

**WORK, EMPLOYMENT AND SOCIETY CONFERENCE 2023**  
**PROGRAMME GRID**

**Thursday 14 September 2023 (Day 2)**

8:00 - 9:00 Registration in the Annie Lennox Building  
9:00 - 10:30 Paper Session 4

ROOM: W010A	ROOM: W010B	ROOM: W001	ROOM: W002	ROOM:W003	ROOM: W004	ROOM: W005	ROOM: HANGING LANTERN ROOM	ROOM 9: W119
<b>Stream:</b> Gender and intersectional inequalities within workplace resistance discourses	<b>Stream:</b> Marginalised work and workers, risk and resistance in precarious places	<b>Stream:</b> Marginalised work and workers, risk and resistance in precarious places	<b>Stream:</b> Open	<b>Stream:</b> PhD Showcase	<b>Stream:</b> Platform capitalism, hybrid work and digital resistance	<b>Stream:</b> Academia, academic activism and resistance in the academy	<b>Stream:</b> Open	<b>Stream:</b> The future of resistance at work
<b>Chair: Sajia Ferdous</b>	<b>Chair: Vanessa Beck</b>	<b>Chair: Matthew Cole</b>	<b>Chair: Zinovijus Ciupijus</b>	<b>Chair: Nina Teasdale</b>	<b>Chair: Kendra Briken</b>	<b>Chair: Gregoris Ioannou</b>	<b>Chair: Andy Charlwood</b>	<b>Chair: Didem Özkiziltan</b>
From ‘Lady Clerks to CEO’: A biographical narrative exploration of the challenges, opportunities and educational programmes for female bank workers since the lifting of the Irish Marriage Bar.  <b>Kate O’keeffe</b>	The work environment of algorithmically managed workers in the logistics sector: Preliminary findings from the AMOSH project  <b>Karin Nilsson, Carin Håkansta, Nuria Matilla-Santander</b>	Invisibility, relative deprivation and social stratification in Greece: A study of migrant women’s perceptions of inequality at work during the crisis project  <b>Paraskevi - Viviane Galata</b>	The ‘psychologisation of employment relations’: An evaluation of the utility, limitations and adaptability of psychosocial work design models to a broader, interdisciplinary framing  <b>Eva Jendro</b>	Trans women and ‘gender discipline’: Understanding transmisogyny as a theoretical framework for worker inequalities.  <b>Sylvia Mccheyne</b>	Migration frameworks and the experience of app-based food delivery work in China and Australia: A comparative study of international and internal migration regimes  <b>Jiayi Sun</b>	Stop all the clocks: Narratives of independence, interdependence, and resistance in digital teaching when the everyday is every day.  <b>Frances Myers, Hilary Collins, Hayley Glover</b>	The bona fide academic: A disciplinary perspective  <b>Toma Pustelnikovaite</b>	Think service improvement: Do as social movements in the workplace!  <b>Musharrat Ahmed-Landeryou</b>
Women in leadership and mothers in leadership in Europe from a comparative viewpoint using QCA  <b>Paul Sinzig</b>	Job-related distress among young paid workers in India during COVID-19  <b>Jihye Kim, Wendy Olsen</b>	Unpaid labour, stigma and resilience: Theorizing adaptations to precarious work in employment research  <b>Valeria Pulignano</b>	The higher, the better? Testing the relative impact of social capital on high- and low-skilled immigrants’ labour market integration  <b>Julia Ruedel</b>	Neurodiverse youth identities: Ecologies of impairment, disability, and affectivity in digitalised workplaces  <b>Martina Lippi</b>	Beyond the ‘gig economy’: Towards variable experiences of job quality in platform work  <b>Alex Wood, Nick Martindale, Brendan Burchell</b>	Academic freedom in the digital university: An exploration of how technology-enabled management practices mediate power relations between academic staff and university employers  <b>Chavan Kisson</b>	Variation in the nature of occupational communities and their role in the navigation of post-redundancy transitions in the Swedish, British and Australian steel industries  <b>Christopher Mclachlan</b>	Passion rather than a partner: The embodiment of sector norms in the UK film industry  <b>Pippa Denny-Gelder</b>
Is the access to activation programs still gendered? Welfare recipients and public employment services from 2008 to 2019  <b>Veronika Knize</b>	Everyday lives of Roma workers as the sites of struggle within post-socialist racial capitalism  <b>Barbora Cernusakova</b>	Dynamics of power-building strategies amongst precarious gig workers in the UK: A comparative study between native British, EU and overseas undocumented migrants  <b>Pedro Mendonca, Nadia Kougiannou</b>	Occupational licensing and social mobility: Professional dynasties in action  <b>Maria Koumenta</b>	Feminist political economy of women’s work and health: An exploration of gendered health experiences of working women in Sri Lanka  <b>Kowsalya Duraisamy</b>	Behind the wheel: A photovoice study of job characteristics and wellbeing among digital platform taxi drivers in Stockholm - The GIG-HEALTH project  <b>Nuria Matilla-Santander, Filippa Lundh, Signild Kvart, Manuel Franco, Carin Håkansta, Julio C Hernando, Bertina Kreshpaj, Sherry Baron</b>	Our measured worth: A working paper on professional practice, autonomy, and measurement conventions in academia  <b>Thomas Rodgers</b>		
	Embodying long-term unemployment: Theorising jobseeker resistance from and embodied perspective  <b>Helen Tracey</b>		Effects of Public Employment Services’ Activation Intensity  <b>Markus Wolf</b>	Succession planning and gender: A systematic literature review  <b>Gabi Round</b>	Content production within the algorithmic environment: A systematic review  <b>Yin Liang, Jiaming Li, Jeremy Aroles, Edward Granter</b>	Stories of empowerment, resistance and identity work: Relational reflexive accounts of academic engagements with policymakers and practitioners  <b>Anne McBride</b>		

Thursday 14 September 2023 (Day 2 cont'd)

10:30 - 11:00 Coffee Break in the Sir Alex Ferguson Library

11:00 - 12:30 Paper Session 5

ROOM: W010A	ROOM: W010B	ROOM: W001	ROOM: W002	ROOM: W003	ROOM: W004	ROOM: W005	ROOM: HANGING LANTERN ROOM	ROOM 9: W119
<b>Stream:</b> Gender and intersectional inequalities within workplace resistance discourses	<b>Stream:</b> Marginalised work and workers, risk and resistance in precarious places	<b>Stream:</b> The resistant self: Work, identity work and wellbeing reconsidered	<b>Stream:</b> Open	<b>Stream:</b> PhD Showcase	<b>Stream:</b> Platform capitalism, hybrid work and digital resistance	<b>Stream:</b> Academia, academic activism and resistance in the academy	<b>Stream:</b> Comparative and global perspectives on resistance	<b>Stream:</b> Academia, academic activism and resistance in the academy
<b>Chair:</b> Ioulia Bessa	<b>Chair:</b> Pat McGovern	<b>Chair:</b> Donald Hislop	<b>Chair:</b> Maria Koumenta	<b>Chair:</b> Knut Laaser	<b>Chair:</b> Kendra Briken	<b>Chair:</b> Angela Mazzetti	<b>Chair:</b> Saranzaya Manalsure	<b>Chair:</b> Didem Özkiziltan
'Never a right time, never a right place': How Chinese single working women negotiate professional identities through intersectional identity work approach  <b>Ne Ma</b>	How workers' employment trajectories are affected by insecure employment at the early career stage.  <b>Rebecca Florisson</b>	Strategizing exposure: A qualitative understanding of professional sport, work and privilege  <b>Martin Roderick</b>	Plus Ça Change.... Becoming an employee-owned company  <b>Dimitrinka Stoyanova Russell, Jonathan Preminger</b>	A typology of content creative platforms: An empirical study of the UK, The US and China  <b>Yin Liang</b>	Amazonism: A contested production regime  <b>Georg Barthel</b>	Flexible working arrangements and presenteeism in the UK higher education sector during and post the COVID-19 Pandemic  <b>Fotios Mitsakis, Anastasios Hadjisolomou, Amairisa Kouki, Gail Kinman</b>	What do union members and leaders do for and against union revitalisation through inclusiveness?  <b>Yooseop Chun</b>	The path to tenure: Why are women still lagging behind? An event history analysis of academic careers in Italian universities  <b>Olga Gorodetskaya, Agnese Vitali</b>
Intersectional identities and the future of work: Perspectives of young women  <b>Shehla Khan, Sandra Dettmer</b>	Always somebody else's horizon: Lived religion and the power of work  <b>Mark Read</b>	"Nah, not today": Resisting grind culture and re-orientating endometriosis temporalities at work  <b>Victoria Williams</b>	Shaping digital transformation in UK finance companies: Employee involvement and the introduction of automation tech  <b>Esme Terry, Mark Stuart</b>	The multiple discursive positions of online sex workers: Resistance, neoliberalism, and digital entrepreneurialism  <b>Georgina Trace</b>	Injustice in platform work: Power hierarchy in the platform-based food delivery sector in Taiwan  <b>Bo-Yi Li</b>	Researcher inequalities at macro, meso, and micro levels  <b>Naveena Prakasam, Ellen Hughes, Don Webber, Steven Pattinson</b>	Fighting the petro-state: Lessons in civil disobedience and the "right to strike" in fossil-fuel capitalism  <b>Andrew Stevens</b>	Making the impossible, possible: Optimism and refusal in the care-full obfuscations of academic motherhood  <b>Mollie Etheridge</b>
Feminization and resistance in the Global South: An anatomy of three strikes  <b>Arya Thomas</b>		A healthy response?: Resisting corporate wellbeing  <b>James Wallace</b>	Counting green jobs: A new methodological approach  <b>Pauline Anderson, , Chris Warhurst, Jeisson Cardenas</b>	Creative destruction and meaningful work: An analysis of documentary constructions of translation work and digital translation technology  <b>Ian Winstanley</b>	Documenting the work day: Digital traces of work and resistance in gig work in India  <b>Gayatri Nair</b>	Orientation and overload in early career stages: On neglected functions of academic competition  <b>Kathia Serrano, Julian Hamann</b>	Logging into in-person protests: how Indian tech workers' unions grapple with remote work  <b>Rianka Roy</b>	Acts of resistance in academia: Postdocs rejecting exclusive-devotion "ideal worker" norms in the life sciences  <b>Heather Hofmeister, Anne-Kathrin Kronberg</b>
Designing inclusive remote and hybrid working to support disabled workers  <b>Calum Carson, Melanie Wilkes, Alison Collins, Rebecca Florisson, Jacqueline Winstanley, Paula Holland</b>		Examining the effects of violence on labour market trajectories  <b>Vanessa Gash</b>		Discourse embedded in digital platform 'on demand' healthcare  <b>Pamela Hopwood</b>				

12:30 - 13:30 Lunch in the Sir Alex Ferguson Library

12:30-13:30 Work, Employment & Economic Life Study Group Meeting in Room W001

**Thursday 14 September 2023 (DTay 2 cont'd)**  
**13:30 - 15:00 Paper Session 6**

ROOM: W010A	ROOM: W010B	ROOM: W001	ROOM: W002	ROOM: W003	ROOM: W004	ROOM: W005	ROOM 1: HANGING LANTERN ROOM	ROOM 9: W119
<b>Stream:</b> <b>Open</b>	<b>Stream:</b> <b>Marginalised work and workers, risk and resistance in precarious places</b>	<b>Stream:</b> <b>Resistance and meaningful work</b>	<b>Stream:</b> <b>Open</b>	<b>Stream:</b> <b>PhD Showcase</b>	<b>Stream:</b> <b>Resistance within contemporary employment relations</b>	<b>Stream:</b> <b>Marginalised work and workers, risk and resistance in precarious places</b>	<b>Stream:</b> <b>Special Event</b>	<b>Stream:</b> <b>Comparative and global perspectives on resistance</b>
<b>Chair: Donald Hislop</b>	<b>Chair: Nina Teasdale</b>	<b>Chair: Sarah Jenkins</b>	<b>Chair: Carol Wolkowitz</b>	<b>Chair: Abigail Marks</b>	<b>Chair: Zein Kasrin</b>	<b>Chair: Ariadne Vromen</b>	<b>Chair: Maria Hudson</b>	<b>Chair: Maria Koumenta</b>
Gendered productive subjectivities, transnational labour and social reproduction in uneven and combined Europe  <b>Gregory Schwartz, Ania Plomien</b>	Women, work and care through the COVID-19 Pandemic and beyond  <b>Helen Norman, Jennifer Tomlinson, Nathan Archer</b>	Living for work or working for a living: Re-interrogating the personal attachment to work during the COVID-19  <b>Hamza Asshidi, Anne Antoni, Janna Rose, Nathalie Louisgrand, Heather Connolly</b>	Unpaid labour and the (re)production of social class among creative workers: Implications for resistance  <b>Rebecca Taylor, Valeria Pulignano, Mark Weal, Anthony Quinn, Markieta Domecka</b>	Everyday lives of Bihari migrant construction labourers in India: A case of class formation  <b>Manish Maskara</b>	Housework at work: Resistance or what?  <b>Julie Monroe</b>	L-learning: Rethinking young people's engagement in education and paid employment  <b>Kim Allen</b>	Mental health, disability and flex-ability in small workplaces: Investigating employee and employer perspectives, through a tension-based lens.  <b>Annie Irvine</b>	Precarity, Agroecological transformations and rethinking the Future of Work: Lessons from the Green Revolution in India  <b>Divya Sharma</b>
A crisis of energy: the multimodal precarity of the professional kitchen  <b>David Hill, Gavin Maclean</b>	Entrepreneurs with disabilities, ableism, and (the lack of) social justice  <b>Sara Csillag, Anna Laura Hidegh, Carmen Svastics, Zsuzsanna Gyori</b>	Control and resistance in Royal Mail: Interim findings from WISERD 3.4  <b>Daniel Evans, Helen Blakely, Jean Jenkins</b>	Sleep and work: The complex role of paid work, unpaid care, and financial insecurity in sleep quality of older workers in the United Kingdom  <b>Mariska Van Der Horst, Belinda Steffan, David Lain, Jakov Jandrić, Wendy Loretto</b>	Outsourcing digital intimate labour  <b>Victoria Antonio</b>	The organizational context shapes migrant job searches: Evidence on cohesion and competition in Dutch workplaces  <b>Luuk Mandemakers, Eva Jaspers, Tanja Van Der Lippe</b>	Legal work, criminalised workplaces: Hyper-precarity in full service sex work.  <b>Lilith Brouwers</b>	Disabled people, work and SMEs: Resisting ableist notions of the ideal worker through a work-body fit lens  <b>Cara Molyneux</b>	Warming up to work, warming up to corporate capital: The techniques of psychosocial control on the factory shop floor in the Indian E-commerce Industry  <b>Suraj Telange</b>
Green precarity and employee sustainable behaviour at work: An intersectional explanation of employee resistance  <b>Sajia Ferdous, Shuang Ren</b>	Stepping stones towards collective action: Assessing the continuum of agency and resistance among migrant workers  <b>Bjarke Refslund</b>	Resistance and meaningful work in the knowledge economy  <b>Hannah Green</b>	Unveiling the invisible: Informal work in a monastery on mount athos  <b>Christopher Russell, Dimitrinka Stoyanova Russell</b>	Wellbeing in the post-pandemic employment relationship  <b>Brian Gilchrist</b>	Resisting outsourcing: Learning from migrant workers' power-building strategies in the British service sector  <b>Davide Pero</b>	Making it Work: Young People Responding and Resisting Underemployment  <b>Brendan Churchill, Leah Ruppanner</b>	An exploration of the significant issues and enabling features at work for people with a diagnosed mental health issue, from the perspective of individuals and line managers  <b>Lindsay Badger</b>	
	Care worker resistance to structural subjugation  <b>Carolyn Downs</b>	Work-life balance in the seafaring industry: The challenges faced by worker in non-traditional jobs  <b>Helen Devereux, Jane Parry</b>	Young is fun: Examining the inter-relations of workplace fun and age  <b>Cara Reed, Helen Williams, Katrina Pritchard</b>		Reconceptualising employee voice: An interdisciplinary approach  <b>Stewart Johnstone, Kendra Briken, Ian Cunningham, Tasos Hadjisolomou, Eva Jendro, Tony Mccarthy, Stuart Mcintyre, Dora Scholarios, Philip Taylor</b>		Juggling on a tightrope: Tensions and resistance in managing employee mental health problems in small and micro businesses  <b>Jane Suter, Annie Irvine</b>	

**15:00 - 15:30 Coffee Break in the Sir Alex Ferguson Library**



**Thursday 14 September 2023 (Day 2 cont'd)**  
**15:30 - 17:00 Paper Session 7**

ROOM: W010A	ROOM: W010B	ROOM: W001	ROOM: W002	ROOM: W003	ROOM: W005	ROOM 7: HANGING LANTERN ROOM	ROOM 9: W119
<b>Stream:</b> Gender and intersectional inequalities within workplace resistance discourses	<b>Stream:</b> Marginalised work and workers, risk and resistance in precarious places	<b>Stream:</b> Marginalised work and workers, risk and resistance in precarious places	<b>Stream:</b> Open	<b>Stream:</b> PhD Showcase	<b>Stream:</b> The resistant self: work, identity work and wellbeing reconsidered	<b>Stream:</b> PhD Showcase	<b>Stream:</b> Resistance within contemporary employment relations
<b>Chair: Sally-Anne Barnes</b>	<b>Chair: Barbora Černušáková</b>	<b>Chair: Rebecca Whiting</b>	<b>Chair: Jill Timms</b>	<b>Chair: Maria Koumenta</b>	<b>Chair: Marek Korczynski</b>	<b>Chair: Didem Özkiziltan</b>	<b>Chair: Melanie Simms</b>
Gendered experiences, perception and conceptualisation of success in civilian working life of UKAF womens veterans  <b>Andreana Glendinning</b>	Understanding the impact of bogus self-employment on working lives: The erosion of the material basis of citizenship  <b>Marti Lopez-Andreu</b>	Robots for our drains: Forays into caste and reframing perspectives on resistance posed by sanitation workers  <b>Nayan Jyoti, Jennifer Divyadarshi</b>	Organisational Culture in Small and Medium Enterprises (SMEs): Leadership Traits, Networking and Women  <b>Martina Topic</b>	Through the eyes of the self and other: The journey of induction, learning, implementing & resisting emotional labour in London's public house sector  <b>James Green</b>	The Problem with the problem: Generational resistance in higher education and work choices  <b>Joanna Smith</b>	Logical thinking in a PhD with publications' arguments and the thesis overall argument: A participatory workshop  <b>SPECIAL EVENT</b>  <b>Wendy Olsen</b>	'The good, the bad and the ugly'! Framing for transformation and solidarity: The leading narrative of Mick Lynch (General Secretary, RMT)  <b>Kathryn Boyle</b>
Understanding careers of gay men from working-class backgrounds in the UK: Lessons from HRM  <b>Andrew Kozhevnikov</b>	Resistance and Reinvention: Reworking the older digital technology professional as 'digital native'  <b>Christine Shukis-Brown</b>	Understanding the complexities of hidden work: the everyday rights and risks of unpaid care work  <b>Helen Blakely, Jean Jenkins Wiserd, Cardiff University, Ian Rees Jones Wiserd</b>	Entrepreneurial norms, intensive work-lives, and material speculation: Interrogating discourse and materiality in the working lives of start-up entrepreneurs  <b>Karel Musilek</b>	Why care to care? Exploring meaningful work and turnover intentions in commissioned social care  <b>Marina Nikolova</b>	Employee resistance to management-driven wellbeing initiatives  <b>Rachel Cook</b>		Work-based harms in the contemporary warehouse: Understanding harms of work as a result of the dynamics of class struggle  <b>Ben Ledger-Jessop</b>
Gendered vulnerabilities in digital labour platforms and the strategies of women resistance: A case study from India  <b>Dipsita Dhar</b>	Working From Home: The Flexible Sovereignty  <b>Salih Kinsun</b>	Underemployment as an individual and social risk: A conceptual framework to investigate the lived experience of underemployed workers  <b>Vanesa Fuertes, Vanessa Beck, Levana Magnus, Daiga Kamerāde, Tracey Warren, Luis Torres, Miguel Munoz</b>	Breaking the vicious cycle: Can active labour market policies facilitate the labour market integration of people with severe mental health problems?  <b>Stefan Tuebbicke</b>	Caring new world of work  <b>Ivana Lukes Rybanska</b>			On the front line: Community and workplace solidarities during strike action - a response to the dismantling of collective bargaining  <b>Kendra Briken, Ian Cunningham, Alan Miller</b>
	The UK hospitality sector under pressure: Analysing employers and workers adjustment strategies to post-Covid and post-Brexit working environments  <b>Zinovijus Ciupijus</b>	A Time for Action: Perceptions of European workers in the UK and British workers in Continental Europe during COVID-19 at the time of Brexit  <b>Hilary Collins</b>		Resistance, misbehaviour, or free labour? Understanding fashion models' and content creators' collective action online  <b>Abigail Harrington</b>			

**17:10 - 18:10 Hanging Lantern Room: Publishing in WES: Editor Insights - Marek Korczynski and Laurie Cohen**  
**18:30 onwards Drinks reception and conference dinner at Citation Glasgow**