subsidies) and in the UK by employers' use of apprenticeships - traditionally perceived as part of internal labour markets (Doeringer and Piore, 1971) - rather than ALMPs per se. Danish employers seldom recruited from ALMPs for internal labour market roles, however, in contrast to the UK, ALMPs were treated with less skepticism by Danish employers. The paper argues that at present ALMPs in neither country are designed to take account of the discriminative character of internal labour markets. In order to better engage employers and to assist the unemployed into sustainable employment ALMPs need to be better aligned with the core elements of internal labour markets.

Employers, Vulnerable Groups and UK Employability Programmes: An Empirical Perspective

AB01583

Orton, M., Green, A., Atfield, G., Barnes, S. A.
(University of Warwick)

This paper provides empirical insights into issues around the participation of employers in UK employability programmes. It draws on research into employability projects containing specific emphasis on employer participation aimed at two vulnerable labour market groups - NEETs (young people aged 18-24 not in education, employment or training) and ex-offenders. Increasing employer presence is identified with a distinction made between employer involvement and employer engagement. But the impact of employer participation is more questionable. Issues are raised about what constitute realistic expectations of employer participation and the employability approach itself. It is argued that increasing employer participation brings greater attention to the demand-side of the labour market equation and a blurring of macro- and micro-level concerns. Unpacking the macro and micro provides a potential way forward both for employer participation and employability policy itself.

Culture, Creativity and Inequality: A Special Session on Work in Cultural and Creative Industries

LUBS 1.33

CONVENOR: DAVE O'BRIEN

Culture, Creativity and Inequality: A Special Session on Work in Cultural and Creative Industries

AB01641

O'Brien, D.

(Goldsmiths, University of London)

This session explores issues confronting cultural and creative workers, focused on a range of intersecting inequalities experienced by these contested and emergent professions. Questions of inequality are at the heart of recent British academic research (Conor et al 2015, O'Brien et al 2016) and media discussions on the cultural and creative industries, with concerns expressed about the lack of diversity both on and off screen and stage. This places the special session at an important juncture between public concerns and academic research agendas.

Understanding of creative work has been marked by a tension between celebratory discourses that focus on the apparent meritocratic, creative and autonomous nature of cultural occupations (most obviously found in Florida 2002) and more critical voices. Various think tanks and policy documents have narrated the creative jobs as a dynamic, highly skill-based, sector of the economy, especially symbolic of meritocratic recruitment and working practices, which are in turn considered to be crucial to the sector's success (Work Foundation 2014). In contrast, more critical work has shown that working conditions in the CCIs actually tend to be precarious, un-paid or low-paid, and exploitative (Hesmondhalgh and Baker 2010; Gill, 2014), as scholars have questioned both the working conditions found in creative jobs (McRobbie, 2015), and also the narratives of meritocracy attached to those who work in these sectors of the economy. In the United States Koppman's (2015) work has shown how shared cultural tastes correlated with middle class backgrounds are highly influential in hiring practices within creative jobs, concurring with Rivera (2015) that hiring is, in effect, a form of cultural matching rather than a meritocratic exercise. Moreover, this meritocratic narrative serves to obscure structural inequalities associated with gender (Gill 2002), class (Friedman et al 2016) and other forms of discrimination (Littler 2013).

Gender and ethnicity have been the major concern in discussions of inequality within the cultural jobs (Conor et al, 2015). For example, the recent high profile Warwick Commission on the Future of Cultural Value (2014) underlined the underrepresentation of women and ethnic minorities in the UK cultural workforce, and demonstrated that this had been exacerbated over the last five years. Similarly, Creative Skillset's (2011, 2012) reports have continually drawn attention to how CCIs are a site of gender and ethnic inequality, as a result of industrial and organisational structure; patterns of work; hiring practices; and discriminatory pay gaps (Gill 2014; Conor et al, 2015). In the most recent months research has emerged (Friedman et al 2016, O'Brien et al 2016) that has attempted to probe similar issues from the starting point of social class.

The session brings together these questions to focus on entry and persistence in the labour market for the production of cultural goods. The three papers offer three core contributions: 1) a reflection on the possibilities of mixed methods research, in particular combining secondary data analysis with primary qualitative fieldwork to understand cultural labour markets 2) a demonstration of the continuities and changes to cultural work since the financial crisis of 2008 and 3) Evidence on the role of cultural work in reproducing and reinforcing specific social inequalities.

What do Artists Think About Inequality?

AB01640

Taylor, M.

(University of Sheffield)

How do people working in the creative and cultural industries feel about fairness in the industry? Do they think that success is purely down to hard work, talent, and ambition, or is it about who you know and what kind of family you come from? Using the 2014 Panic! survey of around 2500 people working in cultural and creative jobs in the UK, this paper shows a wide range of attitudes towards this question – whether people believe that the processes involved are meritocratic, reflect social reproduction, or both. The most striking finding is that the highest-paid respondents to the survey are the most likely to believe the processes that got them where they are to be meritocratic. However, there are no clear generational differences – at odds with a popular narrative in which the situation is described as worse than it used to be.

'What Does Class Mean for the 'Creative' Class?

AB01438

O'Brien, D.
(Goldsmiths, University of London)

Despite numerous attempts by academic, media and policy to highlight issues associated with class in contemporary culture, progress in tackling inequality consumption or production has been uneven and haphazard. Whilst much of the literature and policy response has looked at institutional or structural factors, this paper focuses on the complicated place of class in individuals' narratives of themselves and their jobs. The paper uses a the case study of acting to show how class is at once distant and at the same time central to understanding the cultural worker, as its embrace and also its refusal is an important element of their identity. The analysis allows for a reflection on the intersection of narratives of class as a desire for ordinariness, the disavowal of privilege and also as a vitally important category for understanding both the identities and working practices of the actors, and thus the 'creative class', interviewed as part of the study.

Union Work / Cultural Work

AB01639

Conor, B.
(Kings College London)

How is union work performed and understood within the cultural industries? Are cultural workers' organisations able to provide a platform within which individual experiences of precarity and inequality can be linked up and tackled? And what are the role(s) of state and legislative bodies in industries in which a traditional language of workplace discrimination may not be readily available? This paper address these questions in this paper by drawing on a distinct and local case study, the 2010-11 Hobbit employment dispute in New Zealand, in which issues of precarity and inequality were illuminated in the attempts by local workers to bargain collectively prior to the filming of The Hobbit trilogy. This dispute highlights the investments that producers and national governments continue to make in precarious, individualised and unequal labour relations, investments that cut across regional, national and supra-national boundaries.

PAPER SESSION 7

Thursday 8 September 2016 at 15:00 - 16:30

**Open
LUBS 1.01**

Negotiating the Values of Work and Care in the Family Policy Reforms During the Time of Crisis in the Czech Republic and Slovenia

W0013592

*Formankova, L.
(Czech Academy of Sciences)*

The economic crisis not only have impacted the gender dynamics of the labour market relations (Rubery, Rafferty 2013; Rubery 2014; Bettio et. al. 2013), but had also a great impact on the nature of organization of paid work-care relations, framed by the family policy measures (e.g. Ahrendt, Blum, Crepaldi 2016). The paid work-care reconciliation is mainly covered by family policy, which represents a normative field marked by debates on gender roles and on various aspects related to care work (e.g. Tronto 1993; Fraser 1996, 1998). Hence, ideational approaches are often employed to justify family policy developments. The analytical focus of the presentation is on the public discussions framing the reforms in the field of family policy in two post-state socialist countries - the Czech Republic and Slovenia. The two countries represent two opposites in terms of the impact of motherhood on employment. The analysis maps the normative understanding of social justice and values of work and care in the debates framing reforms which took place in the time of crisis between 2008 and 2015. Using the discursive institutionalism approach, the analysis focuses on the role of ideas and discourses in politics to explain the institutional changes (Schmidt 2010; Campbell 2009). The policy discourse is understood as both set of ideas and also as interactive process in which the policy actors communicate with aim to construct and legitimate their policy programmes (Schmidt 2002). The analysis focuses on the coordinative discourse among policy actors and the communicative discourse between political actors and the public to understand the reforms the countries enacted in the field of work-life reconciliation policies. The discussion will focus on the content of the public debates and the role different actors play in the debates and the positions they hold in relation to the values connected to the division of work and care. Moreover, the argumentations and beliefs behind the reforms connected to the values of care and social justice. The preliminary results show that the countries continued their pre-crisis policy pathways in the period of crisis. While the Czech Republic shows a continued focus on a neo-liberal paradigm of individual responsibility shaping the idea social justice, Slovenia has maintained focus on redistribution and emancipation of women and economic support of the families with children to prevent them from poverty. The results will be utilised to open a broader debate on the recognition of care and value of work as a means of emancipation and empowering of women in the context of the changing relations in the labour market in terms of precarisation of the working conditions and intensification of work.

Reshaping The Informal Labor Market: Recent Policy Reforms in Turkey

W0013529

*Kuz, S. H.
(Koc University)*

This research investigates how labor policy reforms targeting the informal employment have been tailored based on the priorities of Turkish economic market. It asks following questions with regard to policy reforms: 1, what are the intentions of these policy reforms in relation to informal employment at the state level? 2, For what reasons the recent law draft on Labor Law introducing flexible modes of employment, private employment agencies and new severance pay system have been promoted, which also regarded as one of the main goals for combatting against informal employment? 3, What are the potential risks and effects of these policy reforms on the labor market? These questions would allow us to trace the pathways of Turkish labor market, which have been reshaped constantly between the market demands and its effects on labor. These questions in mind, the study will be conducted through a wide range of policy analysis and in-depth interviews with the policy makers, trade unions and employer associations to grasp valuable information and opinions.

In 2015, almost 32.4 percent of the workforce is employed in the informal market that is, employed without some or all of the legal requirements, including an employment contract, paying tax or social contributions, and earning the

Thursday 8 September 2016 at 15:00 - 16:30

minimum wage. Therefore, informal employment has fundamental social, economic and political implications in the labor market. While certain economic concerns such as productivity and growth prevail for the market, the social inequality, precariousness, and insecure work conditions are regarded as social outcomes of informality, which lead to attempts to reduce informal market. The current political environment necessities for more sustainable and 'formalized' labor market for the sake of the economic growth. Based on these concerns, the intentions and potential effects of these recent policy reforms needs to be examined in this context.

The 'Dual Challenge': Employment Relations Practices in Greece During the Recession

W0013339

Veliziotis, M. Voskeritsian, H.
(University of the West of England)

Since 2010, the Greek labour market has faced a 'dual challenge'. On the one hand, the fiscal, and ensuing economic, crisis has impacted the profitability of the companies. On the other hand, the government has implemented a series of changes in the institutional context of employment relations, to help companies survive through the crisis. The Memoranda of Understanding that have been agreed between successive Greek governments and their European partners have generated a series of laws that radically altered the existing individual and collective labour law, rendering the labour market more flexible. The main purpose of these changes were to create an institutional context that would allow companies to adjust their labour costs and processes to the demands of the market and, consequently, to help them increase their productivity and, eventually, reduce unemployment.

Although the global financial crisis had an impact on most EU economies, none of them had to go through a severe re-organisation of their institutional context. Greece, in this respect, constitutes an interesting 'natural experiment', since we can observe the impact that the double pressure of the recession and the changing institutional environment had on the HRM and employment relations (ER) practices. This is an issue that has not been adequately addressed in the existing literature, which primarily focuses on the effects of the MoUs policies on the macro-economy, or on the labour market, or on the system of ER in general (Dedoussopoulos et al., 2013; Kornelakis and Voskeritsian, 2014; Koukiadaki and Kretsos, 2012; Voskeritsian and Kornelakis, 2011).

The aim of this paper is to explore the strategies Greek companies adopted during the recession. According to the literature, companies may respond in three different ways to the crisis: by following low-road HR policies, which primarily aim at cost reduction; by implementing High Performance Workplace Practices, to enhance productivity through employee engagement; or by implementing a mixed-method approach, or a strategy of 'pragmatic eclecticism', which combines elements of the aforementioned strategies (Roche and Teague, 2014; Teague and Roche, 2014). Yet our understanding of what eventually determines the choice of a specific strategy is underdeveloped. In this paper we aim to propose and test a theoretical framework to address this issue, and to empirically examine two broad questions:

1. How have Greek companies responded to the dual crisis of the Greek employment relations system?
2. What factors have determined the said responses?

To address these questions we utilise survey data for the years 2009 and 2013 from the European Company Survey and the Greek Labour Force Survey. Since data are collected in both years, the two surveys are ideal sources of information concerning the way European companies reacted during the crisis. Preliminary findings suggest that Greek employers mainly followed a strategy that emphasized practices that aim to a reduction in labour costs. This is due to the enhanced power of Greek capital, a result itself of the dual challenge of the economic crisis and the institutional changes. The theoretical and policy implications of these findings are then assessed.

Open LUBS 1.02

Fragmented Time and Domiciliary Care Quality: 'No One Sets Out to Provide Bad Care, But You're Dragged to it, Dragged Into the Gutter'.

W0013382

Atkinson, C., Crozier, S., Lewis, L.
(Manchester Metropolitan University Business School)

As Western populations age, so the demand for adult social care increases. Domiciliary care, one form of social care that affords personal care, protection or social support for vulnerable adults in their own homes (Gray and Birrell,

2013: 1033), seeks to improve quality of life for (mainly) older people (Francis and Netten, 2004). Yet high profile UK scandals suggest that care quality is questionable (Kingsmill, 2014, Flynn, 2015) and internationally there are concerns around the need to raise the quality of domiciliary care (Rubery et al., 2015). Policy typically emphasises improved care quality and most recently in our research site, Wales, was enacted via the Social Services and Wellbeing Act (Welsh Government, 2015). Yet Welsh Government directly provides little domiciliary care. Welsh local authorities commission most domiciliary care from independent sector service providers and the consequent negative effects of cost-driven commissioning for care worker employment terms and conditions are well documented (Cunningham, 2008, Rubery and Urwin, 2011). Yet an adequate, skilled labour supply is central to delivery of effective care (Kingsmill, 2014). Here we argue, with a particular focus on working time, that there are substantial tensions between policy aspirations and commissioning practice that mitigate against high quality care.

We report research findings from a project investigating employment practice in Welsh domiciliary care. Data collection comprised focus groups and interviews with care commissioners, service providers and care workers with a total of 113 participants. We build upon Rubery et al.'s (2015: 753) recent work on 'fragmented time', defined as comprising zero-hour contracts and payment for only contact time. We also include length of visit (Bee et al., 2008). We explore its impact on care quality at three 'performance' levels: care worker, service provider and service user (Authors). Our findings evidence the detrimental effect of fragmented time at all levels. Care workers experienced considerable income insecurity and work intensification from both zero-hour arrangements and payment for only contact time, resulting in many working 'full-time hours for part-time money'. Short visits also created practical and emotional strains for workers as they strove to fulfil care plan requirements in insufficient time. Service providers evidenced a 'crisis' in recruitment and retention, acknowledging the role of fragmented time but arguing that local authority commissioning arrangements precluded improved working arrangements. Difficulties at care worker and service provider levels, unsurprisingly, led to underperformance against core dimensions of care quality from a service user perspective, that is reliability, continuity and flexibility (Francis and Netten, 2004). Fragmented working patterns meant that care workers often arrived late or not at all, that many different care workers could visit a given service user and that there was insufficient time allocated to support flexibility in care plan delivery.

We argue that policy must be supported by effective commissioning practice to deliver improvements in care quality and that increased funding is central to this. We also argue that regulation is essential to ensuring the flow of funding to improved employment practice, particularly working time arrangements, and thus supporting improved recruitment and retention in the sector.

A View from Here: Perceptions of Job Quality from Social Care Workers During Austerity

W0013232

Cunningham, I., Lindsay, C., Roy, C.
(University of Strathclyde)

Within the field of employment studies, the concept of job quality has grown in importance as a way of understanding how particular characteristics of work maintain or degrade the well-being and satisfaction of workers (Green 2006). Job quality has been measured across a number of dimensions, including utilisation of skills, work organisation and work-life balance, flexibility and security, health and safety, involvement and participation, work effort and intensification, and pay and conditions (Green, 2006).

Measuring job quality in social care is also seen as including factors such as the way work is organised, the degree of support from supervisors (Rubery and Urwin, 2012) and the extrinsic satisfaction workers can gain from being involved in delivering services and the types of relationships they build with clients (Baines, 2004).

The purpose of this paper is to provide a qualitative analysis of job quality for frontline workers in delivering care and support in the public, private and voluntary sector organisations in Scotland. This study comes at a particularly challenging time for social care in the UK, with changes to services due to personalisation and integration of service with health providers. Moreover, these service changes come at a time of continuing harsh austerity measures impacting on public service social care providers from all sectors (Cunningham, 2015). The contribution of this paper is to provide an analysis of the degree to which factors such as support from supervisors and peers, and the extrinsic satisfaction in delivering care can sustain worker perceptions of commitment to their work while other characteristics of job quality are subject to degradation. It will also highlight similarities and differences in changes to job quality across the three sectors. The data is drawn from a qualitative study of 74 workers from private, public and voluntary sector providers of social care.

Thursday 8 September 2016 at 15:00 - 16:30

Personal Assistance as Employment in Times of Disablement: A Unique Relationship or a Job Like Any Other?

W0013413

Graby, S.

(University of Leeds)

The direct employment of personal assistants (PAs) by disabled people, established in the UK since the 1990s as a result of campaigning by the Disabled People's Movement (Morris 1993; Leece & Bornat 2006), has been regarded by some authors in Disability Studies (e.g. Barnes & Mercer 2005; Prideaux et al 2009) as part of a reconceptualisation of work which challenges mainstream understandings of what constitutes 'economic contribution' by putting disabled people, commonly since industrialisation excluded from the realm of paid work and relegated to a status of dependency on the welfare state (Gleeson 1999), into the roles of employers and managers. However, authors from other perspectives - particularly feminists concerned with affective labour and social reproduction - have criticised this model of personal assistance as potentially increasing the exploitation and oppression of an already marginalised, mostly female and often immigrant, workforce (e.g. Ungerson 1997, 1999; Rivas 2003). Both these perspectives leave open the question of whether there is a contradiction between the identification by theorists associated with the DPM (e.g. Finkelstein 1980; Oliver 1989; Gleeson 1999) of capitalism, and in particular waged employment, as a major cause of disabled people's oppression in modern societies, and the advocacy by the same movement of a waged employment model of personal assistance, which depends on capitalism, as a tool for liberation.

This paper draws on semi-structured qualitative interviews with both (current and former) personal assistants and disabled people who employ personal assistants, as part of a PhD project with an overall focus on power and autonomy in the PA/employer relationship. Among the themes that emerged from these interviews was comparison of personal assistance with other forms of employment - both from disabled people who had been employers or managers in other contexts either before or after becoming employers of PAs, and from PAs who had worked in a variety of other jobs before and sometimes after being PAs. Personal assistance was seen as comparable to other jobs in some aspects, but was also often described (particularly by employers) as a 'unique relationship' with intimate and affective components not found in other employer/employee relationships, and PAs frequently described their relations with their disabled employers in terms of solidarity and co-operation - particularly in the context of austerity policies that put disabled people under constant threat of losing social care funding, and PAs consequently under threat of losing their jobs - that would be unlikely to be commonly applied by other low-paid workers to their employers or managers. It will therefore investigate whether and how the situation of directly employed PAs is comparable to that of other precariously employed workers, and whether and how the relationship between disabled people and their PAs enables new forms of solidarity in times of intensifying disempowerment and social exclusion of both disabled people and workers on the margins of the labour market.

**Open
LUBS 1.03**

Employment Security in Times of Crisis: From Work to Work Transitions

W0013349

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Companies adjust their organization in response to crises, globalization, new technologies and increasing competition. Restructuring processes take place and part of the workforce is forced to seek employment with other firms. It seems that restructuring not only takes place in the downturn of the business cycle but also in the upturn. In some sectors restructuring takes place, while in other sectors there is an urgent demand for skilled employees. Nowadays, a shift from job security towards employment security can be observed. The definition of employment security can be described as: The possibility for the unemployed or inactive persons to make the transition from unemployment to employment (reintegration/activation) and the possibility for workers to remain employed, but not necessarily in the same job with the same employer (FWTW transitions). In recent years, the concept of employment security has been studied by several scholars from different disciplines. However, an empirical analysis of FWTW transition arrangements for redundant employees in relation to company size is lacking. Large companies offer more opportunities to support redundant employees than small companies, due to more internal mobility options and greater financial means to contribute to FWTW transitions outside the company. However, the overwhelming majority of European firms consist of small and medium sized companies. From Work To Work (FWTW) support for redundant employees is important in order to tackle and prevent (long-term) unemployment. This paper provides a state of the art review of the development of Dutch labor market policy and firms' HR policies with regard to improving job-to-job mobility and prevention of unemployment for redundant workers in the Netherlands. Furthermore, the author

discusses possible explanations for (whether or not) to apply FWTW-activities by employers. We did a literature review, studied relevant policy documents, and analyzed panel data from the Dutch SCP in order to gain insight into the Dutch FWTW policy initiatives and activities implemented by the social partners. One of the main findings is that there is (still) no structural work-to-work system or labor mobility infrastructure in the Netherlands. There is some experience with policies promoting FWTW transitions initiated by companies and regional partnerships, but little is known about the effect of these policies on the labor market mobility and the job match. This paper holds a plea for more research into the impact of these policies on intra- and intersectoral labor mobility and for the development of a new perspective: Inclusive HRM and Employment Security in Transitions

Socially Responsible Restructuring: Developing a Framework

W0013693

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Employment restructuring continues apace. Between July 2003 and July 2013 there were 1,836,118 planned job reductions across the 27 EU states plus Norway (ERM, 2013). Although there is a body of research on the industrial relations and social impact of restructuring, there is a paucity of UK studies as to how restructuring might be socially responsible (Forde et al., 2009). This paper, hence, presents an instance of employment restructuring at a large integrated steel works (SteelCo) in the UK that was considered, albeit retrospectively, to be socially responsible. This paper contributes a framework through which socially responsible restructuring (SRR) processes may be evaluated, in order to understand the types of responsibilities owed by organisations when conducting restructuring processes.

The impact of redundancy following restructuring includes poor health, financial hardship, emotional and psychological distress and feelings of helplessness towards future employment. Addressing how individuals are able to move on from redundancy, in industries that generate a powerful sense of occupational identity, such as steel, is especially important when framing restructuring as socially responsible.

Forde et al (2009:7) suggest that socially responsible restructuring involves 'an anticipatory or forward-looking approach to restructuring and ongoing social dialogue and negotiation over the effects of restructuring.' Much International Labour Office and European Commission documentation outline socially responsible restructuring practices, including: promoting employability; skills investment; careers counselling; attractive severance and retirement packages; voluntary redundancy; redeployment; and enterprise start-up workshops (Papadakis, 2010; Rogovsky et al., 2005; EC, 2011; Auer, 2001; Stuart et al., 2007)

The ongoing research is a qualitative case study of SteelCo. Data was collected over two bouts of restructuring where some 1700 jobs were cut from the plant, and included 59 semi-structured interviews. These were from senior management, HR managers and local trade unions and, importantly, affected individuals, along with a wider data set that involved observation and secondary data. Interviews lasted 45 minutes to 2 hours, and were analysed in order to understand the types of responsibility owed by SteelCo during the restructuring processes.

Given the literature has been relatively disparate - little research addresses SRR directly - the preliminary findings presented here offer a framework for understanding the different categories of responsibility owed by SteelCo. These focus on the specific SRR practices and processes implemented by SteelCo, and involve responsibilities pertaining to: processual, employability, communication and legal. Each category is analysed in turn in order to demonstrate how SteelCo sought to conduct their restructuring processes in a responsible way, and ultimately describe their process as SRR. The paper shows, however, a disparity between the rhetoric of SRR and the reality of its implementation; that is, the incidence of SRR practices did not equate to their efficacy. In particular, the role of interpersonal communication and informality were key in understanding the breakdown between the rhetoric and reality. Such a framework serves as a way to evaluate whether restructuring is – if at all – socially responsible. As a result, the empirical and conceptual nature of SRR is refined

Changing the Mindset? Understanding and Addressing the Challenges Involved in Reconfiguring the UK Armed Forces

W0013560

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The global financial crisis and continuing climate of austerity have stimulated significant reconfigurations of government spending. In many nations, this has included reconfiguration of defence services and spending. In the United Kingdom (UK), policies outlined within successive Strategic Defence and Security Reviews (HM Government, 2010, 2015) have mandated the introduction of far-reaching labour flexibilisation strategies within the Armed Forces

(AF), reducing the number of permanent military personnel (regulars) whose whole employment is military and increasing reliance on service men and women that serve for some of the time (reservists) and who may have other civilian work. It is intended that reservists will comprise more than one quarter of UK AF by 2020, with a concurrent reduction in regular personnel, and the introduction of new opportunities for flexible working for regulars and reservists. These policies are changing the nature and organization of military work, increasing the potential for interactions between military and civilian structures, and creating antecedents for the deinstitutionalization of defence work (Oliver, 1992).

We have been investigating the experiences and realities of military work for reservists, including the ways this precarious form of employment in the Armed Forces extends into other life worlds beyond the military institution. Here we aim to explore our work in progress through the application of existing literatures and development of new theoretical frameworks for understanding the intersections between military and civilian work and society. In exploring the temporalities and spatialities of military work as a reservist, we have worked with theory relating to multiple identities, adaptive resilience and intersectionality. Although identity in the workplace is a well established and researched concept, relatively little attention has been paid to understanding the meaning and significance of multiple identities at work (Ramarajan, 2014: 633). In his comprehensive review, Ramarajan argues that this omission is important as there is evidence that multiple identities are linked to: individual stress and wellbeing; interpersonal and intergroup conflict and harmony; work-related engagement and performance; and collective change. Our starting point is to examine the multiple identities adopted and constructed within each life domain, how they interact and conflict, how they change over time, to provide additional insight into the challenges faced by the reservists at individual levels and by the UK AF at the organisational level.

We go on to consider how these multiple identities relate to considerations of resilience at both an individual and organizational level. Using an intersectionality lens to consider the impact of the reconfiguration of UK AF may allow us to consider diverse experiences of servicemen and women. Whilst much of this work has focused on social characteristics such as race and (female) gender as areas of inequality, for example the working mother (Wilson, 2013), we seek to understand differences between precarious and permanent (masculine) employees. The military workplace is changing as permanent employment becomes more negotiable and precarious employment becomes more predictable. We explore how sociologies of work might inform understanding of what this deinstitutionalization of UK AF might mean for those working within this policy framework.

Professions, Occupations, Skills and Social Mobility

LUBS 1.04

Careers and Graduate Work: Some Insights from Case Studies on Software Engineers, Financial Analysts, Press Officer and Biotech Scientists

W0013373

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This paper examines how careers are constructed within four different graduate occupations. Over time, globalization and increased competitive pressures on organizations leading to greater employer demands for flexibility in employment arrangements, restructuring, downsizing, outsourcing and workforce casualization, which all have altered the nature of modern careers. The perceived loss of predictable careers and the decline of the long-term hierarchical careers has led many scholars to think of new perspectives on careers. An example of such a new perspective used by contemporary career theorists is the idea of the 'boundaryless career', highlighting the flexible, non-hierarchical and dynamic nature of modern careers. Key examples are to be found in professional and managerial work, performed by predominantly graduate workers. As such, they are understood to be able to use their human capital (e.g. advanced skills and knowledge) in a more flexible and dynamic way without constraints, not bound to organizational careers or traditional hierarchical or bureaucratic notions of career trajectory. Related to this is the belief that Western economies become increasing knowledge-based and that graduate workers have the skills and knowledge to remain employable and therefore enjoy relative stable and good careers.

Various studies have shown that some knowledge workers face fragmented and difficult career paths despite being highly skilled. The exact influence of university education on graduate careers remains somewhat underdeveloped. This paper compares and contrast the construction and development of careers for four different graduate occupations in order to evaluate whether there is such a thing as a 'graduate career.' These four occupations are: software engineers, financial analysts, press officer and scientists working in biotech companies. The paper examines what drives the careers of those graduates within these occupations, how do careers progress and how they are

experienced. By doing so, it explores what we can say about the nature of graduate careers, whether they live up to current boundaryless career conceptualisations and what the role of university education is in their employability. The paper is based on 100+ semi-structured interview with British workers and managers within the four occupations.

The interviews revealed the careers within the four occupations are not defined by education. Only for the scientist higher education credentials shape career perceptions and trajectories. Boundaryless careers are to some extent materialised within the four occupations. Organisational boundaries do not tend to be thought of as key in career development yet continue to provide stable career opportunities for some.

Do Jobs Upgrade as Graduate Recruitment Increases?: An Analysis of Job Influence Using the Workplace Employment Relations Survey

W0013590

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As the UK higher education sector has expanded, more graduates have found themselves working in jobs where previous generations of graduates would not have been typically employed. Whether the investment in skill and education these graduates have made is worthwhile depends on whether these jobs have changed in ways to make use of the graduates' perceived extra capabilities (job 'upgrading'). Existing evidence on job upgrading has tended to capture outcomes like wages (e.g. Conlon and Patrignani, 2011) or self-reported measures of skill utilisation (e.g. Battu et al., 2000; Purcell and Elias, 2013) but typically not the actual underlying changes in jobs. Studies that have looked at changes in jobs tend to take case study approaches, which are limited in their generalisability (e.g. Mason, 1996, 2002).

In this paper, we explore data on job influence and discretion in the Workplace Employment Relations Survey (WERS) between 1998 and 2011 to examine changes in jobs and skill requirements across a large sample of employees. We use a combined measure of job influence variables and test for changes in job influence across the labour market, controlling for: occupations; industries; having a higher education degree; changes to job design; trade union presence; experience of employment; and other factors. This analysis suggests that job influence has risen across most occupations over time, and that being a graduate does not directly affect the job influence scores. We also test whether the change in the proportion of graduates in a particular job (defined as an industry-occupation pair) has affected job influence scores over time, and discuss the relationship between graduate density and job influence over time.

Our main contribution is a classification of a selected group of jobs into those in which upgrading has or has not occurred, to highlight the different dynamics in the labour market. We find a number of jobs which typically started the period with marked differences between the job influence of graduates and non-graduates, which have narrowed over time as more graduates have entered. On the other hand, we also observe some jobs which provide stronger evidence of upgrading – some of these are lower level occupations where being a graduate was historically unimportant for job influence, but have subsequently seen the skill requirements placed on graduate employees rise relative to non-graduates as the supply of the former has increased. We argue the WERS data has considerable further scope to investigate the factors corresponding to job upgrading, and the relationship between changes in our measure of demand for skill, and existing evidence on wages or skill utilisation.

Gender, Work and Social Reproduction

LUBS 1.05

The Conflicting Demands of the UK Government on Older Women's Careers

W0013409

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During austerity conflicting policy aims of the state are brought to the foreground. As a member of the EU, the UK has been encouraged to increase employment rates of older workers, to meet the needs of an ageing population (Kirtan and Greene, 2016). Meanwhile, unpaid care has increased at a rate higher than population growth and the care system relies on informal carers, saving the state an estimated £132 billion (Heitmueller, 2007; Pickard, 2008; White, 2013; Carers UK, 2016). The highest provision of unpaid care is being met by women aged 50 – 64 and the resulting impact can include carers reducing the number of hours they work or leaving their jobs in one of five cases (Walters, 2008; ONS, 2013). This is despite the Government's objective to encourage carers to remain in employment

(Department of Health 2010; Care Act, 2014). Older women could be considered to be at the peaks of their career and may have provided care for a large proportion of their working lives, particularly if care periods overlap where there is more than one dependent (Ben-Galim and Silim, 2013).

The paper presents current doctoral research examining the effects of these conflicting demands on individual older women's careers and their development as they seek to continue both formal employment and provide informal care. It takes account of traditional and alternative concepts of careers such as protean (Hall, 2004), boundaryless (Arthur, 1994) and portfolio (Platman, 2004), before looking at those concepts specifically relating to women; including the life-career model (Pringle and Dixon, 2003), phases of a woman's career (O'Neil and Bilimoria, 2005) and kaleidoscope careers (Mainiero and Sullivan, 2005, 2006). I argue that whilst literature has attempted to classify older workers and their differing needs (Loretto et al, 2005) there is not a typical 'older worker' (Flynn, 2010).

This paper presents initial findings from focus group interviews conducted with women who are, or have previously been, caring and working. Within a framework of co-production (Antonacopoulou, 2010; Burns et al, 2014) these interviews set out the agenda for the research, establishing key areas of inquiry for the second phase of empirical work involving calendar interviews with individual women. Calendar interviews are a relatively new method of interviewing (Belli and Callegaro, 2009), that fit a life course (Giele and Elder, 1998) approach to the research. Their reflective and retrospective nature produce a higher quality of research, exploring pertinent events and the behaviours and states associated with them over the life course (Martyn and Belli, 2002).

Initial findings are presented on the perceptions and experiences of older female workers who care for adult dependents, reflecting specifically on their career development, assessing the conflicting needs of the state and resulting impact on their career experiences. This area is currently under-researched and recognises there is not a typical 'older worker' or career journey for such women. It illustrates the importance of recognising women's informal care responsibilities when examining their later career development.

Jobs for the Boys: Is the Lack of Part-Time Employment a Barrier to the Growth of Women Working in UK Scientific Industries?

W0013609

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I The UK labour market structure is gendered; a large proportion (41%) of women in paid employment work part time hours (APS2015). Explanations for the dominance of this contractual pattern among female workers include: women's own preferences (Hakim 1991), the cost and availability of childcare (Crompton 2006), employers' perception of women's 'partial' commitment to employment (Hochschild 1997) contributing to job designs in the 24/7 economy (Grant, Yeandle, Buckner 2006), and equality legislation supporting a social justice argument for family friendly employment (Bagilhole et al 2005).

This paper presents a gendered analysis of the UK Labour Force Survey exploring the contemporary gender distribution of part work. It reveals an anomaly; the very low occurrence of part time contracts at all levels and in all occupations in STEM industries (Science, Technology, Engineering and Maths). This finding raises questions about conceptualisations of 'the scientist', workplace cultures and the 'leaky pipeline' of scientific careers (Acker 1998, Blickenstaff 2005, Devine 1992, Garforth & Kerr 2009, Faulkner 2000). Against a backdrop of policy attention on the economic importance of the scientific workforce and its future expansion (BIS 2015, EOC 2004), the paper concludes by reviewing the possible barriers to growth which inflexibility around contractual arrangements poses.

Childbirth, Child-rearing and Women's Career Advancement: Case of Japan

W0013329

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In many advanced countries, gender equality and women's advancement to management in companies have progressed. But in some countries, including Japan and Korea, women are still far behind their male counterparts. The following data illustrate obvious differences in percentages of women managers among countries: US (2011) 43.1%, France (2011) 39.4%, Sweden (2011) 34.6%, UK (2011) 34.5%, Germany (2011) 30.3%, Italy (2011) 25.1%, Japan (2012) 11.1%. (Nippon Life Insurance Company, 2014). Many researchers have highlighted reasons for women's lack of advancement in Japan, including companies' male-centred management practices, persistence of traditional gender roles in society and the notion of 'men go to work, and women stay at home', tax and pension systems which sometimes discourage women from working for longer and earning above a certain salary, and lack of childcare facilities and support for working mothers.

Yamaguchi's investigation of the lack of female managers in Japanese companies identified factors such as gender outweighing educational attainments and women having to work longer hours than men to gain promotion to managerial positions (Yamaguchi, 2013). In addition, Yamaguchi indicated that even though a man and a woman may be the same age, percentage of managers among married men shows positive correlation with age of youngest child, while in the case of women, the percentage decreases, reflecting companies' reinforcement of traditional gender roles among working couples. Moreover, a group of lawyers (2016) found that one in four working women who responded to their questionnaires had experienced miscarriage, and only 30% of women had enjoyed a problem-free pregnancy.

Despite both government and companies' awareness of the importance of work-and-life balance, the above research indicates that barriers exist for women who strive to have both a successful career and a family. In addition, working as long and as hard as men might inhibit having children.

This research is still work in progress, but it focuses especially on women's lives, specifically their marital status, childbirth and childrearing. The research comprises two parts: first, exploring general trends of relationships between career advancement of each gender and marital status with number of children based on JILPT (2007 - 4) data. The data show lower rates among female managers of marriage and having preschool children in the household compared to male managers; and more frequent parental support with childrearing among women than men. Hence, the second part analyses the background to these issues, focusing on incompatibility of current working styles in companies in terms, for instance, of demand for total dedication and long working hours, unchanging demand for women to satisfy family responsibilities regardless of their work commitments, and women's unchanging preconception of difficulty in achieving work-and-life balance. Consequently, some women who choose to pursue their careers may delay or forgo marriage or motherhood. The various involved parties— central and local governments, companies and schools – must take action if this situation is to change.

New and Old Inequalities

LUBS 1.06

Career Advancement and Diversity in Smes Law Firms in Leeds

W0013513

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British small and medium-sized enterprises (SMEs) – with fewer than 250 employees – make great contributions to economic growth; vital to restoring stability following the financial crisis. Accounting for 99.9% of all private-sector businesses at the start of 2015; providing 60% of private sector employment and creating an annual turnover of £1.8 trillion (White, 2015), more focus on smaller private-sector businesses would prove beneficial. Irrespective of these compelling statistics, SMEs are also important for social sustainability; especially during the post-recessionary period when many faced work crises. Nevertheless, SMEs remain under-studied regarding diversity issues. While providing important insights, the majority of SME literature addressing diversity involves ethnic-minority start-up firms; focusing mainly on the value of family networks and resource access (Jones and Ram, 2010).

In contrast, in light of evolving workforce characteristics, this research aims to explore how career progression is understood in SMEs. The meaning of 'career' has similarly transformed over time, alongside issues of power in employment relationships, the nature of work and the structure of organisations themselves (Collin and Young, 2000). The current study considers SME law firms; organisations with highly-ambitious, career-orientated workers. A starting point is that literature has primarily analysed larger companies; overlooking SMEs. Previous work has explored both career advancement and barriers to entry into these professions (Kumra and Vinnicombe, 2008; Tomlinson et al., 2013; Ashley et al., 2015). These findings support Acker's (2006) work on 'inequality regimes' whereby gendered workplaces practices, policies and structures may also continuously reproduce inequalities. Hence, the research framework draws on intersectionality theory, (Crenshaw, 1989), historically founded in the junction between race and gender. Scholars call for clearly-established definitions, methodology and practical applications to enhance its study. Intersectionality thus forms an innovative paradigm to investigate connections between marginalised groups and examine gendered practices.

This research examines how career progression materialises in SMEs, to discover the factors perceived as shaping this progression and to ascertain whether workforce demographics are influential within its context. Post-recession, one could argue the intangible assets of 'top professional talent' (Teece, 2003) have never been more crucial to a firm's success and competitive advantage. This builds upon the 'business case' argument, justifying diversity management as yielding enhanced business results (Dickens, 1999). Nonetheless, some benefits may remain unidentified due to difficult measurement (Noon, 2007). Therefore, the evolution of diversity management away from

the discrimination legalities of equal opportunities policies, to recognising the value of individual differences to firms (Baxter, 2001), the 'business case', still necessitates evaluation.

Data collection comprises 44 semi-structured interviews within 4 case studies of law SMEs in Leeds. Emerging themes show that many participants perceive a clear progression route in law towards seniority, seduced by high salaries and vocational prestige – a driving factor for career advancement - yet, both genders acknowledge encountering career barriers. Managing diversity practices within these companies are mainly viewed as synonymous to equal opportunities policies. The principal contribution is to advance career theories within an SME context and theories of intersectionality to generate more beneficial HR policies; specific to SMEs.

Dignity Denial in ICT sector

W0013661

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This paper is concerned with examining the concentration of power and diminishing control over the work process within the context of the 'boundaryless' organisation and the impact this has on dignity of work of ICT professionals. We argue that the inequality should not be explored exclusively in terms of financial assets individuals possess but also in terms of implications of the pursuit of capital accumulation for power inequalities within organisations and furthermore the impact this has on employees, explored here with the focus on dignity denial. Our conceptualisation of dignity of work is rooted in the work of Marx, in particular his elaborate discussion of 'species being', what enables us to widen the lens and explore dignity denial arising from the economic and social conditions of capitalism. We explore the concrete employees' experiences of, among others, 'lean IT', being 'TUPED' and the working of the internal market (in particular 'the bench' system) and show how the work process is designed to deny them control and furthermore, how it creates a working environment mitigating against the dignity of work usually expected to be prevalent in professional occupations.

The paper draws upon data obtained from research involving focus groups and individual interviews with ICT professionals who work for a major international IT company. Insights from Lukacs' (1971) writing on the Marxist method guided the data collection and analysis with the purpose to enable ICT professionals to freely articulate their working lives as they see them, and then to place that narrative within the general trends evident within the sector and wider structures of neo-liberal economy. In correspondence with the above approach, the coding scheme for data analysis combined inductive and deductive elements and resulted in a coding structure that incorporated the participants' perspective and codes derived from Marx's theorisation of 'species being' and the workings of structures of capitalism.

In addition to generating interesting insights into the experience of work of ICT employees and analysing them within the structures of capitalism, the paper contributes to the conceptualisation of dignity. Much of the research focused on, as well as recommendations associated with, dignity are governed by dignity at work tradition exemplified by, for example, the work of Lucas (2015) who sees an essential difference between workplace dignity and human dignity and argues for management strategies that address the issues of dignity at work through HRM interventions. Our conceptualisation of dignity of work, inspired by the works of Marx, approaches dignity as an attribute that is fundamentally linked to the nature of labour and our humanity and which cannot be attained merely by an improvement in working conditions or increased remuneration. We develop this conceptualisation of dignity of work through the focus on totality, mediation and immediacy, which, in sharp contrast to the compartmentalised approach adopted by dignity at work writers, encourages a view of research that requires any event or moment to be considered as part of a total experience.

Experiences and Realities of Out-of-work Partnered Fathers in the UK: Lessons from France

W0013422

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Recent work has investigated in depth the realities of in and out of work poverty (e.g. Shildrick et al, 2012; Fahmy, 2014; Bailey, 2016). However, although Dermott and Pantazis (2014) argue that the studies of poverty should consider gendered analysis of the experiences of both men and women, how care issues play out in the experiences of out-of-work fathers during the crisis remains an underexplored topic. This gap in studies of work-care issues among out-of-work partnered parents can be considered to exist because where fathers are unemployed they have generally been categorised as 'unemployed men' as opposed to 'unemployed fathers'. As such, research has rarely explored the role of care in their experiences, instead focusing on the role of personal characteristics such as skills level as well as the impact of activation programmes (e.g. Norman et al, 2010; Newton et al, 2012; Bloch et al, 2013; Meager et al,

2014). In addition, research focusing specifically on fatherhood has tended to concentrate on the experiences of in-work fathers (e.g. Gregory and Milner, 2011).

This paper seeks to fill a gap in knowledge concerning the reality of life for out-of-work partnered fathers in the UK. It is based on semi-structured interviews carried out with 38 out-of-work fathers and mothers in a disadvantaged neighbourhood of Sheffield and a disadvantaged neighbourhood of Lille in Northern France as part of research examining how work and care issues play out at the micro-level in the experiences of out-of-work partnered parents in two different national contexts and welfare typologies. The paper differs from existing research by examining the experiences of fathers as workers and potential carers.

The paper will briefly examine the fathers' ideal work-care scenarios, contending that most sought full-time employment with parenting acting as a catalyst for fathers to look for work, before analysing their experiences of attempting to obtain these scenarios in practice. It will be argued that in comparison to the interviews carried out in France, the experiences of out-of-work fathers in the UK were generally marked by weaker relationships with work-support organisations. In particular, the paper will suggest that reactive, personalised support that motivated and energised participants as well as access to free public transport were valued by parents in France in terms of looking for work. By contrast, such support was largely missing in the UK and in many cases its absence was a barrier to finding employment. Looking to the future, an example of model training in France with regard to supporting out-of-work parents into employment will be highlighted

Gender, Work and Social Reproduction

LUBS 1.09

Labour and Marital Negotiation of Work Patterns in Rural North India and Bangladesh

AB01600

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In rural north central India and Bangladesh, the prevalent rural pattern is that when women have children, they "withdraw" from the labour market. We are researching the question: if a woman's role is socially normed to include market work, does a man's activity basket adjust to allow for that? Do their two sets of activities 'fit' well together?

Time-use data show the women working considerable amounts on farm plots and with livestock. Thus it was ideological and a masking strategy for elites to describe the women as 'not in the labour force' or as housewives. Interview data shows widespread lip service to a command/submit pattern in marriages, but in reality, many women and men often negotiate about work duties. As Bourdieu advises, we trace the antifeminist command/submit marital discourse through Bengali and Indian history. Discourse contradicts the reality. Still, the doxa of patriarchy affect the current habitus.

Bangladesh village widows have lower overall subjective well-being than other rural women. We consider this both at the ideological level and at the deeper level of resources. Some widows had a more reflective, active life than younger wives.

We test whether women's egalitarian attitudes about work are associated with wealth, land ownership, or doing more work. We transcend the neoclassical human capital approach. We test whether egalitarian women work more (or less) minutes per-day in 2014/5. In villages, demographic features affecting women, like having children, disability, or bad health, are converted into socially normative constraints upon women, yet many people do resist the patriarchal habitus.

Causes of Defeminisation of Work in Rural India Over the Long Term

AB01598

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India had a declining labour force participation for women 2004-2011. There were positive real rates of economic growth during the same time period. Higher female formal education over this period should have raised the labour-force participation rate. Countervailing factors create a puzzle of 'missing women', also called defeminisation. Using national data on economic activity, we provide a novel analysis of India's rural women using 1983-2011 data and a synthetic panel data approach.

The paper tests several hypotheses. Relative to existing knowledge, this paper is enhanced by a theoretical shift, examining the labour market in its narrow, medium and wide definitions. We decompose the change in labour supply of women over time, according to explained factors and unexplained factors, taking advantage of data from National Sample Surveys for 1983, 1993, 2005, and 2012 involving consistent measurement over time. We use probit regressions of labour supply. Ultimately there was a downward shift of the whole U-curve of women's work over education. Our main finding is that the shift downward in women's work (over education) is concentrated in poor landless worker families of the scheduled caste and scheduled tribe groups. We describe the balance of protective and causal factors for the growing employment gap facing women. We saw a re-establishment of the breadwinner model in the poor rural classes.

Unpaid Women Worker as Disguised Exclusion: An Experience from Rural India

AB01599

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In spite of high economic growth during last decades there has apparently been a low rate of female labour force participation (FLP) in India. It is in the recording of the work done by women that serious inaccuracies and measurement failures occur. Women's contribution has been rendered invisible by failing to quantify their work inputs, especially in agriculture and the unorganized sector. In the near future the Indian government will create a national Time-Use Survey which will help to gauge women's diverse activities. There are basically two kinds of work: work for which payment is received, and work for which no payment is made. While a large number of women work outside the home and are remunerated for the work they do, most rural women spend several hours doing work for which no payment is received. Our rural primary data on N=900 Households in North India and Bangladesh show a lot of disguised exclusion of rural household women from the mainstream of economy. The main aim of this paper is to investigate women's unpaid household work in the rural India. We aim to provide evidence supporting a measurement of the economic value of the women's "work", broadly taken. The specific objectives of this paper are to present primary data on socio-economic status of the rural household, analyze the average daily time spent on unremunerated and paid work tasks, and to access and assign an approximate economic value to the unpaid work. The research was carried out as a time-use survey in Uttar Pradesh, Bihar and Jharkhand. Fifteen villages have been chosen for the study.

In and Out of Work Poverty / Precariousness
LUBS 1.31

Bogus self-employment - When the market rules - chances and risks of own-account self-employment

W0013475

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Workers in the grey area between dependent employment and self-employment (Dietrich 1999) and especial the topic of bogus self-employment have a long research tradition in European countries (Hakim 1990; Mühlberger & Pasqua 2009, Eurofound 2013; Behling & Harvey 2015) and point to a key issue of flexible labour markets: the demarcation of dependent employment and self-employment.

Employing a unique and brand new population-representative data set for Germany the paper is addressing both the quantity of bogus self-employed in Germany and the socio-economic situation of bogus self-employed in contrast to dependent and self-employed people.

To identify bogus self-employment the paper employs an alternative labour law concept (Wank 2015) to define the borderline between self-employed and bogus self-employment. According to Wank the demarcation line is defined by the combination of chances and risk, characterizing contracts between the self-employed and their principal. Thus criteria like being active on the market (working for different partner), leading an own enterprise (own employees, own premises and business capital) or the ability to independently make entrepreneurial decisions (now subordination to the contract partner) are of relevance.

Due to the Wank-Model the empirical section of the paper identifies around 436.000 German workers (1.4% of the active work force) as bogus self-employed. In contrast to the observed situation, these people should be protected by labour law and correspondingly be covered by social law (receiving employers' contributions to the health and the rent system, paid holidays, or sick pay).

In the analytical part the paper shows that the coding of working contracts as bogus self-employed or self-employed is closely correlated with the earnings, gained with these contracts. Based on OLS-wage regressions the paper shows that bogus self-employed differ systematically from self-employed by the earnings. Further on the analytical results indicate that the judgment of the working contracts by the law model applied is highly correlated with individuals' employability. Logit models confirm the weakest on the labour market show a high probability to hold false self-employment contracts, whilst similar workers with prosperous labour market characteristics are able to benefit from self-employment contracts. E.g. workers below the age of 25 or new labour market entrants are active as bogus self-employed to a higher extent compared to older or more experienced workers. With an increase of cumulated unemployment experience in the labour market career the probability of bogus self-employment contracts is increasing steadily and statistically significant. Workers without formal vocational degrees are more exposed to bogus self-employment than qualified workers. Further-on, even if there are some industries which are more pronounced for bogus self-employment activities than others, it is rather a combination of individual risk-factors than one single indicator which might lead to bogus self-employment contracts in almost every industry or sector to a various extent.

Finally the empirical results indicate that the mechanism of becoming bogus self-employed seems to be supported by a lack of knowledge regarding the own legal position as a worker and regarding the social and economic consequences out of an insecure alias a bogus self-employment contract.

In-work Poverty and Enterprise: Self-employment and Business Ownership as Contexts of Poverty

W0013558

Danson, M., Galloway, L., Stirzaker, R.
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This paper reports on a study of how enterprise can and does intersect with poverty in today's labour market. Drawing from the testimonies of key stakeholders throughout Scotland, and citing examples of cases of self-employed people living in poverty, this is the first research to explore the understanding and perceptions of policymakers and practitioners of what it means to be self-employed and 'enterprising' but in poverty. It therefore reflects on the current state of the labour market for significant proportions of the workforce who have witnessed the contracting out of much service employment, the contractualisation of work, and the casualization of formerly secure occupations. Informed by the literature on entrepreneurship and enterprise, recommendations are made which include better inspection of enterprise as a labour market policy and practice, and meaningful support to alleviate self-employed poverty.

Against a background of growth in the business birth rate and positive statistics on enterprise, the business and development specialists interviewed for this project relate their perceptions of a very different reality of self-employment and business ownership, as it applies to many people. The paper also includes case profiles of self-employed people who are defined as living in poverty. This research does not dispute the macro-level view that private enterprise is a net economic contributor. It does, however, highlight a hidden form of enterprise; one where self-employment is used as an alternative to unemployment, to mitigate or avoid benefits sanctions, and to address financial need as a crisis response. This type of entrepreneurship is related in the testimonies of our key informants and the experiences of our case studies as cynical and at times exploitative. There is clear evidence of work at rates of pay well below 'minimum' or 'living' wage values. The firms created under these circumstances are low value and, in fact, are likely to have a net negative value in socio-economic terms and cause harm to the health and wellbeing for individuals. More broadly, the research finds perceptions amongst key informants of an increase in contractualisation of what were formerly 'regular' forms of employment, and experiences of this type of self-employment amongst the case studies. This is described as exploitative of individuals and workforces as organisations shift financial responsibilities and duties of care to individuals on low rates of pay and without contractual employee rights. We argue that this trend is bad for individuals, for organisations, for national innovation and competitiveness and for national economies. The report concludes with various recommendations based on expertise gathered from the key informants. It also identifies a dearth of reliable statistical information about the scale of the enterprise and poverty agenda and argues that, until we know more about the rates of use of self-employment as an alternative and mitigator of long term unemployment, and the extent to which workforces are now contractualised as self-employed, we will be unable to address emerging issues associated with both national economic development and social welfare agendas.

Temporal Divergence and Labour Market Change

W0013616

Doogan, K.
(University of Bristol)

This paper seeks to correct an imbalance in the debates about the rise of irregular employment. Discussion of employer-led modalities of the organisation of working time have usefully focused on Zero Hours Contracts and to a less extent on dependent self-employment. However this is one expression of the rise of non-standard while other

temporal trends have yet to receive their due attention in labour market debates. This paper considers divergent temporalities that arise with the pursuit of employment flexibility. Essentially employment trends in relation to job stability are moving in two directions and it is important to assess the relative strength of both patterns. On the one hand the number of people employed on contracts that do not guarantee a specific number of hours has seen a three fold increase between 2012 and 2015. This has given rise to accounts of a two-tier workforce, even imagining a 'Zero Hours Economy'. However it is suggested here the the pursuit of labour market flexibility has contradictory effects both toward irregularity on the one hand and also increasing job stability on the other.

The relative strength of movements towards short-term, casual engagement and also to increased job tenure and long-service employment has to be assessed. If the former is dominant then the polarisation thesis is credible. If the latter prevails the employer led modalities might suggest segmentation or marginalisation rather than a broader pattern of social differentiation. This paper will examine UK evidence in the UK since 1992 and particularly since the onset of the Great Recession and analyse the changing distribution of irregular employment.

New Technology, the Green Economy and Sustainable Economy and Work

LUBS 1.32

Estimating Participation in the Online 'Gig Economy'

W0013705

Joyce, S., Huws, U.
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This paper presents findings from the first systematic attempt to estimate the scale of participation in new forms of work organisation via online platforms across the UK and Europe. These websites act as online labour exchanges for paid work, and are commonly seen as eroding traditional employment models and undermining working conditions, rates of pay and labour standards. The rapid growth of such platforms has led to media interest and academic discussion, but relatively little empirical investigation. Therefore, this research is an important contribution to developing an understanding this new way of working, its potential future development, and wider implications for society.

The growth of online platforms is a significant development in the changing nature and organisation of paid work. The names of such platforms are becoming increasingly well-known; for instance, Uber, Taskrabbit, Upwork, Amazon Mechanical Turk. However, the literature contains a profusion of terms to describe these forms of work, including 'crowdsourcing' (Fuchs and Fisher 2015: 4), 'cloudsourcing' (Muhic and Johansson 2014), 'sharing economy' (Benkler 2004), 'prosumption' (Ritzer and Jurgenson 2010), and 'gig economy' (Kessler 2014). This lack of conceptual clarity has hampered efforts to empirically investigate these forms of work organisation. Therefore, an attempt to empirically estimate the scale of participation in these new forms of work organisation is both important and timely.

Methodology - A market research company was commissioned to carry out an online survey of a stratified sample of 2,238 adults aged 16-75 across the UK between 22-26 January 2016. Findings were weighted by age, gender, region, working status, and social grade. Subsequently, a similar survey using the same questionnaire was carried out in Sweden (27 February - 7 March) and further surveys will shortly be carried out in Germany, Austria and Hungary. At least one survey will be conducted in a southern European country (probably Portugal). Data will be analysed with the use of SPSS. Detailed findings and analysis will be completed in time for WES conference and presented in this paper.

Theoretical issues and discussion - It will be argued that the growing presence of online platforms in the organisation of paid work represents the convergence of several previously existing trends, which have now reached critical mass; including, standardisation and simplification of tasks; digitisation of tasks; use of data from online activities for setting standards and performance monitoring; multi-location working; and the expectation that workers are available 24/7.

This research carries significant implications for a number of areas of discussion in recent literature, which will be addressed in this paper. Findings will be of interest to policy-makers developing responses to a number of unresolved issues such as the legal status of workers employed in this way (Todolí-Signes 2015); the regulation of employment rights (Huws 2015); and the erosion of collective forms of work regulation (De Stefano 2015). The research also carries implications for theoretical discussions concerning new forms of value creation; new forms of work organisation and precarity (Huws 2014); globalised production chains (Newsome et al. 2015); and the future of work in general.

Prolonging Working Life through ICT: The Role of Crowdsourcing

W0013479

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The development of a fast and reliable internet, new technologies, new online payment systems and changes in work structure that both enable and demand flexible working patterns have driven a shift to new forms of labour exchange, such as the outsourcing of work online. The creation of online agencies and freelancing websites may be seen as an evolution, at least for some kinds of work, from traditional temping agencies. However, technological advances mean that online employment opportunities are broader and often more complex than one might at first envisage. This new form of internet-enabled labour exchange can be described as a form of crowdsourcing, which is changing the way some people interact with the labour market. The term crowdsourcing is evolving as new aspects of using internet-enabled exchanges in work-related activities emerge. Using crowdsourcing platforms and websites, workers can search and access paid and unpaid work, which can be undertaken online and offline.

Crowdsourcing enables individuals to access multiple opportunities for employment regardless of location, and so can be argued to provide new avenues for participation in the economy. Importantly, in a positive interpretation, crowdsourcing platforms can be viewed as empowering individuals by creating and providing a space in which they can self-select work, be creative and/or interact to solve problems as part of a wider community. With the raising state pension age, people will be expected to work longer and this form of work could offer a way to continue working and remain part of the labour force. This form of work may be useful for older workers who may want to work more flexibly, have other commitments or caring responsibilities, be less mobile or be unable to travel for work.

The presentation will draw on evidence from a small scale qualitative study of six crowdsourcing platforms operating in the UK and Europe. Interviews were undertaken with those engaged in this form of work to understand the level of engagement, experiences, types of work undertaken and the potential drawbacks and gains from engaging in this form of work. The experiences of older workers will be drawn out to explore reasons for engaging in crowdsourcing as well as identifying the enablers and barriers. The findings from this study will be presented alongside new evidence on the crowdsourcing workforce and discussions from an interdisciplinary seminar funded by the EPSRC Balance Network. This presentation will provide an opportunity to review and critically evaluate current understanding, policies and practices around crowdsourcing and whether it has a role to play in prolonging working life.

Global Political Economy, Comparative Analysis and the Changing Regulatory Role of the State **LUBS 1.33**

The State and the Evolution of British Employers' Organisations

W0013353

Heery, E., Gooberman, L., Haptmeier, M.
(Cardiff University)

This paper examines the evolving relationship between the British state and employers' organisations (EOs) between the early 1970s and the present day. It quantifies the decline of EOs over the period, and analyses their changing characteristics. The paper then explores the role of the state in facilitating these trends. We combine quantitative data with those from two case studies to assess the changing relationships across at least three phases, provisionally identified as:

- 1: Pre-1979: Political economy was largely organised along tripartite lines, with representatives of employers (EOs), employees (Trades Unions) and the government collectively regulating pay and conditions. However, this began to break down in the 1970s as their conflicting demands proved increasingly difficult to reconcile.
- 2: The 1980s: With government promoting market driven individualisation, collective bargaining's employee coverage declined. Remaining EOs had to broaden their activities if they were to survive, with many placing a greater focus on lobbying government and providing services to individual members. A new type of organisation, employer forums, emerged. These provided member services based on a single issue, such as aspects of equality.
- 3: The 1990s onward: Political change heralded partial re-regulation. Collective bargaining's overall decline continued. Many EOs continued their refocusing, whilst employer forums grew to cover an increasing range of topics.

In terms of quantitative data, we will use archival material from the UK Government's Certification Office, held by the UK's National Archives. The office was established in 1975 to provide a voluntary registrar function for EOs and Trades Unions. While not all EOs are covered by these data, sufficient exist to create time-series that can be analysed to illustrate the phases sketched above, with data including number of members and industrial sector of activity. Importantly, a full analysis of these data has yet to feature in the literature.

We will also use qualitative data from two case studies to illustrate the changing nature of EO's relationship with the state. The first will focus on the EEF, one of the UK's most significant EOs. In the 1970s, it had a largely 'traditional' role within collective bargaining. However, this role had ceased by the early 1990s. Its activities broadened, with interaction with the state primarily taking the form of lobbying. We will also examine the operations, and relationship with the state, of the Business Disability Forum, an employer forum whose members currently employ almost 20 per cent of the UK's workforce. Data will be drawn from interviews with current and previous staff as well as published and archival data.

The paper concludes by reflecting why the relationship has changed so dramatically, how government's views as to the roles of EOs evolved, and whether newer theoretical concepts such as countervailing power can be used to explain developments.

The Others at the Other End of Human Resource Management: The State, Its Laws, Their Unemployed And the Markets

W0013303

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Critique of the more practical, instrumental, functionalist and managerialist end of HRM studies flourishes (Braverman, 1973; Watson, 2004; Boltanski and Chiapello, 2006; Fleming and Sturdy, 2011), albeit with little impact on the object of critique- mainstream HRM studies. Indeed, the practically-minded HRM discourse and the more ideological project of the sociology of work are a fulsome example of the ontological separations between economy and society, and the state and the market. In attempting to disassemble this boundary, this paper attempts to introduce four others into HRM studies; the state, the unemployed and the non-human actors of the laws and the global market. In this way we hope to assemble a hybrid, cyborg, post-human understanding of HRM; one of use to mainstream HRM, and of interest to critical HRM studies.

To make this case, we draw from the instance of Cet-Sia, a newly formed start-up, which allows for a consideration of the four others. First, the unemployed- this firm exists in the narrow gap between the reservation wage set by unemployment benefits and individuals autotelic desire to work. In this space we start to see the second other- the state. Against the dominant ordo-liberal conceptions of the state as facilitator to the market game, as a *deus absconditus* which only intervenes to encourage competition where possible; the state takes a fulsome responsibility for labour activation and for making work. This contemporary state is extra-ordinarily involved in the labour market, not simply in providing for the education and health of labourers, but also in welfare 'activation' policies which impose market participation on citizens with threats of destitution. And so the second other is the state. Beyond its engagement in the labour market, the state takes responsibility for orchestrating economic activity, and in the case of Cet-Sia; the state supported the founders through entrepreneurial education, funding and in this particular case extra-legal, extra-ordinary measures- such that it is hard to see the agency of the individual entrepreneurs. Encoded and intermediating the relations between state-unemployed-workers-employer, are the laws; a sedimentary of negotiated practices that govern and orchestrate actions in the lives of all the other others. The entity of the corporation, the responsibilities, regulation and practices of the various actors are governed by the non-human municipal, state, EU and global laws. And the other of this third other are global markets, particularly the global market for FDI, labour and migrants, similarly to laws in its unhuman character, but a chimerical animus that lurks in the shadows of all this conjuring up of work. And so we see the spectacle of countries relentlessly comparing and ameliorating their laws to compete in a race for capital, for work as a commodity of succour for its people, for relative competitiveness; a race to win in the market of countries.

Along this line of argumentation, we aspire to assemble a hybrid model of HRM, one capable of acknowledging all the others that exist in the elisions, ellipses and exclusions from the current discourse.

Labour Management in Patrimonial Capitalism

W0013612

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Although slavery was officially ended by the declaration of human rights act before the middle of the last century, a contemporary form of slavery, referred to as 'Kafala' was established in the 1950s in Saudi Arabia and some neighbouring Arab countries. The reliance on cheap foreign labour has structured particular forms of work and employment relations. Through the Saudi 'Kafala' system the government indirectly delegated the total control of expatriates to businesses as well as individual Saudis. In the absence of strong labour laws, the expatriate workers are subject to exploitation, although Saudi Arabia faces increasing pressure to raise workers' rights from international organisations. For the countries which adopt the Kafala system, it acts as an efficient mechanism against any economic crisis as they have the right to easily deport workers besides benefiting from the low cost of labour that it provides.

In the extended Varieties of Capitalism (VoC) analysis of non-Euro-American economies, Saudi Arabia is categorised as a patrimonial market economy (PME). The states under this type of capitalism successfully maintain their legitimacy, power and stability, through applying two main coordination mechanisms of state-business relations: Co-optation and Coercion. While the Kafala system is used as an economic mechanism to exploit cheap labour, it is also used as a political co-optation mechanism for firms, which are family-owned, and individual Saudis. Although PME provides a robust framework to analyse the political economy of Saudi Arabia, there is hardly any literature that examines how distinct features of PME, influence and shape work and employment in firms operating in Saudi Arabia. This research aims to address this gap by a qualitative comparative study of labour management in two case studies, which are a multinational corporation and a Saudi company, operating in Saudi Arabia. The data collection methods will include a combination of, direct observation, written documents analysis, and semi-structured interviews. The field work will take place during July and Aug 2016.

Global Political Economy, Comparative Analysis and the Changing Regulatory Role of the State

LIBERTY G31

Public Engagement and Deliberation in Economic Decision-Making: Constructing an Economic Democracy Index

W0013222

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(University of Glasgow)

This paper centres around the basic proposition that societies with strong economic democracy are more likely to achieve crucial public policy goals; such as combating climate change, reducing inequalities and creating more sustainable forms of economic activity. A key argument advanced here is that dominant economic policy regimes in many OECD countries - where decision-making is increasingly monopolised and centralised among financial and economic elites and 'experts' - have had negative effects in terms of greater income and wealth inequalities, increasing susceptibility to financial crises and fragility, and arguably a failure to effectively address the causes of climate change.

A central proposition here is that greater economic democracy – more diversity and plurality in economic decision-making – will lead to better policy outcomes in terms of better taking into account critical economic, social and environmental issues. In this paper, we draw on this background to discuss a number of aspects of the construction of an index of economic democracy (EDI) as both a tool to test the basic proposition and as a key indicator of individual country performance in the pursuit of open and democratic governance of the economy.

The paper starts by presenting our conceptual framework, which draws upon inter-disciplinary scholarship (in particular the works of Ostrom, Sandel, Olin Wright, Dewey and Sen) arguing for the importance of collective action and public discourse in economic decision-making. We further discuss our definition of economic democracy – employing four dimensions: (i) workplace (nature and structure of employment relations, levels of co-determination, etc); (ii) degree of associational economic governance (e.g. level of cooperatives within economy, number and extent of business and labour associations in economic policy forums); (iii) distribution of economic decision-making powers across space and sector (e.g. ownership structure, size structure of firms, spatial division of labour between regions); (iv) transparency, openness and democratic engagement of broader population in macro-economic decision-making

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(e.g. central bank governance structures). Subsequently, we turn to the methodological aspects associated with the construction of a composite indicator (EDI), discussing the challenges and issues arising from this endeavour. With this contribution, we expect to influence and inform the research on the transparency and openness of economic policy-making and institutions, social and spatial diversity of economic governance and practice and, more crucially, the key public policy debates around public engagement and democratic accountability in economic decision-making.

Understanding Social Class and Access to Elite Professional Services Firms: Repertoires of inclusion and Exclusion

W0013503

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This paper contributes to the critical literature on diversity and inclusion within organisations, focusing on the role of language as a means to motivate progressive change. The context is efforts to open access to elite professional service firms (PSFs) on the basis of social background, which are currently highly exclusive on this basis. For example, just thirty per cent of new entrants to elite accountancy firms are educated at non-selective state schools, compared to ninety per cent of the population in the UK, while at elite law firms circa forty per cent of new entrants are educated at fee-paying schools, compared to seven per cent of the population (SMCPC, 2015). PSFs have implemented numerous initiatives to improve access for people from less privileged backgrounds. There is though limited evidence that these programmes have had significant success in realising more positive outcomes. We ask, how does language help to explain this limited progress and how might language be deployed in future to contribute towards more progressive change?

Based on 75 in-depth interviews, including with professionals engaged in efforts to ensure social inclusion and aspirant professionals from non-traditional backgrounds, we draw on the notion of interpretative repertoires to explain the gap between positive rhetoric and meaningful action. Interpretative repertoires are defined by Wetherell and Potter (1987: 203) as 'recurrently used systems of terms used for characterizing and evaluating actions, events and other phenomena.' Individuals draw from available interpretative repertoires as a basis for shared understanding. Edley (2001: 198) suggests that interpretative repertoires are like 'the pre-figured steps that can be flexibly and creatively strung together in a dance.' Of critical importance in the current context is that interpretative repertoires are distinct from discourse analysis and its concern with power and subjection, and instead 'place more emphasis upon human agency within the flexible deployment of language' (Edley, 2001: 202). As such, this perspective on discourse underlines that language allows for multiple versions of a phenomenon and that individuals construct their version in order to get things done, or resist change.

We show that professionals draw on three interpretative repertoires in relation to the phenomenon of social exclusion. The first is the repertoire of talent, suggesting that elite PSFs rely on hiring the brightest and best and that diversification can be conceptualised positively within these terms. Second is the repertoire of justice, which situates a commitment to diversification within the firm's existing commitment to the social good. These are relatively optimistic repertoires. Yet third is the repertoire of quality, suggesting that diversification is superficially welcome, yet heavily contingent on non-traditional applicants' assimilation to dominant norms. This pessimistic repertoire aligns diversification with a reduction in the 'quality' of new entrants and damage to the organisational brand. We show how these repertoires are deployed by different interest groups, with relatively limited reflection or critique and further, that that they are at odds with each other, thus limiting the pace of change, and discuss the potential for more progressive repertoires to be developed and disseminated in future.

The Perforated Borders of Labour Migration and Mob-regulation

Garvey, B., Virginio, F., Stewart, P.
(University of Strathclyde)

Studies of industrial regulation have routinely focused on the ever-contested state of relations between capital and labour mediated within the territorial and legal frameworks for negotiation and dispute resolution of specific states (e.g. Dunford and Perrons, 1992; Goodwin et al., 1993; Jessop, 1994; Majone, 1994). As globalised economic and political restructuring has disrupted patterns of work and employment, however, and shifted how and where control is exerted and experienced (MacKenzie and Martinez Lucio, 2016: 190; see also Sennett, 2011), recent research has highlighted the variety of spaces and actors involved in the establishing and contesting the restrictions, principles, rules and methods of control and governance, or 'modes of social regulation' (after Jessop, 1992; Peck and Tickell, 1995; Tickell and Peck, 1997). Veering from a fixation with the state in conceptualising regulation and grappling with the heterogenous contexts in which it is constructed and contested, studies have placed a welcome emphasis on a transfer of regulatory roles (a re-regulation after MacKenzie and Martinez Lucio, 2005) and have underscored how non-state actors are involved in social control within and across state boundaries with both positive and nefarious

implications for how work is organised and experienced, without losing sight of the broader socio-economic structures within which these processes are embedded, a criticism of traditional regulation literature (Tickell and Peck, 1998; Baldwin et al., 1998). Hence modest cross-fertilisation of research in the fields of criminology, industrial relations and political economy have suggested how informal and indeed criminal networks are arguably becoming less exceptional and more of a (mob) rule in new forms of regulation (Anderson, 1996; Bears, 1997; Scott McIlwain, 1999; Hobbs, 2001) with their own distinct norms, principles, laws and fluid 'territorial' signatures over which the state does not necessarily enjoy a monopoly of legitimacy (Lefebvre, Mbembe). (MacKenzie and Martinez Lucio, 2005: 508; Paoli, 2002) .

The analyses here of how migrant workers' 'experience of control' at the confluence of new social, political and economic relations in two regions of particular territorial contestation linked to the complex power struggles of non-state actors, paramilitary and narco-trafficking groups. Based on the testimonies of workers moving to the North of Ireland, subject to political and economic restructuring following a prior Keynesian management of conflict, and to Mexico, a cause celebre of market liberalisation in the wake of the north American Free Trade Agreement the study demonstrates, (i) how recently arrived migrants experience work in poorly regulated sectors of the respective economies workplaces; (ii) how localised socio-territorial formations affect the agency of new arrivals; and (ii) how do these relate to the broader socio-economic (neoliberal) structures and processes of accumulation within which they are embedded.

Social Movements, Unions, Representation and Voice

LIBERTY G32

'Decent Work': Protest Responses to the Re-Configuration of Work in Ireland by the Irish Anti-austerity Movement

W0013212

Hourigan, N.

(University College Cork)

In late 2010, the Irish government entered a bailout programme necessitated by the failure of Irish banking system. As part of this programme, the state was forced to engage in fiscal re-adjustment which involved significant cuts to public services, new taxes and welfare reform. At the core of these welfare reforms were cuts to the minimum wage, changes to the structure and operation of the Job-seekers allowance programme and a series of labour activation measures through the Job-bridge programme. Building on a series of interviews with social movement leaders and four years ethnographic research on Irish responses to austerity, this paper charts resistance in Ireland to these measures.

Initial protest responses to the introduction of austerity in Ireland were relatively muted with few major national protests evident in 2011 and 2012. However, the introduction of water charges in 2013 acted as a catalyst for much wider activism with several large-scale national protests in late 2014. During 2015, the anti-water charge campaign re-aligned itself within the broader Irish anti-austerity movement under the umbrella Right 2 Change, an inter-organizational network which featured significant trade union involvement. Individual unions had also been involved in intense confrontations with a number of employers who had locked workers out of workplaces with no notice or redundancy when closing due to the economic downturn. At the same time, the Irish government's response to youth unemployment was to establish a series of labour activation measures through welfare cuts, and internship programmes such as Job Bridge. As a result of these processes, the Right 2 Change campaign has made 'decent work' a core pillar of their anti-austerity campaign. They have called for the introduction of a 'Decent Work Act' which

will eliminate precarious employment, provide under-employed workers with the right to seek additional hours in their workplace when they become available, introduce the right to collective bargaining (by referendum if necessary)

In light of research on work ethic and identity in Ireland, this paper explores how 'decent work' became a core platform of the Irish anti-austerity movement and how this is reflected in the movement's inter-organizational links with the broader labour movement in Ireland.

'Since the 'Workfare Row'...' - Contesting the Coalition's Welfare Reforms (2010-2015)

W0013419

Robertshaw, D.
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This paper will consider the contestation of coalition welfare reform initiatives (2010-2015) by social movements and the responses of government to these efforts through reference to the contested term 'workfare'. In considering the 'workfarist' shift since the 1970's Peck has noted that 'one of the most striking features of the workfare offensive... has been its capacity to disable and disorganise sources of potential political opposition' (2001, p.20), in this case the article suggests that ambiguity surrounding the term 'workfare' itself frustrated the efforts of campaigners to challenge the coalition's programme of reform. For the majority of the period under consideration it is suggested that campaigners adopted a narrow conception of the term 'workfare' as a 'diagnostic framing' (Benford and Snow, 2000). Use of the term 'workfare' by both campaigners (and government ministers) was in line with 'form-based' definitions (Lødemel and Trickey, 2000) rather than broader 'aims based' (ideological, strategic or regulatory) definitions (as per Jessop, 1993, Grover and Stewart 2002, Peck and Theodore, 2000, Wiggan, 2015 etc.) As 'workfare' was understood to refer to specific schemes (where benefit conditionality had displaced either wage relations or charitable volunteering) it is argued that the purchase of the campaigners' critique was necessarily limited and that ministers had significant room for manoeuvre in reacting to the protests.

The discussion will review the organisation, strategy and tactics of a range of 'anti-workfare' groups as well as their perceived victories. The role of physical and online protests will be considered alongside the campaigners' selection of specific targets in focussing their efforts as the campaign progressed through a series of different phases. The ways in which the coalition government responded to both protests and associated media attention is illustrative of how the elusive definition of the 'workfarist' project contributed to its resilience. In addition to this issue of 'framing' the significance of dispersed discretionary powers, outsourced provision, local variation, and commercial confidentiality will be considered in discussing the coalition government's defence of its reform agenda. The discussion will conclude by contemplating how a variety of strands of the reforms progressed unopposed, in particular wider 'queue reordering' (Peck and Theodore, 2000) mechanisms such as subsidies, traineeships and the re-calibrated Jobseeker's Agreement ('Claimant Commitment'). In reflecting upon these measures the discussion will also consider the difficulties inherent in challenging this ever changing and multilateral programme of reform and question whether 'workfare' is an appropriate label towards such an end.

Labour isn't Working: The Necessity of Post-Work Imaginaries as a Response to Crisis Capitalism

W0013197

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The place of work and the socio-political importance of engagement with waged labour has remained one of the few constants within the turmoil of Britain's most recent economic crisis. In the face of economic and financial insecurity, the message for ordinary people has been simple; keep working. The politics of austerity has quashed any alternative way of living; part-time and zero-hours contracts have proliferated to such a degree that the government has had to de-regulate them so that people can take on two or three of these jobs so as to make ends meet. At the same time, public services and the welfare state has been cut back dramatically, making the lives of those not in work even more difficult. Remarkably, work still remains a point of great unity for British society, as we applaud those who 'knuckle down' in spite of financial difficulty, and unite in our revulsion of the unemployed who are dependent on state welfare.

Nevertheless, there is a huge problem with work. The economic crisis has completely disintegrated the link between wages and work. Research from the Joseph Rowntree Foundation revealed in 2013 that over fifty percent of those below the breadline in Britain were in fact from working households. Moreover, the proliferation of what David Graeber calls 'bullshit jobs' has made precarious, low-paid and alienating work become a normality within post-crisis Britain.

Moreover, the politics of 'work' serves as a vehicle for those in power to re-direct public anger and divert attention from who is at the epicentre of crisis. Rather than the economic system itself, it is the foreign workers looking to steal our jobs or the welfare 'scroungers' who feel they don't need one that have destroyed our public services. 'Work'- as recognised by authors like Federico Campagna - is the religion of crisis; made sacred to those who have it and pushed on those who reject it.

To engage in a post-work critique of capitalism is to say two things; that work is no longer working in keeping people out of poverty or isolation; and that its place as a social truism is one based on division and scarcity rather than solidarity. A post-work imagination therefore not only challenges the advocates of neoliberal capitalism who acknowledge work as central to its economic continuation, but similarly the socialist thinkers who still rally behind work as a means to social emancipation from it. Ideologically, post-work imaginaries stand on their own as a critique of

capitalism because they seek not to devise ways of living that protect work, but instead think about an altogether new form of politics without it. The point is no longer to demand more or even better work, but to critique the use of work as justification for capitalism in the first place.

Social Movements, Unions, Representation and Voice

LIBERTY G33

(Re-)Emerging National Trade Unions? The Analysis of Trade Union Responses to Euroscepticism

W0013387

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European Union (EU) is a relatively young assembly. It was credited with some degree of success prior to the sovereign debt crisis, but described as shambolic and disunited in the aftermath of the recession (Taagart, 1998). Such a U-turn occurred not least due to an upsurge of what is termed Euroscepticism, a socio-economic stance according to which the member states of the European Union will be better off outside the EU. The rise of Euroscepticism has incited the right-wing political rhetoric, while by capitalising on the critique of EU's economic inequality and labour migration these political forces have brought EU's prospects into question (McLaren, 2007). In this paper, we turn to the labour movement, as a hitherto overlooked antecedent of public attitudes towards the European Union, by conjecturing that trade unions may play a role in placating Euroscepticism.

The foregoing proposition appears to be reasonable in that recent decades have witnessed a shift in trade union attitudes towards European integration from suspicion to acceptance and even enthusiasm. Especially since the Maastricht Treaty, national trade unions have increasingly started to use a broader European agenda to lobby their interest at the national level (Visser, 2004). Trade union leaders have embraced a European identity by trying to modify the neoliberal priorities of the EU in favour of the workers. Trade unions' backing of the EU remains at a considerably high level despite the fact that trust in the elite project of Europeanization among the workers has been shaken by the economic crisis. With this in mind, we surmise that trade unions, particularly in countries with strong collective bargaining, cushion anti-European rhetoric, resulting in a more favourable public opinion towards the EU. Having said that, it is important to understand the difference between political and economic Euroscepticism. Whereas the populist right-wing parties have mostly concentrated on the former, trade unions have been directing their criticism towards the latter. Yet, there have also been signs of trade unions shift in stance towards migrants due to the threat of increasing non-unionized low-paid service sector (Pulignano et al., 2015).

The paper relies on two types of data. First, interviews are being conducted with trade unions' officers to form the backdrop against which the assumptions presented above can be validated. The latter is achieved by means of secondary data analysis (Data Base on Institutional Characteristics of Trade Unions) (Visser, 2011). To better understand the wider context of Euroscepticism, case studies of trade unions' responses are constructed and Qualitative Comparative Analysis (QCA) is applied with the goal of finding causal contribution of different conditions to an outcome of interest. These are then the subject to a minimisation procedure that identifies the simplest set of conditions that can account all the observed outcomes, as well as their absence, hence identifying causal patterns between the national trade unions' responses to Euroscepticism. Based on collated empirical evidence we conclude that prior research unjustly underestimates the role of organised labour in shaping public attitudes towards the EU.

Trade Unions and Their Duty of Care to Members: Legal Fact and Operational Myth

W0013674

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Trade union density across the EU is in decline particularly since the beginning of the 21st century. Some reasons attributable to this decline includes structural transformation, a move from manufacturing to services, blue collar to white collar work, the femisation of the labour process in some sectors, the rise of the IT sector, new HR practices, increase in unemployment and austerity. Waddington's research considered why members leave trade unions, but did not address why members remain in a trade union despite extreme dissatisfaction with the service provided by their union, particularly in times of austerity.

Two related themes are explored in this paper in the context of trade unions and their members in Ireland. Firstly, trade unions in Ireland through their participation in national agreements and 'partnership' agreements have abandoned their members for a role in national social and economic planning. When Ireland was experiencing

unprecedented economic growth and prosperity in the early part of the 21st century, trade unions in the Irish education sector hastily negotiated and agreed a set of national grievance and disciplinary procedures, which are fatally flawed and lacking in fair procedures and natural justice. This fact becomes apparent when a member is subjected to the procedures which, due to the inherent flaws and lack of fair procedures inherent within the procedures, members are placed at high risk of disciplinary action, demotion and even dismissal. The trade unions having negotiated the flawed procedures offer little or no assistance to members at risk. This situation has become particularly apparent with the onset of the austerity crisis in the Irish higher education sector where the TUI (Teachers Union of Ireland) has sole negotiation rights of representation of academic staff.

Secondly, the abandonment by the trade unions of a member experiencing extreme difficulties in the workplace, where the procedures negotiated by the trade union are unfair and unworkable, leaves a member with limited choice. They can either remain within the trade union with extreme discontent or they can leave and risk extreme vulnerability and isolation. This paper argues that the piece missing in this industrial relations situation and the lacuna in the industrial relations and labour law literature in general is the concept of the duty of care which trade unions owe their members. This concept is near impossible to unearth in the British and Irish industrial relations and labour law literature. This paper argues that in the post austerity era, trade union members need to be made aware of the duty of care owed by trade unions; they also need to assert their rights against the trade union that abandons them and fails to represent them or provides misleading and potentially dangerous advice.

The paper will rely on Irish case studies in higher education and the experiences of academic staff who have been subjected to mal treatment by their trade union and have been left without a remedy.

Formal Employee Representation and Workforce Performance: A Pan European Study

W0013377

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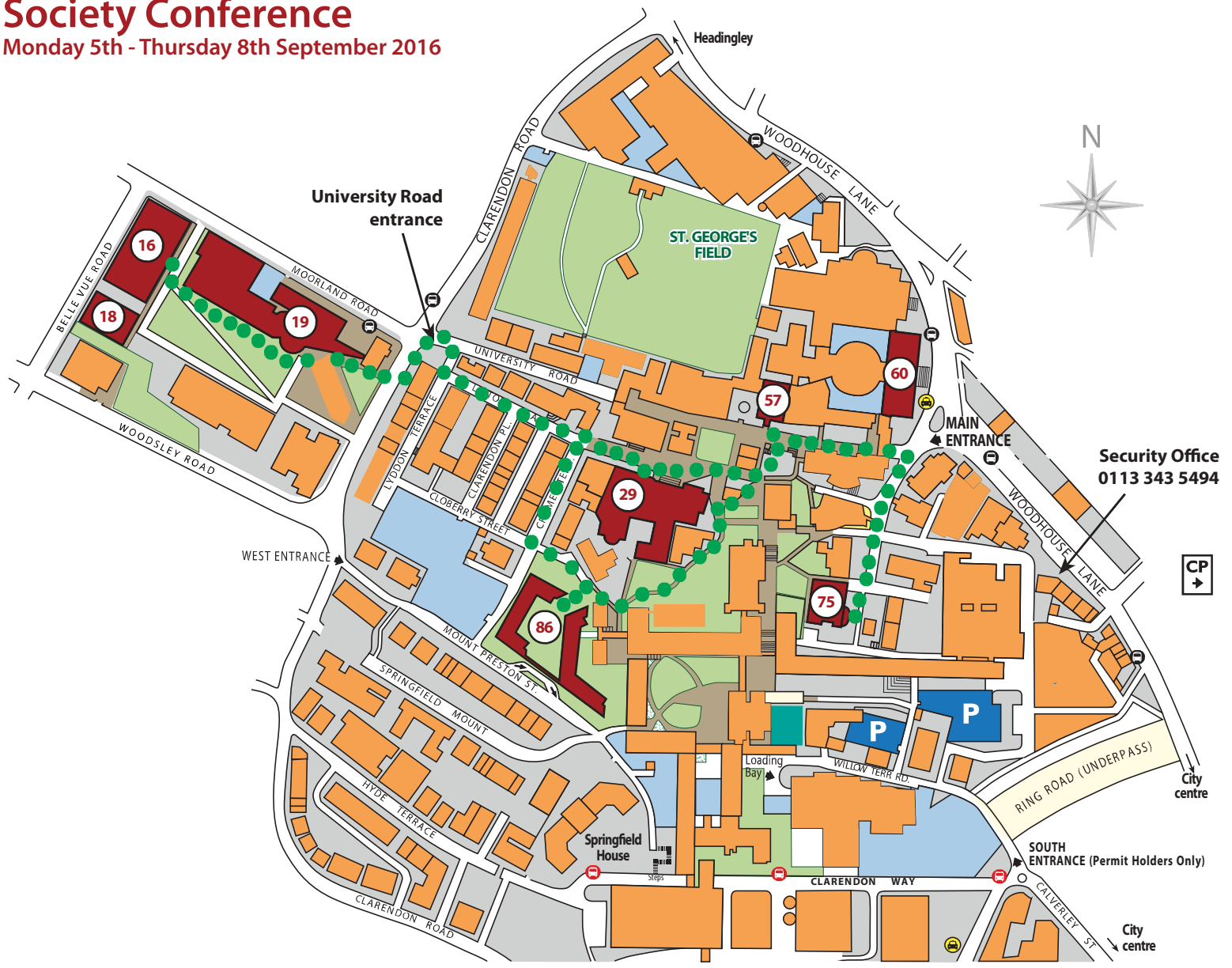
The increasing global competition and acute economic conditions have seriously challenged current institution of collaboration and cooperation at workplace. With the further progress of labour market deregulation in the EU, and dramatic decline of formal employee representation, such as trade union, widely use of flexible contracts, commitment and trust at workplace have been further deteriorated. The Europe 2020 strategy directly refers to social dialogue and employee participation as the driving force of inclusive growth. Employment relations, an important sphere for generating social capital and trust, have a pivotal role under the challenge conditions. Direct communication has been advocated and seen as heralding a new industrial relations, but it is much weaker than systems based formal employee representation, such as trade union and work council (Wood & Fenton-O'Creevy, 2005), therefore may have little impact on fundamental issues at workplace. For example, the flexible contract practices.

The concerns of high presence of flexible contract might have an impact on workplace performance is where cooperation is an important sources of productivity. The using of flexible contract may enable firms to adjust demand fluctuation, as a screen device to select reliable and component employees. In line with this argument, flexible contract are offered to peripheral jobs, some studies indeed report that flexible contracts are used for employment adjustment (Pfeifer, 2009), but more studies found using flexible contract is cost-measure related (Benito & Hernando, 2007; Storey et al., 2002); the chance to convert to a permanent contract is slim (Güell and Petrongolo. 2007). These controversial results may reflect the important player, the employee representation body, has been missed in the discourse (Boockmann&Hagen,2001).

The present study made attempt to investigate the mechanism between formal employee representation, using flexible contracts and workplace performance. We used interview data of HR senior managers across more than 5,000 large establishment (250 plus employees) of EU 28 in 2013. Beyond providing a cross-country comparison of the contractual flexibility practice in the EU member states, this study contributes to the debate by assessing the influence of formal employee representation body between the using of flexible contracts and workplace performance (absenteeism and labour productivity).

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