Putting Sociology to Work: Interdisciplinarity, intersectionality and imagination

Work, Employment and Society Conference
Europa Hotel, Belfast
Wednesday 12 - Friday 14 September 2018

CONTENTS

Contents

CONTENTS ........................................................................................................................................................................ 2
WELCOME FROM THE ORGANISING TEAM .................................................................................................................. 4
DELEGATE INFORMATION ........................................................................................................................................... 5
CONFERENCE DINNER ............................................................................................................................................... 10
CONFERENCE PROGRAMME AT A GLANCE ............................................................................................................. 11
KEYNOTE SPEAKER: IRENA GRUGULIS .................................................................................................................. 13
KEYNOTE SPEAKER: SYLVIA WALBY ..................................................................................................................... 15
SPECIAL SESSIONS .................................................................................................................................................. 17
CONFERENCE PROGRAMME - PAPER SESSIONS ................................................................................................. 21
WELCOME TO THE WORK, EMPLOYMENT AND SOCIETY CONFERENCE 2018
AT THE EUROPA HOTEL, BELFAST

WELCOME FROM THE ORGANISING TEAM

It has been a great pleasure organizing WES 2018 and after two years of planning, we are looking forward to meeting delegates who have travelled from far and wide. The 2018 Work, Employment and Society Conference, seeks to revisit the origins of issues central to WES and to advance current sociological understandings of work. We hope to have created an imaginative space for sociology and cognate disciplines to rethink definitions of work and to develop our interdisciplinary understanding of today’s increasingly intersectional sites of paid and unpaid work. Hence, the theme of the conference is ‘Putting Sociology to Work – interdisciplinary, intersectionality and imagination’.

Belfast’s rich political, cultural and social history makes it an excellent place for scholars to explore issues that are central to contemporary understandings of work. The large number of papers addressing migration demonstrates the academy’s concern with the challenges of Europe and broader global trials facing work, employment and society. Many papers also look at new technologies and the experience of working in the gig economy. Finally, there is the ongoing concern with collective action and resistance. As organisers, industrial action had a direct impact on our recent employment experiences and in turn, the organisation of the conference. We look forward to sharing and reflecting on these experiences.

We are also excited to hear the thoughts of our keynote speakers. Sylvia Walby’s contribution will theorise the links between institutions (economy, polity, civil society and violence) to develop a vision of society that makes sense of crisis. Irena Grugulis’s talk takes a sociological perspective on soft skills, specifically the collective and relationship based aspects of soft skills. Furthermore, we have constituted a panel to discuss a variety of sociologically-informed perspectives on Brexit. Lunch time sessions provide opportunities to gain insights about funding and data providers as well as editorial advice. Moreover, a pre-conference workshop invites PhD students to share their experiences and present their work within a supportive roundtable format. After a long day of work, the evenings offer opportunities to mingle at drinks receptions, the conference dinner and a special dinner at the Titanic Museum. We hope delegates also have time to experience Belfast – Lonely Planet’s top place to visit in 2018.

Importantly, we wish to offer sincere thanks to Sandria Charalambous from the BSA Events Team for her outstanding support and her patience with us while we were participating in industrial action and pursuing our manifold commitments. Finally, we would like to give a very warm welcome from the organisers to Belfast and the WES 2018 Conference.

The WES 2018 Conference Committee

Emma Calvert, Rachel Cohen, Abigail Marks, Silke Roth
DELEGATE INFORMATION

REGISTRATION / HELP DESK
A BSA staff member will be available outside the Exhibition Centre at the Europa Hotel to register delegates and answer queries during the conference at the following times:

Wednesday 12 September 09:00 - 17:00
Thursday 13 September 08:30 - 17:00
Friday 14 September 08:30 - 14:30

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.

LUGGAGE ROOM/CLOAKROOM
Luggage Room and Cloakroom will be available throughout the conference in the Library Bar on the Mezzanine Floor. The luggage room will be open:

Wednesday 12 September 09:00 - 18:00
Thursday 13 September 09:00 - 18:00
Friday 14 September 09:00 - 16:00

If you are staying at the Europa Hotel you can leave your luggage with the concierge. A room number will be asked for reference.

CONTACT AT THE CONFERENCE
Delegates can leave messages for other delegates at the registration desk with a BSA staff member.

Alternatively, urgent messages can be left by telephone to the BSA Events mobile phone, tel: [+44] 07719008665. These messages will be displayed on the conference message board near the registration desk.

LOCAL TRAVEL INFORMATION
The Work, Employment and Society Conference 2018 is taking place at the Europa Hotel, Great Victoria St, Belfast BT2 7AP.

Travelling to the Europa Hotel

Taxi
Delegates should request to be dropped off at the Europa Hotel.

<table>
<thead>
<tr>
<th>Destination</th>
<th>Taxi Time</th>
<th>Estimated Cost</th>
</tr>
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<tbody>
<tr>
<td>George Best city airport</td>
<td>15 minutes</td>
<td>£10</td>
</tr>
<tr>
<td>Belfast International airport</td>
<td>45 minutes</td>
<td>£30</td>
</tr>
<tr>
<td>Central train station</td>
<td>5 minutes</td>
<td>£5</td>
</tr>
</tbody>
</table>

Value Cabs – 028 9080 9080  fonaCAB – 028 9033 333
Delegate Information

Buses
A bus service runs from the airports and will drop you off at the Great northern mall bus stop 17-41 Great Victoria St, Belfast BT2 7QG which is situated next to the Europa Hotel. For more information contact Translink on 02890 666630 or visit their website www.translink.co.uk

Train
If arriving on the Dublin to Belfast Enterprise train then you will arrive to Belfast Central Station. A bus is available from outside the train station which runs every 5 to 10 minutes and are free if you present your train ticket, which drops off at the city centre and the hotel is a 5 minute walk, alternatively, a taxi from Belfast central station should take approximately 5 minutes and cost around £5.00. If you are traveling by train from any other destination in Northern Ireland you can disembark the train at Great Victoria Street train station located behind the hotel

Driving
If coming from Dublin and the west of Ireland, remain on the M1 motorway, which becomes the west link. As you enter Belfast you will drive down under a large concrete bridge after which there is a slip road exit displaying Grosvenor road exit; take this exit. At the end of the slip road turn right onto the Grosvenor road. At the next traffic light turn right then take second left onto Hope Street. Take a left at the lights the hotel will be on the left hand side.

Car Parking
Concierge will park cars for guests in Great Northern Car Park on Hope Street. As this is not the hotel carpark there is a charge of £18.00 per 24 hours parking. If you wish to use this service then please contact concierge on your arrival.

Travelling to Queens University
Queens University Belfast will host the Pre-Conference Doctoral Workshop, on Tuesday 11th September and the conference drinks reception on Wednesday 12th September 2018.

Buses
Metro Bus Service: Metro provides a regular local service to all parts of the Belfast area. For further information please contact Metro service on 00 44 (0)28 9066 6630 or via their website http://www.translink.co.uk/Services/Metro-Service-Page/

Walking
The preconference day and conference drinks reception will both take place in the Lanyon Building, Belfast BT7 1NN. Exit the Great northern mall bus station on Great Victoria street and turn right (heading south) continue along this road until you reach the intersection between University road and the Lisburn Road, take a slight left to continue on University Road until you reach the Lanyon Building which will be on the left. Signage will be provided to direct you to the appropriate rooms on each day.

MENTORING
Mentoring will take place in the Library Bar on the Mezzanine level on Thursday, 13th September 13:30 - 15:00. Mentoring sessions are by prior arrangement only.

QUIET AREA
During the conference there will be a dedicated quiet area located in the Library Bar on the Mezzanine level for delegates wishing to make use of this area. Just look out for the signs!
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 Exhibition Centre.

Wednesday 12 September 2018

Tea & coffee 09:00 - 11:00
Tea & coffee 16:00 - 16:30

Thursday 13 September 2018

Tea & coffee 10:30 - 11:00
Tea & coffee 15:00 - 15:30

Friday 14 September 2018

Tea & coffee 11:30 - 12:00

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

Wednesday 12 September 12:30 - 13:30
Thursday 13 September 12:30 - 13:30
Friday 14 September 13:30 - 14:30

Wednesday Welcome Drinks Reception
The WES 2018 Conference Committee look forward to welcoming all delegates to the welcome drinks reception in the Naughton Gallery at Queen’s University Belfast, University Road, Belfast, BT7 1NN. There will be signage to help you find the Gallery.

Thursday Conference Dinner
The conference dinner will take place at Belfast City Hall, Donegall Square, Belfast, BT1 5GS. 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 and tour of Belfast City Hall must have been pre-booked.

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.

Dining and night-out suggestions
Belfast is a very lively city, offering numerous options for different international cuisines and places to have a drink or a nice evening out. Below you can find some suggestions we hope that you will consider helpful.

Restaurants near Europa Hotel:
Delegate Information

<table>
<thead>
<tr>
<th>Company</th>
<th>Phone Number</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fratelli Belfast</td>
<td>028 9031 0862</td>
<td><a href="http://www.fratellibelfast.com">www.fratellibelfast.com</a></td>
</tr>
<tr>
<td>Ivory Restaurant</td>
<td>028 9032 4577</td>
<td><a href="http://www.theivorybelfast.com">www.theivorybelfast.com</a></td>
</tr>
<tr>
<td>Deanes Love Fish</td>
<td>028 9033 1134</td>
<td><a href="http://www.michaeldeane.co.uk">www.michaeldeane.co.uk</a></td>
</tr>
<tr>
<td>House of Zen</td>
<td>028 9027 8688</td>
<td><a href="http://www.zenbelfast.co.uk/">http://www.zenbelfast.co.uk/</a></td>
</tr>
<tr>
<td>Deanes Meat Locker</td>
<td>028 9033 1134</td>
<td><a href="http://www.michaeldeane.co.uk">www.michaeldeane.co.uk</a></td>
</tr>
<tr>
<td>Flame Restaurant</td>
<td>028 9033 2121</td>
<td><a href="http://www.flamerestaurant.co.uk">www.flamerestaurant.co.uk</a></td>
</tr>
<tr>
<td>Home Restaurant</td>
<td>02890 234946</td>
<td><a href="http://www.homebelfast.co.uk">www.homebelfast.co.uk</a></td>
</tr>
<tr>
<td>Deanes Deli Bistro &amp; Vin Café</td>
<td>028 9024 8800</td>
<td><a href="http://www.michaeldeane.co.uk">www.michaeldeane.co.uk</a></td>
</tr>
<tr>
<td>Ginger Bistro</td>
<td>028 9024 4421</td>
<td><a href="http://www.ginger.ie">www.ginger.ie</a></td>
</tr>
<tr>
<td>TGI Fridays</td>
<td>02890 249050</td>
<td><a href="http://www.fridays.ie">www.fridays.ie</a></td>
</tr>
<tr>
<td>Howard Street Restaurant</td>
<td>02890 248362</td>
<td><a href="http://www.howardstbelfast.com">www.howardstbelfast.com</a></td>
</tr>
<tr>
<td>The Bar &amp; Grill at James Street South</td>
<td>028 9560 0701</td>
<td><a href="http://www.belfastbargrill.co.uk">http://www.belfastbargrill.co.uk</a></td>
</tr>
<tr>
<td>Mourne Seafood Bar</td>
<td>028 9024 8544</td>
<td><a href="http://www.mourneseafoodbar.com">www.mourneseafoodbar.com</a></td>
</tr>
<tr>
<td>Deanes EIPIC</td>
<td>028 9033 1134</td>
<td><a href="http://www.michaeldeane.co.uk">www.michaeldeane.co.uk</a></td>
</tr>
</tbody>
</table>

OPTIONAL SOCIAL EVENTS

Please note that all optional social events must have been pre-booked during your registration.

Dead Centre Tour (Walking Tour)

Tour: A History of Terror

Date: Friday 14th September 2018

Start Time: 4.30pm

Meeting Point: Front gates of Belfast City Hall, in Donegall Square North.

Guide: Paul Donnelly. He should be easily spotted by his black t-shirt or jacket with our logo on the left breast. If you have any problems you can call him on T: +447869094761

The tour lasts 1 hour 30 minutes as requested, finishing c.6.00pm and it covers just under 1.5 miles. It finishes by the Waterfront Hall, a 5 minute walk from the start.
Black Taxi Tours Belfast
Date: Friday 14th September 2018
Start Time: 4.30pm
Meeting Point: Europa Hotel

Dinner at the SS Nomadic
Venue: The SS Nomadic, Hamilton Dock, Queens Rd, Belfast BT3 9DT
Date: Friday 14th September 2018
Start Time: 7.00pm

INTERNET ACCESS

Wireless Internet Connection
Wireless internet is available in the hotel, enabling delegates to use their own laptops to connect to the internet. Wifi can be accessed by logging on to Europa Public Wifi and the password is Hastings1066. Please use your own laptop if you wish to use this facility as neither the venue nor the BSA will provide them.

We would like to thank Visit Belfast for their contribution and all their help for helping making the WES 2018 Conference a success.
The WES conference dinner will be held in the historic Belfast City Hall, located in the City Centre. City Hall opened its doors on the first of August 1906, at a time of unprecedented prosperity and industrial might for the city. The new City Hall was designed by Alfred Brumwell Thomas in the Baroque Revival style and constructed in Portland stone. The incredible building cost £369,000 to complete, the equivalent of around 128 million pounds today but remains an extraordinary beacon of success and civic pride for Belfast.

After a busy conference programme, relax with delegates, old and new friends at the WES conference dinner, for an evening of drinks, fine food and good company.

Evening events: Please note that the conference dinner must be pre-booked.

Private Tour of Belfast City Hall for pre registered delegates

Arrival drinks reception at the Rotunda.

Three course, fine dining, conference dinner in the prestigious Great Hall.
CONFERENCE PROGRAMME AT A GLANCE

Wednesday 12 September 2018

09:00 - 11:00  Conference Registration in the Exhibition Centre

11:00 - 12:30  Paper Session 1 - See programme grid for meeting rooms

12:30 - 13:30  Lunch in the Exhibition Centre

13:30 - 14:30  Keynote Speech: Irena Grugulis in Grand Ballroom 1, 2 & 3

14:30 - 16:00  Paper Session 2 - See programme grid for meeting rooms

16:00 - 16:30  Coffee Break in the Exhibition Centre

16:30 - 18:00  Paper Session 3 - See programme grid for meeting rooms

18:00 - 18:30  Book Launch: ‘Not just fighting fires – the Fire Brigades Union and the Peace Process’ with Sian Moore, Tessa Wright and Phil Taylor in Grand 4 & 5

19:00  Welcome Drinks Reception at Naughton Gallery, Queens University

Thursday 13 September 2018

09:00 - 10:30  Paper Session 4 - See programme grid from meeting rooms

10:30 - 11:00  Coffee Break in the Exhibition Centre

11:00 - 12:30  Paper Session 5 - See programme grid for meeting rooms

12:30 - 13:30  Lunch in the Exhibition Centre

13:30 - 15:00  Paper Session 6 - See programme grid for meeting rooms
15:00 - 15:30   Coffee Break in Exhibition Centre

15:30 - 17:00   Paper Session 7 - See programme grid for meeting rooms

17:15 - 18:30   Brexit - Implications for Work and Employment Panel in Grand Ballroom 1, 2 & 3

18:30   Conference Dinner drinks reception at Belfast City Hall

19:00   Conference Dinner at Belfast City Hall

Friday 14 September 2018

09:00 - 10:30   Paper Session 8 - See programme grid for meeting rooms

10:30 - 11:30   Keynote Speech: Sylvia Walby in Grand Ballroom 1, 2 & 3
                The SAGE Prize for Innovation and Excellence Presentation

11:30 - 12:00   Coffee Break in Exhibition Centre

12:00 - 13:30   Paper Session 9 - See programme grid for meeting rooms

13:30 - 14:30   Lunch in the Exhibition Centre

14:30 - 16:00   Paper Session 10 - See programme grid for meeting rooms

16:30   Optional Social Events that must have been pre-booked and paid for to attend
Soft and social skills are a key aspect of work and much in demand by employers. Almost half of all UK skills shortage vacancies are, at least in part, attributed to ‘people and personal skills’ (Vivian et al. 2016:43). They feature regularly in advertisements for jobs and are highly influential in decisions about recruitment and promotion (Cappelli 2012). In workplace practice it is the psychological viewpoint that dominates. From this perspective, it is assumed that soft skills are the property of the individual worker and that their exercise, development and deficiencies are workers’ responsibility. Where context is acknowledged, it is personalised and individualised, so the managers in Hurrell’s (2016) study were concerned that problems at home might affect workers, but failed to recognise the impact of work, the relationship with the employer, or of job design.

Clearly, people vary in capacity and capability, but to put the whole onus of responsibility for activities such as team-working or punctuality on individuals and to blame deficits in these areas on lack of ‘skill’ is as misleading theoretically as it is problematic practically (Lafer 2004; Moss and Tilly 2001). As Keep (2001) observes, issues such as absenteeism, turnover and motivation were once considered industrial relations matters, which needed to be addressed by the personnel department. They are now presented as workers’ skill deficiencies (Cappelli 1995), allowing employers to neglect their side of the bargain (Thompson 2003, 2011) and increase the risks of discrimination through racial, gender or class stereotypes (Grugulis 2007; Grugulis and Stoyanova 2012; Moss and Tilly 1996, 2001).

The sociology of work has the potential to address this (wilful) distortion and make a more positive contribution to theory and practice by emphasising the collective and relationship based aspects of soft skills. Skills such as team-working, problem-solving and communication may rely on the consent, collaboration or active co-operation of co-workers. Others, such as loyalty, punctuality or self-discipline may depend on workers’ relationship with their employer (Lafer 2004). Accordingly, this paper draws on an ethnographic study of the computer games industry to explore the collective, and relational aspects of soft skills, drawing out their exercise in the daily experience of work, the importance of the employer and the value of the ‘geeks’.

Irena Grugulis is the Professor of Work and Skills at Leeds University Business School, an ESRC/AIM Services Fellow and an Associate Fellow of SKOPE. Her research focuses on skills and has been funded by the ESRC, EPSRC and ERDF. The partial coincidence of interest between employers and employees is an idea that is well-known in industrial relations but largely absent from the more prescriptive writings on training and development and she has tried to address this deficiency. She has conducted research in the creative industries (film and TV production and computer games), the retail sector and fragmenting organisational forms and has been published in Work, Employment and Society, Journal of Management Studies, Organization Studies, Human Relations, British Journal of Industrial Relations and Human Resource Management Journal. She has served as both Editor and Editor in Chief of Work, Employment and Society and written two research-led textbooks, Skills, Training and Human Resource Development (2007) and A Very Small, Fairly Interesting and Reasonably Cheap Book on Studying Human Resource Management (2017). She has been a member of the UKCES’s Academic Advisory Panel and undertaken government advisory work on skills, contributing to both the Leitch Review and the National Skills Task Force as well as advising the Singaporean government.

Chair: Abigail Marks, Heriot-Watt University and Member of the WES 2018 Conference Committee
WES Journal Seeks New Board Members

Are you interested in volunteering for Work, Employment and Society?

The members of the WES Editorial and Associate Boards play a vital role in the running of Work, Employment and Society. If you would like to gain reviewing experience, participate in the key activities of the journal, and act as an ambassador for WES, we would welcome your application this autumn.

The WES Editorial Board is currently seeking new members to start in 2019 and the Associate Board will welcome applications in October. The Call for Applications and details of how to nominate yourself can be found on the Publications Opportunities page of the BSA website at: https://britsoc.co.uk/opportunities/publications-opportunities/

If you have any queries about board membership please contact the journal at wes.editorial@britsoc.org.uk or talk to a BSA staff member during the conference.
CRISIS: IMPLICATIONS FOR SOCIOLOGICAL THEORISING OF WORK AND SOCIETY

The crisis continues to cascade from finance to the economy to the fiscal to exacerbation of intersecting inequalities to political turbulence and to violence. Gender and ethnic relations in work are being transformed, as well as those of class. Understanding the contested transformation of work (paid and unpaid; market and state) is central but not sufficient. It requires locating work within a theory of society. How should sociological theories of society be re-thought in the context of this crisis? The response to over-simplified metanarratives of progress (sometimes attributed to classical sociology) has often been to reject the macro concept of society as a system and replace it with micro level analysis of agency or loose notions of network or assemblage. Yet, the crisis cannot be understood without a theory of society that theorises the links between different institutions (economy, polity, civil society and violence). The tendency to segregate the analyses of economy and violence needs to be rethought. The paper argues for rethinking approaches to society as a social system using complexity theory; and for greater attention to the concept of ‘crisis’. It seeks to contribute to the development of sociology as a space to imagine alternative futures. The analysis of the contested transformation of work in the context of society is central to this endeavour.

Sylvia Walby OBE is Distinguished Professor of Sociology, UNESCO Chair of Gender Research, and Director of the Violence and Society UNESCO Centre at Lancaster University. She is a Fellow of the Academy of Social Sciences; chairs the Sociology Sub-Panel for HEFCE REF 2021; was the founding President of the European Sociological Association; and is the recipient of the Anneliese Maier Research Award from the Humboldt Foundation, 2018-2023. She has published on theories of work and society in Crisis (Polity 2015) and Globalization and Inequalities: Complexity and Contested Modernities (Sage 2009); and on gender politics in The Future of Feminism (Polity 2011).

Website:  http://www.lancaster.ac.uk/sociology/about-us/people/sylvia-walby.

Chair: Silke Roth, University of Southampton and Member of the WES 2018 Conference Committee
The British Sociological Association
Annual Conference 2019
Wednesday 24 – Friday 26 April 2019
(Postgraduate Workshop – Tuesday 23 April)
Glasgow Caledonian University

Confirmed Plenary Speakers: Satnam Virdee, University of Glasgow; Imogen Tyler, Lancaster University; Nonna Mayer, Sciences Po, France

Call for Papers
The British Sociological Association invites submissions to its Annual Conference. Participants can present on any sociological research topic.

Annual Conference 2019 Theme:
Challenging Social Hierarchies and Inequalities

The material, structural and institutional divisions between groups in multiple societies and locations are now very much at the centre of sociological debate and research. What this research captures is the varied dimensions and complexities of contemporary hierarchies and intersecting inequalities. In the UK, research is looking at a range of vital situations and conditions. The implications of the hostile environment for immigration pursued by the Home Office for people’s right to remain and be counted as citizens. The politics of shifts in how childhood poverty is measured and understood. The drops in life expectancy now being seen in particular regions in the UK most badly hit by austerity, as well as the wider effects of austerity on the poorest and most vulnerable, including the challenges faced by disabled people seeking to retain their entitlements to welfare support. The framing of resources and rights as a zero-sum game between social groups ignoring intersectionality and solidarity. Looking beyond the UK, across the globe the treatment of refugees continues to starkly enact a de-humanisation of those denied basic shelter and safety, while we are witnessing the normalisation and mainstreaming of a racist, misogynistic backlash and the once unacceptable far-right. At the same time varied actors are mobilising to challenge these contemporary divides. The #MeToo movement provides an important challenge to established gender power inequalities and demands that those previously beyond scrutiny due to their hierarchical position are held to account. In addition resistance to racism and white supremacy can be seen in attempts to decolonise academia, including sociology, as well as the wider anti-racist activist movements.

This refocusing on hierarchy and inequality generates a range of potential thematic questions for this year’s conference. These include, but are not restricted to: Which are the hierarchies and inequalities that matter most in contemporary social divisions? How do we understand the relationship between different forms of hierarchy and inequality? What are the methodological tools we need to both capture them and to support challenges to them? Is sociological research doing enough to work with other associated disciplines and non-academic knowledge and expertise to play a meaningful role in public debate and social practice to challenge the important social problems created by inequality?

The call for papers for our 2019 Annual Conference asks for contributions across our varied streams that engage with these questions and many others that speak to the overall conference title. We encourage proposals to engage with these questions in innovative formats and which challenge usual modes of delivery.

Important Dates
Friday 12 October 2018
Abstract submission deadline
Friday 11 January 2019
Presenter booking deadline

Contact the BSA Events Team
Email: events@britsoc.org.uk
Telephone: +44 (0)191 383 0839

The British Sociological Association is a Company Limited by Guarantee, Registered in England and Wales, Company Number: 08007253, Registered Charity Number: 1099233, VAT Registration Number: 734 774 550.
Underemployment in Austerity Britain: Theoretical and Practical Implications  
Fuertes, Vanesa, Beck, Vanesa, Kamerade, Daiga, McBride, Jo  
(Edinburgh Napier University)

The UK has achieved the lowest unemployment rate since 1975 (4.5% for those 16+, ONS 2017). Yet, being in employment no longer equals full-time, permanent, and secure work, and does not necessarily mean a 'way out of poverty' (McQuaid et al. 2010). In fact, this low rate of unemployment has been attained on the back of an extraordinary growth in underemployment, which disproportionally affects women (Kamerade and Richardson 2017, Lyonette and Baldauf 2010) and individuals from working-class backgrounds (Warren 2015, Warren and Lyonette 2015), resulting in high levels of inequality (Shildrick et al. 2012). The continuing but accelerated growth of the underemployed -workers employed below their potential in terms of hours, skills and qualifications- raises key questions about underemployment and unemployment as consequences of social and economic turmoil, and crucial linkages between the two, both conceptually and experientially.

Current underemployment levels and pervasiveness is an important phenomenon, which requires critical investigation. Even though underemployment has been researched (Bell and Blanchflower 2013, Smith and McBride 2017), the conceptual and experiential links between unemployment and underemployment have yet to be systematically and theoretically explored. Furthermore, much of the research on underemployment so far has been atheoretical, despite Feldman's critique in 1996. Re-thinking the conceptualisation of underemployment is crucial, given its increasing prominence in the labour market (Heyes et al. 2017) and its consequences for welfare policy, the economy, and society.

In this session, six academics from various disciplines and members of TURN* (Theorising Underemployment Research Network) will present their work. The aim of the session is to advance the conceptualisation and theorisation of underemployment, building on previous research and bridging between various disciplines. Dr Vanesa Beck (University of Bristol), Dr Vanesa Fuertes (Edinburgh Napier University), Dr Daiga Kamerade (University of Salford), Dr Clare Lyonette (University of Warwick), Dr Jo McBride (Newcastle University), Dr Andrew Smith (Bradford University) and Professor Tracey Warren (University of Nottingham) will explore the following themes:

- Existing research on and conceptualisation of underemployment (Beck/ Fuertes)
- Theoretical underpinnings of and links between underemployment and unemployment, and proposed conceptualisation (Beck/ Lyonette/ Warren)
- The minimum dose of work required to benefit psychologically from paid work (Kamerade/ Burchell)
- The realities and lived experiences of underemployment (McBride/ Smith)

The broader discussion in this session will thus assess the overlap between underemployment and unemployment experiences; the rationale and factors behind the rise of underemployment; and the multiplicity of consequences of underemployment for individuals, households, society, the economy, and the welfare state. The session could be open to other colleagues that would like to present on the themes above mentioned.

* TURN (Theorising Underemployment Research Network) was formed in 2017 as a network to advance theoretical insights into the un/der-employment. TURN has received funding from the ISRF in order to progress its objective during 2018.

18:00 - 18:30 Grand 4 & 5

Book Launch

Book Launch: Not just fighting fires – the Fire Brigades Union and the Peace Process

Sian Moore, Tessa Wright and Phil Taylor

Abstract: 2018 saw the centenary of the Fire Brigades Union (FBU). A new book, Fighting Fire One Hundred Years of the Fire Brigades Union (Moore, Wright and Taylor, 2018) based on the testimonies of FBU representatives and members and described by Sheila Rowbotham as 'at once a union history and a unique work of social history in which gender, race, ethnicity and sexual orientation interweave with class', demonstrates how the union has been
simultaneously part of the fabric of the fire service and a politically committed union. The recently launched book captures the lived experiences of firefighters and control staff in the changing environment of the past 30 years. This includes the role of the Northern Ireland FBU, as a non-sectarian organisation, in the Peace Process. In this session two of the FBU’s representatives based in Belfast will discuss the union’s largely unknown, but significant role in the Peace Process as part of the FBU’s celebration of its history.

**Thursday, 13 September 2018**

**09:00 - 10:30 Grand 4 & 5**

**Bad Utopias**

**Bad Utopias? Discussing post capitalism, Automation, UBI and the ‘end’ of work**

_Thompson, Paul, Dinerstein, Ana Cecilia, Pitts, Harry, Wood, Alex, Briken, Kendra_  
*(University of Stirling)*

Today, the post-work society has become a hot topic of debate. Based on the presumption that a wave of automation will displace labour from production and bring an end to ‘work’ as we know it, the post-work prospectus has translated from the domain of radical theory to take hold in mainstream debate. The post-work prospectus is recruited in the name of an appeal to an incipient 'postcapitalist' society germinating from within the shell of the present. In this special session, we will explore and critique the nascent 'post-work' imaginary and its claim that a post-capitalist society arises from the ruins of work. The contribution will each suggest that, even were the historical conditions in place for it, the escape from ‘work’ is no escape route from capitalism. The papers address five fronts on which the postwork prospectus fails. The first (Pitts) is that the post-work literature is counterintuitively productivist insofar as it sees 'work' as the central relation of capitalist society and not as the antagonistic relations of property, ownership and subsistence that logically and historically precede a society in which most people are compelled to sell their labour to live, nor the specific kind of results assumed by the products of that labour in the market. In so doing it remains locked within a capitalist understanding of what is productive and what is not, despite professions otherwise. The second (Dinerstein) is that the vista of automated worklessness supported by a basic income rests on a continuation of the money wage in all but name and the presence of a strong state that becomes the wage-payer of both first and last resort, with attendant consequences on the capacity of people or workers to resist and contest the conditions or pay to which they are subject. Nowhere in the popular imaginary of post-work or post-capitalist society does class struggles feature, when it is only by means of this and the creation of 'concrete utopias' that a post-capitalist society can be accessed at all. In the third (Thompson), some of the flawed theoretical and empirical underpinnings of the anti and post-work project are uncovered and critiqued. The actual and potential for a radical politics of work are explored, along with the implications for the sociology and sociologists of work. The fourth (Wood) is that post-work accounts are based upon a fallacy regarding the diminishing importance of paid-work. It is neither true that technological advancement is leading to a reduction in aggregate employment or that paid work is becoming less important as a source of well-being. Employment is a central institution of capitalism and strong mechanisms exist which ensure its reproduction. Speculating about the end of paid-work ignores people's real struggle and need for dignified paid-work and distracts us from the existing social problems of inequality, environmental degradation, and concentration of power within the hands of a few tech companies. The fifth (Briken) is that a post-work society necessarily needs a change in the role assigned to work in general. So far, the concept seems to be reduced either to a redefinition or refusal of work ethics seen as fundamental to the capitalist mode of production, or defined as a ‘cultural shift’ in the perception of work, somehow suggesting a flaw in workers’ own ‘false consciousness’. In challenging these approaches with a sociology of critique based on Boltanski and Thevenot's conceptualisation of justification, it will be argued that any attempt to understand actually existing ‘work ethics’ needs to include the ‘critical capacities’ actors use in disputes and controversies of working life. This will allow us to go beyond rather too generic analysis like ‘bullshit jobs’ and to overcome the tendency to reinforce the top-down hierarchisation of work in society.

**13:30 - 15:00 Dublin 1**

**Circular Economy**

**The Toil of Saving the World: Exploring the Tensions of Work in the Circular Economy**

_Pettinger, Lynne, Bozkurt Ödül, Xheneti Mirela, Hielscher Sabine, Jaeger-Erben Melanie, Meissner Magdalena, O'Donovan Cian_  
*(Warwick University)*

The promise of the Circular Economy is increasingly embraced by policymakers, academics, industry actors and NGOs alike, with hopes raised that it can deliver green growth. It is supposed to close the loop of excess inherent in the linear economic model of ‘make, use and dispose’ by keeping resources in use longer, extracting maximum value from them once in use, and recovering and regenerating products and materials (WRAP 2017). As waste is designed out and BSA Work, Employment and Society Conference 2018 Europa Hotel, Belfast
reusability designed in, the damaging effects of economic activity on the environment should decrease and disappear. The emergence of a Circular Economy rests on many things, including support and legitimization through local, national and supranational policies and corporate social responsibility agendas; product and systems designs; and new ways of thinking about production and consumption. The transition to circularity puts some kinds of work at risk while promoting others.

This special session will interrogate what the current expectations, understandings and practices of a circular economy mean for work. It will probe the 'win-win' scenario that accompanies the prospects of a Circular Economy to acknowledge the tensions within as they relate to work: between paid and unpaid labour (including hobbies), opportunities for sustainable enterprise vs. self-sufficiency and community, and the creation, disappearance and resurrection of certain types of work. We ask about the experts: technocrats, designers and consultants who seek to shepherd in these new practices, and about the repairers and restorers, community groups and micro businesses who engage in bottom-up efforts. We ask whether work in the circular economy can transcend or will reproduce existing forms of social marginalisation, and about the changing materiality and sociality of work, as designing, making, repairing and reusing take on new resonances.

Ödül Bozkurt and Mirela Xheneti (Department of Business and Management, Sussex) will present research with entrepreneurs who either self-identify as Circular Economy adherents or seek to make the transition, in their small/micro-businesses. They will share observations both on the individual accounts of the entrepreneurs in relation to "circularity" and on the growing CE business network in the Brighton city-region.

Sabine Hielscher, Melanie Jaeger-Erben, Magdalena Meissner (Science Policy Research Unit, Sussex) have been studying practices of repair within community-based repairing initiatives. Over the last years, volunteers have set up local initiatives and associated networks all around the world. Sabine will reflect upon class and gender dimensions of the way care is being performed around objects in need of repair.

Cian O'Donovan (Science Policy Research Unit, Sussex) has recently been assessing the well-being afforded to the users of distributed digital manufacturing technologies in non-industrial settings (open workshops, makerspaces and Fab Labs). Cian will test claims that these technologies offer sustainable approaches to production and consumption that might fit logics of a circular economy.

Friday, 14 September 2018

09:00 - 10:30 Grand 4 & 5
Reflections on the USS Strike

A session that allows us to share our intellectual and emotional experiences of being involved in the USS strike, the biggest industrial action seen in our sector. Short contributions, addressing the boundaries of the academic, political and personal will be invited from WES participants. This will be followed by space for contributions and reflections.

12:00 - 13:30 Dublin 1

Journalism

Professionalism, Status Strain and Emotional Work on Three ‘Edges’ of the Journalistic Field
Smith, Simon, Vidal, Koen
(Charles University in Prague)

This special session discusses the work of journalists in situations marked by professional role conflicts and normative uncertainties. Although the information professional's job epitomises trends that mark contemporary work like the blurring of the boundary between paid and unpaid work and thus helps understand more general social mechanisms, it has been neglected as a site for study in general sociology. We seek to lift journalists' work out of journalism studies and place it in a sociology of work and professions.

By looking into three different "edges" of the journalistic field - new entrants to the field (media-activists); new tasks that need doing (online discussion); new attachments experienced (crisis journalists) – we want to explore the relationship between emotional work, status strain and professional field renewal.

The session is divided into four rounds, each led by a moderator and closing with a contribution from a media professional whose role is to ground the discussion in empirical experience.

The first round will present the empirical studies which provide the material for discussion. Benjamin Ferron introduces his fieldwork on journalists from free/independent media in France working at the border between the journalistic and...
political fields and facing tensions in defining their collective identities and activities. Simon Smith, drawing on a three-year ethnographic study, describes how young Slovak journalists cope with the "dirty work" of online discussion administration by inventing routines that recover some "professional purity". Johana Kotisova, based on in-depth interviews and participant observation with Belgian and Czech "crisis reporters", describes aspects of journalists' work related to their conflicting personal and professional identities, emotional labour, work-related stress and cynicism. In the second round Ferron will lead a discussion on the articulation between structural strains of the journalistic field and the division of roles between and within media organisations. How do new tasks and changes in professional jurisdiction transform the profession? How are networks of peer support structured in relation to organisational boundaries, economical and symbolic interest representation and state regulation? The third round, led by Smith, will focus on journalists' work resources, the mechanisms for learning skills, and professional socialisation. How do the specific forms of capital accumulated and converted by journalists in edge positions resemble or differ from traditional journalistic resources? How are knowledge and know-how passed on and practices evaluated as right or wrong? The fourth round, led by Kotisova, will examine media workers' identities and emotional labour, or how people, depending on their dispositions, learn to cope with their double status of observer and protagonist. What are their subjective experiences of often precarious 'creative labour' and working life quality? What happens when 'human complexity' disturbs professional routines (Abbott) but also embodied tastes? Journalism is an area of work whose professional status is often called into question, which is precisely why it merits attention from sociologists. The reconfigurations prompted by new entrants, new tasks and new attachments - to schematise the disturbances on our three "edges" - are thus particularly dramatic, but exemplify structural dynamics of change that all professions encounter.
CONFERENCE PROGRAMME - PAPER SESSIONS

Wednesday, 12 September 2018

09:00 - 11:00 Registration in the foyer of the Exhibition Centre

Paper Session 1 11:00 - 12:30 (DAY 1)

<table>
<thead>
<tr>
<th>Copenhagen 1</th>
<th>Copenhagen 2</th>
<th>Grand 4 &amp; 5</th>
<th>Amsterdam 1</th>
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<tbody>
<tr>
<td>Making Sense of Careers</td>
<td>Working Conditions in Academia</td>
<td>Welfare and Activation</td>
<td>Young Women at Work</td>
<td>Care Work</td>
<td>Class and Identity</td>
<td>Democratic Work</td>
<td>Creative Labour</td>
<td>Workplace Integration</td>
<td>Employment Relations</td>
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<td>Silke Roth</td>
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<td>Cecile Guillaume</td>
<td>Grainne Kelly</td>
<td>Mark Erickson</td>
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<td>Aliette Lambert</td>
<td>Maria Holcekova</td>
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<td>Nicky Stubs</td>
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<td>Marek Korczynski</td>
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12:30 - 13:30 Lunch in the Exhibition Centre

12:30 - 13:30 Meet the Funders Lunchtime Session in Grand 4 & 5

13:30 - 14:30 Keynote Speech: Irena Grugulis in Grand Ballroom 1, 2 & 3
Wednesday, 12 September 2018

Paper Session 2 14:30 - 16:00 (DAY 1)

<table>
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<tr>
<th>Copenhagen 1</th>
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<th>Grand 4 &amp; 5</th>
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<td>Not in Education, Employment or Training</td>
<td>Work and Disability</td>
<td>Informal Work Reproducing Class</td>
<td>Worker Solidarities and Resistance</td>
<td>Creative Labour</td>
<td>Military and Seafarers</td>
<td>Labour Market Dualism</td>
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<td>Lisa Schulte Janroj Keles Ruth Reany</td>
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<td>Soorin Yoon Pauline Anderson Neli Demireva</td>
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16:00 - 16:30 Coffee Break in the Exhibition Centre
Wednesday, 12 September 2018

Paper Session 3 16:30 - 18:00 (DAY 1)

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<th>Copenhagen 2</th>
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<td>Understanding Teacher’s Working Lives</td>
<td>Special Event Underemployment</td>
<td>Work and Disability</td>
<td>Non-Standard Workers</td>
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18:00 - 18:30  Book Launch: ‘Not just fighting fires – the Fire Brigades Union and the Peace Process’ with Sian Moore, Tessa Wright and Phil Taylor in Grand 4 & 5

19:00  Drinks Reception in Naughton Gallery, Queen’s University
**Thursday, 13 September 2018**

**Paper Session 4 9:00 - 10:30 (DAY 2)**

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<th>Copenhagen 1</th>
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<td>Understanding Managers and Management</td>
<td>Internships and Traineeships</td>
<td>Bad Utopias? Discussing post capitalism, Automation, UBI and the ‘end’ of work</td>
<td>Rethinking Gender</td>
<td>Unemployment</td>
<td>Food and Beverage Employment</td>
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<td>Gig and Platform Economy</td>
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**10:30 - 11:00 Coffee Break in the Exhibition Centre**
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<td>Managing Health and Employment</td>
<td>Rethinking Paid and Unpaid Work</td>
<td>Inequality</td>
<td>Not for Profit and Voluntary Work</td>
<td>Agency and the Gig/Platform Economy</td>
<td>Transnational Employment</td>
<td>Life and Job Satisfaction</td>
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12:30 - 13:30 Lunch in the Exhibition Centre

12:30 - 13:30 Meet the Data Providers Lunchtime Session in Grand 4 & 5
Thursday, 13 September 2018

Paper Session 6 13:30 - 15:00 (DAY 2)

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<td>Global Perspectives on Value Chains</td>
<td>Apprenticeships and Skills</td>
<td>Living Wage and Labour Standards</td>
<td>Health Care Professionals: Emotional Labour, Social Support, Migration and Hybridisation</td>
<td>Job Quality, Life-satisfaction and Policies shaping Work-life Balance</td>
<td>Intersectional Perspectives on Gender Inequality</td>
<td>Industrial Action in Britain, France and Germany</td>
<td>Special Session: Circular Economy</td>
<td>Opportunities, Marginalisation and Precariousness of Skilled Migrants</td>
<td>Meaningful Work</td>
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15:00 - 15:30 Coffee Break in the Exhibition Centre
Thursday, 13 September 2018

Paper Session 7 15:30 - 17:00 (DAY 2)

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<td>Meet the Editors: Publishing in and getting involved with WES</td>
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17:15 - 18:30  Brexit - Implications for Work and Employment Panel in Grand Ballroom 1, 2 & 3

18:30  Conference dinner drinks reception at Belfast City Hall

19:00  Conference dinner at Belfast City Hall (conference dinner must be pre-booked)
Friday, 14 September 2018

Paper Session 8 09:00 - 10:30 (DAY 3)

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Lynne Pettinger | Abigail Marks | Andy Charlwood | Anne Devlin | Robert MacKenzie | Jane Holgate | Geraint Harvey | Frances McGinnity | Jill Timms |

Dorota Marsh | Karen Handley Ciaran Burke | Reflections on the USS Strike | Inga Lass Amy Healy | Jacques Wels Jane Parry | Susan Mayson Raffaele Grotti Kuniko Ishiguro Joanna Richards | Jonathan Preminger Michail Veliziotis | Antonio Casilli Bo-Yi Lee | Matthew David Christina Purcell Nina Schneider |

10:30 - 11:30 Keynote Speech: Sylvia Walby in Grand Ballroom 1, 2 & 3

The SAGE Prize for Innovation and Excellence Presentation

11:30 - 12:00 Coffee Break in the Exhibition Centre
Friday, 14 September 2018

**Paper Session 9 12:00 - 13:30 (DAY 3)**

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<th>Copenhagen 1</th>
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<tr>
<td>Masculinities and Body Work</td>
<td>Unsustainable Working Conditions – Burnout, Turnover, Exit</td>
<td>Work and Wellbeing</td>
<td>Organisational Culture, Employment Conditions, and Corporate Wellness</td>
<td>Dynamics of Retirement and Extending Employment</td>
<td>Working Women’s Employment Conditions</td>
<td>Grassroots Unionism, Breakaway Unions and Mobilisation</td>
<td>Special Session Journalism</td>
<td>Methodological Approaches to Studying Work</td>
<td>Experiencing Work: Bullying, (Sexual) Harassment, and Alienation</td>
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Rachel Cohen  
Jacqueline O’Reilly  
Jocelyn Finniear  
Martin McCracken  
Kendra Briken  
Andreas Kornelakis  
Asima Jena  
Melanie Simms  
Juliet Kele

Stephen Linstead  
Luke Turnock  
Giorgio Boccardo

Wen Wang  
Juliane Achatz  
Andy Charlwood  
Edward Yates  
Kate Kirk  
Drew Dalton  
Jill Timms  
Geraint Harvey  
Nina Teasdale  
Laura Airey  
Anne Devlin  
Zoe Young  
Narjes  
Jaques Wels  
Deborah Osei  
David Pero  
David Evans  
Cristóbal Moya  
Simone Smith  
David Calvey  
Maria Quinlan  
Patrick McGovern  
Tessa Wright  
Marco Carradore  
Pierre Walthery

**13:30 - 14:30**  
Lunch in the Exhibition Centre
**Friday, 14 September 2018**

**Paper Session 10 14:30 - 16:00 (DAY 3)**

<table>
<thead>
<tr>
<th>Copenhagen 1</th>
<th>Copenhagen 2</th>
<th>Grand 4 &amp; 5</th>
<th>Amsterdam 1</th>
<th>Amsterdam 2</th>
<th>Berlin 1</th>
<th>Berlin 2</th>
<th>Dublin 1</th>
<th>Rotunda</th>
<th>Dublin 2</th>
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</thead>
<tbody>
<tr>
<td>Contemporary Work</td>
<td>Work Futures of Young People</td>
<td>Uberisation: Life and Work in the Gig and Platform Economies</td>
<td>Open Session</td>
<td>Pension Savings and Factors Influencing the Decision to Postpone Retirement</td>
<td>Women’s Employment</td>
<td>Trade union Responses to Precarious Work</td>
<td>Transport, Work Opportunities and Regional Economic Resilience</td>
<td>Working Time and Working Days</td>
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<td>Mary Murphy, Donald Hislop, Will Atkinson</td>
<td>Shirley Jackson, Jacqueline O’Reilly, Darren Nixon</td>
<td>Agnieszka Piasna, Wifak Gueddana Paola Tubaro</td>
<td>Nhlanhla Ndebele, Yi Zhang, Peter Thomas</td>
<td>Michaela Gstrein, Mingyu Cao, Hayley James</td>
<td>Asli E. Mert, Frances McGinnity, Ariadne Vromen</td>
<td>Melanie Simms, Andrew Stevens, Aurora Trif</td>
<td>Juliet Jain, Kendra Briken, Tony Dobbins</td>
<td>Kirsty Newsome, Nicola Cianferoni, Rachel Cohen</td>
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**16:30**  Optional Social Events - Please check your confirmation email and delegate information in the programme

**19:00**  Conference Dinner at the SS Nomadic
Sociological Futures
Call for Proposals

Our newest, peer reviewed book aims to be a flagship for new and innovative theories and approaches to ‘the social’ in the 21st century. We are interested in focused proposals for monographs and edited collections featuring contemporary work that is theoretically and methodologically innovative, has local or global reach, and engages or reengages with classic debates in sociology bringing new perspectives to important and relevant topics.

All titles are available through the Routledge website and on Amazon. We are looking for more titles and invite proposals to be a part of the series.

The series is inspired by the vibrant wealth of BSA events and presentations. It aims to enable the fruits of these events to reach a wider audience and offers a new publishing outlet for sociologists at all career and publishing stages, from the well-established to emerging sociologists, BSA or non-BSA members, from all parts of the world.

Series Editors
Eileen Green  Professor Emerita, Teesside University
John Horne  Waseda University, Japan
Caroline Oliver  Senior Lecturer, University of Roehampton
Louise Ryan  Professor of Sociology, University of Sheffield, Vice Chair of the BSA

Have an idea for a book?
The Series Editors welcome suggestions for topics and book proposals at any time. For queries, a blank proposal form or to submit a proposal, contact Alison Danforth, BSA Publications & Membership Manager
alison.danforth@britsoc.org.uk

We accept proposals for monographs and edited collections with a focused theme. Proposals will be peer reviewed.
Finished texts are expected to be approximately 70,000-80,000 words.